Creating a Brave Space

JEDI Champion Training - November 8, 2023

Melissa Gordon, LMSW

Brave Space Norms

Brave space norms are meeting agreements that help to focus conversations, practices, and approaches on racial equity, justice, and understanding.

Strengths of Brave Space Norms

- Require personal accountability
- Reject stigma and do not tolerate discrimination
- Other:

Stages of Psychological Safety

<table>
<thead>
<tr>
<th>Inclusion Safety</th>
<th>Members feel safe to belong to the team. They are comfortable being present, do not feel excluded, and feel like they are wanted and appreciated.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learner Safety</td>
<td>Members are able to learn through asking questions. Team members here may be able to experiment, make (and admit) small mistakes, and ask for help.</td>
</tr>
<tr>
<td>Contributor Safety</td>
<td>Members feel safe to contribute their own ideas, without fear of embarrassment or ridicule. This is a more challenging state, because volunteering your own ideas can increase the psychosocial vulnerability of team members.</td>
</tr>
<tr>
<td>Challenger Safety</td>
<td>Members can question others’ (including those in authority) ideas or suggest significant changes to ideas, plans, or ways of working.</td>
</tr>
</tbody>
</table>

Source: Stages of Psychological Safety-Pathways Toward Inclusion and Safety by Timothy Clark

Creating a Brave Space

Brave Space Agreements

Brave Space Agreements fall into three buckets:

<table>
<thead>
<tr>
<th>1) Self</th>
<th>2) Community</th>
<th>3) Space</th>
</tr>
</thead>
</table>

Brave Space Agreement Stems

1. We agree to struggle.
2. We agree to come into this space as learners.
3. We assume good intentions.
4. We agree to consider the viewpoints of other people.

Source: Brave Space Agreements - Micky ScottBey Jones
Call-in Culture

How to Start A Call-in Conversation

“I need to stop you there because something you just said is not accurate.”
“I’m having a reaction to that comment. Let’s go back for a minute.”
“Do you think you would say that if someone from that group was with us in the room?”
“There is some history behind that expression you just used that you might not know about.”
“In this organization, we hold each other accountable, so we need to talk about why that joke isn’t funny.”