

Expression of Interest (Tender)– Multicultural Engagement Strategy

Living Positive Victoria – Organisational context

Living Positive Victoria is a not-for-profit, community-based organisation representing all people living with HIV in Victoria since 1988 and is committed to the advancement of human rights and wellbeing of all people living with HIV (PLHIV).

Our vision: A world where people living with HIV live their lives to their full potential, in good health and free from discrimination

Our mission: To enable and empower all people affected by and living with HIV in Victoria to be part of the response that seeks an end to the HIV epidemic

Our focus: Our focus for this five-year period is to improve the quality of life and reduce HIV-related stigma for Victorians living with HIV. We will do this through strategies that build on what we do well as well as innovate into new areas.

Project Summary

Living Positive Victoria (LPV) is seeking expressions of interest for the development of a Multicultural Engagement Strategy to guide our work with migrant and multicultural people living with HIV in Victoria.

The successful applicant will use their high-level planning and project management, data collection and analysis, and community engagement skills to deliver this work.

This will involve working with the Multicultural Advisory Committee to design and lead a consultation to determine and refine forward priorities for LPV's multicultural engagement.

This consultation will engage:

- Across all key demographics in the HIV response in Victoria
- Multi-cultural operational and board teams
- Membership cohorts
- Key partners and stakeholders.

The successful applicant will also deliver a detailed report on the changes to organisational practice and structure required for LPV to better engage with diverse cultural communities in the local Victorian HIV response.

Title: **Multicultural Engagement Strategy**

Organisation: Living Positive Victoria

Employment Type: Short term Contract

Contract value: \$35 000 +GST

Position reports to: CEO and Multicultural Advisory Committee

EOI Date **Applications close 5pm Thursday March 28th 2024.**

Project Deliverables

Working under the direction of the CEO and the Multicultural Advisory Committee, the project will be responsible for priority setting and stakeholder engagement, and the development and delivery of the Multicultural Engagement Strategy.

1. Priority setting and stakeholder engagement

Review relevant materials and existing data/ knowledge relevant to multicultural engagement and HIV peer organisations in the Australian context

Develop a consultation process that may include stakeholder surveys, interviews, focus groups and community forums.

Implement consultation process with:

- LPV board of directors
- LPV operational staff
- Key external partners and stakeholders identified by the Multicultural Advisory Committee
- LPV membership, specifically targeting migrant and multicultural communities of:
 - Heterosexuals
 - Women
 - People from different faith backgrounds
 - People under 30
 - People 30-50.
 - People over 50
 - Men who have sex with men
 - Trans and gender diverse
 - Bi+ community members

Analyse data and provide an initial report to Board.

2. Development of Multicultural engagement strategy

Facilitate workshops for the LPV Board of Directors, the Multicultural Advisory Committee and operational staff to highlight and further refine key priorities and learnings in the following domains:

- Mental health and quality of life – wellbeing of culturally diverse PLHIV populations
- Stigma and discrimination – ways of addressing stigma in culturally appropriate ways
- Equity of involvement of people living with HIV – ensuring equity, accessibility and representation of culturally diverse folks living with HIV within Living Positive Victoria’s programs and structures
- Migration
- Multicultural lens on other key priority areas defined by community needs.

Prepare a full strategic report by end of September 2024.

Key Selection Criteria

- Demonstrated high level community and stakeholder engagement skills
- Demonstrated project management skills
- High level strategic planning and analysis
- Proven ability to identify priorities through data collection methods including surveys, interviews and focus groups
- Group facilitation and individual qualitative interview skills
- Comprehensive report writing skills
- Previous engagement with the not-for-profit community sector.
- Provision of examples of previous work and/or tender engagements.
- Demonstrated understanding of intersectionality and cultural safety
- Demonstrated ability to manage time, set priorities, plan and organise workflow
- A comprehensive understanding of the issues facing people living with HIV

People living with HIV and people from a multi-cultural background are encouraged to apply.

Please send your expression of interest to the CEO rkeane@lpv.org.au