



HBGI
Healthy Brains Global Initiative

Transforming How We Work

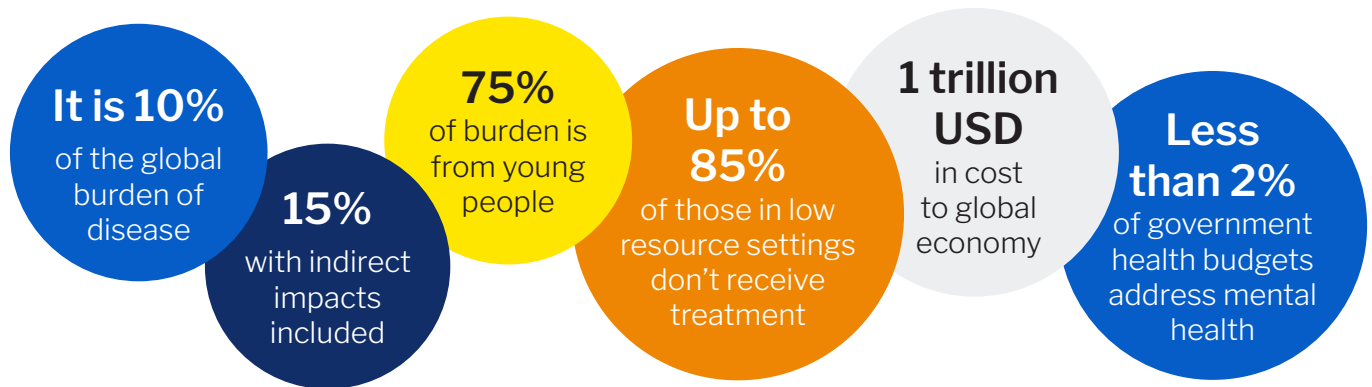
*Reflections from HBGI's Lived
Experience Council on
Embedding Lived Experience
Into Organizations and Services*

February 2023

EXECUTIVE SUMMARY

Introduction

Why invest in mental health?



Lived experience is...

Someone having personal experience with mental ill-health or neurological health issues themselves, whether in their own lives or with people close to them

Why integrate lived experience? In service design, integrating lived experience leads to...



Integrating lived experience into service provision leads to better outcomes through...

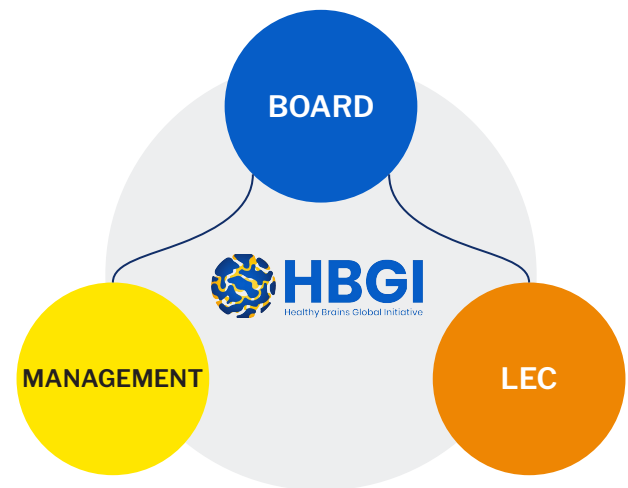


Introduction to HBGI

HBGI was created to address the global gap in the understanding, prevention, and treatment of mental and neurological health conditions. HBGI addresses this critical issue through introducing a new wave of programs using an ‘outcomes-based’ contracting model: paying for outcomes rather than inputs to drive the impact of these programs.

To accomplish this mission, we ensure the voice of people with lived experience informs every part of our organization through our Lived Experience Council (LEC).

The LEC is composed of people with a wide variety of lived experiences from backgrounds diverse across geography, gender, age, race, ethnicity, education and professional experience. The LEC has been with HBGI from the beginning and has shaped the organization.



Currently it is composed of 12 individuals, working across three workstreams.

As part of its commitment to the LEC, HBGI held an in-person meeting in Marrakech, Morocco in fall 2022. This report summarizes takeaways from that meeting and the past two years of work with the LEC.

Recommendations and LEC examples for integrating lived experience

CULTURE

Foster and celebrate diversity

The LEC created a diversity pledge committing to open, compassionate conversations

Ensure inclusivity and wellbeing

The LEC takes regular breaks and has set clear guidelines for how to work with people with lived experience

Emphasize adaptability

The LEC has been flexible in shifting membership, workstreams, and workplans

See beyond someone’s lived experience

HBGI recognizes and learns about the skills of LEC members beyond their LE

SYSTEMS

Choose governance structures that are fit for purpose

The LEC Chair was established as full voting member of HBGI Board

Create avenues for open communication

The LEC creates regular evaluation reports between the LEC and management

CULTURE

Support skills development

HBGI Management and the LEC offer training sessions to the LEC members to address any identified skills gap

Provide logistical support

HBGI provides honoraria and coverage for data costs in a way that works for the LEC members

Conduct a resource assessment

HBGI assessed and committed sufficient budget and human resources upfront to create the LEC

Impact of the LEC

What value has the LEC brought to HBGI?



Transformed governance structures, leading to a shift in how the HBGI Board operates to prioritize lived experience leadership



Ensured accountability and adherence to values in HBGI and its partners, by participating in interviews and selection for consultants



Shaped organizational culture to be more inclusive of people with brain health conditions and from different geographies



Was essential in creating consulting work and other products, like HBGI's [Mind the Gap Report](#) and the McKinsey Health Institute's [Brain Health Dashboard](#)



Has helped HBGI mobilize funding (**75,000USD** solely for lived experience integration) as well as being a key part of mobilizing HBGI's core startup funding