

Ground rules for brave spaces

We strive to create inclusive, brave spaces where everyone can participate actively, authentically and equitably in conversations and discussions about issues characterised by diverse and often contradictory intragroup convictions, beliefs, experiences and opinions.

1) CONTROVERSY WITH CARE

We use open and honest dialogue to gain a better understanding of each other's experiences, convictions and values.

We accept that we have varying and sometimes opposing opinions and acknowledge that controversy is often a significant part of talking through complex issues and challenging inequalities and privilege.

During these conversations we strive to maintain dignity and respect and we assume that other participants are striving to uphold that as well.

2) OWNING INTENTIONS AND IMPACTS

We promise not to hurt each other intentionally.

We recognise that we must hold ourselves responsible for how our words and actions affect others even if that impact was unintentional.

We recognise the importance of carefully reacting to and addressing instances, where a conversation has negatively affected the emotional wellbeing of a participant.

3) CHALLENGE BY CHOICE

We are willing to challenge ourselves and each other.

We are willing to step out of our comfort zone and into the less known and potentially uncomfortable place where opposing opinions are actively listened to and reflected upon.

We value inclusivity, but we also acknowledge that we all have the freedom to step in and out of challenging conversations. If someone does not want to participate in a conversation, we collectively look for ways of including them, but we also acknowledge their right not to participate if that is what they choose to do.

4) RESPECT

No matter whether we agree with a person's ideas or opinions we respect them for who they are and what they bring to the conversation.

We show respect by listening actively to each other, being curious, asking clarifying questions and adhering to agreed rules about confidentiality.

We are aware of our internal dialogue, biases, stereotypes and prejudices and we try our best to be non-judgmental when deriving meaning from what others are saying.

5) NO ATTACKS

We will not tolerate shouting, insulting- or threatening behaviour and microaggression. We recognise that we might feel hurt while participating in conversations in the brave space and we are willing to show our vulnerability. If anyone is getting hurt, we speak out for each other.

Based on the authors work for A World of Neighbours and Arao, Brian and Clemens, Kristi (2013): From Safe Spaces to Brave Chapter 8 in their book The Art of Effective Facilitation: Reflections From Social Justice Educators.