

1. **Strive to learn** about experiences other than your own, and seek permission to ask questions about other people's experiences: e.g. "Would you be willing to tell me more about..."
2. **Own your intentions and your impacts**. Respect each other's experiences and feelings by taking responsibility for the effects of your words. On the other side, if you have a strong reaction to something, let the group know. Be open to dialogue.
3. **Address conflicts peacefully** to the best of your ability and seek subject expertise if needed.
4. **Validate and support** the ideas, feelings or experiences of others.
5. **Take risks**: Lean into discomfort. We are all in process. Challenge yourself to contribute even if it is not perfectly formulated.
6. **Be considerate** of each other's activities (meetings, projects, reading, etc.) and mindful of noise levels, as this is a shared space.

7. **Be aware of other people** in the brave space: Share the message, not the messenger. This phrasing is intended to allow participants to share the insights they gain from the dialogue with others in their community, but asks them to do so in a way that avoids using details that would allow a listener to infer someone's identity

8. Before reacting or responding to jokes or statements you feel are hurtful or offensive to yourself or others, **ask for clarification**: e.g. "What I heard you say is... Is that correct?"

9. **Be supportive of people** who interrupt or respond to what is perceived to be hurtful or offensive jokes and statements.

10. **Practice forgiveness**: remember that this is a space where we are all learning and growing.

11. If you don't know how someone identifies, and you need to know, **ask them instead of making assumptions** and labeling them. (e.g. ask "How do you identify?" instead of "You're gay, right?")

12. **All emotions are welcome**. Be aware that your emotions may impact others based on their experience

A Brave Space is a place where everyone can learn and share ideas in an open and welcoming environment. Participants have important conversations by asking thoughtful questions and listening to each other. In a Brave Space, we assume that everyone speaks with the intention of gaining more knowledge and understanding. **This document has been produced with the financial assistance of the Council of Europe. The views expressed herein can in no way be taken to reflect the official opinion of the Council of Europe**

