Creating a Safe and Secure Environment

# ****Purpose:****

To identify what should be done so that Culture Change Coalition members feel safe and secure in the Culture Change process and to ensure the group feels safe sharing perspectives openly and honestly.

# ****Preparation:****

* On a piece of chart paper or the whiteboard create a table which looks like the following:

|  |  |
| --- | --- |
| **Personal Safety:** | **Group Safety:** |
|  |  |

# ****Materials Needed:****

* Sticky notes or small pieces of paper and adhesive tape (allow for several pages per person)
* Chart paper or whiteboard, pens/ markers
* Instructions for participants

# ****Instructions:****

1. Ask all coalition members (including facilitators) reflect on the following questions and write each response on a separate Post-it note (each person will likely have several different responses):
   1. What do you need from your fellow Culture Change Coalition members to fully participate in the coalition?
   2. What do you need to feel safe and supported in this partnership?
   3. What might the group need to work well together?
2. Have coalition members post their notes on the whiteboard or chart paper.
3. As a group, organize the notes into similar categories (e.g., use of language, support from leaders) and reflect on what might have emerged, what similarities there are between personal and group needs etc.
4. Work together to identify principles for supporting personal safety and for nurturing group trust and safety.
5. Revisit and critically reflect on these principles regularly and revise as needed.
6. Consider moving ahead with the Determining the Principles Guiding our Partnership activity in this toolkit, or use the learnings from this, and the Determining Group Expectations activity and start with the Determining the Principles Guiding our Partnership activity at your next meeting.