

2022 Annual Report



International Initiative
for Mental Health
Leadership



International Initiative
for Disability Leadership

Connecting Leaders Globally





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Foreword



2022 was a busy and productive year for IIMHL and IIDL as we continued to work with leaders around the globe to improve the lives of people living with disability, mental health problems and addiction.

In-person meetings are now possible again and we were delighted to be able to host our 15th Leadership Exchange in 2022. A series of virtual Matches throughout October culminated in three simultaneous Hubs in Christchurch, Dublin and Washington – undoubtedly an enormous logistical challenge, but they also demonstrated an important step forward in relation to inclusion and diversity for our organization.

Everyone involved in the planning should be immensely proud, and the event would not have been possible without the valued support of colleagues from Te Pou, Mental Health Ireland, Substance Abuse and Mental Health Administration (SAMHSA), the National Association of State Mental Health Program Directors, the Mental Health Commission of Canada, as well as many others, not least those organisations that supported young people to attend, including our friends at Frayme.

I'm proud to say that during 2022 we made changes that mean we now have the most diverse and gender balanced Board than ever before, who for the first time in almost three years, were able to meet in-person to develop and progress the work of IIMHL and IIDL.

I'd like to express my gratitude to IIMHL/IIDL President and CEO, Steve Appleton, whose leadership, and commitment to the organization's strategic direction continues to make a significant impact, with improvements in membership engagement, structure and governance. He has worked closely with his predecessor, Fran Silvestri to ensure a smooth transition and I want to thank Fran for his continued support of our organization and our Board. This amongst other factors has enabled IIMHL/IIDL to broaden its international reach and we welcomed Northern Ireland as a new member, in addition to colleagues from Slovakia, Ukraine, Israel and South Africa as new observer members.

An exciting organizational rebrand is just around the corner, with the impending launch of a new name, brand and website. It's an opportune time to do this as we further develop the organization's values, strategy and purpose and we look forward to progressing this work in 2023 and beyond.

In late 2022 I took the difficult decision to step down from my role as Chair. It has been a privilege to lead the Board, to contribute to and oversee the transition of CEO and to help lead the moves to stronger governance and new ways of working. I am delighted to welcome our new Chair, Barbara Disley, and Vice Chairs Ruby Moore (representing disability) and Martin Rogan (representing mental health), who will take up their roles from start of 2023 - I will work with them to ensure a smooth transition of Board leadership and remain a Board Director for the time being.

I'd like to convey my sincere thanks to all our staff, investing countries, members and partners from around the world – all of whom contribute to make our organization the unique entity that it is.

We continue to live and work in challenging times, please look after yourselves and your colleagues as you continue to advance improvements in mental health, addiction and disability.

A handwritten signature in black ink, appearing to read 'Bob Glover'.

Bob Glover
Chair – IIMHL/IIDL

Welcome



I reflect on 2022 as a year of positive change, development and achievements. As I look back, I am also excited for the future.

Work on the organizational strategy and implementation plan was a priority in 2022, and we are on track to reach key milestones in the short and long term. With key deliverables to meet in 2023 we will be able to demonstrate tangible improvements, outcomes and results, with inclusion and diversity firmly at the centre of everything we do.

I'm delighted that we have recently welcomed two new leadership collaborative groups to our portfolio: the LGBTQ+ Leadership Collaborative and the Addictions Leadership Collaborative - both will greatly enhance our work and we will give increasing focus to our work supporting emerging leaders.

We have been working to raise the profile of disability and the work of IIDL to equalise its status and visibility within the whole organization. This has been part of the drive behind our upcoming organizational rebrand and name change.

The imminent launch of 'Global Leadership Exchange' will encompass everything that IIMHL and IIDL stands for, bringing scope to increase marketability, positioning and global presence as the catalyst for leaders to share knowledge and expertise, to learn and connect.

We've been working behind the scenes on the forthcoming rebrand - you may already have noticed changes to our existing website to align IIMHL and IIDL more closely. 'Global Leadership Exchange' will combine both IIMHL and IIDL - there will be one website, and one brand identity.

Deserved recognition must be given to everyone involved in making the logistical challenge of the 2022 Leadership Exchange such a success. It was an event to be proud of, with incredible inputs from a wide range of colleagues. I was particularly pleased to see young people taking a more prominent role, as well as Indigenous people and those with lived experience of mental health problems and disability. Without question a precedent has been set for the Leadership Exchange in 2024 and I know our colleagues in the Netherlands will do a fantastic job.

I want to thank our Board who have supported and helped me to shape and deliver the strategic changes we are making. I want to express my particular thanks to my team, Kathy Langlois, Sean Russell, Eddie Bartnik, Aisling Blackmore, Lorna Sullivan, Una Carney, Melanie Davies, Erin Geaney, and all our Liaison team for their work over the past year.

I also want to acknowledge Janet Peters who retired from her role as New Zealand Liaison at the end of October 2022. Janet was rightly celebrated at the Leadership Exchange Hub in Christchurch, but I want to thank her again for all her work and her dedication to IIMHL.

2023 will be an exciting year, but it will also hold challenges, ones I believe we are now well placed to meet. Most importantly, working together with you, our members and partners, we will ensure positive change and improvement in mental health, addiction and disability through effective leadership and collaboration.

A handwritten signature in black ink, appearing to read 'Steve Appleton'.

Steve Appleton
President & Chief Executive - IIMHL/IIDL

Leadership Exchange 2022

Valuing Inclusion, Resilience and Growth



Last year's Leadership Exchange was an event like no other and we are grateful to everyone who made it possible. It was a huge undertaking to organise, fund and facilitate what was a packed program of virtual Matches which culminated in simultaneous regional in-person Hubs in Christchurch, Dublin and Washington DC.

The Leadership Exchange provides a platform for incredible networking opportunities affording participants the ability to share knowledge, experience and benchmark to make our world and the behaviours and roles of leaders more inclusive.

33 Virtual Matches

Three International In-Person Regional Hubs

Packed agendas with inspirational speakers

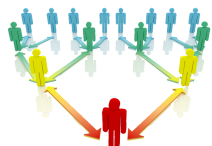
What was it and who was it for?



Who?

Leaders and emerging leaders at all levels, who want to make a difference in mental health, substance use and disability across the world.

Persons with lived experience, family members, carers, community workers, executives, policy analysts, researchers, clinicians, board members.



What?

An opportunity to share knowledge about what works in leading mental health, substance use and disability.

Why?

- Develop knowledge and leadership skills
- Learn about innovative ways to do things
- Develop professional networks
- Connect with leaders from other countries



Matches: October 3 - 20



Connecting with people from other countries who have similar passions and interest areas.

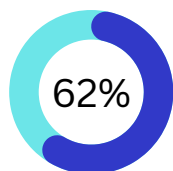
Sharing knowledge and perspectives from around the world.

New sources of relevant information from hosts and other countries.

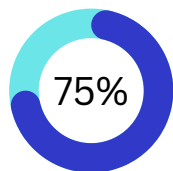
The wonders of digitally engaging over multiple time zones.



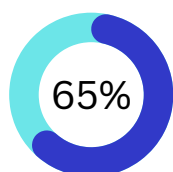
Christchurch, New Zealand



of attendees rated this Hub
excellent or very good overall



of attendees rated this Hub
excellent or very good
for the opportunity to network
and connect with others



of attendees rated this Hub
excellent or very good
for the relevance of content to work/life

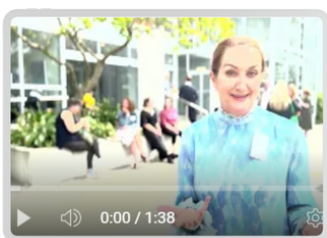


Networking with other like-minded individuals, both professional and lived experience attendees.

The speakers were interactive and were able to connect with the audience.

The real feel of accessibility, inclusivity and resilience as a focus and in the set up of the venue and program.

View short pieces to camera from some inspirational speakers and leaders sharing their experiences, thoughts on the value and opportunities presented by the Leadership Exchange.



Robyn Shearer, IIMHL
SCLG Chair



Magdel Hammond, IIMHL



Welcome from the Prime Minister of New Zealand,
the Right Honourable Jacinda Ardern



Carole Koha, IIMHL

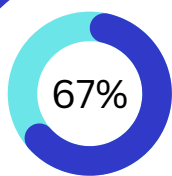


Lynda Hayes, IIDL

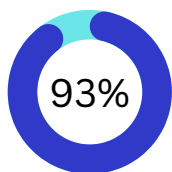


Panel on Community Resilience and Growth Stories,
led by Rae Lamb, CEO of Te Pou

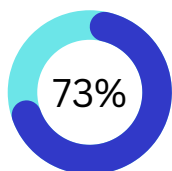
View more videos from the Leadership Exchange 2022 on our
YouTube channel here.



of attendees rated this Hub
excellent or very good overall



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and connect with others



of attendees rated this Hub
excellent or very good
for the relevance of content to work/life



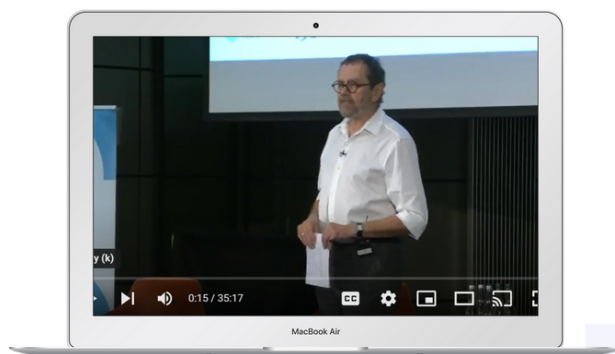
Networking and discussions with international colleagues.

The variety of talks and showcase of projects/initiatives.

The speakers were very informative and there was a
range of choices for sessions.



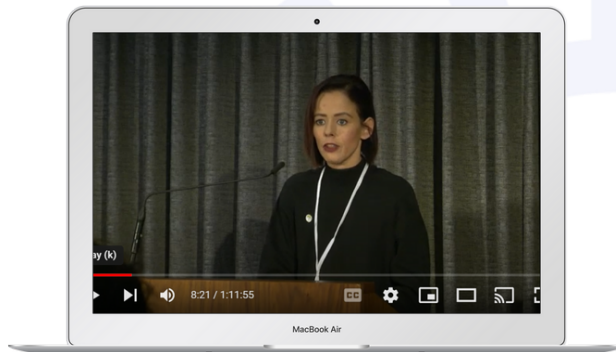
Supporting communities following large scale psychological trauma



Christchurch community resilience and growth stories

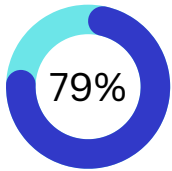


Developing co-designed and co-implemented inclusive services

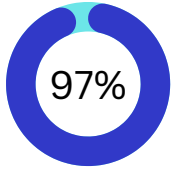


Challenges and opportunities facing the Irish Traveller Community

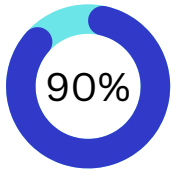
Washington DC, North America



**of attendees rated this Hub
excellent or very good overall**



**of attendees rated this Hub
excellent or very good
for the opportunity to network
and connect with others**



**of attendees rated this Hub
excellent or very good
for the relevance of content to work/life**



The casual, welcoming environment that enabled people of all ages and backgrounds to connect with one another

The diversity of voices throughout the sessions

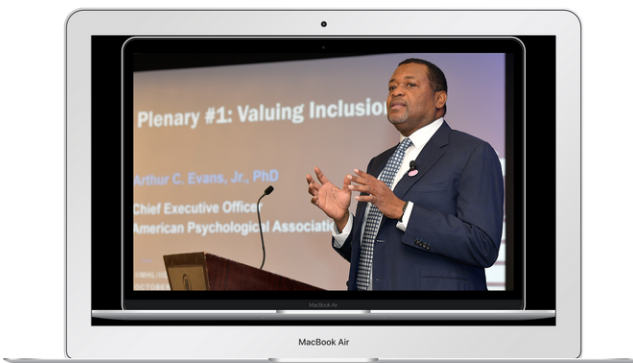
Informative and innovative keynote sessions with great speakers



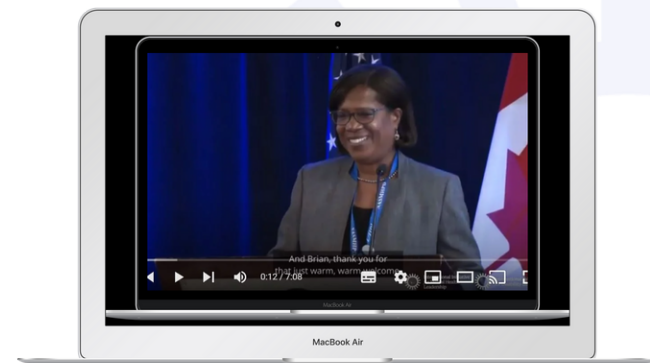
Gary Belkin - The Social Crisis in the Climate Crisis



Misko Kicknosway and Carol Hopkins - Reconciliation in Mental Wellness



Arthur Evans - Valuing Inclusion



Dr Miriam Delphin-Rittmon

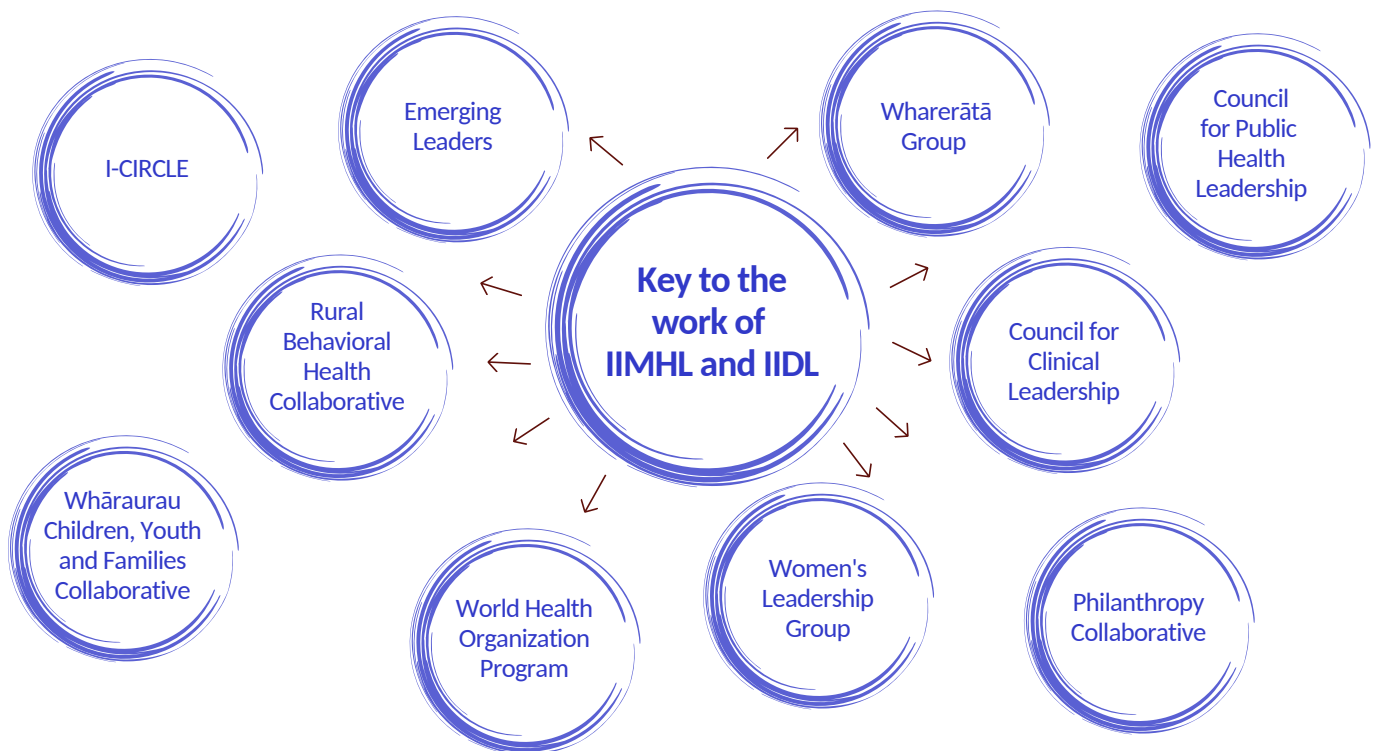
[View more videos from the Leadership Exchange 2022 on our YouTube channel here.](#)

Celebrating our Collaboratives

We continue to be grateful for the work and contribution of our collaboratives. In 2022, most of the collaboratives were focused on the Leadership Exchange and we were inspired by the energy and participation of the members who attended the Matches.

View the range of [IIMHL Matches](#) and [IIDL Matches](#) that were made available for members to join - follow the hyperlinks to view individual Match reports for an insight into our work.

[The full Hub programs are also available on our website](#), along with Hub presentations and the overall [Leadership Exchange 2022 evaluation report](#).



Emerging Leaders

IIMHL and IIDL remain committed to supporting, including, and developing Emerging Leaders, and our work continues to gather momentum.

The Emerging Leaders Match in the recent Leadership Exchange had a global reach to disability and mental health sectors, with a focus on intergenerational knowledge transfer. [Read the Match report here](#).

[More on Emerging Leaders here](#).

New collaboratives in 2022

We look forward to further establishing the following new collaboratives in the year ahead:

2SLGBTQ+ | Knowledge Mobilization Hub on Suicide Prevention | Addictions Leadership
Self Direction | Employment | Local Area Coordination

Focus on inclusion

To promote inclusion and diversity across IIMHL/IIDL the Board has adopted three strategic objectives:

- To create a culture that values diversity and inclusion – where there is a strong sense of belonging, including people with lived experience
- To value people from diverse backgrounds who share power and are central to IIMHL/IIDL's decision-making and developmental forums
- To have a welcoming space where people want to devote time and energy to IIMHL/IIDL – an organization that is trusted, easily accessible and safe

An Inclusion Advisory Group has been established to advise the Board on how best to achieve these objectives and to develop a road map for the organization.

A perspective on diversity and inclusion in the context of crisis services in the US

In the words Louis L'Amour, author of 'Lonely on the Mountain', "There will come a time when you believe everything is finished. That will be the beginning."

With the launch of 988 in the US, we are at a pivotal moment in how we respond to individuals experiencing mental health emergencies. We have arrived at a point we would have only dreamed of, just a few short years ago. We should celebrate this moment. Look at what we have accomplished. We are creating a better system, with better access, and better resources. We recognize the inefficiencies of the current system, and we are bringing together the keenest minds combined with unprecedented resources to remedy those ills.

Yet, I must caution you that, as it pertains to equity, there will always exist a temptation to compare the current state with that of the past and celebrate how far we have come, rather than to compare your current state to my current state and recognize how far we have to go. To compare, your access to my access, your resources to my resources, your equity to my inequity.

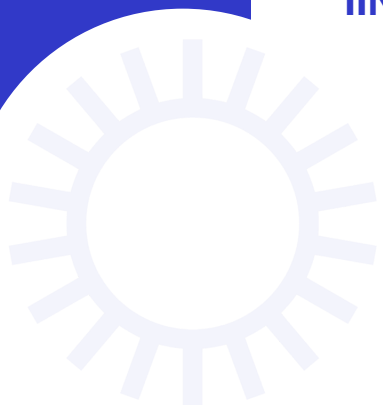
Our interventions have historically lacked cultural competence. They have lacked equity. Even now, as we speak of applying the lens of equity to our work, I submit to you that, THAT is insufficient. You see, your lens is marked and distorted by your perception of equity, and collaboration, and reasonable expectations. So, I challenge us, not to be satisfied with applying the lens of equity, but the voice of equity.

Interventions and responses should be person centered. If you do not understand, or acknowledge, the impact of cultural beliefs, including stigma and relationships with law enforcement, or the impact of structural racism, on my life and my perception of my place as a Black man in America, your intervention can do more harm than good. That intervention, in fact, may become another traumatic experience that I have to carry.

And if any of us believe that we can build the infrastructure first and address equity later, that is not only folly; it is intentional and willful blindness. Equity will only exist when, at every step, we acknowledge who has been disproportionately impacted, whether by lack of access or negative outcome, and we involve those impacted communities as partners in building our processes, in crafting the message, and as trusted messengers.

By giving voice to those with lived experience, and those who understand the intersectionality of lived experience, only then can we truly reimagine our approach to behavioral health and to suicide prevention.

Victor Armstrong, MSW
Chief Diversity Officer
RI International



IIMHL Sponsoring Countries Leadership Group (SCLG)

Throughout 2022 we continued to work closely with strategic partners including continuing our collaboration with Mental Health Europe and this is set to continue throughout 2023.

The highlight of the year was being able to collaborate with partners across the globe to deliver a sensational Leadership Exchange - all virtual elements and in-person regional Hubs were full of inspirational speakers, participants, partners, and stakeholders. It was an honour for SCLG's Stephanie Priest (Canada) to co-host the Population Mental Health Match with New Zealand - an inspiring session with valued participation.

A significant piece of work undertaken by the SCLG in 2022 was our collaboration with the US in implementing a 988-suicide prevention and mental health crisis support system. Through this and other actions, we are working with other agencies and groups to ensure mental health is treated as a priority and crisis care is within reach for more Americans.

Much valued collaborative working continued with EUCOMS, sharing knowledge, and spreading experience through a series of meetings and events - both online and in-person.

Following on from last year's online learning session with United for Global Mental Health (UGMH) on the importance of population-based approaches to mental health we explored further opportunities with UGMH in 2022 and plan additional online and in-person learning sessions over the coming year.

Equity in relation to mental health services in low- and middle-income countries remains a priority area and we have been continuing to partner with the South African Federation for Mental Health and foster new connections with leaders in Africa.

We are proud of our work in mental health leadership with the World Health Organization (WHO), specifically further development of a program focused on Eastern European countries with WHO-Europe. We will continue to work with WHO-Europe to shape a program that will enable effective peer support to leaders in Eastern Europe who are working to transform their services. This work is a great example of how IIMHL and the SCLG members combine to share expertise and knowledge with others, and at the same time enhance their own learning too.

The Emerging Leaders Program continues to be hugely beneficial and is a great example of the interconnectedness of our work in mental health and disability. We were delighted to welcome some of their representatives to Dublin's Leadership Exchange. Their support and input were of great value to all, particularly young and emerging leaders. We look forward to working together in 2023.

IIMHL and IIDL will continue to focus on building partnerships and maintaining alliances, working with other global organizations that can assist with improving services, leadership, and innovation.

I have been privileged to Chair the SCLG over the past three years. As we look forward to the next Leadership Exchange in the Netherlands in 2024, the chairing of the group now passes on. I am delighted that Sabien Raams from our partners at the Dutch International Mental Health Hub and Stephanie Priest, Executive Director at the Public Health Agency of Canada will co-chair from the start of 2023.



Robyn Shearer

IIMHL SCLG Chair

Deputy Director General System Performance and Monitoring and Deputy Chief Executive
Ministry of Health, New Zealand

IIDL Sponsoring Countries Leadership Group (SCLG)



At the heart of IIDL and IIMHL is the maintenance and development of a strong, engaged collective of international partners willing to inform and to be informed. As a leadership collective IIDL recognises that leadership not only exists in formal leadership positions but through ideas and the contributions of many. Leadership is focused within the present, builds on and learns from the past, and forges new pathways for the future.

These leadership processes are even more important in times of uncertainty and when well-being is most at risk. The pandemic has created the need to draw on the collectivism, resilience and determination of our IIDL and IIMHL networks and created the environment for the development of new ways to engage and work together.

We have and will always value the opportunity to meet in-person however we have learned during the pandemic that there are new and complementary ways to meet and engage through embracing technology. We have created other opportunities to collaborate and learn from each other on a range of other relevant topics such as the establishment of a new Ministry of Disabled People (Whaikaha) in New Zealand which was informed by a series of bespoke bilateral knowledge exchange sessions with Canadian colleagues from British Columbia with prior experience of this type of endeavour.

Both IIDL and IIMHL have endeavoured to position our collaborative working and strengthen the links between both programs. 2022 has provided the opportunity to meet through the Leadership Exchange and acknowledge that digital connections are to be embraced but do not fully replace opportunity to meet kanohi ki te kanohi (face to face). The Leadership Exchange in the Regional Hubs format presented many opportunities, not least being able to showcase the diversity of what we do in all workstreams and sectors on an international stage.

Our Emerging Leaders program is both now and future focussed and crosses the disability and mental health leadership programs with a strong focus on intergenerational two-way knowledge transfer. The Leadership Exchange and the theme of 'valuing inclusion, resilience and growth' reminded us that the concept of "emerging" goes beyond the traditional perspective of younger people versus older people in leadership roles. We have learned that attention to accessibility fosters inclusion, is vital for some, and helpful for many. Disability and Mental Health Leadership does not occur if inclusion, participation and contribution are not valued.

'Emerging' encompasses leadership voices from the diversity of populations that have an interest in disability and mental health policy, practice and services – our Indigenous people, our Rainbow communities, and of course our lived experience communities. Too often these voices have not been evident in the past and our sectors and disability and mental health leadership have been the poorer because of this. Many of our membership countries are learning from formal enquiries that have starkly revealed the damaging policies and practices of the past and that lack of diversity of voice and agency created harm and distress.

We have welcomed every opportunity to help shape the future direction of IIDL and IIMHL to ensure the strategic priorities both align and complement each other and that IIDL continues to receive increased focus. Much work and planning has gone into the organizational rebrand and we look forward to seeing it come to fruition.

A strong focus of the SCLG's work during 2022 has been on member country priorities and rapid knowledge exchange, with key topics throughout the year including an overview of national disability strategies and opportunities for collaboration, diversity, inclusion and intersectionality.

A strong theme carrying forward into 2023 is the topic of direct support workforce which is a key priority for all countries and is the focus of strong national leadership from the United States who have launched a new national initiative which is of great interest.

IIDL's work with the Scottish Commission for Learning Disability has been very rewarding on a mutual level. Developing our work and welcoming others to the organization enables us to continue to grow and learn from each other.



Brian Coffey

IIDL SCLG Chair

Director, Office of Disability Issues, New Zealand

Looking ahead



We are looking forward to a future full of opportunity as the new 'Global Leadership Exchange'. In 2023 we are also seeking to develop our Sponsoring Countries Leadership Groups (SCLGs).

In addition to the planned name change and rebrand we will continue to strengthen current relationships and establish new partnerships to reinforce our commitment to diversity and inclusion. The future will be driven by contributions from new and emerging leaders – both within the organization and externally.

A focus on progressing work with Eastern Europe and low- and middle-income countries will continue to broaden our global reach, and we will progress initiatives already started in the US and New Zealand to develop young people, especially in relation to leadership.

We will retain our focus on improvement in inclusion and diversity, but also undertake work in relation to workforce, employment and climate change. We will work to ensure that the organization remains adaptable, representative, and relevant.

Stakeholder relations and government liaison remain priority areas, and we will ensure our financial position remains robust. This will involve pursuing areas of revenue generation from a range of sources that align with our core values, vision, and purpose.

We invite you to participate as fully as you can in the work of our organization. There's much to look forward to and you as our members and partners, investing countries and organizations are integral to the future of the new Global Leadership Exchange.

A stylized handwritten signature in black ink, appearing to read 'Steve Appleton'.

Steve Appleton
President & Chief Executive - IIMHL/IIDL

Meet the Board



Bob Glover PhD
Chair, Centreville
VA, USA



Dr Barbara Disley
Chief Executive, Emerge Aotearoa
New Zealand



Holly Echo-Hawk
Senior Behavioral Health Consultant
Washington State, USA



Dr Arthur C Evans Jnr PhD
CEO, American Psychological Association
Washington DC, USA



Clenton Farquharson MBE
Chair, Think Local Act Personal
England



Geoff Huggins
Director, Scottish Government
Edinburgh, Scotland



Sarah Hughes
Chief Executive, Mind
England



Ruby Moore
CEO, Georgia Advocacy Office
GA, USA

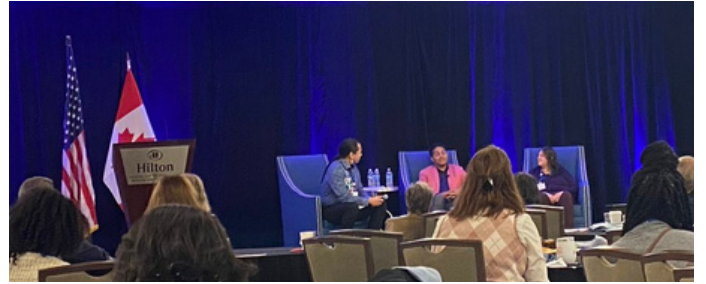


Martin Rogan
Chief Executive, Mental Health Ireland
Republic of Ireland



Anne Skordis
Executive Director NDIS Services, Mercy Community
Queensland, Australia

Leadership Exchange 2022



Leadership Exchange 2024 - the Netherlands

We will be announcing the date and venue for 2024 shortly. In the meantime, watch this [short video of Sabien Raams, Executive Director, Emergis – and Members of the Dutch International Hub](#)



Acknowledgements

Our work would not be possible without the countries and people involved who make IIMHL and IIDL the global collaborative that it is.

We acknowledge and thank our Sponsoring Countries and Regions: Australia, Canada, England, Northern Ireland, the Netherlands, New Zealand, the Republic of Ireland, Scotland, Sweden, and the USA.

Sincere thanks to our membership far and wide, who engage with our work, adding value every day, sharing knowledge and experience.

With their terms as SCLG Chairs coming to an end, we extend our deepest gratitude to Robyn Shearer and Brian Coffey for their time and commitment to our organization.

We acknowledge our colleagues at Mental Health Europe, EUCOMS, the World Health Organization, City Mental Health Alliance, and the Global Mental Health Peer Network. It is our privilege to continue to work with and learn from them.

Special thanks to our Board for their leadership and direction in shaping IIMHL and IIDL as we move forward, and to the team, whose work and dedication is unrelenting - Kathy Langlois, Erin Geaney, Eddie Bartnik, Sean Russell, Lorna Sullivan, Aisling Blackmore, Janet Peters, Dr Michael Kendrick, Úna Carney, and the teams at Jory and Co, Storm IT and Shahzure for their design and website expertise.

Thanks also to our Liaisons around the world, all of whom play a crucial role in connecting us to members and leaders in each of our sponsoring areas.

