

# CREATING VIRTUAL SAFE & BRAVE SPACES

Whether you are new to conversations about race and equity or more experienced in it, we offer these suggestions as tools to consider to hold respectful courageous conversations on Race & Equity while creating safe and brave spaces virtually or in person.

## GROUP NORMS

Norms express intentions; they help people agree on how they will engage with each other and establish agreements to address situations that emerge that might otherwise prevent them from getting along.

## ELEPHANT IN THE ROOM

Be explicit in naming things, and have specific language to acknowledge actions/experiences. The Elephant in the Room represents a major problem or issue that is avoided as a subject for discussion because it is more comfortable to do so. Name the elephant in the room.

## CURRENT CONTEXT

Be innovative. Be brave and strong enough to adapt to current events and context and make changes. Demographics, Political Climates, Policies, Laws - all change. Be open to be the change or make the change that is needed.

## LANGUAGE JUSTICE

Language justice goes beyond providing interpretation & translation to make the intentional decision to set up spaces, organizations & relationships so that the English language is not solely prioritized.

## NARRATIVE SHARING

Understanding a person's experience or story builds relationships. Beyond storytelling, retelling someone's story as if you stood in their shoes is powerful. This helps to build trust, empathy, support and exhibits active listening.

## ACKNOWLEDGE THE LAND

A Land Acknowledgement is a formal statement that recognizes and respects Indigenous Peoples as the first & traditional stewards of this land and honors the enduring relationship that exists between Indigenous Peoples and their traditional territories.

## ABOUT PLTI

The Parent Leadership Training Institute, PLTI, is a family civics initiative of the Connecticut Commission on Women, Children, Seniors, Equity & Opportunity. PLTI is a two-generation strategy to bolster parent voice while promoting the lifelong health, safety and learning of children. The initiative integrates child development, leadership and democracy skills into a 20-week parent curriculum. PLTI trains parents to become practiced change agents for their families and communities. To learn more, visit our website:

[WWW.PARENTSWHOLEAD.ORG](http://WWW.PARENTSWHOLEAD.ORG)

