

# **How to Create Brave and Safer Spaces in an Anxious World**

PLEASE SILENCE ALL PHONES AND DEVICES

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# LAND ACKNOWLEDGEMENT

Text the zipcode of the town or city where you live  
to **907-312-5085**

A long time ago this land belonged to our fathers, but when I go up to the river I see camps of soldiers on its banks. These soldiers cut down my timber, they kill my buffalo and when I see that, my heart feels like bursting.

- Chief Set-Tainte, Kiowa Nation

Sally Dickson

Associate Vice Provost

Stanford University



Dereca Blackmon, Founder

Inclusion Design Group



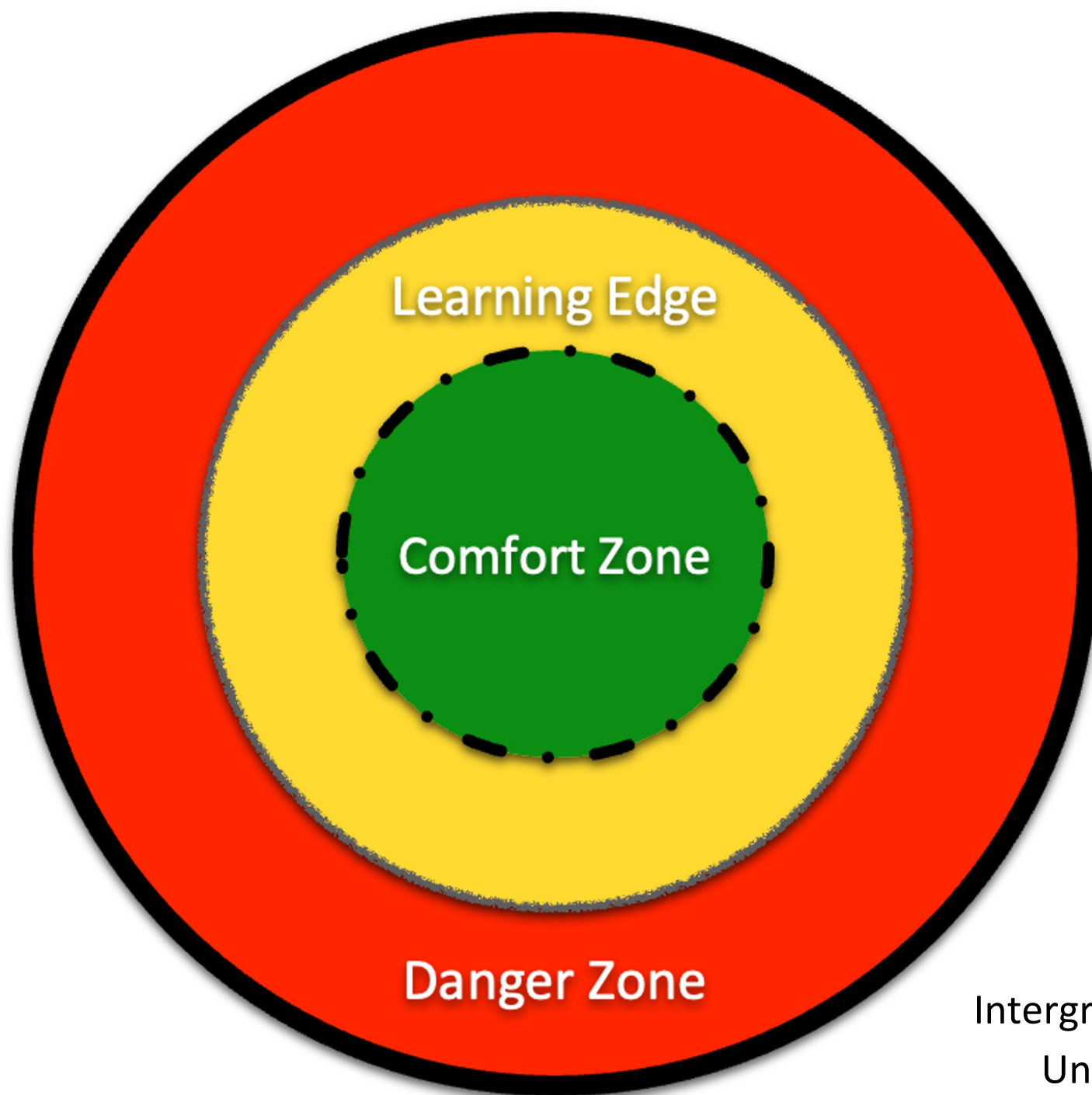
# KEY EXPLORATIONS

- Learn how to set the stage for essential conversations
- Share practices toward self reflection and trust-building
- Gain tools for when tensions arise during dialogues

# GROUP EXPECTATIONS

- Take space, make space
- Challenge ideas, don't attack people
- What learned, what leaves
- Extend grace
- Substance over polish
- Lack of closure

**Brave  
Space**



**Safer  
Space**



**WHY  
KNOWING  
YOURSELF  
MATTERS**

# **SOCIAL IDENTITY**

A person's sense of who they are based on group membership.

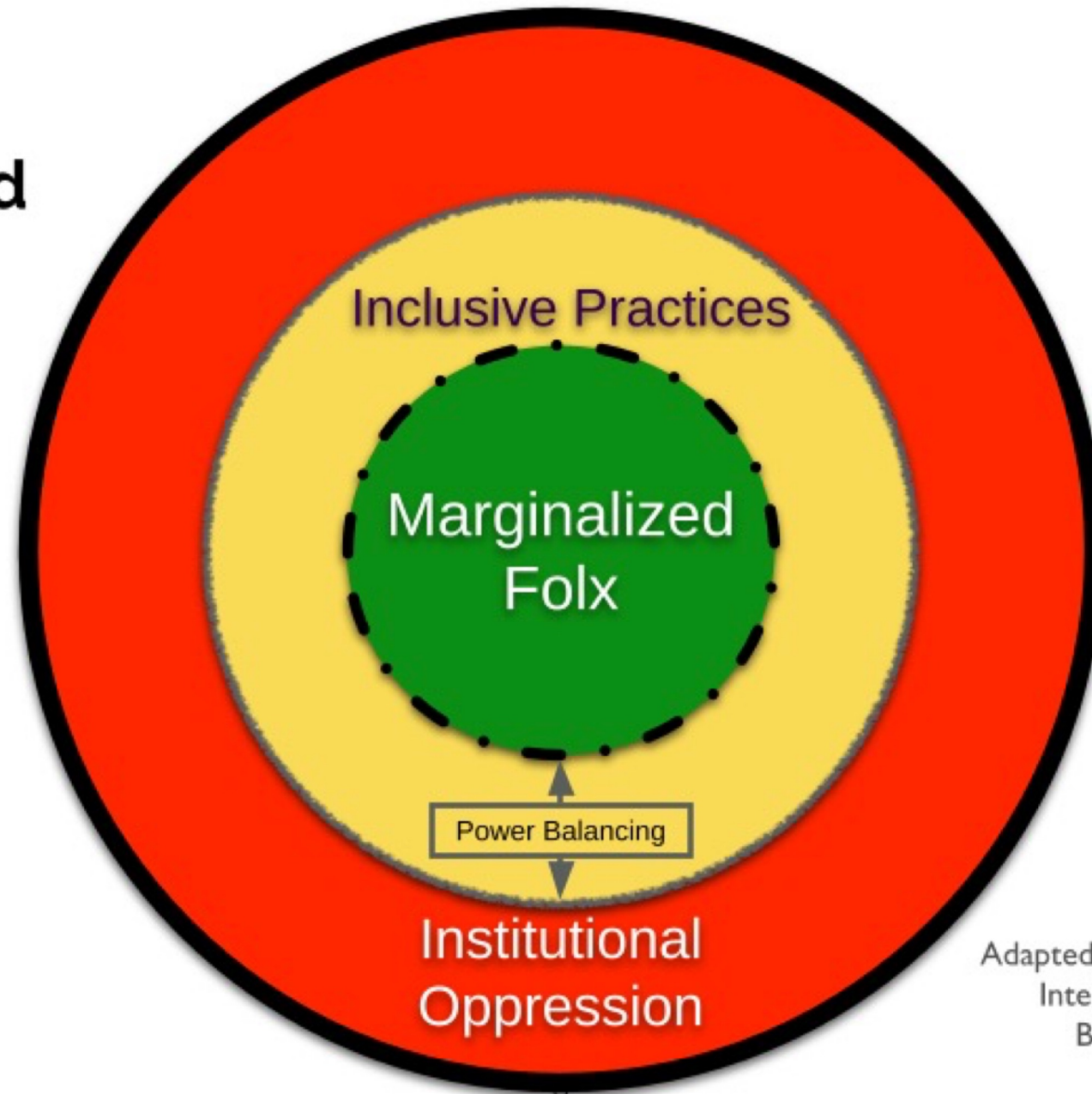
Immigration Status	Race	Belief	Tribal Affiliation
Ethnicity	Disability	Nationality	Marital Status
Politics	Socioeconomic Status	Citizenship	Parenting Status
Religion	Language	Education	Profession
Body Size/Type	Gender	Sexual Orientation	Age

**Who are you?**

# WHY KNOWING YOURSELF MATTERS

- How do I impact the space?
- What are my hot buttons and triggers?
- How might I be perpetuating systems of oppression?

# Centering Marginalized Voices



Adapted from University of Michigan's  
Intergroup Relations Institute  
Brave Space Framework

# MULTI-PARTIALITY

Multi-partiality, as opposed to impartiality, is a practice in intergroup dialogue facilitation that focuses on balancing social power, independent of and in contrast to dominant norms in society.

# BUILDING TRUST WITH STUDENTS

- Sharing your story
- Modeling transparency and vulnerability
- Setting group expectations
- Practicing Cultural Humility



# CULTURAL HUMILITY

- Commitment and engagement in the lifelong learning process of staying humble and curious about cultural differences.
- Separating intent from impact
- Accountability



Dr. Melanie Tervalon

# WHAT TO DO WHEN TENSION ARISES

- Read the room/check the temperature
- Listen and hold space
- Speak from the "I"
- Redirect energy

# Unprecedented Pace of Change



Globalization

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Technology

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Environment

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Demographics

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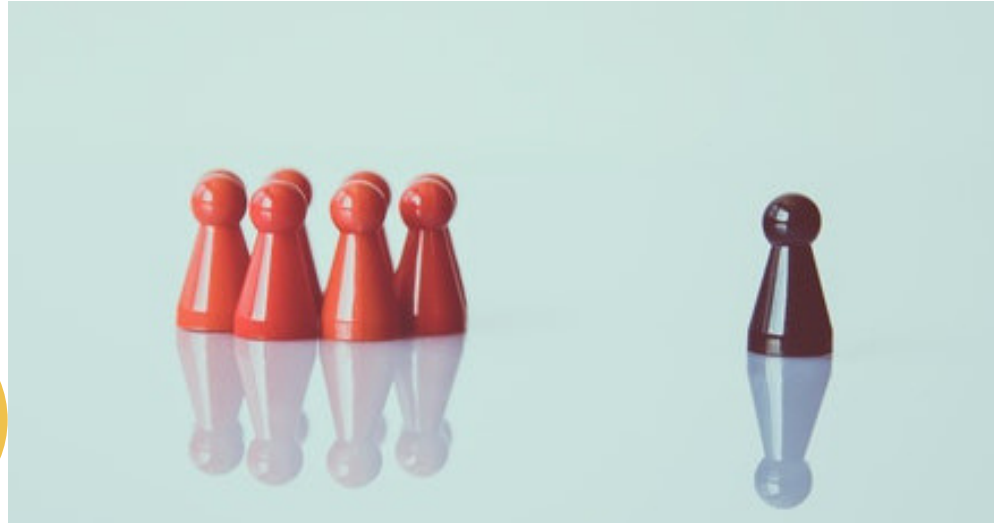
# Breaking

THREAT - can create a deep fear of other groups, making it easier to accept false stories of “us vs. them.”

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# Bridging

OPPORTUNITY - calls on us to imagine and works together toward a larger, more inclusive “we.”



# Othering

Photo by Markus Spiske from Pexels



**Belonging is...**

Photo by mentatdgt from Pexels

The image features a central light gray circle containing the text "Shared Identity". To the left of the circle is a solid green rectangle, and to the right is a solid red triangle pointing upwards. The background is white.

**Shared Identity**



# **Shared Destiny**





# **Sense of Interdependence**

# Shared Values



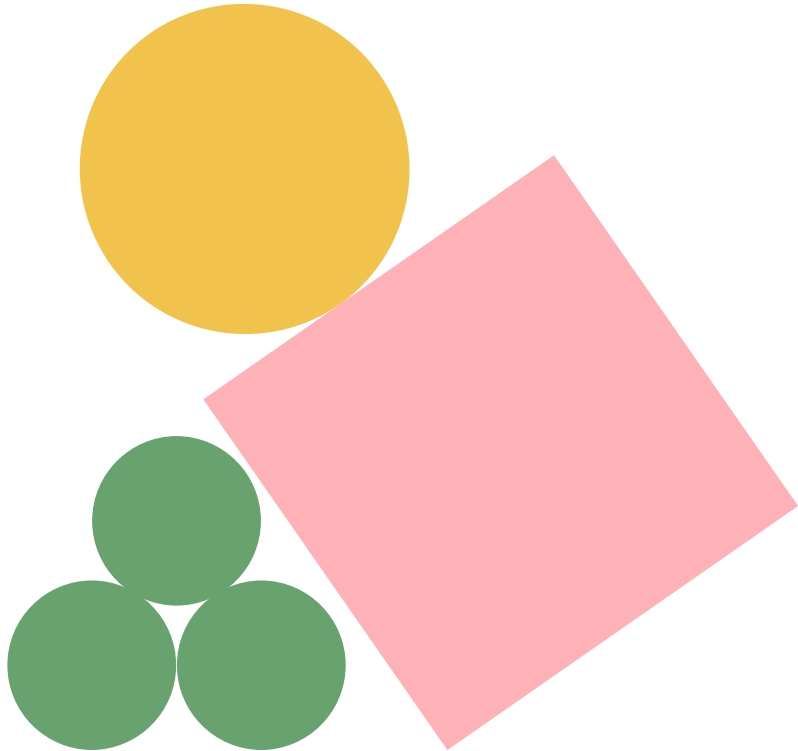
Photo by Helena Lopes from Pexels

# Ability to be Oneself



Photo by Jimmy Jimmy from Pexels

# Belonging Practices



- Reject the "us vs them" narrative  
- seek out the new "us",  
personally and institutionally
- Avoid silencing, tribalism, and  
othering
- Develop and support the  
psychological safety of  
marginalized students/colleagues
- Practice your self-reflection and  
accountability in public,  
breaking/bridging, iterate
- Increase intergroup awareness  
and contact

# ÀSHE!

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## Resources

