

GRIEF AND LOSS IN THE WORKPLACE: RESOURCES FOR SUBSTANCE USE SERVICE PROVIDERS

The following resources are available online and are divided into seven groups: self-care, debriefing, peer-related supports, trauma and burnout, grief, stigma, and research. Please click on the name of each resource for links.



| NAME & YEAR | DESCRIPTION | TYPE | ORGANIZATION | LEVELS |
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| Grounding Module | This module presents six methods of grounding. | Online Module | AIDS Bereavement and Resiliency Program of Ontario | Individual |
| Self Care for Peers Working in Overdose Response Settings | Illustrates self-care practices peers can incorporate into their daily lives. | Handout | The ROSE Initiative | Individual |
| Three Minute Breathing Space (2023) | This resource outlines the steps for a simple and quick mindfulness activity. | Postcard | TEND Toolkit | Individual |
| Self-Care Questionnaire (2016) | This questionnaire encourages you to reflect on your level of self-care in the workplace and your personal life. | Assessment Tool | TEND Toolkit | Individual |
| Peer to Peer Debriefing and Counselling Skills | Outlines and explains peer-to-peer debriefing and counselling. | Handout | The ROSE Initiative | Interpersonal |

SELF-CARE

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| Low Impact Debriefing (2023) | This resource outlines what low-impact debriefing is and four steps to share and process difficult experiences safely. | Guide | TEND Toolkit | Interpersonal |
| Hot Walk & Talk Protocol (2021) | A strategy to safely and kindly guide someone through a negative stress reaction following an upsetting incident. | Postcard | TEND Toolkit | Interpersonal |
| The Essential Tools for Support and Stability Worker Resource Kit (2016) | Provides a brief introduction to some basic practices to build awareness, navigate emotional triggers and get debriefing support for the impact of work. | Guide | AIDS Bereavement and Resiliency Program of Ontario | Interpersonal Organizational |
| Impact Debriefing Module | This module outlines the basics of impact debriefing with encouragement to adapt these practices to fit the culture and needs of workers and organizations. | Assessment Tool | TEND Toolkit | Interpersonal Organizational |
| Impact Debriefing Tool Kit for Managers (2021) | This toolkit offers a structure for impact debriefing, which can help workers dealing with traumatic loss. | Toolkit | Good Grief Care | Interpersonal Organizational |

How to Support a Deeper Check-In with Colleagues, Peers, and Community Members Using a Holistic Model (2021)

This resource accompanies the Holistic Check-in online module. It outlines how to lead one-on-one and group check-ins with colleagues and staff, with instructions and suggested facilitation prompts.

Toolkit

AIDS Bereavement and Resiliency Program of Ontario

Interpersonal Organizational Community

How to Be In The Room (2021)

This guide is for PWUS who want to become involved with policy and decision-making processes.

Guidebook

CAPUD

Individual

Supportive Practices for Service Providers Working with People Who Use Drugs (2022)

Offers guidelines on how to interact with and support PWLE.

Poster

CATIE & Blood Ties Four Directions Centre

Interpersonal

Questions for Agencies (2024)

This resource includes series of questions to help improve employment conditions for peer workers.

Website

Supporting Peer Work

Organizational

Peer engagement principles and best practices: A guide for BC health authorities and other providers (2017)

Individuals who work with PWUS can use these peer engagement principles and best practices to foster meaningful inclusion, which promotes positive relationships and capacity building for everyone involved.

Guide

Peer Engagement and Evaluation Project (PEEP)

Interpersonal
Organizational

Best Practice Manual: For Supporting Peers/Experiential Workers in Overdose Response Settings (2020)

Includes resource templates developed by and with peers as part of the ROSE model. These strategies are for everyone to use and can be implemented by any organization that engages with peers.

Guide

Peer2Peer Project

Organizational
Policy

Paying Peers in Community-Based Work (2018)

This document summarizes some of the complex policies regarding peer compensation, addresses existing bureaucratic inefficiencies, and offers suggestions for equitable peer compensation.

Guide

BCCDC

Organizational
Policy

Zone of Fabulousness (2019)

Unpacks burnout at the workplace and offers guidance on collective care.

Guide

Vikki Reynolds

Individual
Interpersonal

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| <p>Trauma-Informed Practice & the Opioid Crisis: A Discussion Guide for Health Care and Social Service Providers (2018)</p> | <p>Focuses on how opioid use challenges are connected to current and past experiences of trauma and violence.</p> | <p>Guide</p> | <p>Centre of Excellence for Women’s Health</p> | <p>Interpersonal Organizational</p> |
| <p>Secondary Traumatic Stress Informed-Organizational Assessment (2023)</p> | <p>An assessment tool that organizational representatives can use at any level to evaluate the degree to which their organization is STS-informed and able to respond to the impact of secondary traumatic stress in the workplace.</p> | <p>Assessment Tool</p> | <p>University of Kentucky</p> | <p>Organizational</p> |
| <p>A Pragmatic Approach for Organizations to Measure Health Care Professional Well-Being (2018)</p> | <p>This paper will focus on which survey tools are available for institutions to measure burnout and composite well-being.</p> | <p>Discussion Paper</p> | <p>National Academy of Medicine</p> | <p>Organizational</p> |
| <p>PROQOL</p> | <p>Measures professional quality of life and includes components like compassion satisfaction, burnout, and compassion fatigue.</p> | <p>Assessment Tool</p> | <p>PROQOL</p> | <p>Organizational</p> |

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| Gone too Soon: Navigating grief and loss as a result of substance use (2019) | This resource outlines the emotional impacts following drug poisoning as well as social and practical considerations. | Handbook | BCCDC | Individual |
| Grief Basics Workbook (2023) | This journal will give you a chance to identify the type of grief you are carrying, as well as name it, expand your coping strategies, and discover who you are as you live alongside your ongoing grief. | Workbook | AIDS Bereavement and Resiliency Program of Ontario | Individual |
| Making Space for What Has Been Lost: Exploring Disenfranchised Grief (2023) | This resource explains disenfranchised grief and details ways to care for this particular type of grief. | Zine | AIDS Bereavement and Resiliency Program of Ontario | Individual |
| Exploring Grief Skills | Grief support group in Ontario. | Online Support Group | Radical Intersectional Grief Support | Individual |
| Harm Reduction Healing Journeys Coloring Book | A color-along resource for those experiencing grief associated with the drug poisoning crisis to use. | Coloring Book | Breakaway | Individual |

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| Multiple Loss Journey | This resource aims to help others better understand multiple-loss grief. | Online Module | AIDS Bereavement and Resiliency Program of Ontario | Individual Interpersonal Organizational |
| Gathering to Remember Zine (2022) | This resource describes the importance of memorials, how to create them, and other ways of acknowledging grief. | Zine | AIDS Bereavement and Resiliency Program of Ontario | Interpersonal Organizational Community |
| Front Line Workers | Provides workshops, capacity-building sessions, impact debriefs, and tools for workers to understand the impact of their work on themselves, recognize reactions and responses, build solidarity, and develop coping skills. | Training | AIDS Bereavement and Resiliency Program of Ontario | Individual Interpersonal Organizational |
| Black Voices Locating Our Grief | This resource is created by and for the ACB community working in HIV and Harm Reduction, but its impact goes beyond these sectors. It's an opportunity to acknowledge and name Black grief and reflect on its impact. | Online Module | AIDS Bereavement and Resiliency Program of Ontario | Individual Interpersonal Organizational |
| Unit 4: Supporting Harm Reduction Service Provider Capacity | Outlines information about trauma-informed practice, impacts of the drug poisoning crisis on workers, and strategies that can support wellness. | Online module | CATIE | Individual Interpersonal Organizational |

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| RIGS Resources | A curated list of grief-related resources for workers impacted by the drug poisoning crisis. | List | Radical Intersectional Grief Support | Individual Interpersonal Organizational |
| Services for folks impacted by the drug poisoning crisis | Offers skill-building groups, debriefs, reflection space, workshops, memorials and consultancy (sliding scale) | Services | Radical Intersectional Grief Support | Individual Interpersonal Organizational |
| Frontline Baddies | Offers workshops in BC that individual frontline workers can attend for support around common issues in this line of work and helps other non-profits support their frontline workers from burning out through individualized workshops. | Podcast/ Support Group | Frontline Baddies | Individual Interpersonal Organizational |
| Mobile Response Team | The team offers psychosocial support, education, and consultation to organizations and agencies working within BC's overdose public health emergency, including people impacted by critical incidents such as overdoses and/or overdose deaths during their work. | Services | Provincial Health Services Authority | Individual Interpersonal Organizational |

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| GLoW Initiative | Offers support to frontline workers, community-facing management and coordinators, and community supporters who have been impacted by the trauma and overwhelming loss of the overdose crisis. 1-1 and group support is delivered by community members and practitioners and is free of charge. | Program | Breakaway | Individual Interpersonal Organizational |
| ORGANIZING OUR GRIEF: A Collaboration in Response to the Overdose Crisis (2023) | This publication promotes knowledge-sharing in the arts sector and shares tools, strategies, and considerations relevant to drug poisoning-related loss. | Report | The Blackwood Gallery | Individual Interpersonal Organizational Community |
| When Grief Comes to Work (2011) | This handbook is intended to address workplace issues stemming from experiences of loss, grief, and trauma. It will be useful for managers, supervisors, and human resource specialists. | Handbook | AIDS Bereavement and Resiliency Program of Ontario | Organizational |
| Harm Reduction Fundamentals: A toolkit for service providers | This toolkit provides information on harm reduction for service providers working with PWUS. | Online Modules | CATIE | Individual Interpersonal Organizational |

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| Compassionate Action: An Anti-Stigma Campaign & Series Modules | These modules are interactive case study videos about stigma and discrimination experienced by PWUS and an accompanying reflection/discussion guide. | Training | Peer2Peer Project | Individual Interpersonal Organizational Community |
| Courageous Conversations on Substance Use (2023) | The toolkit guides courageous conversations on substance use to uproot assumptions and reframe perspectives. This bold and honest work involves being open to sharing stories and listening to others' experiences. | Toolkit | First Nations Health Authority | Interpersonal Organizational Community |
| Challenging Structural Substance Use Stigma Package (2024) | Equips professionals with the knowledge on how to identify different forms of stigma, advocate for change, and collaborate with PWLE. | Workshop Materials | Canadian Public Health Association (CPHA) & CAPSA | Organizational |
| Harm Reduction at Work (2011) | This resource gives the necessary know-how to ensure that both employees who do use drugs and those who don't are treated fairly. | Guide | Open Society | Organizational |

**Rethinking Stigma:
Identifying
Structural Stigma
and Interventions
(2023)**

This panel discussion focuses on substance use stigma, as influenced by structural factors, such as laws and policies, and historical, geographic and economic factors.

Webinar

CAMH

Organizational
Community
Policy

**A Primer to Reduce
Substance Use
Stigma in the
Canadian Health
System (2021)**

This primer aims to mobilize health professionals and other health system stakeholders (e.g., hospital administrators, regional health authorities, governments, etc.) to reduce substance use stigma across the health system by applying evidence-informed interventions.

Primer

Public Health
Agency of Canada

Organizational
Policy

**Community-Based
Participatory
Research (CBPR) in
Harm Reduction
Settings (2023)**

This toolkit is for harm reduction workers considering participating in research activities or who already have community-academic research partnerships. It may also be useful to academic researchers studying issues related to harm reduction.

Toolkit

NASTAD

Community