

LASEG's

Brave Space Guidelines

laseg
Social-Ecological Systems Research Group

ICTA-UAB

Everyone is expected to come with **openness, kindness, generosity, and accountability to each other.** This means we do not laugh at personal differences or different abilities, we elevate others' work or ideas where appropriate, and we take ownership of our words and actions. We assume therefore that everyone speaks with positive intent, although someone may say or do something that unintentionally causes offence. If that happens, we ask for clarification and are open to dialogue. We can speak with the individual privately or raise concerns collectively.

- **We are all respected and valued as members of LASEG** (regardless of our background and research publications)
- **Introductions with pronouns:** We introduce ourselves with our preferred gender pronouns
- **One person, one mic:** Only one person speaks at a time; no one should interrupt anyone
- **Actively listen:** Listen to what is said before thinking about how to respond. Don’t make judgements or assumptions, and ask questions instead
- **Step back:** Share speaking time and try to speak after others who have not spoken
- **Be brave:** We are all learning and will make mistakes. Everyone should feel encouraged to speak up

- **Centre others, not yourself:** Ask questions of what others need or want instead of assuming what we think they should need or want, or imposing your opinion
- **English language clarity:** Given different language fluencies, we appreciate everyone's effort to speak clearly and slowly in English. If someone is speaking too fast or unclearly, anyone can motion 'slow down' with their hands.
- **Language diversity:** Being in Catalonia and Spain if we are more comfortable or better able to express ourselves in Catalan or Spanish, we can do so, provided that others are present to provide translation for others less fluent in those languages.
- **Challenge with care:** Find ways to respectfully challenge others and be open to challenges of your own views. Question ideas without personal attacks.
- **Confidentiality:** Stories or personal information shared during meetings should not be shared outside without permission, so that we maintain openness and trust amongst ourselves

Additional statements:

- **We speak from our own experience and not for others.** We recognise that our experiences, values, positionalities are unique, and we do not use language that is generalising nor stereotype based on assumptions.
- **Notice and name group dynamics in the moment:** We are all responsible for this space, and should notice how others are responding and not responding. Ask for a “time out” or dialogue if needed or encourage people to speak up

REFERENCES

- CLEAR. (2021). CLEAR Lab Book: A living manual of our values, guidelines, and protocols, V.03. St. John's, NL: Civic Laboratory for Environmental Action Research, Memorial University of Newfoundland and Labrador. https://civiclaboratory.nl/clear-lab-book/
- Wisconsin Network for Research Support Communications Guidelines for a Prave Space, adapted from AWARE-LA (http://www.awarela.org/) https://winrs.nursing.wisc.edu/wp-content/uploads/sites/627/2022/07/Communication-guidelines-for-a-Brave-Space-Aware-LA.pdf
- University of California San Diego Gender Equity Resource Center Brave Space guidelines https://ccc.ucsd.edu/_files/brave-space-guidelines.pdf