

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?



AIKO BETHEA, FOUNDER OF RARE COACHING AND CONSULTING

DO YOU BELIEVE IN PUTTING ON YOUR OXYGEN MASK FIRST? STEP BACK BUT KNOW, AS AN ALLY, YOU CAN'T STEP OUT.

POLL: WE FEEL SAFE SPEAKING UP IN THESE SITUATIONS.

OFFERING IDEAS	84%
CALLING OUT MISCONDUCT	82%
SOCIAL/ ECO ISSUES	59%
CHALLENGING WAYS OF WORKING	55%

"THE OPTIMISM BUBBLE" AS WE GET MORE SENIOR WE OVERESTIMATE OUR APPROACHABILITY AND LISTENING SKILLS.

HOW DO WE ADDRESS THE POWER DIFFERENTIAL?

WHAT LOOKS LIKE REBELLION TO YOU, IS ANOTHER PERSON'S BASIC HUMAN RIGHTS

REDUCE THE POWER DIFFERENCE, GET OUT THERE AND ENCOUNTER DIFFERENCE ON PURPOSE.

SPEAK UP!

SPEAK OUT!

LEADERS HAVE TO BE LEARNERS

HOW WE SHOW UP AFFECTS HOW EVERYONE ELSE SHOWS UP. WHO CAN HELP LIFT YOU UP?

THERE'S SUCH A NEED FOR SELF-COMPASSION AND TURNING THE LAMP ON US AND ASKING OURSELVES IF WE'RE OK.



MEGAN REITZ, HULT INT'L SCHOOL PROFESSOR OF LEADERSHIP AND DIALOGUE