

Roles and Expectations of Participants RACMA Peer Support Group Pilot Program

Active engaged participants are critical to the effective functioning of the peer support group. Participants would be expected to participate in the following activities:

- Problem solving and brainstorming.
- Confidential collegiate discussions.
- Peer support, collaboration, and consultation.
- Reflective practice.
- Networking opportunities.

Participants will be able to discuss topics with their peers but due to their professional isolation are not able to do via any other means. Topics for discussion would be brought to each meeting by the participants or shared with facilitator prior to the meeting. Participants would be allocated to ensure equal contribution and may be asked to prepare a short summary of their topic or scenario. It is anticipated that topics would cover matters that participants would like to have a broader discussion about with their peers.

Rules of engagement for participants include the following:

- Everything said in the group will be treated as confidential whether it is about patients, colleagues, or group members themselves.
- Everyone should be listened to and everyone's contribution should be respected.
- Although people can talk about their personal history, if it seems relevant, there will be no unwelcome and intrusive questioning of group members about their own personal experiences.
- Potential conflicts of interest should be declared by individuals to the facilitator for further consideration.

Other considerations for participants may include the following:

- Peer support groups work better where there is diversity in terms of participants, particularly with regard to experience and backgrounds. This ensures that any problem can be approached from a number of different angles.
- The literature suggests that the optimal size is 7-10 participants. This ensures that an appropriate environment exists to develop trust and psychological safety.
- Participants may include the following:
 - RACMA Fellows
 - RACMA Associate Fellows
 - RACMA Candidates
- Participants are required to have access to appropriate IT resources.
- Participants are expected to be actively engaged. This would include:
 - Maximising attendance.
 - Preparing topics when allocated.
 - Actively contributing to discussions, including remaining visible on camera during meetings.
 - Providing feedback when requested on the benefits or deficiencies of peer support groups as part of an evaluation process.