

BRAVE SPACES

3-2-1 DISCUSSION GUIDE

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3 TAKE-HOME MESSAGES

Review these messages together.

Everyone plays a part in creating a brave space.

While leadership endorsement and support are critical, everyone can help create a brave space. When challenges, situations or opportunities arise, we are ALL either part of the solution or part of the problem.

These 5 “ingredients” are foundational to brave spaces.

- Authenticity & vulnerability
- Empathy
- Getting comfortable with being uncomfortable
- Growth mindset
- Radical candor

Get comfortable with being uncomfortable.

If you don't stretch beyond your comfort zone, you aren't open to growth beyond your current world view. Lean into the discomfort and have tough conversations to develop new perspectives, ideas, and approaches.

2 QUESTIONS TO CONSIDER

Question for **team discussion**

Share your thoughts with your team.

What can we continue to do, or do differently, to ensure that all team members feel that they belong and are valued?

These ideas can be big picture, but they can also be small things that make a difference in your workplace on a day-to-day basis.

Question for **self-reflection**

No need to share your answer or thoughts with anyone.

When is the last time you felt uncomfortable? Identify something that you learned from the situation that helped you expand your understanding or change your perspective.

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- Search the web for a “workplace inclusivity assessment” that would work best for your team. Ask everyone to confidentially answer questions about your current workplace environment. Discuss the results as a group and agree on some changes to improve inclusivity.
- Take a closer look at how you conduct meetings. Consider: inviting all team members to contribute agenda topics, taking turns facilitating the discussion, having a stated meeting purpose, ending the meeting on time, and ensuring everyone knows who will do what by when.
- Include the topic of inclusivity as a standing agenda item at monthly staff meetings. What are we doing well as a team, and what can we do better?

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- Do something that is out of your comfort zone (volunteer in your community, introduce yourself to someone you see regularly at the gym, share something personal with a coworker). Think about what you learned by doing something new and a bit uncomfortable.
- Choose to be purposely empathetic by listening to others and providing support without feeling the need to always offer a solution.

We hope that after the meeting, you will be inspired to explore brave spaces in greater depth, either as a team or individually. We invite everyone to check out Dr. Cary’s recommended resources in the [Topic Overview](#).

