

# Victorian Cultural Portfolio Holder Program



## Victorian Transcultural MENTAL HEALTH

*Working together to innovate in mental health care  
to support the well-being of all Victorians because diversity matters*

### What is a Cultural Portfolio Holder (CPH)?

Cultural portfolio holders are public mental health service employees who promote culturally responsive practice within their organisations.

The CPH role was first introduced in the Cultural Diversity Plan for Victoria's Specialist Mental Health Services 2006-2010, as a requirement for mental health services.

#### What does a CPH do?

A CPH undertakes a range of diversity-related work within mental health agencies, for example:

- Raising awareness of cultural diversity by coordinating professional development, training and other events
- Participating in working groups to address cultural diversity planning and policy development
- Promoting the effective use of language services and translated materials
- Reviewing internal policy and practice guidelines, and implementing service reforms
- Developing practitioner resources
- Enhancing links between services and local community agencies and groups

#### WHAT IS THE VICTORIAN CULTURAL PORTFOLIO HOLDER PROGRAM?

The Victorian Cultural Portfolio Holder (VCPH) Program is an initiative of Victorian Transcultural Mental Health (VTMH). The Program supports cultural portfolio holders to champion culturally responsive practice within their respective agencies by providing networking, education and mentoring opportunities.

#### PROGRAM AREAS

##### Victorian Cultural Portfolio Holder Network

This state-wide network operates as a community of practice that values mutual support and collective learning. The network meets quarterly to provide a space for information sharing and reflection on current systemic, organisational and practice changes in the mental health sector.

##### Orientation resource

New members to the network are invited to participate in an orientation process that introduces them and their team leaders to the portfolio and the program.

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## Online portal

Network members have access to an online platform that allows members to interact with one another about current issues and events relevant to their portfolio.

## Mentoring program

A mentoring program is available where there is a number of cultural portfolio holders registered from the same agency. CPH groups can receive a brief period of mentoring support through the Program, to identify agency-specific ways to utilise the portfolio.

## Leadership & advocacy opportunities

Actively involved members with experience in holding the portfolio are encouraged to undertake leadership and advocacy roles within the Network.

## Links to VTMH programs and services

Cultural portfolio holders are encouraged to participate in the VTMH educational and service development initiatives that are available to the Victorian mental health workforce.

To find out more about learning opportunities at VTMH, and VTMH's approach to organisational cultural responsiveness, please go to [www.vtmh.org.au](http://www.vtmh.org.au)

## For more information

For more information about the Victorian Cultural Portfolio Holder Program, visit the VMTH website or contact the Network

**Website:** [www.vtmh.org.au/cph](http://www.vtmh.org.au/cph)

**Email:** [cphnetwork@svha.org.au](mailto:cphnetwork@svha.org.au)

**Telephone:** 03 9231 3300

**Office hours:** 9am- 5pm.

## Guiding Values

The VCPH Program is guided by the following values, as defined by the CPH Network members:

- Work in ways that are underpinned by human rights and access and equity principles, and recovery-oriented approaches informed by lived experience
- Work with existing organisational structures and diversity priorities to promote and implement diversity responsive strategies to address organisational change
- Respond to factors that promote or hinder culturally safe practice in the workplace environment
- Be intentional in looking for opportunities to engage co-workers to promote and advocate for diversity responsiveness in everyday practice
- Look for opportunities to enable the organisation to build relationships with the local community, according to local needs



## Victorian Transcultural Mental Health (VTMH)

Level 1 Bolte Wing (Building F)  
St Vincent's Hospital, Melbourne  
14 Nicholson Street, Fitzroy

**p.** (03) 9231 3300

**w.** [www.vtmh.org.au](http://www.vtmh.org.au)

**e.** [vtmh@svha.org.au](mailto:vtmh@svha.org.au)

