CULTIVATING COURAGEOUS SPACES 2.0

OUR EXPERIENCE AND IMPACT

At Solution Consulting Co. we are growing fast. Between 2019 and 2023 we have more than tripled the headcount to our rapidly growing team of equity strategists, researchers, and training facilitators who have dedicated their careers to equity-centered design, organizational transformation, change management, and cultural competency.

Through the expertise of our consultants we've supported a variety of organizations through **training, inclusive leadership coaching, affinity/ERG facilitation, organizational assessments, strategic planning, and more.** Highlighted here are a selection of our partners from the last couple of years.

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SESSION OBJECTIVES

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- Discover how to foster a culture where safety and empowerment coexist
- Learn to distinguish between safe and brave spaces, and build trust in teams
- Uncover strategies for productive conversations that encourage risk-taking within healthy boundaries

WARM WELCOME

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WARM WELCOME
How did you get here?
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RECKLESS OPTIMIST

solution consulting co.

TEACH FOR AMERICA · illuminate Building Brighter Childhoods · NASA · VANCOUVER PUBLIC SCHOOLS VPS · Bill & Melinda Gates foundation · EDUCATORS IN SOLIDARITY · atd Association for Talent Development · GW SCHOOL OF ENGINEERING & APPLIED SCIENCE · Big Brothers Big Sisters of Central Carolinas · UNCF A mind is a terrible thing to waste · FIRE ADAPTED COMMUNITIES LEARNING NETWORK · West Ohio Conference The United Methodist Church

TENISHA "AVA" WILLIAMS

CEO AND FOUNDER
SOLUTION CONSULTING CO.

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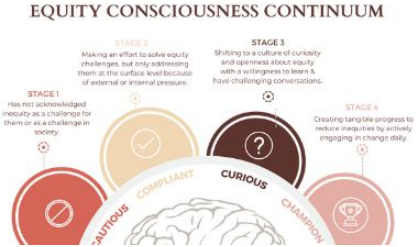
MINNESOTA

INTENTION



LEARN

GROUP AGREEMENTS

- ★ **A**sk questions
- ★ **E**ngage fully
- ★ **I**ntegrate new information
- ★ **O**pen your mind to diverse viewpoints
- ★ **U**tilize what you learn

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WHY DBIE?

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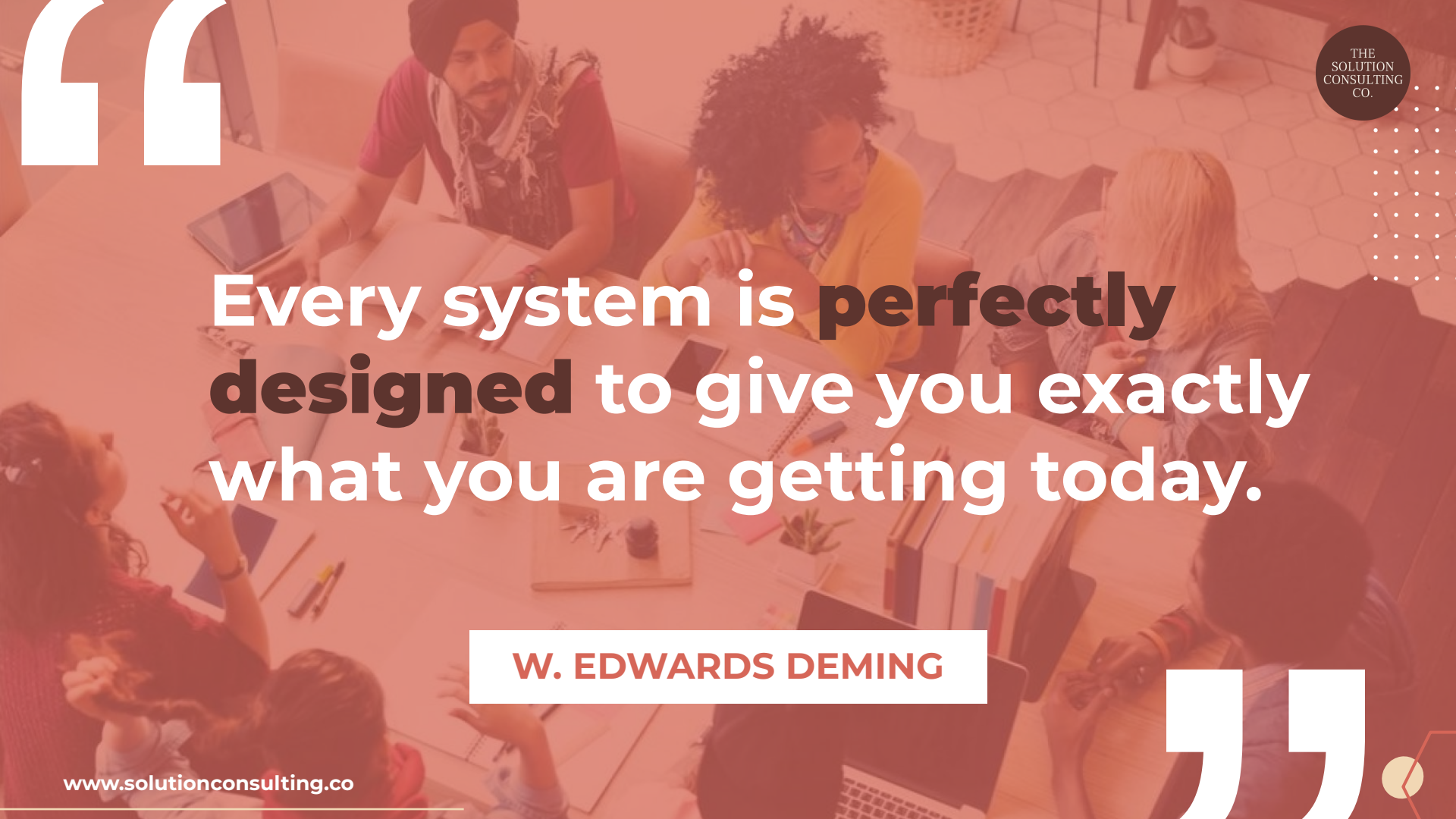
Why is diversity, belonging, inclusion, and equity important in and to the church?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EQUITY TRANSFORMATION CONTINUUM

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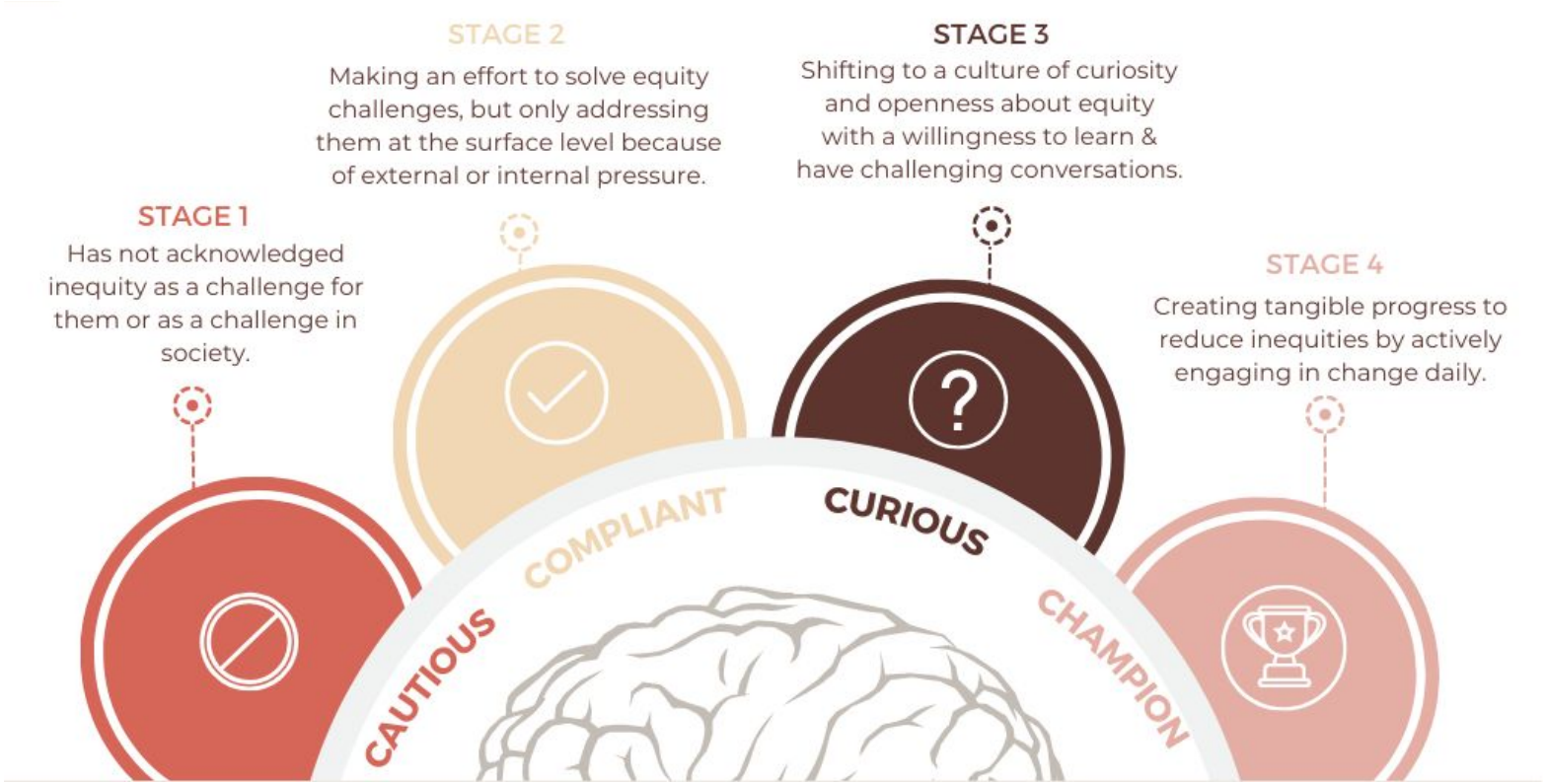

MEETING PEOPLE WHERE THEY ARE

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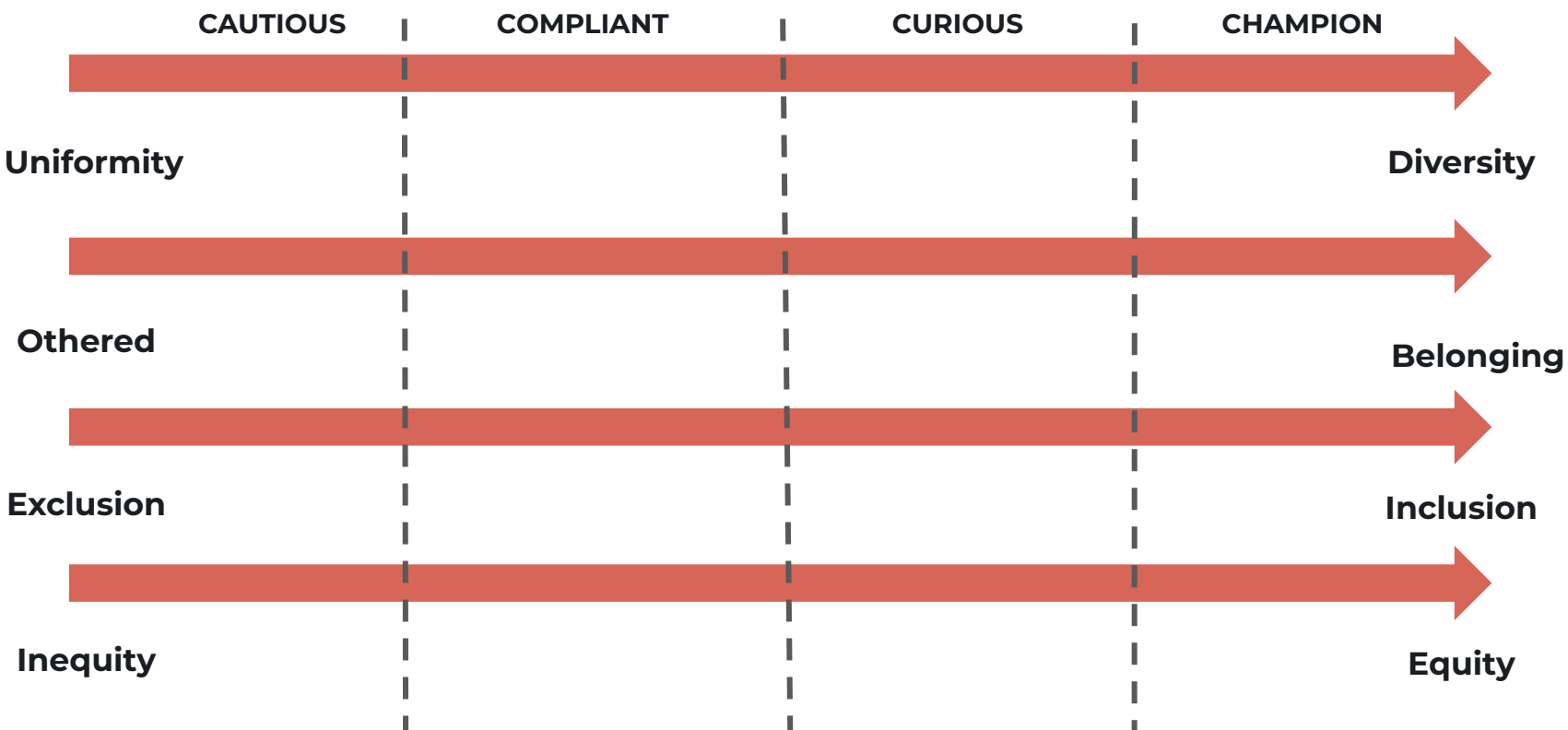

GROUP DISCUSSION

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- Does your church have shared/common definitions of these key terms (diversity, belonging, inclusion, and equity)?
- What order is your church tackling these in?
- What have been some of the DBIE wins? Obstacles? Lessons learned?

REFLECT

SAFE VS. BRAVE SPACES

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SAFE	BRAVE
❖ Designed not to offend, hurt or repel anyone from the space. AFFIRMS the identities of anyone present. ❖ Members of this space want to know their guard can be down and they won't be attacked without warning (or really, at all). ❖ Protective of the people within them ❖ Risks are not taken in safe spaces and in fact if you are considering doing or saying something risky, it could be discouraged.	❖ Designed to handle risk and discomfort. Is created to push DEI work FORWARD. ❖ The people within them are prepared to exist in discomfort and navigate it together. ❖ There may be a moment when someone feels offended or hurt by something that someone says or does in a brave space. In these cases, both parties are committed to remaining in the discomfort and using healthy methods of navigating through it together. ❖ Brave spaces require courage and may not always yield the desired outcome immediately, so there is risk involved.

Safe Spaces vs. Brave Spaces by Lana Hailemariam

COMFORT, STRETCH & PANIC ZONES

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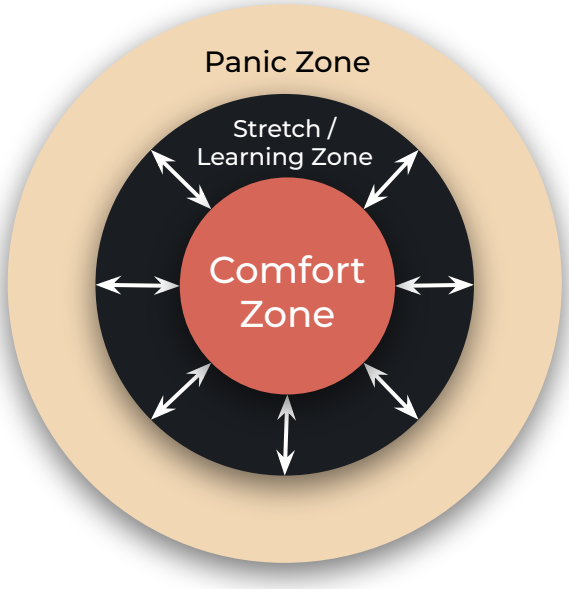

"Bravery is REQUIRED anyplace where equity, inclusion and anti-"fill-in-the-blank" is a priority. Anti-"fill-in-the-blank" is anti-racism, anti-sexism, anti-homophobism, anti-anything. In order to be brave, we must be courageous and courage is a requirement for doing hard or scary things. Making changes is risky and can feel scary. Change agents are brave...

Bravery means we stay in this, especially when it is hard, because we are committed to change. Bravery means the goal is not to make everyone feel good. The goal is to challenge everyone to move through their comfort zones and into a different future, together."

SOURCE: SAFE SPACES VS. BRAVE SPACES BY LANA HAILEMARIAM

GROUP DISCUSSION

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- How does trust manifest in church communities?
- What are the consequences of a lack of trust within a church community?
- How can trust be rebuilt if it has been damaged?
- What actions or behaviors can you take to foster a culture of trust in your community in the short and long term?

COMMIT

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“We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.”

James Baldwin

BUILDING AND SUSTAINING DBIE

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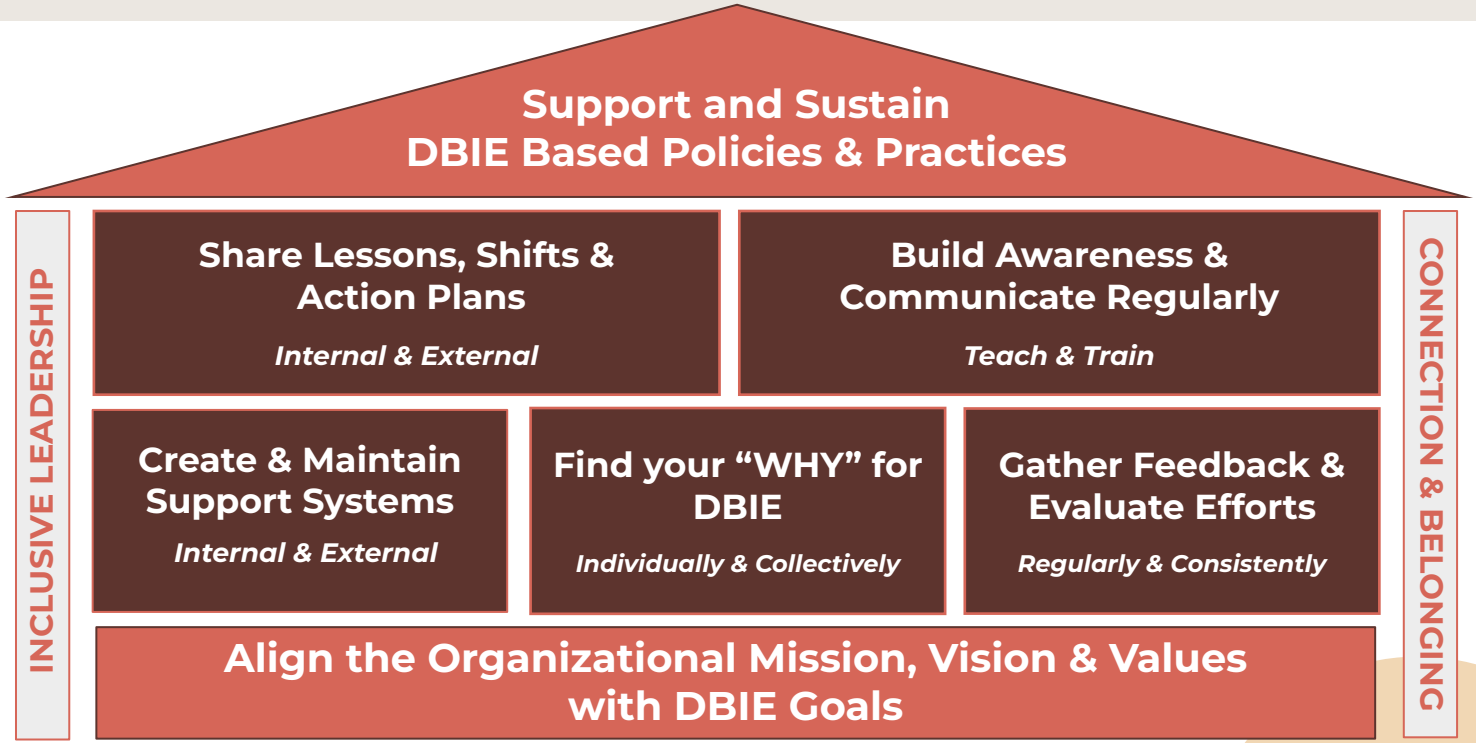

SOURCE: EQUITY THROUGH ACTION

CULTIVATING COURAGEOUS SPACES

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- Leading with vulnerability (Pecha Kucha)
- Centering and grounding in our humanity (Warm Welcome & Group Agreements)
- Meeting people where they are and giving them what they need (Equity Transformation Continuum)
- Competence leads to confidence (Training Content)
- ...
- ...

CLOSING

OPPORTUNITIES FOR CONTINUED LEARNING

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1

1:1 DEI Coaching Sessions

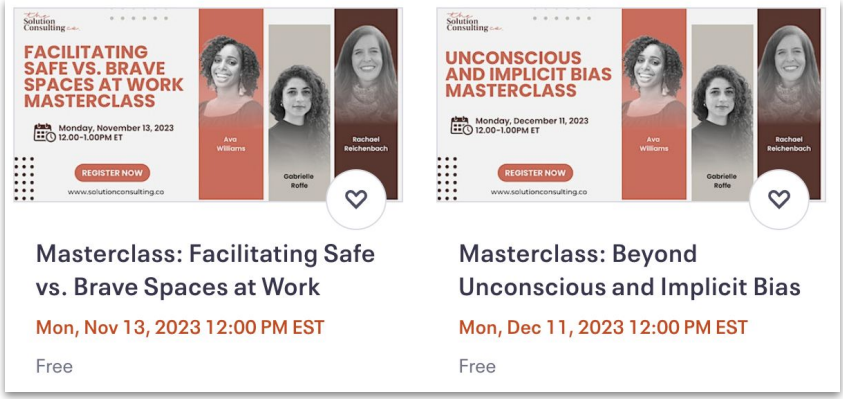
- ★ Identify & Hone Specific DEI Challenges and Needs
- ★ Customized Support, Strategies, & Solutions
- ★ Thought Partnership, Empowerment, and Leadership Development

https://tinyurl.com/sccofreecoaching

Your first session is FREE

2

Monthly DEI Masterclass Series



RSVP on LinkedIN or Eventbrite

(new 2024 sessions coming soon)

OPEN Q&A

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