

Color Brave Space

- **Put Relationships First**
 - *Work to build community and trust (with an awareness of power dynamics)*
- **Keep Focused On Our Common Goal**
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- **Notice Power Dynamics in the Room**
 - *Be aware of how you use your privilege: from taking up too much space both airtime and emotionally or by disengaging*
- **Create a Space for Multiple Truths and Norms**
 - *Speak your truth, and seek understanding of the truths of others that differ from you (with awareness of power dynamics)*
- **Be Kind and Brave** (lean into discomfort)
 - *Remember relationship first, and work to be explicit with your language about race, class, gender, immigration, etc.*
- **Practice Examining Racially Biased Systems and Processes**
 - *Individual actions are important, and systems are what are left after all the people in this room leave*
- **Look for Learning**
 - *Show what you are learning, not what you already know. Avoid playing devil's advocate, the devil has enough advocates.*

Adapted from Equity Matters – The Color Brave Space Elements