# Holding Discomfort, Building Belonging: Constructing Brave Spaces in Higher Education

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# Agenda


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# House Rules for Today

- **Everyone is welcome here**
- **Listening should be done with intent**
- **Give space for others to revise and refine wording**
- **You are responsible for what you say**
- **Outside of small-group elements, conversation should come through me**

# The Spaces We Create

An Evolution of Terminology:

**Safe Spaces**

Intended to be free of bias, conflict, criticism, or potentially threatening actions, ideas, or conversations

**Brave Spaces**

For conversations that constructively confront biases, and challenge perspectives while acknowledging paired discomfort and growth

**Accountable Spaces**

An environment where individuals collectively commit to taking responsibility for their intentions, words, and actions

# A Window to Consider

Unthinkable

Radical

Acceptable

Sensible

Popular

Definitive

**Overton Window**

Popular

Sensible

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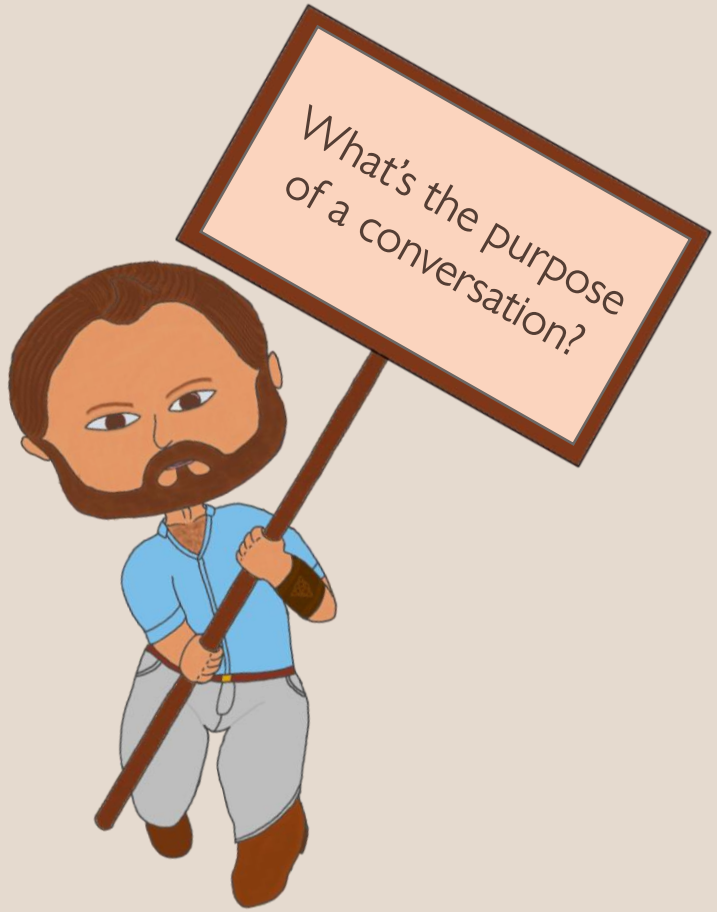
**Overton Window**

**What falls in this area?**

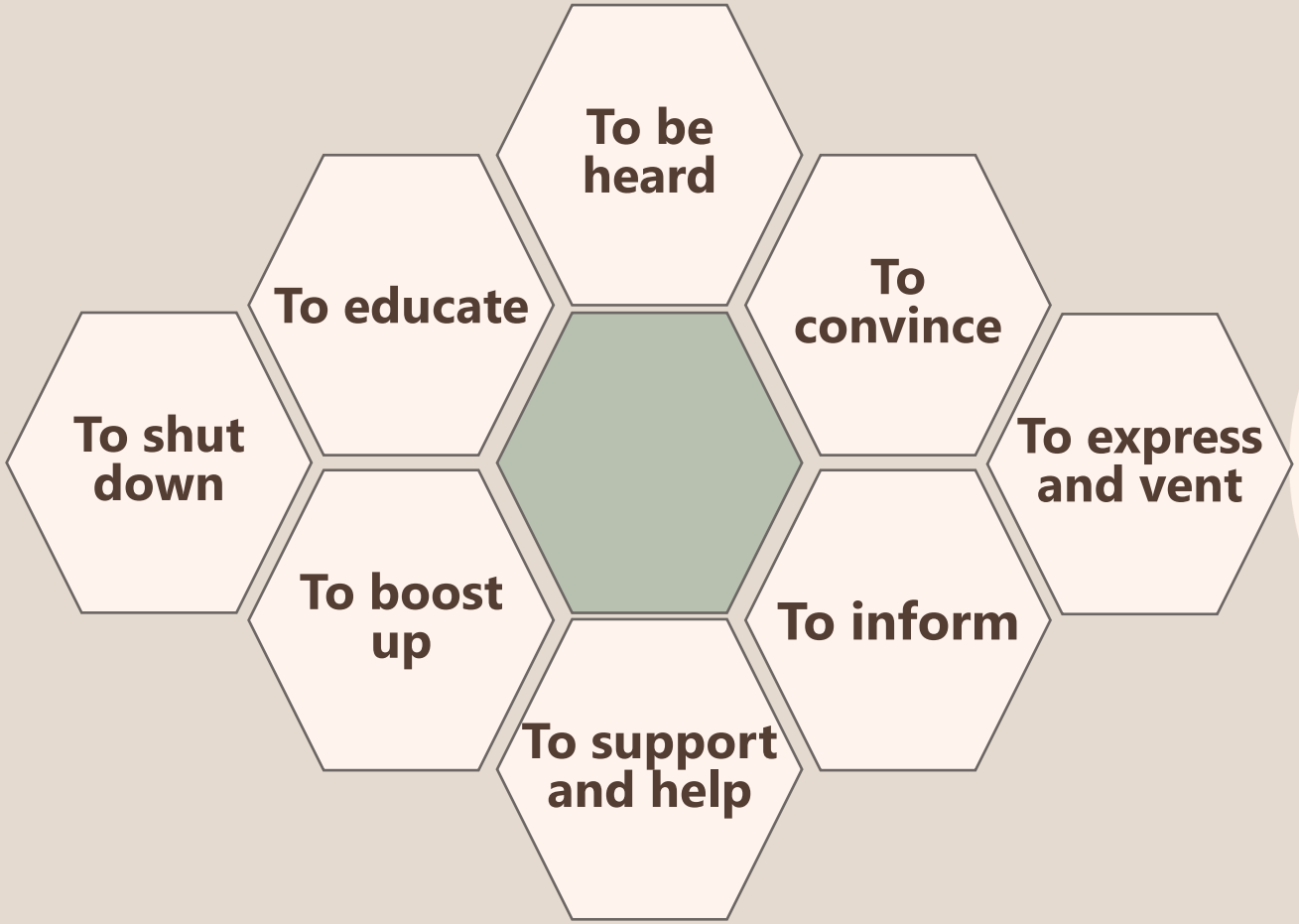
Radical

Unthinkable

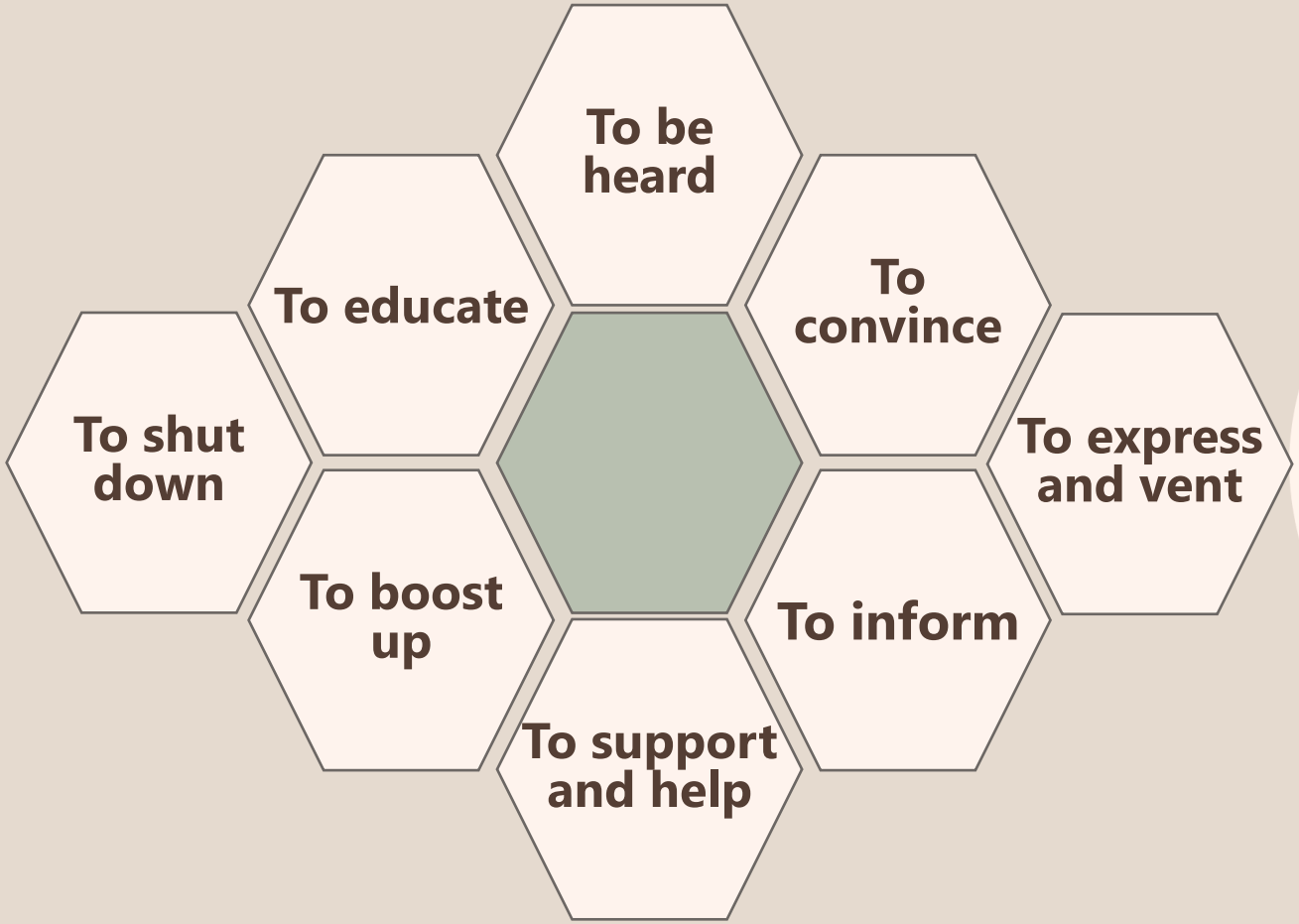
# The Nature of Conversation



# The Nature of Conversation



# Orienting for Purpose



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# Orienting for Purpose

| | | |
|---|---|---|
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| Radical | | Radical |
| Acceptable | | Acceptable |
| Sensible | | Sensible |
| Popular | | Popular |
| Definitive | **Overton Window** | Definitive |
| Popular | | Popular |
| Sensible | | Sensible |
| Acceptable | | Acceptable |
| Radical | | Radical |
| Unthinkable | | Unthinkable |

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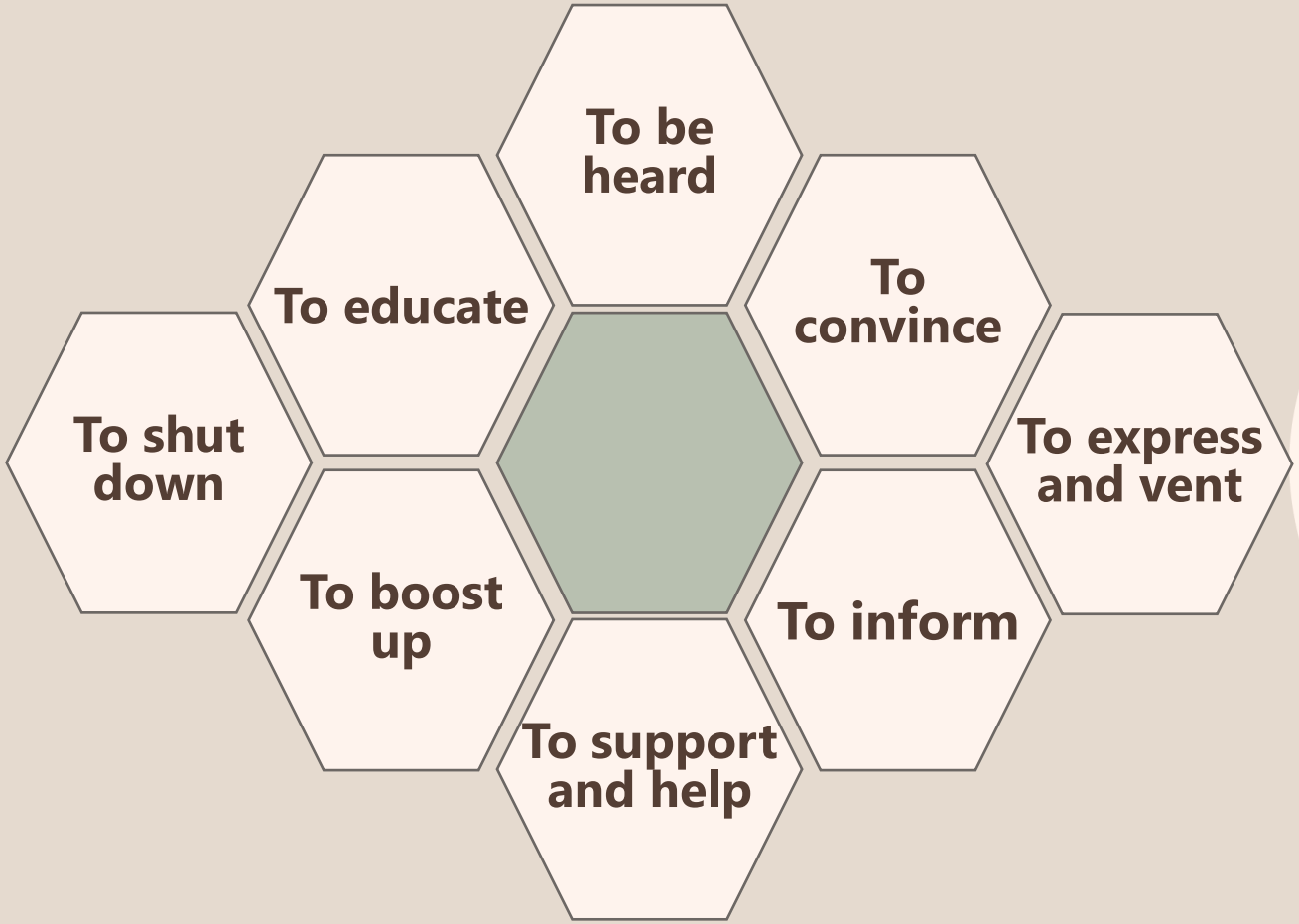
# Self-Evaluation for Suitability



# Self-Evaluation for Suitability

# Bring to a Close

- **What kind of space do you want to create?**
- **What is the purpose of the space?**
- **Who will be entering the space?**
- **Can you hold that space in its intended form?**
- **What are the consequences of (not) holding a space you're ill-suited to?**

# Thank you