



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 can be challenging, mainly when applied to real-world experiences. The tools provided may require reflection on complex and personal issues. 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 approach these topics cautiously.

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:** We have provided links to online resources and tools (see below) should you need immediate assistance.

Additionally, if you're facilitating this work, it's recommended to have a trauma-informed counsellor 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.](#)
- **Trauma-Informed Engagement Resources:**
 - [CMA Patient Voice Guide: Trauma-Informed Engagement & Resources](#)
 - [Canada.ca: Trauma- and Violence-Informed Approaches to Policy and Practice](#)