



Content Warning

This guide was created to support your organization in deepening its understanding and application of GBA Plus, intersectionality, and equity-based practices. Engaging with these topics, especially when applied to real-world experiences, can be challenging. The tools provided may require reflection on complex and personal topics. It's important to acknowledge that who we are and what we bring to this work shapes how we contribute to building inclusive, accessible programs and services for the people we serve.

Some of the tools and materials in this guide explore sensitive topics such as personal and professional experiences of racism, homophobia, transphobia, gender-based violence, and other forms of discrimination. These discussions can evoke strong emotional responses or trigger past trauma. We encourage you to take care of yourself and others throughout this process and to approach these topics with caution and care.

Here are some suggestions for navigating this material:

- **Seek Support:** Reach out to a trusted person or professional who can help you process the material.
- **Take Breaks:** Pause and step away from the tool or activity if it becomes overwhelming.
- **Use Available Resources:** Should you need immediate assistance; we have provided links to online resources and tools (see below).

Additionally, if you're facilitating this work, it's recommended to have a trauma-informed counselor or mental health professional available during activities that touch on sensitive or triggering topics, particularly those related to gender-based violence.

Support Resources

- Employee Assistance Programs (EAP): If your organization provides an EAP, consider using it for additional support.
- [Free National Mental Health Support.](#)
- Indigenous Resources
 - [First Nations Child and Family Caring Society: Knowledge Portal for Agencies across Canada](#)
 - [National Centre for Truth and Reconciliation](#)
- Trauma-Informed Engagement Resources:
 - CMA Patient Voice Guide: Trauma-Informed Engagement & Resources
 - [Canada.ca: Trauma- and Violence-Informed Approaches to Policy and Practice](#)