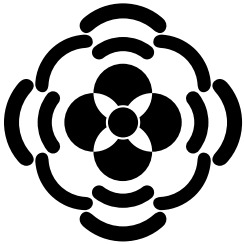


6 GUIDES to Help Facilitate Brave Enough Space (for change!)

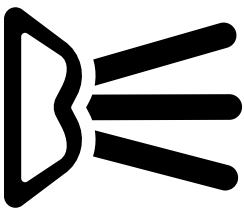
by Crystal Mason, Vanessa Rodriguez Minero, Jason Wyman & **YOU**



KEEP IT SMALL ▶ Tending to brave enough space requires time for personal reflection, conversation, and collective meaning making. Keeping it small ensures there is enough space for ALL who are gathered to take up as much or as little as the moment calls for. Plus, it gives you time to breathe.

Some considerations:

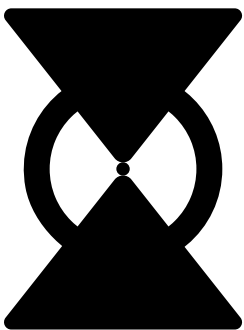
- ④ Who are you gathering & how are you tending ALL relations?
- ④ How much time do you really have? Will it all fit? If not, what can be cut?
- ④ Remember: Breaking into smaller pairings / groupings opens more space for individuals and comes at the expense of larger group meaning-making.



STATE YOUR VALUES ▶ Tending to brave enough space requires that people know where you stand. Stating your values clearly and succinctly helps facilitate transparency. This allows all gathered to make decisions on if and how they want to participate. Collective accountability towards upholding stated values can be generated through Practicing Consensus (see other side.)

Some considerations:

- ④ What do you value & how do others know you value it?
- ④ How do we acknowledge / resolve contradictions between our values?
- ④ Remember: Values are deeply personal & cultural and should be handled with nuance & care.



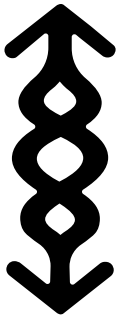
CONNECT GENERATIONS; CROSS BORDERS ▶

Tending to brave enough space requires us to widen our circles of care. Connecting generations and crossing borders (literally, metaphorically, and symbolically) helps develop more expansive understandings, ones that build bridges across histories, presents, and futures.

Some considerations:

- ④ What conditions are needed to make connections across generations & borders possible (e.g. languages, technology, time zones, health, etc.)
- ④ Incorporate check-in questions to demonstrate curiosity and create opportunities for information exchanges across time and space; sample: "How did you get to school when you were a child?" or "How are you entering this conversation?"
- ④ Remember: Building bridges requires structures that hold it all together. See Remain Flexible & Adapt (other side) for suggestions on structures that can bend, not break.

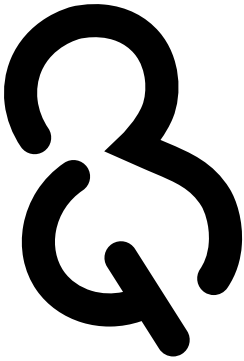
"An Invitation to Brave Space" by Mickey Scottbey Jones was our introduction to the term "brave space".



REMAIN FLEXIBLE & ADAPT ▶ Tending to brave enough space requires us to remain open to what emerges & respond with flexibility. Radical transformation brings with it big feelings. Make space to take care of ourselves & each other with compassion, and change course as needed.

Some considerations:

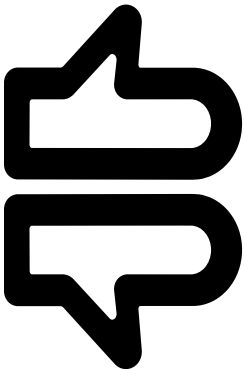
- ④ How can we best honor our relations?
- ④ How can you model flexibility & adaptation?
- ④ Remember: An agenda is not the boss of you. It is helpful to know before you begin how you might adjust course for people taking up more or less space than anticipated.



EXPAND ACCESS ▶ We believe in using the broadest possible definition of accessibility while centering disability justice as defined by Sins Invalid. Accessibility ask us to stay in constant co-creation while developing an ever expanding understanding of how we can reduce/eradicate barriers to belonging and facilitate full participation.

Some considerations:

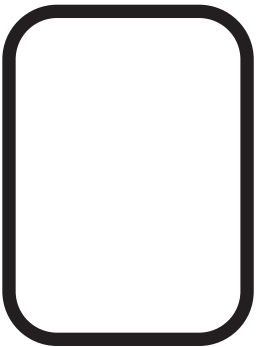
- ④ What limits might there be due to space / location, transportation / parking, language, time of day / day of the week, technologies, cost etc? And how will you address and communicate those limits?
- ④ Remember: Consider using registration processes to better understand the diverse needs of your participants; then engage in conversation about what is and is not possible.



PRACTICE CONSENSUS ▶ Moving at the speed of trust and mutuality requires us to come to a pluralistic understanding of the conditions, behaviors, patterns and systems that we seek to change. Consensus-based decision-making helps us check for misunderstanding, misalignment, or disagreement before moving forward.

Some considerations:

- ④ Where in the agenda would it be helpful to check for understanding, alignment, or agreement?
- ④ Consideration: A simple thumbs up / thumbs down approach offers a quick way to check for consensus, which can open up space for conversation.



WHAT GUIDES YOU?

Some considerations:

Submit your questions, practices, actions, considerations, or guides to: <http://bit.ly/qhspeer>

