Advocating for Psychological Safety and Wellness in the Philanthropic Sector

You can't do the work of psychological safety without talking about power.

And if we're the ones who have the power, will our grantees tell us the truth?

"The optimism bubble" as we get more senior. We overestimate our approachability and listening skills.

How do we address the power differential?

LEADERS HAVE TO BE LEARNERS

Speak up! Speak out!

Reduce the power difference, get out there and encounter difference on purpose.

What looks like rebellion to you is another person's crisis (human rights).

Megan Reitz, Hult INT'L School Professor of Leadership and Dialogue

Poll: We feel safe speaking up in these situations.

Offering ideas: Calling out misconduct 84% 82%

Social/Eco issues 59%

Challenging ways of working 55%

There's such a need for self-compassion and turning the lamp on us and asking ourselves if we're ok.