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Fostering Psychological Safety to Enhance Belonging and Community

Madison College
Institute for Equity and Transformational Change

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Our hopes for today

- Understand psychological safety's role in fostering inclusive environments.
- Identify barriers to psychological safety and their impact on underrepresented groups.
- Apply evidence-based, culturally responsive strategies to promote psychological safety.

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Understanding Psychological Safety

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The four stages of psychological safety

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Inclusion Safety

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Learner Safety

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Contributor Safety




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Challenger Safety




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What does inclusion safety look like?




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What does learner safety look like?




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What does contributor safety look like?

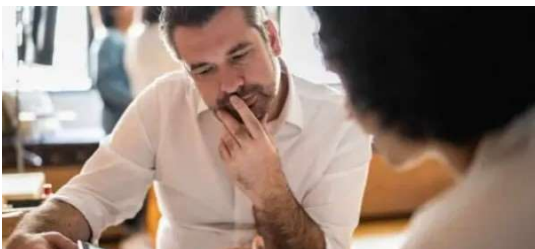


Understanding Psychological Safety

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What does challenger safety look like?



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Scenario example: A team meeting where certain individuals repeatedly dominate the conversation, while others feel uncomfortable speaking up.

Small Group Discussion – Psychological Safety

Understanding Psychological Safety

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Culturally Responsive Practices

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CRP principles

Valuing and incorporating

Adapting

Using

Valuing and incorporating diverse cultural backgrounds

Adapting communication to reflect cultural contexts

Using inclusive teaching strategies that engage all learners

Culturally Responsive Practices

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Intersection with psychological safety

Building trust and open communication

Ensuring everyone feels seen, valued, and respected

Creating an environment where participants can freely share ideas:

Culturally Responsive Practices

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Mentimeter prompt: Please take a moment to reflect and share a challenge you’ve faced or witnessed where inclusivity or belonging was an issue. This could be in a classroom setting, a team meeting, or even in your day-to-day interactions.

Reflection Activity - Mentimeter

Culturally Responsive Practices

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Applying Psychological Safety and Culturally Responsive Practices

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Applying Psychological Safety and Culturally Responsive Practices

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Applying Psychological Safety and Culturally Responsive Practices

Strategies for Fostering Psychological Safety with Culturally Responsive Practices

- Open Feedback Channels
- Adapting Communication Styles
- Restorative Dialogue
- Cultural Empathy and Awareness Training
- Inclusive Decision-Making

- Creating Safe Spaces for Marginalized Voices
- Culturally Responsive Mentorship Programs
- Transparency in Expectations and Accountability
- Celebrating Cultural Differences
- Role-Modeling Vulnerability

Applying Psychological Safety and Culturally Responsive Practices

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Strategies for Fostering Psychological Safety with Culturally Responsive Practices

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Applying Psychological Safety and Culturally Responsive Practices

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Case Study Analysis

Imagine a department in a university where a newer staff member, who comes from a cultural background different from most of their colleagues, has consistently felt excluded during department meetings. The staff member notices that their ideas are often dismissed, sometimes unintentionally, by more vocal or senior colleagues. As time goes on, the individual feels less inclined to contribute, leading to disengagement.

This situation is not just about one missed opportunity—it’s an ongoing pattern that prevents the department from benefiting from the staff member’s valuable perspective, which is informed by their unique cultural background.

Applying Psychological Safety and Culturally Responsive Practices

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Peer sharing and feedback



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Key takeaways


- The four stages of psychological safety
 - Inclusion; Learner; Contributor; Challenger
- Culturally responsive practices
 - Ensuring all individuals feel valued, respected, and included, regardless of their cultural backgrounds
- Practical strategies
 - Open feedback channels
 - Culturally responsive mentorship
 - Adapting communication styles to fit cultural contexts

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Thank You!



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