



PILLAR
nonprofit network

BRAVE SPACE GUIDELINES

Adapted from AWARE-LA ,
Communication Guidelines for a Brave Space

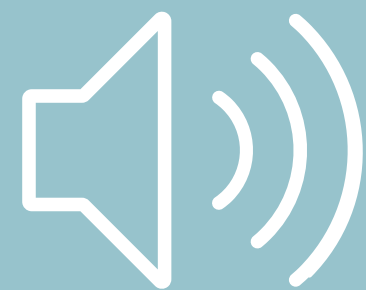
THE PRACTICE OF CREATING BRAVE SPACES

“is largely because people have been finding that promising safety and creating safe spaces when having high-stakes conversations (about racism, for example) when there are differences in power in the room, can be while well-intentioned, unrealistic and unfair.

So rather than asking, how do we centre comfort and caution when we’re having these conversations, creating brave spaces is really about how to centre courage and compassion.

- Didier Sylvian





Speak from your own experience

Use "I" statements

Honour everyone's lived experiences and that they may not reflect your own

Own your intentions and impacts

Respect each other's experiences and feelings by taking responsibility for the impact of your words, not from a place of intent





Take risks: lean into discomfort

We are all in process; challenge yourself to participate even if it is not “perfectly” formulated. Try getting comfortable with the uncomfortable, and uncomfortable with the comfortable.

Work to recognize your privileges

Use the space to recognize and investigate your privilege. How does your power show up? What is your relative power in this specific group/environment.





Step back and take time to reflect

Share speaking time and try to speak after others who have not spoken.

Reflect on whether you are always first to speak, or if you take up a lot of talking time. Try and push yourself to allow others to take their time to speak; don't rush to fill pauses.

Notice and name group dynamics in the moment

We are all responsible for the space, acknowledging emotions and making space for them.



Listen actively and wholeheartedly

Use your energy to listen and not to respond, noticing when defensiveness and denial arise.



Challenge with care and compassion

Find ways to respectfully challenge others and be open to challenges of your own views, questioning ideas, not people.





Confidentiality

Share the message, not the messenger.

Leave with an intention to act upon. the learning.

Use simple language that's easily understood, so that we can leave with knowledge to act upon.

