

Brave Space: A community space where different points on a journey of learning and growing are acknowledged. Community members engage in critical dialogue through conscious questioning and active listening. While all are expected to make their best effort to be respectful, there is an understanding that someone may say something that result in unintentional offense and hurt feelings for those around. A primary assumption of **Brave Space** is that everyone speaks with the positive intent of seeking greater knowledge and understanding.

The Gender Equity Resource Center (GenEq) is regarded as a **Brave Space** where all members of the Cal community are welcome, and where people with different life experiences and ideas are encouraged to learn from one another.

Please keep the following guidelines in mind when using this space to keep it a place where all members of the Cal community can come to learn, grow and be.

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. Recognize that your experiences, values, etc are unique and avoid generalizing. Similarly, avoid language that all people are in the majority (e.g. heterosexual, Caucasian, Republican/Democrat, or Judeo-Christian) and stereotyping based on assumptions.
3. Address conflicts peacefully to the best of your ability, and seek GenEq staff assistance if needed.
4. Validate and support the ideas, feelings or experiences of others.
5. Always ask questions to learn more of another's experiences; avoid attacking or debating the validity of someone else's experiences.
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 GenEq's space: be welcoming, create community, and be respectful of privacy and/or confidentiality when requested. Don't another's private story if you are not certain it is for consumption beyond this space.
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. Be mindful of sexually charged topics, language and perceived behavior as we all come from different cultural and life experiences, and have different boundaries.
12. Be careful not to "OUT" others (e.g. gay, feminist, etc) and be particularly mindful of how you might unintentionally out someone when you see them outside of GenEq.
13. 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?")
14. All emotions are welcome. Be aware that your emotions may impact others based on their experiences.
15. Throw away/recycle your trash, clean up projects before you leave and return borrowed items – it is all our responsibility to maintain this community space.
16. Refer people seeking resources as appropriate and to the best of your ability, and seek GenEq staff assistance as needed.
17. Do not come to this space if you're intoxicated or using any substance that you know will impair your judgment in a way that may create a negative experience of this space for others.