

Brave Space Agreements

Concept coined by Micky ScottBey Jones. The following has been adapted from the presentation by Bunny McKensie Mack (they), 2020.

- 1** We agree to struggle against racism, sexism, classism, ableism, transphobia, sizeism, ageism, and linguistic discrimination, and the ways we internalize myths and misinformation about our own identities and identities of other people.
- 2** We agree that we are coming into this space as learners. We are all learners and have something to learn. No one person is the single expert. And there is no one single answer. We come into this space at different points along a learning continuum.
- 3** We strive to ensure the safety of all those present in the space. However, we acknowledge that safety can take time to foster. Therefore, we agree to work together towards harm reduction, centering those most affected by injustice in the room even if it means de/centering ourselves.
- 4** We assume good intention. If we say something that is offensive, racist, sexist, privileged, etc., we are not trying to harm anyone, it is because we don't know. Instead of shaming and blaming (that we ought to know better), that becomes a point of education - to educate ourselves and each other. It is okay to say we don't know - and then to educate ourselves about that point. It is only through doing this work together and educating ourselves that change will occur.
- 5** We agree to sit with the discomfort that comes with having conversations about race, gender, identity and systemic racism at the university. We agree to try our best not to blame ourselves for the vulnerability that these kinds of conversations require.
- 6** We agree to consider the viewpoints of other people as long as they do not constitute violence, discrimination and dehumanization of oppressed people.
- 7** We agree that it's okay to have feelings. It's okay to feel uncomfortable when we're discussing complex topics about accountability, relationships, justice and care - so long as it does not traumatize or re-traumatize.