

SUPPORT MENU

BUILDING UNDERSTANDING ABOUT DOMESTIC, FAMILY AND SEXUALISED VIOLENCE



PURPOSE OF THE SUPPORT MENU

The *Support Menu* is resource designed to complement the *Futures Framework*.

It is designed to support organisations and institutions in building their **understanding of domestic, family and sexualised violence**.

The *Support Menu* sets out content that can be introduced, supported and embedded within the organisation's/institution's **response to domestic, family and sexualised violence**.



We acknowledge the Traditional Custodians of the land on which our work and services operate and pay our respects to Elders past and present. We extend this respect to all First Nations peoples across the country and the world. We acknowledge that the sovereignty of this land was never ceded. Always was, always will be Aboriginal land.

CENTRING ON LIVED EXPERIENCE INSIGHTS AND EXPERTISE

The *Futures Framework* is designed to support organisations and institutions to centre on and design from lived experience expertise and insights about domestic, family and sexualised violence.

The quality of responses to domestic, family and sexualised violence is inextricably linked to the organisation's commitment to listen and respond to people's lived experiences and expertise.

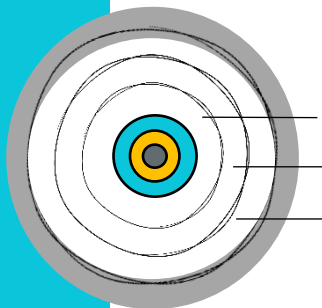
ESTABLISH LISTENING MECHANISMS

Organisations and institutions include people with lived experience expertise and insights about domestic, family and sexualised violence. Often this expertise remains untapped because the conditions for dignity, safety and justice in disclosure are not well formed in the organisation's commitment, culture and functions. And some people will not want to, or be safe to, share their insights under any conditions.

To make a start, organisations and institutions can:

- ✓ draw from externally sourced lived expertise and insights of domestic, family and sexualised violence;
- ✓ establish internal listening mechanisms; and
- ✓ explore who can help the organisation to source and listen to internal and external lived experience expertise and insights.

WHY UNDERSTANDING INTERDEPENDENCE MATTERS



WORKPLACE RESPONSES
CUSTOMER/CLIENT RESPONSES
ECOSYSTEM RESPONSES

Organisations and institutions do not operate in a vacuum. They depend on the actions of other organisations, institutions, people and systems to be able to function.

People experiencing domestic, family and sexualised violence are not just customers or employees; every individual has multiple roles and relies on multiple parts of the ecosystem for their wellbeing. The more disparity there is between different parts of the ecosystem, the tougher it is for victims to navigate.

CONTENT

[Reading and Resource Menu – Index | P3](#)

[In Focus | Workplace Responses | P4-5](#)

[In Focus | Customer/Client Responses | P6-7](#)

[In Focus | Ecosystem Responses | P8-10](#)

[SDG's and Primary Prevention | P11](#)

READING AND RESOURCE MENU

The following readings and resources draw from government and non-government subject matter expertise. This list is not exhaustive.

Ref	Key Readings and Resources	Workplace Responses	Customer/Client Responses	Ecosystem Responses
1	Human Rights approaches (AHRC)	●	●	●
2	Change the Story Framework (Our Watch) Note: The second edition of Change the Story Framework released 2021 supersedes the first edition from 2015.	●	●	●
3	Change the Picture Resource (Our Watch)	●	●	●
4	Dealing with backlash (Our Watch)	●	●	●
5	Understanding the obligations of Safe Work (Safe at Work Australia)	●	●	●
6	Understanding the obligations and responsibilities outlined in the Respect@Work Report (AHRC)	●	●	●
7	Preventing workplace sexual harassment obligations for directors (Australian Institute of Company Directors (AICD))	●	●	●
8	eSafety Commission www.esafety.gov.au Understanding eSafety & technology facilitated abuse	●	●	●
9	Workplace responses to staff who perpetrate violence against women . (Our Watch)	●	●	●
10	Stopping the mis-use of Non-Disclosure Agreements (Can't Buy My Silence)	●	●	●

Ref	Insight Exchange Readings and Resources	Workplace Responses	Customer/Client Responses	Ecosystem Responses
1	Futures Framework	●	●	●
2	Who Benefits? Who Decides? (4mins) Animation	●	●	●
3	Seeing Possibilities (6mins) Animation	●	●	●
4	Foundations (45 mins) & Foundations Applied (40mins) videos	●	●	●
5	Reflections Kit (collates resource featured in the Foundations & Foundations Applied).	●	●	●
6	Quality Response Continuum (<i>Coming 2022</i>) Animation & Examples	●	●	●
7	Website/Intranet Communication Guidance (<i>Coming 2022</i>)	●	●	●
8	Workplace Intranet Content Guide	●	●	●
9	Workplace Insights Paper : Perceptions and experiences of workplace responses	●	●	●
10	Workplace Scenarios Kit : Responding to victims of domestic, family and sexualised violence	●	●	●
11	Workplace Scenarios Kit: (Part B) Workplace Responses to people using domestic, family and sexualised violence (<i>Coming 2022</i>)	●	●	●
12	Guide: Support My Economic Safety (Insight Exchange and Centre for Women's Economic Safety)	●	●	●

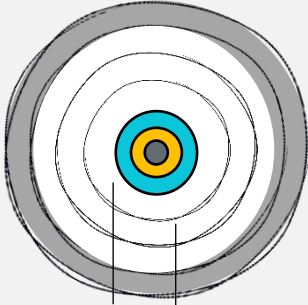
More lived experience insights and Insight Exchange resources are available via www.insightexchange.net

WORKPLACE RESPONSES

[Employees, Contractors, Volunteers]

Workplace Responses

[Employees, Contractors, Volunteers]



Obligations*

Social Responsibilities

* 'Obligations' refer to the current context of technical requirements in the industry. The moral and ethical social responsibilities feature in the next concentric sphere.

Voices of lived experience:

"I felt my workplace provided no support during my years of abuse!"

"I have a wonderful supportive team around me. Without this support I don't know how I would still be employed. I feel so proud of the DVFA initiative at my workplace."

Between 55 and 70 per cent of people experiencing domestic and family violence are in the paid workforce (UN Women 2017).

The response of the workplace is important to victims of domestic, family and sexualised violence for many possible reasons including their sense of self, social connections and safety. Importantly, having an income supports economic safety, keepings more options on the table for victims to considering their future.

UN Women, 2017, 'Taking the first step: Workplace responses to domestic and family violence

HOW WILL YOU LEAD YOUR WORKPLACE RESPONSES?

OBLIGATIONS	SOCIAL RESPONSIBILITIES
<p>What are the industry and sector specific obligations and frameworks required as a workplace response to domestic, family and sexualised violence?</p> <p>For example:</p> <ul style="list-style-type: none"> Safe Work Australia Respect@Work Report (AHRC) <p>Organisation specific responsibilities:</p> <ul style="list-style-type: none"> Gender Equality Diversity and Inclusion 	<p>Explore and set out the social responsibilities your workplace could take up in response to domestic, family and sexualised violence.</p>

Leaders/Managers develop & evolve essential mechanisms to support workplace responses

LISTENING MECHANISMS	LANGUAGE PRACTICES	POLICY FUNCTIONS
<ul style="list-style-type: none"> Where are we listening now? Who are we not hearing from? How can we be listening differently? 	<p>Reviewing and refining language informed by the</p> <ul style="list-style-type: none"> stance against violence four operations of language 	<p>Aligning and shaping policies informed by</p> <ul style="list-style-type: none"> the organisation's stance against violence human-rights supporting enjoyment and exercise of human rights Foundations and Foundations Applied sustainable development goals #5 & #16

WORKPLACE RESPONSES | SAMPLE PATHWAY

This Workplace Responses pathway relies on and follows the ground work developed by the Board and Leadership Teams in the Leadership Roadmap. Each step and resource builds on the other, applying the learning and building insights to improve workplace responses.

KEY STEPS	MENU OF SUPPORTS
<p>1</p> <p>Policy, platforms and pathways to support</p>	<p>Key Leaders: Review and refine the following:</p> <ul style="list-style-type: none"> • Policy • Menu of support on offer – internally, internally subcontracted (EAP or equivalent) and externally <p>Review and renew how and where the support is made visible and accessible</p> <ul style="list-style-type: none"> • Explore the Website/Intranet Communication Guidance (Coming 2022) • Workplace Intranet Content Guide
<p>2</p> <p>Set out the problem of violence and share the organisation's commitment to be part of the solution</p>	<p>All Leaders: Communicate the organisations stance against violence and put the importance of workplace responses in context.</p> <ul style="list-style-type: none"> • Utilise the scene setting animations through an event or digital comms: <ul style="list-style-type: none"> • Who Benefits? Who Decides? (4mins) Animation • Seeing Possibilities (6mins) Short Animation • Quality Response Continuum (Coming 2022) Animation & Examples • View independently: Every leader <ul style="list-style-type: none"> • Foundations (45 mins) & Foundations Applied (40mins) videos • Explore the Reflections Kit (collates the featured resources from the Foundations and Foundations Applied Sessions).
<p>3</p> <p>Build understanding of domestic, family and sexualised violence and context</p>	<p>All Staff: Support <u>all</u> employees to build foundational understanding through:</p> <ul style="list-style-type: none"> • viewing Follow My Lead Animation & I am I can animation (as a minimum) • supported access to Foundations (45mins) & Foundations Applied (45mins) videos. <i>Includes Auslan Sign Language</i> [Seek permission to embed in eLearning Platform contact@insightexchange.net] • eCopy of Reflections Kit (collates the featured resources from the Foundations and Foundations Applied sessions and additional pathways to support (via Intranet or equivalent).
<p>4</p> <p>Review and apply the understanding into the workplace responses</p>	<p>Every Team Leader: Read: Workplace Insights Paper perceptions and experiences of workplace responses</p> <p>Implement Across Teams: Introduce and use the Workplace Scenarios Kit to review and refine Workplace Responses to Victims of domestic, family and sexualised violence.</p>
<p>5</p> <p>Communicate with and support leaders and managers</p>	<p>Leaders/Managers:</p> <ul style="list-style-type: none"> • Review and refine workplace responses informed by learnings from Workplace Scenarios Kit • Develop and evolve essential mechanisms (<i>listening mechanisms, language practices and policy functions</i>) to support workplace responses.

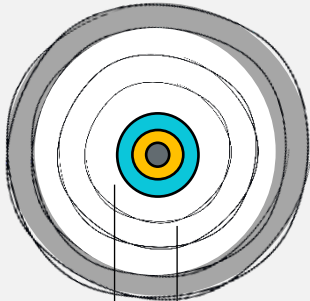
Leaders and Managers can draw from the [Readings and Resources Menu on page 3](#) to further inform responses to domestic, family and sexualised violence.

CUSTOMER/CLIENT RESPONSES

[Consumers, Patients, Collaborators]

Customer/Client Responses

[Consumers, Patients, Collaborators]



Obligations*

Social Responsibilities

* 'Obligations' refer to the current context of technical requirements in the industry. The moral and ethical social responsibilities feature in the next concentric sphere.

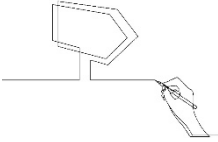
Voice of lived experience:

“I was terrified because the debt collectors kept calling and calling – even though it was his debt. We were facing the prospect of the bank foreclosing on our home and I knew I couldn’t afford a rental in the suburb we’d been living in for 18 years and I didn’t want to uproot my kids from everything they knew and have to change schools. My daughter was going into her HSC year – and I didn’t know where to turn or if anyone could help me.”

The prevalence of domestic, family and sexualised violence is such that no business can assume it does not have victims and perpetrators among its customer or client base.

Many organisations offer products and services that can be manipulated or weaponised by perpetrators for their own benefit and/or to the detriment of their partner/former partner or family member. Organisations can decide to do things differently.

HOW WILL YOU LEAD YOUR CUSTOMER/CLIENT RESPONSES?

OBLIGATIONS	SOCIAL RESPONSIBILITIES
<p>What are the industry and sector specific obligations and frameworks required of your organisation in response to customers/clients experiencing domestic, family and sexualised violence.</p> <p>For example, obligations and/or industry requirements such as:</p> <ul style="list-style-type: none"> Customer data and Privacy Principles (Office of the Aust. Information Commissioner) Australian Consumer Law (Aust. Competition & Consumer Commission) Financial Institutions: Consumer rights and guarantees (ACCC) Hospitality organisations: Gaming Codes of Conduct (Aust. Gaming Council) 	<p>Explore and set out the social responsibilities you could take up in response to customers/clients experiencing domestic, family and sexualised violence.</p> <p>For example, opportunities such as:</p> <ul style="list-style-type: none"> Addressing economic abuse 'Guide: Support My Economic Safety' Thriving Communities Partnership Initiatives 

Leaders/Managers develop & evolve essential mechanisms to support customer/client responses

LISTENING MECHANISMS	LANGUAGE PRACTICES	POLICY FUNCTIONS
<ul style="list-style-type: none"> Where are we listening now? Who are we not hearing from? How can we be listening differently? 	<p>Reviewing and refining language informed by the</p> <ul style="list-style-type: none"> stance against violence four operations of language 	<p>Aligning and shaping policies informed by</p> <ul style="list-style-type: none"> the organisation's stance against violence human-rights supporting enjoyment and exercise of human rights Foundations and Foundations Applied sustainable development goals #5 & #16

CUSTOMER/CLIENT RESPONSES | SAMPLE PATHWAY

This Customer/Client Responses pathway relies on and follows the ground work developed by the Board and Leadership Teams in the Leadership Roadmap, and commenced implementation of the Workplace Responses Pathway. This sequence is important, forging and sustaining leadership commitment as well as making sure responses to employees are not overlooked or lagging. Any dissonance between the responses to customer/clients and employees will be noticed and may adversely impact perceptions and experiences of workplace responses.

Each step and resource builds on the other, applying the learning and building insights to improve workplace responses.

KEY STEPS	MENU OF SUPPORTS
<p>1</p> <p>Policy, platforms and pathways to support</p>	<p>Key Leaders: Review and refine the following:</p> <ul style="list-style-type: none"> • Policy • Menu of support on offer directly and indirectly through other providers/business (e.g. <i>Thriving Communities Partnership</i> initiatives) • Explore and consider next actions from the Can't Buy My Silence campaign against the mis-use of Non-Disclosure Agreements.
<p>2</p> <p>Set out the problem of violence and contextualise commitments to customer/clients</p>	<p>All Leaders:</p> <ul style="list-style-type: none"> • Communicate the organisations stance against violence and put the importance of customer/client responses in context • Utilise the scene setting animations through an event or digital comms: <ul style="list-style-type: none"> • Who Benefits? Who Decides? (4mins) Animation • Seeing Possibilities (6mins) Short Animation • <i>Quality Response Continuum (Coming 2022)</i> Animation & Examples
<p>3</p> <p>Build understanding of domestic, family and sexualised violence and context</p>	<p>All teams and roles that design for or work with customer/clients:</p> <ul style="list-style-type: none"> • View independently: Foundations (45 mins) & Foundations Applied (40mins) • Explore the Reflections Kit (collates the featured resources from the Foundations and Foundations Applied Sessions) • View the launch video and read the Guide: Support My Economic Safety: to explore more about economic abuse, and the role of responding industries and sectors.
<p>4</p> <p>Apply the understanding into the customer/client responses</p>	<p>Every Team Leader (Customer/Client Roles): Informed by the above (Step 3), discuss and work together to:</p> <ul style="list-style-type: none"> • Review and refine products and services to prevent the opportunity for perpetrators of violence to extend their use of violence and abuse • Review and refine responses to clients/customers who are victims of violence and abuse.
<p>5</p> <p>Be actively and ongoingly insight-informed and evolve responses</p>	<p>Leaders/Managers (Customer/Client Roles):</p> <ul style="list-style-type: none"> • Review and refine customer/client responses informed by the insights of responding employees and support seeking from customer/clients • Identify and establish what external networks and forums to engage with to understand the needs of victim-survivors who may not be safe or know where to report on the weaponisation of products and services in your industry • Develop and evolve essential mechanisms (<i>listening mechanisms, language practices and policy functions</i>) to support customer/client responses.

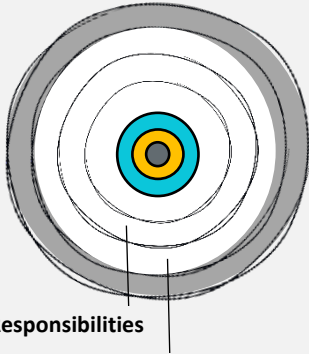
Leaders and Managers can draw from the [Readings and Resources Menu on page 3](#) to further inform responses to domestic, family and sexualised violence.

ECOSYSTEM RESPONSES

[Community, Suppliers, Shareholders, Systems]

Ecosystem Responses

[Community, Suppliers, Shareholders, Systems]



Social Responsibilities

Impact and Influence Opportunities

Voices of lived experience:

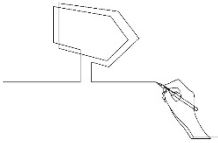
“Your referral forms and processes are pointless. They feel like they go no where and waste my precious time. It is just exhausting and violating, leaving me in the same place I was, if not worse.”

“It is amazing how clear it is that I have been abused, hurt and violated. I have done the best I could to survive and make it through but somehow that is forgotten, and I get seen as the problem.”

Organisations have significant influence not just with their employees and customers but also their sector, their suppliers, shareholders, stakeholders and local communities where they operate.

Organisations can choose the standards they require of their suppliers, who they do business with, and how they support local communities. They can choose which stakeholders they engage with and what issues they make a priority.

HOW WILL YOU LEAD YOUR CUSTOMER/CLIENT RESPONSES?

OBLIGATIONS	SOCIAL RESPONSIBILITIES
<p>List here the industry and sector specific social responsibilities of your organisation in response to domestic, family and sexualised violence.</p>	<p>List here the industry and sector specific influence and impact opportunities for your organisation to inform and lift ecosystem responses to domestic, family and sexualised violence.</p> 

Leaders/Managers develop & evolve essential mechanisms to support ecosystem responses

LISTENING MECHANISMS	LANGUAGE PRACTICES	POLICY FUNCTIONS
<ul style="list-style-type: none"> Where are we listening now? Who are we not hearing from? How can we be listening differently? 	<p>Reviewing and refining language informed by the</p> <ul style="list-style-type: none"> stance against violence four operations of language 	<p>Aligning and shaping policies informed by</p> <ul style="list-style-type: none"> the organisation's stance against violence human-rights supporting enjoyment and exercise of human rights Foundations and Foundations Applied sustainable development goals #5 & #16

Along with improving workplace and customer/client responses it is also important to understand and contribute to the broader ecosystem responses which your employees and customers/clients rely on in varied ways.

The following steps focus on learning from and with others outside of your organisation. Listening to lived experience expertise, and learning about how the system is designed, funded and experienced. Learning with people, organisations and sectors outside of your own, is part of sharing and shouldering the responsibility for change and progress.

KEY STEPS	MENU OF SUPPORTS
<p style="text-align: center;">1</p> <p style="text-align: center;">Know who your stakeholders are and related influence opportunities</p>	<p>Key Leaders: Review and refine the following:</p> <ol style="list-style-type: none"> 1. Map your stakeholders 2. Identify stakeholders’ responses to (or interest in) domestic, family and sexualised violence 3. Identify where the stakeholders have resources and responses that may complement your workplace and/or client/customer responses. <p><i>Connect together the insights from external learning with the workplace responses stream and client/customer stream e.g. opportunities and resources you have identified, allies and collaborators who can support your responses.</i></p>
<p style="text-align: center;">2</p> <p style="text-align: center;">Strengthen where you listen, and sharpen how you understand your organisation in the context of overall responses</p>	<p>Key Leaders: Identify opportunities to listen, learn and to influence outside of your organisation and between industries. For example; what forums, councils, networks and initiatives are in your area? How can you involve and initiate</p> <ol style="list-style-type: none"> 1. Lived experience voices 2. Industry conversations 3. Cross-sector conversations (Govt, NGO, Private Sector and Community) <p><i>If these conversations don’t exist, how could you contribute to enabling them?</i></p>
<p style="text-align: center;">3</p> <p style="text-align: center;">Identify and set commitments of where you can influence and contribute to the ecosystem overall</p>	<p>Executive and Key Leaders: Review and refine the following:</p> <ol style="list-style-type: none"> 1. Map where your money goes e.g. procurement, investments, sponsorship and donations portfolio 2. Identify where (if at all) you are financially supporting (or resourcing) organisations/initiatives that focus on improved responses to domestic, family and sexualised violence 3. Identify opportunities in your procurement, investments, sponsorship and donations to increase accountability of perpetrators of violence and build on the safety, options, resources and system experiences of victims. <p><i>Connect together the efforts of workplace responses and client/customer stream to</i></p> <ul style="list-style-type: none"> • <i>prioritise expenditure on ecosystem projects that are important to your employees and customer/clients and the communities they represent</i> • <i>prioritise projects that invest in cross-sector improvements for populations who are excluded and marginalised in the status quo of ecosystem responses.</i>

Leaders and Managers can draw from the [Readings and Resources Menu on page 3](#) to further inform responses to domestic, family and sexualised violence.

WHY ECOSYSTEM RESPONSES MATTER

Social, service and systemic responses to domestic, family and sexualised violence are interdependent.

These responses have the potential to alleviate or compound the adverse impacts and experiences of victims of violence.

The status quo of the ecosystem impacts people in, or engaging with, your organisation/institution. And we are all part of the ecosystem. Here are examples of lived experience insights that speak to the importance of every response – social attitudes and assumptions as well as service and system responses.

Social attitudes: Social interactions matter

“It’s amazing how many things are said around me or assumed about me. My role in this. And my responsibility to solve it or make it stop. You know, things like ‘Why doesn’t she just leave?’, ‘She is going to get herself killed.’ ‘She is in denial’. ‘She is just not ready.’ I am being overpowered in every detail and creating safety is complex and fragile.”

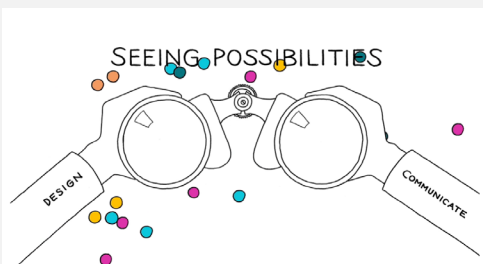
Service responses: Service processes and practice matter

“When I was being asked to fill in another form, I wanted to know why but no-one had an answer. The answer was always “that’s just the way it is”. They thought it was dumb too but had never contested it. It was like no-one was responsible for anything and I just had to jump these hoops because they said so. To them it might be just a job, but to me, it’s my life.”

System responses: Systemic processes and practice matter

“I haven’t worked in years because my partner wouldn’t let me. When I left, I couldn’t ask for child support because of the risk of further violence and so my partner gets away with paying nothing. I have nothing except their debt.”

SEEING POSSIBILITIES



What we understand about domestic, family and sexualised violence informs how we respond; it influences how we design products, services and systems. It influences how we communicate about those products, services and systems.

Imagine the difference it would make for victims-survivors if all workplaces, businesses, family, friends and services understood the part they play.

View the Insight Exchange animation ‘[Seeing Possibilities](#)’ (6mins)

Embed code available for use in your organisation.

Explore examples of lived experiences of the ecosystem of responses:

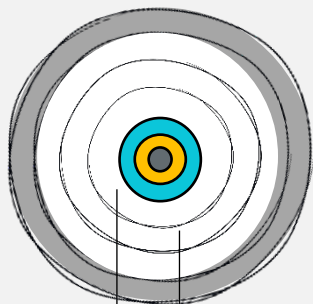
[Voices of Resistance](#)
[Voices of Insight](#)
[Voices of Experience](#)
[Voices Unsilenced](#)
[Arts Lab Collection](#)

[Collection](#) of lived experience insights of experiences of **financial abuse.**

‘Reimagining Futures’
www.insightexchange.net
(Coming soon in 2022)

Workplace Responses

[Employees, Contractors, Volunteers]

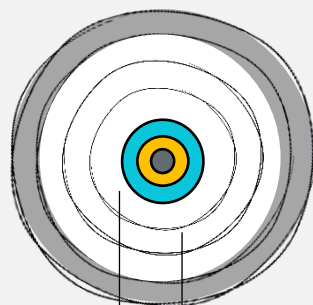


Obligations*

Social Responsibilities

Customer/Client Responses

[Consumers, Patients, Collaborators]

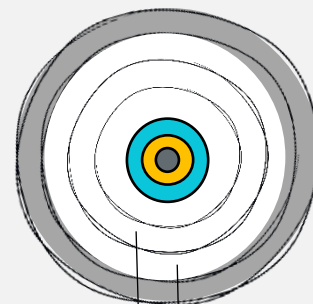


Obligations*

Social Responsibilities

Ecosystem Responses

[Community, Suppliers, Shareholders, Systems]



Social Responsibilities

Impact and Influence Opportunities

Check progress

As organisations monitor and report on progress against the *Futures Framework*, check progress against national and international goals for gender equality.

Our Watch - Change The Story and Change the Picture

Reduce the **gendered drivers** of violence against women

1. What actions has your organisation taken to reduce the gendered drivers of violence against women?

Reduce the **factors that reinforce** the gendered drivers

2. What actions has your organisation taken to reduce the factors that reinforce the gendered drivers of violence?

Reduce the **drivers** of violence against Aboriginal and Torres Strait Islander women

3. What actions has your organisation taken to reduce the **drivers** of violence against Aboriginal and Torres Strait Islander women?

UN - Sustainable Development Goals

UN SDG GOAL #5 'Achieve gender equality and empower all women and girls.'

4. What commitments has your organisation made in support of achieving gender equality and empowering all women and girls?

UN SDG #16 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.'

5. What contribution has your organisation made to the promotion of peaceful and inclusive societies providing access to justice for all and building effective, accountable and inclusive institutions?



FUTURES FRAMEWORK

The [Futures Framework](#) is designed to support organisations and institutions in developing a **strategic and holistic response to domestic, family and sexualised violence**.

The *Futures Framework* can be used to scope, guide and plan short and long term commitments **to prevent and respond to domestic, family and sexualised violence**.



LEADERSHIP ROADMAP

The [Leadership Roadmap](#) is designed to support organisations and institutions in setting out a sequence of work to implement the Futures Framework.

The *Leadership Roadmap* is a guide only. Each organisation engaging with the *Futures Framework* will vary in their development and progress in response to domestic, family and sexualised violence.

Using this resource: The information contained within this resource is for general information purposes only. Insight Exchange assumes no responsibility for how the information in this resource is used. Read more about [Using Insight Exchange](#). Copyright: Insight Exchange gives permission for excerpts from this resource to be photocopied or reproduced provided that the source is clearly and properly acknowledged.

INSIGHT EXCHANGE

[Insight Exchange](#) centres on the expertise of people with lived experience of domestic and family violence gives voice to these experiences. Insight Exchange is designed to inform and strengthen social, service and systemic responses to domestic and family violence.

Insight Exchange has been established, developed and is governed by Domestic Violence Service Management (DVSM) a registered charity (ABN 26 165 400 635). Insight Exchange has been sustained through the generous donations of individuals and a silent donor for the benefit of many. Launched in November 2017, Insight Exchange was designed by Domestic Violence Service Management (DVSM), in collaboration with Dr Linda Coates and Dr Allan Wade from Centre for Response-Based Practice Canada.



Insight Exchange is for all people. Insight Exchange respects the diversity of all sexualities and gender identities including but not limited to; Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and A-Sexual + identities as well as Heterosexual and Cisgender identities.

Start a conversation with the **Insight Exchange Team**
contact@insightexchange.net