



MY SAFETY KIT

This resource is designed to support the reflections of people who are, or may be, experiencing Domestic and Family Violence.



If you or your children, or the person you are supporting are in immediate danger, please contact the **Police on Triple Zero (000)**.



One thing, or a whole lot of things, might not be right for me in my relationship.

I might be feeling uneasy, worried, unsafe, exhausted, fearful or confused about what's going on and what might happen next.

I might want to talk with someone about what's going on. I might want to talk through my thinking and the questions I have been working through in the privacy of my mind.

My Safety Kit is designed to support me (at my pace), with information and reflection questions about how I see things and what I might be thinking about, when looking ahead.

My Safety Kit is designed to build on my:

- existing safety awareness
- self-assessment of my safety
- existing safety strategies with possibly some new/extra ideas.



A healthy relationship includes equality.

The features of a healthy relationship apply to all types of relationships, including friendship, family, work relationships and intimate partners.

My Safety Kit is designed to support me to reflect on these questions:

- What did I hope for and what is going on in this relationship?
- What kinds of things am I having to do to stay safe and well?
- How constricted has my life become?
- Why is this happening? Is it me?
- What decisions are important to me about my safety, liberty and wellbeing?
- What is available to me and who can support me?
- What is domestic and family violence?



**WHAT DID I
HOPE FOR AND
WHAT IS GOING
ON IN THIS
RELATIONSHIP?**



Honesty is possible where there is safety.

I am wondering about some things...

Are my rights and boundaries respected?

Are we sharing the work in the relationship?

Are we both included in making decisions?

Am I able to safely express my thoughts and feelings?

Is there safety for everyone – enough to allow comfort and some discomfort?

Can I safely talk about what I am and am not comfortable with?

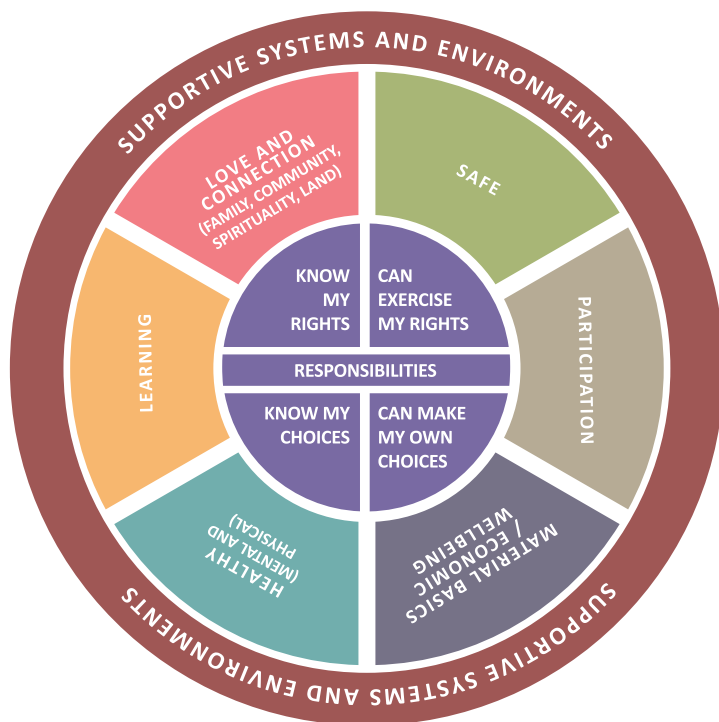
Can I be open and honest about my intentions, feelings or desires?

Do we each take responsibility for our own actions?

Can I trust they will respect me and be honest and supportive?

Do I have the support and encouragement to achieve my goals and dreams, and personal growth?

There is no place in a healthy relationship for controlling, abusive and violent behaviour.



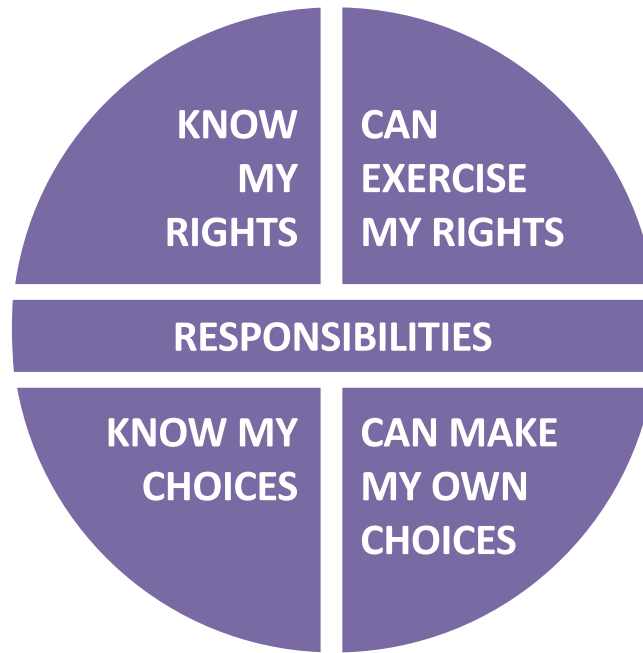
My wellbeing

“My wellbeing - and that of my children - matters to me and this includes my safety.

Being ‘safe’ is more than being physically safe – it includes all aspects of my wellbeing.

Each area of my wellbeing will also change over time as my needs, priorities and circumstances change.

The violence I experience can undermine my wellbeing across many areas of my life.”



**“The person using abuse and violence violates my rights,
restricts my choices, and limits my capacity to act
and put into force my own decisions.”**





“I have the right to:

- live in peace and security, free from violence and abuse
- seek support
- be given information about things that impact me
- be asked for my consent and for my information and experiences to be managed with confidentiality
- be treated respectfully and with dignity
- make my own choices and decisions

I have ‘agency’ and the capacity to act effectively.

When I am more aware of my rights and options,
I am more able to make informed choices.

My choices are not only informed by my rights but also by my responsibilities (which may be linked to my civil, cultural, family, spiritual values).”



**WHAT KINDS
OF THINGS
AM I HAVING
TO DO TO STAY
SAFE AND WELL?**

**HOW CONSTRICTED HAS
MY LIFE BECOME?**



I am already active in resisting the violence and abuse, building safety for myself and others, and managing risk.

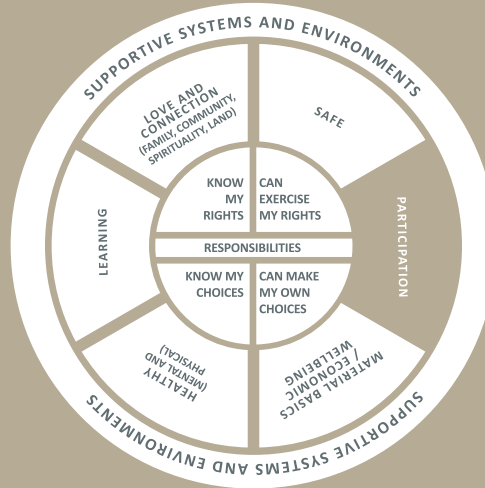
Self-assessing my safety and watching for changes in risk, and forecasting risk.

Building my safety awareness through information and experience.

I am constantly...

Inventing and implementing ways (tactics/strategies) to keep myself and the people I care about safe.





PARTICIPATION

“My opportunity to participate, have a voice and be involved as a citizen, in the community and in my family, may be limited.”



What kinds of things am I having to do to enable my safe participation in society, community and family? And my children's participation?

What kinds of things am I having to avoid doing to stay safe in relation to my participation in society, community, and in my family?

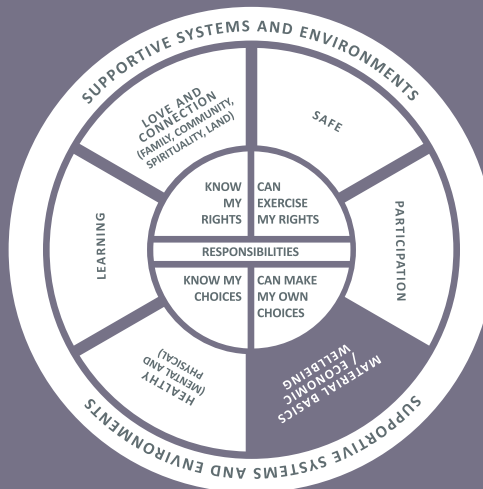
Who knows about my circumstances, and supports my responses?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**





MATERIAL BASICS / ECONOMIC WELLBEING

“The person abusing me tries to suppress my resistance by limiting my access to material basics, such as food, housing, clothing, and money, as well as assets and economic opportunities including study or employment.

If they can undermine my material and economic wellbeing, they will be more able to use violence.”



What kinds of things am I having to do, or not do, to ensure I have access to material basics and support for my economic wellbeing?

What kinds of things am I having to do, or not do, to provide for my children?

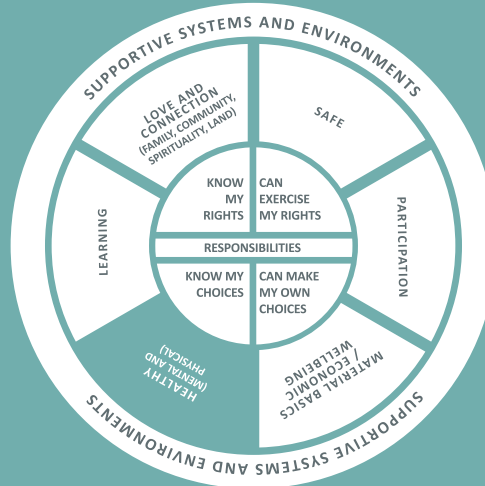
Who supports me in taking the steps I need to take?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**





HEALTHY (MENTAL & PHYSICAL)

“My body and mind suffer from the violence and coercion.
I can become physically unwell, fearful, desperate, lonely,
sad, and angry.

Although my despair is one form of resistance to the violence,
I may be seen as ‘clinically depressed’ or as having another
disorder. My feelings are ethical emotional responses to violence.”



What kinds of things am I having to do, or not do, for my physical and mental health?

What kinds of things am I having to do, or not do, for my children's physical and mental health?

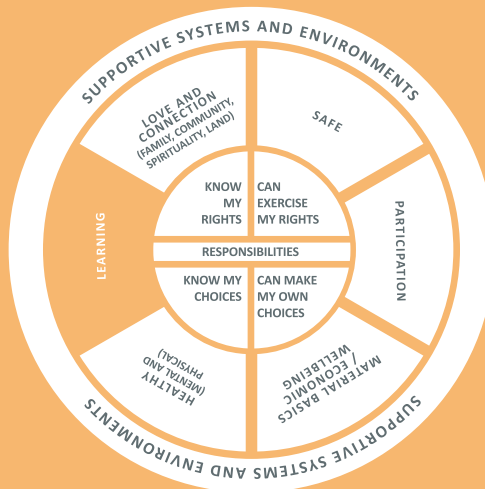
Who understands I am not "ill" but suffering from violence?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**





LEARNING

“Because I am forced to deal constantly with violence and abuse, and possibly with negative responses from others, I experience fatigue and isolation.

Sometimes I cannot help but ignore or avoid activities that could help me learn and develop as a person because of competing priorities related to violence.”





What kinds of things am I having to do, or not do, about my learning and personal growth?

What kinds of things am I having to do, or not do, about my children's learning and growth?

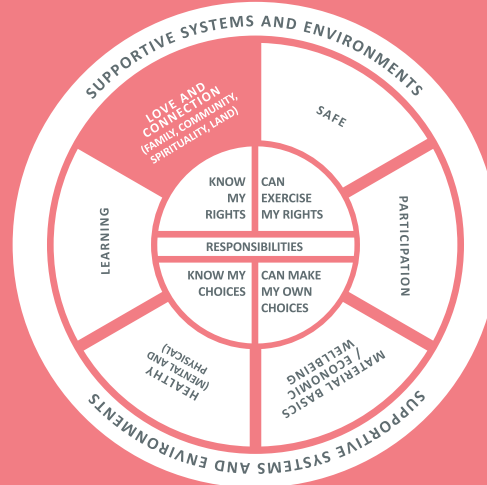
What kinds of things am I forced to do, to deal with negative responses from others?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**





LOVE AND CONNECTION (FAMILY, COMMUNITY, SPIRITUALITY, LAND)

“My family relationships, friends and connections with community, spiritual connection and connections to land may be under threat.

The person committing the abuse may isolate me from those I love and manipulate others against me, and undermine my relationships including my parenting. They may threaten or abuse my children, friends or family, pets, property, and things that are important to me as a means to control me. They may try to use my beliefs and spirituality to control and isolate me.”



What kinds of things am I having to do, or not do, about my relationships and connections?

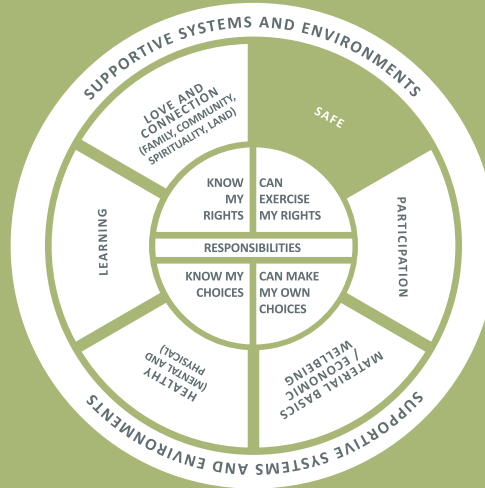
What kinds of things am I having to do, or not do, about my children's relationships and connections?

How am I remaining connected to others and to what I know is right? Even if only in the privacy of my heart and mind?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**



SAFE

“I don’t like what is going on. I am resisting and responding to the abuse, trying to manage it. I didn’t attract it, I don’t accept it, but I can’t stop it.”

My safety is compromised, and I may be in danger of physical harm or being injured or killed.”



What kinds of things am I having to do, or not do, to stay safe?

What kinds of things am I having to do to support my children's safety?

What responses from others make me less safe or more safe?

**Are things
changing?**

**Do I want to talk to
anyone about this?**

**Do I want something
to change?**



It is my right to be informed so that I can make informed choices and decisions about experiences and opportunities that relate to me and my children.

The **NSW** government uses the Domestic Violence Safety Assessment Tool (DVSAT) to ask about 'known' risk factors relating to 'danger'. Other states and territories may use similar or different sets of questions for the same purpose.

tinyurl.com/NSW-DVSAT

These questions might be used by some of the services you may seek support from. The risk factors in the list are not exhaustive or conclusive.

The items listed may indicate that greater risk of physical harm is possible, particularly where multiple factors are occurring or intensifying.

You know your experience best; what it has been, how things are and what might happen next or if you change things. Talking about your experience can help to reveal the kind of danger you might be in, and the injustice you are experiencing.

When you share details about how you have been resisting and responding to the abuse and violence this can help to reveal how deliberate the abuse and violence is and how it is costing you and your children.





WHY IS THIS
HAPPENING?

IS IT ME?



I have been thinking about what is happening in my life and what it all means.

It's your life and you are closest to what is going on. You are experienced in anticipating the patterns and tactics that the person abusing you uses against you, and uses against the people you care about. You can see how the person abusing you adjusts their strategies to suppress your resistance and responses to their abuse. Their actions to abuse you may be similar to what others experience, but are also completely unique and specific to you and the people you love.

I have been wondering if the person abusing me is in control of what they are doing.

With rare exceptions, violence is deliberate. It takes planning, effort, and choice to be violent and abusive. The person might say they don't want or mean to hurt or harm you, yet they do. When they make excuses for how they abuse you, that tells you that they know it is wrong. That's why they hide it from others or hide their behaviour behind excuses.



I have been wondering if the violence and abuse is my fault.

You are not experiencing violence because of a personality type or characteristic you have. You don't 'attract' abuse. You might not be able to stop the violence and abuse but that doesn't mean you 'let it happen'.

I have been thinking about whether I could have done more, or could be doing more, to make it stop.

The responsibility to stop the violence rests with the person being abusive - even if the community and social media around you seem to suggest it is up to the victim of abuse to reduce, stop or escape the violence.

Everyone experiencing violence, resists and responds to the violence in their own ways. You might respond in ways that you hide from view and opinion in case you experience more judgement, danger or harm.

What you do may not always make sense or seem logical to people around you, but you are doing all you can with what you can, to create safety, avoid humiliation and more loss.



**WHAT DECISIONS
ARE IMPORTANT
TO ME ABOUT MY
SAFETY, LIBERTY
AND WELLBEING?**



I know that being safe is no simple or single decision, or task.

I might have a decision to make, or I might want to keep thinking about my experiences and what my best options are.

I can use the decision-making tool (over page) on my own or with someone I feel safe to talk things through with.



Using the decision-making tool might be useful for:

- thinking through my hopes and worries, with or without someone else listening
- pausing to write down my thoughts so I can see a fuller picture when I am facing complex decisions
- collecting more ideas and strategies to safely make the steps I am hoping to make.



I have my own sense of what is important right now and in the long term.

I have an idea about what I want to do next.

BENEFITS

If I do this what will be the benefits for me (and my children)?

HARM / THREAT

What harm or threat would that be to my (or my children's) safety and wellbeing?

STRATEGIES

In what ways could I reduce the harm or threat without losing the benefits I am hoping for?

ON BALANCE

On balance, do I need to decide now? What are my next steps? Who could support me with these?



There can be so much going on that it might be hard to remember what happened, when, and to collate my records.

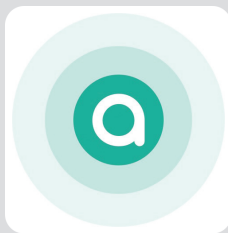
Whether I am making a decision now, later or ever, it might be useful to document my experiences of actual and possible threat or harm, and or changes to my safety and wellbeing as a result of abuse, violence or injury.

This might be useful to me later on when I am:

- making a decision
- needing to provide a record of evidence.

I can use one or more of the apps that are designed to more safely and securely store my records. These may help me be more confident that they won't be 'seen' by others or used against me.

One example:



Arc

Arc is an app (or web platform) that supports you to safely collect evidence of family violence. It enables you to note events that make you feel threatened, scared, or unsafe in your relationship. Search for Arc in the Apple or Google Play app stores or visit: arc-app.org.au





There might be some things I can do in the meantime to build on my safety while I think about my options.

I can use one or more of the following links (and many more) to be aware of ideas and ways to build on my safety.

Being social

- Blogging
- Social Networking
- Online dating
- Online gaming

esafety.gov.au/women/being-social

Taking control

- Online abuse
- Cyberstalking
- eSafety Planning
- Keeping your children safe on line

esafety.gov.au/women/take-control

Lifestyle

- Know your device
- Using your device
- Shopping and banking

esafety.gov.au/women/lifestyle



**WHAT IS
AVAILABLE
TO ME AND
WHO CAN
SUPPORT ME?**



Responses from others are significant and play a part in my safety.

When someone is controlling and abusing me my situation is complex. No matter how much I try, no matter what ways I resist and respond, the abuser overcomes my resistance. Just because I cannot stop the abuse doesn't mean I let it happen.

I might want to talk to someone about what is going on or to keep thinking about things first. I might want to think about who I want to talk to, and what I will say.

If or when I do reach out to someone (a person or a service), I don't have to make any decisions, or all my decisions at once. And no-one should be expecting me to.

I might want to talk with someone about my experience and all the things I am doing already to stay safe. I might want to talk about where I might need support from others.

I might want to talk to someone on the phone, or to talk with someone in person.



MY SUPPORT NUMBERS

1800-RESPECT

Confidential 24/7 information, counselling and support service, to support people impacted by sexual assault, domestic or family violence and abuse.

P: 1800 737 732

Kids Helpline

Australia's free, private and confidential 24/7 phone and online counselling service for young people aged 5 to 25. Anytime. Any Reason.

P: 1800 55 1800

For men experiencing Domestic and Family Violence

If you are a man experiencing Domestic and Family Violence you can contact:

- Mensline: 1300 78 99 78 or [mensline.org.au](https://www.mensline.org.au)
- 1800-RESPECT: 1800 737 732 or [1800respect.org.au](https://www.1800respect.org.au)



MY SERVICE DIRECTORY

Family Violence Law Help

Family Violence Law Help provides information about domestic and family violence and the law in Australia. It includes information about domestic violence protection orders in each state and territory.

W: familyviolencelaw.gov.au

Ask Izzy

Ask Izzy is a free and anonymous resource for people experiencing family violence. It can help you find the services you need, now and nearby.

W: askizzy.org.au

National Debt Helpline

The National Debt Helpline and website is a not-for-profit service that helps people in Australia tackle their debt problems.

W: ndh.org.au P: 1800 007 007

1800-RESPECT

Provides information about healthy relationships, definitions of domestic and family violence and sexualised assault, and lists of services and support available across Australia.

W: 1800respect.org.au



STATE AND TERRITORY SERVICES

Services in each state and territory are included on the following pages including state-based:

- Domestic and Family Violence Helplines
- Housing support services
- Legal support and information

The list is not intended to be exhaustive. It includes frequently-accessed services that may be a useful starting point for you to explore further in your state or territory.



AUSTRALIAN CAPITAL TERRITORY SUPPORT SERVICES

Domestic Violence Crisis Service (DVCS)

DVCS helps people build lives free from domestic violence and fear. It provides emergency and long-term support, advice, domestic violence resources, and services.

W: dvcs.org.au T: (02) 6280 0900 (Helpline open 24/7)

W: 1800respect.org.au

One Link

OneLink covers a wide range of support services including services for families and young people, and services for people who are homeless or at risk of homelessness.

W: onelink.org.au P: 1800 176 468

Women's Legal Centre ACT

W: womenslegalact.org P: From Canberra (02) 6257 4377

Outside Canberra 1800 634 669 (Mon-Fri 9.30am to midday)

Legal Aid ACT

W: legalaidact.org.au/what-we-do/dv-unit P: 1300 654 314



QUEENSLAND SUPPORT SERVICES

DV Connect Womensline

DVConnect's Womensline is Queensland's only 24/7 crisis response telephone helpline. It is a service for people in Queensland who want to escape domestic and family violence. It can also connect you to women's shelters.

W: dvconnect.org T: 1800 811 811

Homeless Hotline

Homeless Hotline is the Queensland Government's 24/7 phone information and referral service for people who are experiencing homelessness or are at risk of homelessness, including those experiencing domestic and family violence.

P: 1800 474 753

Women's Legal Service Qld

W: wlsq.org.au P: 1800 957 957 (Mon-Fri 9.00am to 3.00pm)

Legal Aid Qld – Domestic Violence Fact Sheets

W: legalaid.qld.gov.au/Find-legal-information P: 1300 65 11 88



NEW SOUTH WALES SUPPORT SERVICES

Domestic Violence Line

The Domestic Violence Line is a 24-hour, state-wide telephone crisis counselling and referral service for women and persons who identify as female. Counsellors on the Domestic Violence Line can help you:

- talk to the police and get legal help
- get hospital care and family support services
- obtain an Apprehended Violence Order (AVO)
- develop a safety plan for you and your children
- find emergency accommodation.

T: 1800 65 64 63

Link2home

Link2home is the NSW information and referral telephone service for people who are homeless or at risk of becoming homeless. It provides callers with information, assessments and referrals to homelessness support and accommodation services.

T: 1800 152 152 (Daily 9am to 10pm)

Women's Legal Service NSW

W: wlsnsw.org.au P: 1800 801 501 (limited hours of operation – see website for details)

Legal Aid NSW Fact Sheets and Resources

W: legalaid.nsw.gov.au



NORTHERN TERRITORY SUPPORT SERVICES

Northern Territory Support Services

The Northern Territory Government lists a range of support services that can help if you are experiencing domestic and family violence, depending on your location.

W: tinyurl.com/NT-DomesticViolence

Shelter Me

Shelter Me provides information to people in the NT seeking accommodation and support services, including crisis, transitional, short term, low cost, and supported accommodation, and other support services.

W: shelterme.org.au

Top End Women's Legal Service

W: tewls.org.au P: 1800 234 441

Northern Territory Legal Aid Commission

W: legalaid.nt.gov.au P: 1800 019 343



SOUTH AUSTRALIA SUPPORT SERVICES

Women's Safety Services SA

Women's Safety Services SA supports women and children who are experiencing and/or escaping domestic and family violence.

The crisis line can help by:

- Facilitating access to safe accommodation
- Providing telephone counselling
- Providing face to face short term counselling
- Providing information about accommodation, police, legal, housing and financial issues
- Supporting you to remain safely at home

T: 1800 800 098

Homelessness Gateway

Eligibility for crisis accommodation for you and your family will depend on your circumstances. This 24/7 service will assess your situation and work with you to find the best option to suit your needs.

P: 1800 003 308

Women's Legal Service South Australia

W: wlssa.org.au P: 08 8221 5553

Legal Services Commission of South Australia – Free Legal Help

W: lsc.sa.gov.au P: 1300 366 424



TASMANIA SUPPORT SERVICES

Family Violence Counselling and Support Service

The Department of Health and Human Service Family Violence Counselling and Support Service offers professional and specialised services to assist people affected by family violence. Services include:

- Information, counselling & support
- Information and support to family and friends
- Arranging assistance from police
- Assisting in organising a safe place to stay
- Referrals to Legal Aid and/or Court Support
- Act as an advocate in accessing assistance

T: 1800 608 122 (9am to midnight weekdays and 4pm to midnight weekends and public holidays)

Housing Connect

Housing Connect is the first point of contact for people in housing stress, experiencing homelessness or at risk of homelessness in Tasmania.

P: 1800 800 588

Women's Legal Service Tasmania

W: womenslegaltas.org.au P: 1800 682 468

Legal Aid Commission of Tasmania

W: legalaid.tas.gov.au P: 1300 366 611



WESTERN AUSTRALIA SUPPORT SERVICES

Women's Domestic Violence Helpline

This 24/7 service provides support and counselling for women experiencing family and domestic violence in WA. This includes phone counselling, information and advice, referral to local advocacy and support services, liaison with police if necessary and support in escaping situations of family and domestic violence. The service can refer women to safe accommodation if required.
T: 1800 007 339

Entrypoint Perth

Entrypoint Perth is a free assessment and referral service assisting people who are homeless or at risk of homelessness in Western Australia to access accommodation and support options, including people experiencing domestic and family violence.
W: entrypointperth.com.au P: 1800 124 684

Women's Legal Service Western Australia

W: wlswa.org.au P: (08) 9272 8800 or 1800 625 122 (country callers). Mon-Fri 9.30am – 3.30pm

Legal Aid WA

W: legalaid.wa.gov.au P: 1300 650 579



VICTORIA SUPPORT SERVICES

Safe Steps Family Violence Response Centre

Safe Steps provides 24/7 telephone crisis counselling, referral, information and support, and is the central contact point for women's refuges in Victoria.

T: 1800 015 188

Women's Information and Referral Exchange

Free support, referral and information for all Victorian women, nonbinary and gender-diverse people. Any woman. Any issue.

W: wire.org.au P: 1300 134 130

Women's Housing

Low cost housing for women at risk of homelessness.

W: womenshousing.com.au

Women's Legal Service Victoria

W: womenslegal.org.au P: Melbourne: (03) 8622 0600 Regional: 1800 133 302

Find legal answers - Legal Aid Victoria

W: legalaid.vic.gov.au P: 1300 792 387



What is Domestic and Family Violence (DFV)?

Domestic and Family Violence includes any behaviour, in an intimate or family relationship, which is violent, threatening, coercive or controlling, causing a person to live in fear and to be made to do things against their will. DFV can happen to anyone and can take many forms. It is often part of a pattern of controlling or coercive behaviour.

An intimate relationship refers to people who are (or have been) in an intimate partnership whether or not the relationship involves or has involved a sexual relationship, i.e. married or engaged to be married, separated, divorced, de facto partners (whether of the same or different sex), couples promised to each other under cultural or religious tradition, or who are dating.



A family relationship has a broader definition and includes people who are related to one another through blood, marriage or de facto partnerships, adoption and fostering relationships, sibling and extended family relationships. It includes the full range of kinship ties in Aboriginal and Torres Strait Islander communities (see page – Family Violence), extended family relationships, and family of choice within lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ) communities.

People living in the same house, people living in the same residential care facility and people reliant on care may also be considered to be experiencing DFV when one or both people in the relationship try to create an imbalance of power to establish coercive control and commit violence.

Women and children are overwhelmingly the victims of DFV and those who use violence are overwhelmingly male. DFV can be perpetrated by a partner, family member, carer, house mate, boyfriend or girlfriend. Women also commit DFV against men, as do same-sex partners (Domestic Violence NSW, 2018). DFV is also committed by and committed against people who identify in non-gender binary terms.



The behaviours that may represent DFV include:

- Physical violence including physical assault or abuse
- [Sexualised violence](#) encompassing all behaviours used by a perpetrator to threaten, coerce, violate, or force the targeted person (victim) into sexualised activity
- Reproductive coercion
- Emotional or psychological abuse including verbal abuse, threats of violence, threats of self harm or suicide, blackmail and bribery
- [Economic abuse](#); for example denying a person reasonable financial autonomy or financial support or accruing debt in their name
- Stalking; for example harassment, intimidation or coercion of the other person, or the person's family, in order to cause fear or ongoing harassment
- Technology facilitated abuse; for example harassment, impersonation, monitoring/stalking, threats and attacks through mobile phones and other devices, social media and online accounts (like email and banking).



What is Family Violence?

The term 'Family Violence' is preferred in an Indigenous context. It is used to describe the range of violence that takes place in Aboriginal and Torres Strait Islander communities including the physical, emotional, sexual, social, spiritual, cultural, psychological and economic abuses that may be perpetrated within a family. The term also recognises the broader impacts of violence; on extended families, kinship networks and community relationships. It has also been used in the past decade to include acts of self-harm and suicide, and has become widely adopted as part of the shift towards addressing intra-familial violence in all its forms. (Gordon, 2002)



My Safety Kit is an Insight Exchange resource.

Insight Exchange centres on the expertise of people with lived experiences of violence and gives voice to these experiences. It is designed to inform and strengthen social, service and systemic responses to Domestic and Family Violence.

INSIGHT: The Insight component invites people with lived experiences of Domestic and Family Violence to share their experience through a safe and ethical process that affirms agency and upholds dignity.

EXCHANGE: The Exchange component shares a person's insights in a de-identified way with individuals, communities and organisations. More accurate insights can better inform our awareness, responsibility, and how we all respond to Domestic and Family Violence.

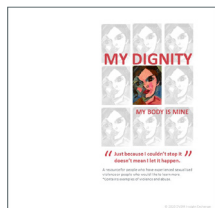
Insight Exchange has been designed by Domestic Violence Service Management (DVSM), in collaboration with Dr Linda Coates and Dr Allan Wade from Centre for Response-Based Practice, Canada.

insightexchange.net

Other Insight Exchange resources



Follow My Lead is an awareness-raising resource for any person who at some point may be listening to and responding to their friends, family members, colleagues, peers or to the people who use their service, who are experiencing domestic and family violence (DFV).



My Dignity - My body is mine is a resource for people who have experienced sexualised violence (particularly in the context of DFV) or for people who want to learn more. Whether you tell someone now, later or ever, it is your right to have access to information and resources that support your making sense of the violence and abuse used against you.



Guide to Selecting a Counsellor is a resource to support you in some things to consider if you decide you want to talk to a therapist. This booklet can help you with some questions you might like to consider when selecting someone to work with.



Lived experience insights include narratives of lived experience and reflections from people with lived experience.

- **Voices of Resistance**
- **Voices of Insight**
- **Voices of Experience**

Insight Exchange would like to thank all contributors, critical friends and communities, who have engaged directly or indirectly with this **MY SAFETY KIT** resource.

We would like to thank Dr Linda Coates and Dr Allan Wade and their colleagues at the Centre for Response-Based Practice, Canada for their visionary and pioneering work on social responses, resistance, language, and the upholding of dignity.

Most significantly, our thanks go to all people with lived experience of domestic and family violence who have generously shared their insights for the benefit of others.

Free electronic copies of **MY SAFETY KIT** (second edition) are available online, and we welcome continued feedback in order to learn about the value of this resource and to improve future editions. Provide your anonymous feedback via
<https://www.surveymonkey.com/r/2ndEdition>

Access the online version via
www.insightexchange.net

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

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