

WHAT IS A #BRAVE SPACE?

<p>Why can safe spaces become problematic?</p> <p>In safe spaces, we feel secure and protected. But in order to produce real change, we must push boundaries.</p> <p>One person's authenticity might make others feel uncomfortable. If "safe space" means staying comfortable, important issues might be avoided so everyone feels ok.</p>	<p>What is a safe space vs a brave space?</p> <p>A safe space is comfortable, while a brave space inspires dialogue, curiosity, accountability and agency. In a brave space, we can explore controversial issues by growing and learning together, with people being rewarded for their courage and for taking accountability for their words and actions.</p>	<p>Why is it important?</p> <p>Psychological safety is the underpinning of innovation.</p> <p>But if we want to create an ideal space for great minds, we must define "safety" as a place where people feel like they can ask hard questions and think differently without being punished. In a brave space, entrenched ideas and authority can be questioned.</p>	<p>Why "safety" can be dangerous</p> <p>Oftentimes, "safety" can be very closely linked with fascism, even when people have good intentions in creating a safe space. To solve hard problems like racism, we need to hold space for conflict, because it's impossible to work through if it's against the rules for anyone to be uncomfortable.</p>	<p>How spaces can be unintentionally unsafe</p> <p>Assuming things about people can create unsafe spaces for those who do not operate according to those assumptions. For example, a transgender person in a space where everyone is assumed to be cisgender. Spaces can be unsafe even if no one is being mean.</p>
<p>How a brave space feels</p> <p>OKAY TO:</p> <ul style="list-style-type: none"> ... not to be okay ...to be authentic ...to question authority ...to express vulnerability ...to ask questions <p>Listened to</p> <p>Sense of having a voice</p> <p>Supported</p> <p>Differences welcomed</p>	<p>Good practices</p> <p>"When you said that, this is how I felt in my body"</p> <p>Jokes shouldn't punch down (mock those of lower status)</p> <p>Seed group with the people with the qualities that you want</p> <p>"Brave space" is collectively defined by the group</p>	<p>The rules</p> <p>The rules need to be clear: What are you allowed to say, and what info are people allowed to reveal outside the space?</p> <p>Conflict: it should be decided how it is resolved: deal with it in the moment, or if there is an awkward moment do things keep moving?</p>	<p>How to encourage the revealing of a fuller self</p> <p>In a brave space, people can shine their light without jealousy and mockery</p> <p>Quiet people are invited to speak up</p> <p>It's okay to be reflective and to respond later</p>	<p>Goals/purpose</p> <p>Group practices are aligned with the stated goal.</p> <p>Bravery is directly related to what the goal of the group is.</p> <p>Who has the power on paper is the same as who has power in reality.</p>

"Nothing of significance is ever made without courage."

-Malcom Gladwell

"It's too late for humanity to be looking for safety."

-Walter Karshat