

EQUITY
DIVERSITY
INCLUSION

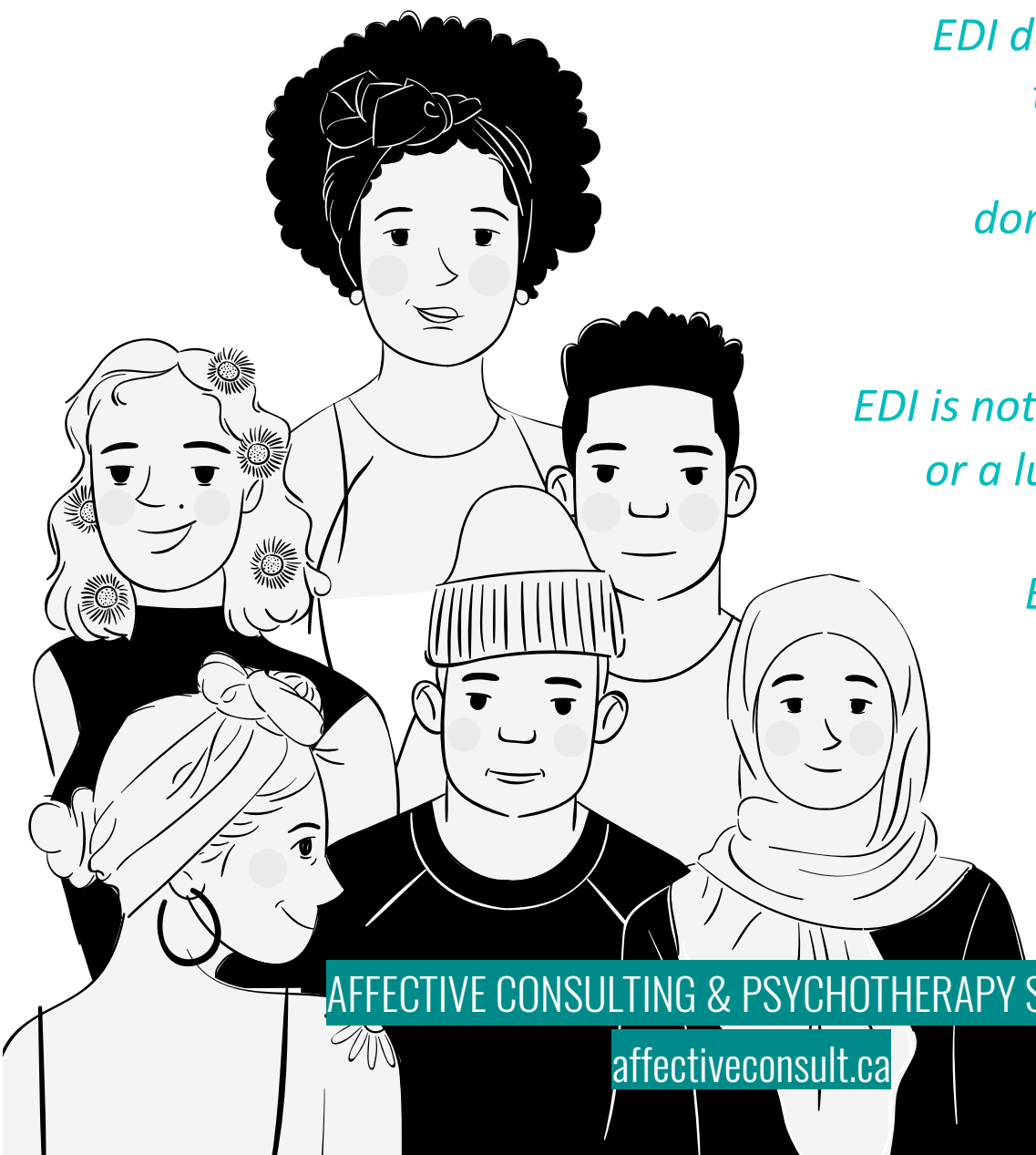
DETERMINE YOUR JOURNEY

*EDI done well can be
transformative;*

*done poorly, it can
cause harm.*

*EDI is not a press release
or a lunch-and-learn;*

EDI is a journey.



AFFECTIVE CONSULTING & PSYCHOTHERAPY SERVICES

affectiveconsult.ca





Our EDI Approach

Affective Consulting & Psychotherapy Services has been offering anti-oppression and social justice training since 2014. Our training approach creates opportunities for participants to examine how the concepts of power, privilege and oppression affect our collegial relationships, organizational dynamics, program development, and community engagement.

We see equity, diversity and inclusion work as an individual and organizational journey. The work demands critical thinking and individual reflection; it is a process of awakening to historical, societal, and individual experiences of power, privilege, and oppression. The issues and concepts explored through EDI work have always been urgent, and the ubiquity of this type of work in the corporate and non-profit worlds speaks to a larger cultural shift and a growing momentum of individuals wanting to join the journey.

Through our combined years of experience, the Affective team has expertise in supporting individuals and organizations through their EDI journeys, with a unique focus on facilitating employee wellness and clinical/client interventions. To best support the organizations and teams that we work with, we have developed two training streams: EDI-Wellness & Belonging and EDI-Interventions.

Both streams begin with four core modules designed to guide participants through an exploration of the foundational principles and concepts of anti-oppression and anti-racism. These are followed by additional modules which focus on Mental Wellness & Belonging, LGBTQ Cultural Competency, and Clinical Interventions.

EDI-Wellness & Belonging Stream

We cannot talk about mental health and wellness without acknowledging the social and political contexts in which we live, work, and play. Similarly, delving into concepts of power, privilege, and oppression is sure to activate deep feelings for many participants thereby affecting overall wellness and belonging. This stream is designed to support teams to:

- a) Explore new and familiar concepts with a focus on self-reflection and learning
- b) Better understand the communities they serve
- c) Consider the application of these frameworks to programs and policies

If your organization is working through challenges that are embedded in the workplace culture, your EDI-Wellness journey will likely need to include **organizational development** components such as climate surveys, interviews, focus groups, and analysis of reporting structures. These are not included in pre-set packages below.

EDI-Interventions Stream

Service providers, such as psychotherapists, case managers, outreach workers, social workers, nurses, and physicians, deliver direct interventions to individuals and communities. Within this context of service provision, there is often a longing among provider teams to examine the specifics of how power, privilege, and oppression express themselves. This stream is designed to support teams to:

- a) Explore new and familiar concepts with a focus on self-reflection and learning
- b) Better understand the communities they serve
- c) Examine tailored case scenarios that explore the intersection of systemic oppression and mental health
- d) Reflect on biases, personal reactions, and approaches to creating cultural safety

Individual Processing Sessions

Individual processing sessions have been built-in to all EDI packages for training participants who wish to explore difficult feelings that arise from training content, to consider how to incorporate new concepts and material into programs or policies, and to mitigate workplace burnout.

Case-Team Consultations

These meetings are opportunities for group reflection and exercises in real-life application. Participants can bring questions and thoughts from prior workshops or explore cases from their workplace; case scenarios brought forward by the facilitator can also be explored through real-time group work and discussion.

WORKSHOPS

❖ Anti-Oppression Core Modules

- ◇ Concepts 1
- ◇ Concepts 2
- ◇ Contextual Application
- ◇ Doing Allyship Work

❖ Mental Wellness & Belonging

- ◇ Understanding Mental Health
- ◇ Conceptualizing Problem Substance Use
- ◇ Becoming Trauma-Informed
- ◇ Trauma & The Provider
- ◇ Boundaries & Burnout Prevention
- ◇ Grief for Death and Non-Death Losses
- ◇ Body Positivity at Work
- ◇ Shame and Envy at Work
- ◇ Being Sex-Positive in Our Work
- ◇ Disabilities & Accessibilities

❖ LGBTQ Cultural Competency

- ◇ LGBTQ Mental Health
- ◇ Exploring the Gender Spectrum
- ◇ "How Did This Happen?" Supporting Dialogue When Someone Comes Out
- ◇ LGBTQ Muslims and Mental Health
- ◇ Sexuality and the Imprint of Shame
- ◇ Determinants of Mental Health for Queer Guys
- ◇ The Landscape of Connection-Seeking for Queer Guys
- ◇ Understanding the Context of Body Image Concerns for Queer Guys
- ◇ Supporting GBTQ Men` Living with HIV
- ◇ Party N' Psychosis - the Other PnP
- ◇ Trans People in Women's Shelters: Inclusion and Policy Roadmaps



❖ Interventions - Theory

- ◇ Cultural Safety & Countertransference
- ◇ Tensions in Anti-Oppressive Perspectives and Psychodynamic Theories
- ◇ On Being a Politicized Practitioner in the Therapeutic Space
- ◇ Psychodynamic Practice, Introductory Concepts
- ◇ Sex Therapy 101
- ◇ Fear & Fluid(ity)
- ◇ When Curiosity Sends The Wrong Message: Exploring Therapist Bias
- ◇ The Myths Of Objectivity And Inclusion: A Reflexive Journey For Sex Researchers Educators
- ◇ Reflections on Ethical Issues in Clinical Social Work Practice

❖ Interventions - Skills

- ◇ CBT, Basic Tools - 1
- ◇ CBT, Basic Tools – 2
- ◇ Harm Reduction in Practice
- ◇ Motivational Interviewing, Introductory Concepts
- ◇ Practicing & Reflecting on Counselling (or Peer Support) Skills
- ◇ Putting Anti-Oppression into Sex Therapy Practice
- ◇ Managing Anxiety Around Sexual Health
- ◇ Supporting Queer Guys with Body Image Concerns
- ◇ Understanding & Supporting People with Psychosis
- ◇ Mental Health Readiness Assessments for Transition-Related Surgeries

In addition to his EDI offerings, Rahim can be hired for conference panels and presentations, curriculum development projects, policy review, advisory committee work, guest lectures, and clinical supervision.



EDI Package Options

Length of Journey

Exploration

2-6 Months

- Core Anti-O Modules x 4
- Case Consultation x1
- Individual Staff Processing Sessions x 3
- Admin and Evaluation

Examination

4-8 Months

- Core Anti-O Modules x 4
- Wellness & Belonging or Intervention Modules x 2
- Case Consultations x 2
- Individual Staff Processing Sessions x 6
- Admin and Evaluation

Commitment Package

6-10 Months

- Core Anti-O Modules x 4
- Wellness & Belonging or Intervention Modules x 2
- LGBTQ Cultural Competency Modules x 2
- Case Consultations x 3
- Individual Staff Processing Sessions x 6
- Admin and Evaluation

Investment Package

8-12 Months

- Core Anti-O Modules x 4
- Wellness & Belonging or Intervention Modules x 3
- LGBTQ Cultural Competency Modules x 3
- Any 2 Additional Modules
- Case Consultations x 4
- Individual Staff Processing Sessions x 8
- Admin and Evaluation

For a schedule of fees, please visit: www.affectiveconsult.ca



Anti-Oppression Core Modules

Modules and Learning Outcomes

Anti-Oppression, Concepts 1 **2.5 hours**

- Define privilege and oppression; Identify common forms of oppression
- Examine privilege checklists for groups with historical power: men, heterosexual people, cisgender people, white people, able-bodied people
- Discuss capitalism & the myth of meritocracy

Anti-Oppression, Concepts 2 **2.5 hours**

- Discuss concepts of internalized oppression and “reverse oppression”
- Examine microaggressions as experienced by target groups
- Connect systemic oppression and mental health
- Define and explore intersectionality

Anti-Oppression, Contextual Application **2.5 hours**

- Explore power and privilege in your sector/industry
- Examine power and privilege in your workplace
- Consider what meaningful redistribution of power and privilege can look like

Doing Allyship Work **2.5 hours**

- Establish a working definition of what allyship means
- Examine case scenarios that demonstrate how allyship can fall short
- Discuss ways to strengthen allyship with colleagues
- Consider approaches to repairing relationships when we make mistakes
- Share resources and experiences to support allyship as ongoing work



Wellness & Belonging

Modules and Learning Outcomes

Understanding Mental Health 2 hours

- Conceptualize what mental health and wellbeing constitutes
- Discuss cross-cultural constructions of illness and mental wellness
- Expand our ideas about trauma and what it is comprised of
- Consider the impact of being labelled with mental illness and the necessity of diagnoses

Conceptualizing Problem Substance Use 2 hours

- Define when substances become a problem
- Contextualize drug and alcohol use in the dominant culture and within subcultures
- Explore the goals and functions of altered states
- Discuss the impact of stigma and what affirming support looks like
- Consider the benefits and challenges of harm reduction and abstinence-based interventions

Becoming Trauma-Informed 2 hours

- Examine the principles of being trauma-informed
- Assess how these principles have been applied to service delivery and within the organization
- Consider shifts needed organizationally to become more trauma-informed
- Identify strategies to support treatment integration for clients with trauma histories
- Review measurement tools to assess and continue moving towards a trauma-informed practice

Trauma & The Provider 2 hours

- Introduce/review trauma-informed theory and its basic principles
- Examine what trauma histories can look like for specific communities (e.g. gbMSM, trans folks, Indigenous communities, women, and newcomers)
- Discuss how trauma impacts the provider
- Identify signs of vicarious trauma and compassion fatigue among providers

Boundaries And Burnout Prevention Strategies 2.5 hours

- Discuss the ubiquitous language of “boundaries” and what they actually mean
- Identify types of boundaries and examples
- Locate boundary work as a cornerstone of burnout prevention
- Engage in a real-time exercises around burnout prevention planning
- Distinguish between burnout, compassion fatigue, and vicarious trauma

Grief for Death and Non-Death Losses 2 hours

- Define loss, mourning, bereavement, and grief
- Explore and critically evaluate the Stages of Grief model
- Discuss the concept of disenfranchised grief and its implications
- Reflect on personal experiences of ambiguous and anticipatory grief
- Consider appropriate ways to support people moving through grief

Body Positivity at Work 2 hours

- Explore our relationships to food, diets, and exercise
- Discuss the presence and impact of fatphobia
- Critically evaluate health narratives as they relate to weight
- Identify specific ways that diet culture and fatphobia show up in the workplace
- Develop ways to move through the workplace more consciously

Shame and Envy at Work 2 hours

- Define shame and envy in their respective social and emotional contexts
- Explore our tendencies to disidentify with these emotions
- Consider how these emotions can be teachers and how they can hold us back
- Identify common triggers for these emotions
- Discuss ways to manage shame and envy without feeling stigmatized

Being Sex-Positive in Our Work 2 hours

- Establish a working definition of what it means to be sex-positive
- Discuss the parameters of the concept and how it can get misunderstood
- Examine the targets of sex negativity and erotic marginalization
- Consider what it looks like to be sex-positive with clients and colleagues

Disabilities & Accessibilities 3 hours

- Examine how ableism and able-bodied privilege operate in our lives and our workplace
- Discuss the diagnoses and identities that can be captured under the disability umbrella
- Explore the complexity of experiences of people on the autism spectrum
- Define accessibility and unpack its meaning in multiple contexts
- Identify barriers to access for the communities we serve



LGBTQ Cultural Competency

Modules and Learning Outcomes

LGBTQ Mental Health 2 hours

- Discuss the developmental experiences of each sexual and gender minority group
- Explore subcultural norms, social pressures, & sources of resilience with LGBTQ communities
- Examine what unique mental health concerns are experienced by LGBTQ people
- Consider what it means for people to identify with LGBTQ communities and additional marginalized groups

Exploring the Gender Spectrum 2 hours

- Examine terminology used to describe a variety of gender identities and experiences
- Discuss the value and importance of being gender-affirming in our work
- Deepen our understanding of trans/non-binary identities and experiences in the context of gender-based violence
- Identify systemic barriers experienced by trans and non-binary people
- Analyze our own intervention strategies to disrupt transphobia and enbyphobia in our services

“How Did This Happen?” Supporting Dialogue When Someone Comes Out 2 hours

- Discuss the challenges and burdens placed on LGBTQ people when they come out
- Identify common questions LGBTQ people face when they come out to loved ones
- Explore scientific, sociological and historical factors that can facilitate responses
- Consider the value of being the “ally scholar” and “ally confidant” to support your clients and family members

LGBTQ Muslims and Mental Health 2 hours

- Examine the religious, cultural and political diversity among Muslims across the globe
- Articulate various meanings of what it means to be a queer or trans Muslim
- Consider unique needs of this minority that exists within a minority
- Explore the intersection of homophobia, transphobia and Islamophobia

Sexuality and the Imprint of Shame 2 hours

- Conceptualize shame as a social emotion that is connected to interpersonal experiences and systemic oppression
- Explore how shame develops and common activators of shame
- Examine how people protect themselves when shame is overwhelming
- Discuss how shame interacts with our own sexuality: the physical body, motivation for partner-seeking, and sexual health management



Determinants of Mental Health for Queer Guys 2 hours

- Discuss the social determinants of health (SDOH) model
- Consider how SDOH can be adapted for specific communities when combined with a subcultural analysis
- Examine 13 determinants that queer men come up against that impact their wellbeing, such as sexual health anxiety, coming out milestones, internalized shame, body image concerns, complex substance use, ageing, and the landscape of connection seeking
- Consider what moving through each determinant might look like, and what the impact might be

The Landscape of Connection-Seeking for Queer Guys 2 hours

- Examine the context and norms of connection-seeking: online apps, hookup culture, emphasis on body consciousness, sexualized substance use, and gendered expectations
- Explore the impact of conflicting messages from the dominant culture and queer subculture around connection-seeking
- Discuss a framework for understanding gay men's mental health concerns by positioning them as responses to conflicting cultural scripts and representations around casual sex and long-term relationships

Understanding the Context of Body Image Concerns for Queer Guys 2 hours

- Reflect on cultural messages around 'good' bodies, food, fatphobia and thin privilege
- Consider the multiple origins, sources and systems that fuel body-consciousness for queer guys
- Explore the connections between substance use, connection-seeking, and body-consciousness
- Discuss what it means to be supportive and politicized as service providers

Supporting LGBTQ Men Living With HIV 2 hours

- Review the trajectory of HIV prevention and treatment campaigns and technologies
- Discuss the role of systemic barriers to treatment and adequate services
- Explore the interpersonal, social, and systemic layers of what it has and what it continues to mean to be a gay, bisexual, trans, or queer guy living with HIV
- Investigate what queer men's relationship to the state and public health bodies has been historically, and how this relationship continues to evolve
- Examine the (often minimized) realities of HIV stigma, criminalization of non-disclosure, and reliance on the carceral system



Party N' Psychosis – The Other PnP 2 hours

- Develop an understanding of why we need to be talking more about psychosis
- Define psychosis and locate it within the context of Schizophrenia Spectrum (and Other Psychotic) Disorders
- Review all DSM disorders and conditions that *can* include psychotic features and then identify key cross-cultural and anti-oppressive considerations (and tensions) when supporting people who experience non-shared realities
- Examine existing research and literature on the experience of methamphetamine-induced psychosis
- Create intentional space for discussion around suitable approaches and intervention methods when working with queer guys and other individuals who experience meth-induced psychosis

Trans People In Women's Shelters: Inclusion And Policy Roadmaps 4 hours

- Explore basic concepts around gender socialization, gender identity, and cis-centrism
- Discuss specific challenges trans and nonbinary clients experience while navigating cis-centric (and women-specific) social services
- Reflect on personal biases and assumptions that may result in barriers to care for non-cis people
- Consider what criteria should be used to determine if a client is appropriate for shelter services
- Discuss questions the organization must ask while creating policies around inclusion for trans and nonbinary service users



Interventions - Theory

Modules and Learning Outcomes

Cultural Safety And Countertransference 2 hours

- Discuss the common desire to work in a community to which you belong
- Explore the concepts of cultural and emotional safety – where they originate and how they get taken up
- Examine case scenarios where practitioners experience strong reactions toward their clients where they have a similar history or shared community
- Consider what the practitioner needs to be aware of to take care of themselves and optimally care for the client (reflections useful for the practitioner and clinical supervisor)

Tensions in Anti-Oppressive Perspectives and Psychodynamic Theories 2 hours

- Discuss the current context of masters training programs in Canada
- Explore the following concepts as they relate to each modality: accessibility, therapeutic frame, history-taking, client advocacy, countertransference, self-reflexivity, enactments, projective identification, self-disclosure, transference, and termination
- Consider ways to integrate these two invaluable theoretical approaches into therapy and supervision

On Being A Politicized Practitioner In The Therapeutic Space 2 hours

- Answer the questions “Should therapy be political?” and “Is neutrality important?”
- Examine case scenarios where sessions quickly veer into the political realm
- Discuss what it means when a client brings politics into a counselling session or meeting
- Consider who gets triggered around political issues and how to manage this
- Reflect on the benefits and hesitations of self-disclosure around social location

Psychodynamic Practice, Introductory Concepts 3 hours

- Explore common misconceptions and biases around psychoanalytic practice
- Conceptualize what contemporary psychodynamic therapy looks like
- Examine the following core concepts: unconscious process, therapeutic frame, defenses, transference, and countertransference
- Consider the importance of family history during the assessment stage of therapy
- Reflect on what it means to be culturally competent when assessing family of origin stories
- Discuss defense mechanisms with in-depth clinical examples

Sex Therapy 101 3 hours

- Review sexual disorders from the DSM
- Consider the use of specifiers and utility of V codes in an assessment
- Examine the use of narratives in sexual history-taking
- Distinguish between desire and willingness models
- Explore treatment approaches for sexual interest, arousal, orgasmic, and pain experiences
- Discuss cognitive, behavioural, and embodied approaches

Fear & Fluid(ity) 2 hours

- Consider the symbolic and metaphoric connections between bodily fluid, gender fluidity, and “interpersonal fluidity”
- Explore our experiences of fear, disgust and shame in the context of bodily fluids
- Discuss how a desire to contain fluids ‘spills over’ into a social containment of interracial relationships and gender expression

When Curiosity Sends The Wrong Message: Exploring Therapist Bias 2 hours

- Present a basic framework that defines anti-oppression, privilege, and oppression
- Explore cases where microaggressions reflect therapist bias
- Examine specific ways racism, homophobia, and ableism affect the therapeutic alliance and influence the outcomes of therapy
- Discuss the potential consequences of bias (i.e. misdiagnosis, underdiagnosis, hospitalization, stigma/shame, victim blaming)

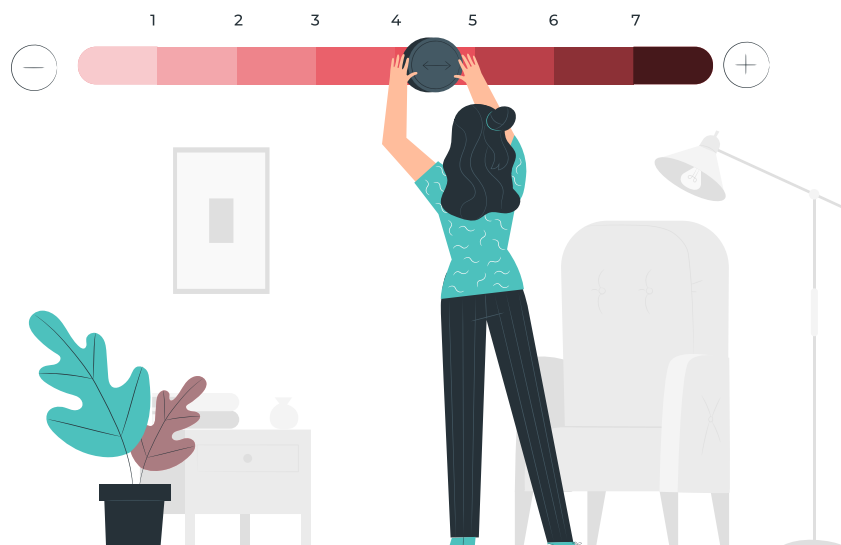
The Myths Of Objectivity And Inclusion:

A Reflexive Journey For Sex Researchers Educators 1.5 hours

- Answer the questions: “How do we engage with the target community?” | “Can we achieve racially-diverse samples?” | “Who can we help with interpreting our findings?”
- Deploy a reflexive process to “walk through” the design, recruitment, data collection, and dissemination stages of knowledge production
- Explore issues of racial diversity and implicit racial bias; reflect on our subject positions, the systems we operate within, and strategies toward anti-racism in sex research and education

Reflections on Ethical Issues in Clinical Social Work Practice 2 hours

- Explore practice experiences related to documentation, dual relationships, source of private practice referrals, boundary maintenance, unexamined reactions to clients, duty to report, and working within a circle of care
- Discuss case scenarios and specific ethical questions related to the identified domains



Interventions - Skills

Modules and Learning Outcomes

CBT, Basic Tools - 1 3 hours

- Discuss the premise of cognitive behavioural work and its aims
- Demonstrate the use of thought records
- Explore common unhelpful thinking styles
- Demonstrate the use of systematic problem solving
- Reflect on the (in)appropriate use of these tools and how they can be integrated with other models
- Practice tools and receive feedback

CBT, Basic Tools - 2 3 hours

- Discuss the challenges of working with low mood and lack of motivation
- Demonstrate multiple steps toward effective behavioural activation interventions
- Demonstrate the use of behavioural experiments
- Practice tools and receive feedback

Harm Reduction in Practice 3 hours

- Process personal values around substances and explore what constitutes “harm”
- Review the Stages of Change model
- Examine our roles in supporting clients
- Discuss fears and barriers experienced in implementing programs and services that are harm reduction-based
- Engage with concrete tools and examples of harm reduction interventions

Motivational Interviewing, Introductory Concepts 3 hours

- Discuss the context and appropriate use of motivational interviewing and cognitive behavioural therapy techniques
- Review basic theories of each modality
- Practice concrete tools that can be used with clients who are considering behaviour change, working through ambivalence, interested in behavioural strategies to manage depression, and/or those who need support restructuring unhelpful thinking styles

Practicing & Reflecting on Counselling (or Peer Support) Skills 4 hours

- Examine specific skills in depth: engagement, developing good exploratory questions, asking for clarification, paraphrasing, appropriate use of self-disclosure and silence, and effective reframing
- Analyze case scenarios; identify and evaluate exploratory questions
- Practice skills in pairs and groups with simulation exercises and follow-up opportunities for discussion
- Reflect on the impacts of tone, flow, affect, and the social location of the service user and provider

Putting Anti-Oppression into Sex Therapy Practice 2.5 hours

Prerequisite: Sex Therapy 101

- Analyze case scenarios that explore nuances of racialized and queer identities
- Apply “textbook treatment” approaches with additional considerations and questions
- Identify what the therapist is unsure about (or having a strong reaction toward) and consider how this can be used for culturally competent inquiry
- Discuss what power dynamics may look like in the therapy room

Managing Anxiety Around Sexual Health 2.5 hours

- Discuss the challenge of supporting clients who experience high anxiety around sexual health, whatever their apparent level of risk
- Explore the function of anxiety and the need for tools to contain it
- Examine the additional concepts of symbolic interactionism, internalized shame, introjection
- Discuss how anxiety plays out during hook-ups, while communicating about risk, and when accessing testing services
- Review the [HHANLR Guidelines \(2009\)](#)

Supporting Queer Guys Around Body Image Concerns 3 hours

- Reflect on cultural messages around ‘good’ bodies, food, fatphobia and thin privilege.
- Examine what body image challenges look like in queer men's communities
- Explore and discuss counselling/clinical questions and approaches to addressing body image issues with queer men, drawing on cognitive behavioural therapy, acceptance & commitment therapy, Gestalt techniques, and psychodynamic enquiry

Understanding Strong Emotions 4-6 hours

- Discuss concepts of emotional dysregulation, complex trauma, and expression of big feelings
- Explore anger as an element of common client presentations
- Examine anger, its underlying drivers and common activators, and then consider the connections between anger style and potential interpersonal goals for more effective communication
- Distinguish between self-harm and the spectrum of suicidality, using case scenarios
- Unpack “cluster B” personality disorders, contextualized as function of trauma histories
- Optional: practice and reflect on common suicide risk assessment questions/practices, discuss safety planning tools, and critically reflect on their appropriate uses



Understanding and Supporting People With Psychosis 2.5 hours

- Review overarching mental health categories and locate common experiences of psychosis within the diagnostic manual of disorders
- Define and discuss common symptoms: delusions, hallucinations and/or experiences of non-consensus realities
- Analyze case scenarios through a trauma-informed and culturally-aware practice lens
- Optional: Engage with intervention approaches and tools for supporting clients and considering non-pathologizing approaches to psychosis.

Mental Health Readiness Assessments For Transition-Related Surgeries 4 hours

- Provide a context overview that discusses: Ontario Health Insurance Plan (OHIP) coverage and funding criteria for transition-related surgeries
- Identify who is considered a “qualified provider” to assess patients for surgery
- Offer a balanced critique of our current system and the need to work within it to advocate for our clients and communities
- Review the WPATH Standards of Care and Ministry of Health & Long-Term Care requirements for transition-related procedures
- Explore what surgery planning visits can look like between clinical social workers and clients
- Review concrete examples of questions that providers can ask to support client readiness for surgery
- Review templates of support letters with opportunities for questions and consultation



Biography – Lead Consultant, Affective CPS

Rahim Thawer has had a strong presence in Canada's LGBTQ community since he began working in the HIV/AIDS sector in 2008. He completed his undergraduate degree at the University of Waterloo with a major in psychology and a double-minor in political science and English language and literature. He also completed a Master of Social Work (MSW) at the University of Toronto in 2011.

Rahim works as a psychotherapist, clinical supervisor, facilitator, public speaker, sessional lecturer, writer, and community organizer. Rahim loves all things mental health and is particularly interested in examining innovation in queer relationships. Whether in a classroom or therapy consulting room, he strives to operate from a harm reduction, sex-positive, anti-oppressive and trauma-informed approach. This is complemented by his vast public-speaking portfolio, which is both thematically and regionally diverse, spanning from Ottawa to Vancouver, from New York to Austin, from Brighton to Cape Town, and beyond! Rahim was welcomed as an International Visiting Scholar with the South African College for Applied Psychology (SACAP) for the 2021-2022 academic year and delivered presentations for social workers and LGBTQ communities across Johannesburg, Cape Town, and Durban.

Rahim has experience supervising post-graduate counselling students and has taught as a lecturer at George Brown College, Centennial College, Ryerson University, the University of Waterloo, and the University of Toronto. He's an appointed Fellow at the Bonham Centre for Sexual Diversity Studies at the University of Toronto for his contributions to the field of sexuality.

Rahim was one of the co-founders of Ismaili Queers: Advocates for Pluralism and has dedicated almost 10 years to community organizing with Salaam Canada, a national volunteer-run LGBTQ Muslim organization. Rahim was a co-editor and essay contributor in a local history anthology entitled *Any Other Way: How Toronto Got Queer*, which was shortlisted for the 2017 Toronto Book Awards. He is currently working on books to be published by Thornapple Press and Blue Cactus Press.



THE CBT DIVE
REAL PEOPLE, REAL STRUGGLES

THECBTDIVE.CA
A VODCAST SERIES WITH
RAHIM THAWER, MSW

 ladyativan.com

Demystifying therapy

Tune in to this vodcast—it's truly for everyone!

The CBT Dive is a video and audio podcast that goes into the lives of real people with real struggles. Each episode welcomes a new guest who wants to explore a challenging situation using the most common **cognitive behavioural therapy** tool: the thought record. Rahim Thawer is a queer, racialized social worker and psychotherapist based in Toronto. He's created this vodcast to support folks who want to learn how to use this clinical tool and to demystify what therapy can look like.

All video episodes are available for free on YouTube (go to thecbtdiv.ca) and all audio episodes can be found wherever you get your podcasts!

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