

Courageous Conversations

Equalities @ Campus Life



Aim: To execute and reflect on 'courageous conversations' effectively.

Nod: Gweithredu a myfyrio ar 'sgyrsiau dewr' yn effeithiol.

Content

- 0. Re-cap Psychological Safety
- 1. The benefits of and barriers to 'Courageous Conversations'
- 2. Reasons to Talk: Microaggressions & Privilege
- 3. Tools to Use: The Courageous Compass and Impact vs Intent

By the end of the session participants will be able to:

- Plan for, participate in and reflect on 'Courageous Conversations'.

These types of conversations could include but are not limited to: challenging microaggressions; raising awareness of privileges; and managing impact vs intent.

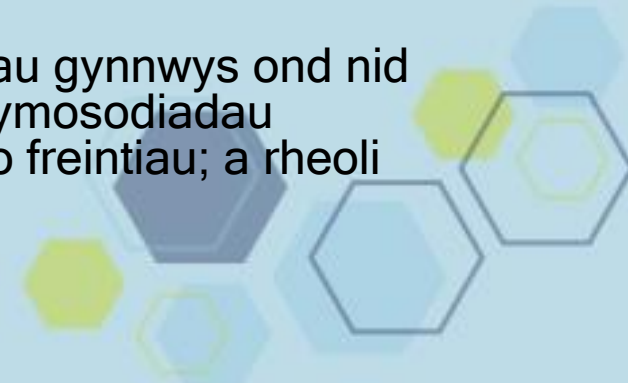
Cynnwys:

- 0. Ail-gapio Diogelwch Seicolegol
- 1. Manteision a rhwystrau i 'Sgyrsiau Dewr'
- 2. Rhesymau i Siarad: Microymosodiadau a Braint
- 3. Offer i'w Defnyddio: Y Cwmpawd Dewr ac Effaith vs Bwriad

Erbyn diwedd y sesiwn, bydd cyfranogwyr yn gallu:

- Cynllunio ar gyfer, cymryd rhan a myfyrio ar 'Sgyrsiau Dewr'.

Gallai'r mathau hyn o sgyrsiau gynnwys ond nid ydynt yn gyfyngedig i: microymosodiadau heriol; codi ymwybyddiaeth o freintiau; a rheoli effaith vs bwriad.





What is Psychological Safety?
Beth yw diogelwch seicolegol?

Why is it important?
Pam ei fod yn bwysig?



A group environment where all members feel that they can safely:

Amgylchedd grŵp lle mae pob aelod yn teimlo y gallant:



Share ideas freely

Rhannu syniadau yn
rhydd



Speak up candidly

Siarad yn ddidwyll



Raise concerns

Codi pryderon



Make mistakes

Gwneud
camgymeriadau

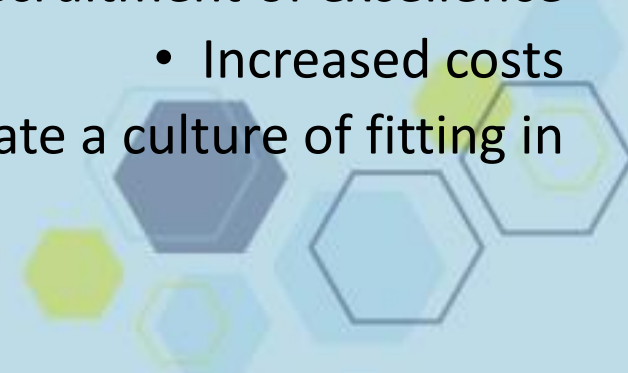


To individuals

- Avoid highlighting mistakes
- Fear being open and vulnerable
- Limit learning
- Lack innovation
- Risk adverse
- Fear making mistakes
- Survival mode
- **Opt out of Courageous Conversations**

To organisations

- Cover up mistakes
- Legal repercussions
 - Limit capabilities
- Uninformed about our people
 - Lack cultural awareness
- Do things the way they've always been done
 - Increased sickness
 - Decreased retention
- Reduced recruitment of excellence
 - Increased costs
- Create a culture of fitting in



I unigolion

- Osgoi tynnu sylw at gamgymeriadau
- Ofni bod yn agored ac yn agored
- Cyfyngu ar ddysgu
- Diffyg arloesedd
- Risg niweidiol
- Ofni gwneud camgymeriadau
- Modd goroesi
- **Optio allan o sgysiau dewr**



I sefydliadau

- Cuddio camgymeriadau
- Ol-ffeithiau cyfreithiol
 - Cyfyngu ar alluoedd
- Ddim yn ymwybodol o'n pobl
- Diffyg ymwybyddiaeth ddiwylliannol
- Gwneud pethau fel y maent bob amser wedi cael eu gwneud
 - Mwy o salwch
 - Llai o cadwraeth
 - Recriwtio llai o dalent
 - Mwy o gostau
- Creu diwylliant o ffitio i mewn

What is a courageous conversation?

Beth yw Sgwrs Ddewr?





What are the benefits to having
courageous conversations?

Beth yw'r manteision i gael
Sgyrsiau Dewr?

What are the barriers to having
courageous conversations?

Beth yw'r rhwystrau i gael
Sgyrsiau Dewr?



What is a microaggression?

- Brief
- Everyday exchanges
- Often unintentional
- Sends disparaging message
- Verbal/Behavioural/Environmental

- Despite being 'micro' the impact can be serious

Beth yw microymosodiad?

- Byr
- Cyfnewidiadau bob dydd
- Yn aml yn anfwriadol
- Yn anfon neges ddi-dor
- Llafar / Ymddygiadol/Amgylcheddol

- Er ei fod yn 'ficro' gall yr effaith fod yn ddifrifol



What microaggressions are you aware of?

Pa ficro-ymosodiadau ydych chi'n ymwybodol ohonynt?

Verbal

Behavioural

Environmental

Llafar

Ymddygiadol

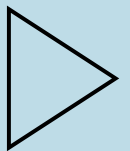
Amgylcheddol





What microaggressions have you experienced or unknowingly committed?

Pa ficro-ymosodiadau ydych chi wedi'u profi neu'n ddiarwybod?



How can we deal with microaggressions? Sut allwn ni ddelio â micro-ymosodiadau?

Consider yourself in the
following situations:

Victim

Witness

Perpetrator

Ystyriwch eich hun yn y
sefyllfaoedd canlynol:

Dioddefwr

Tyst

Cyflawnwr



Steps to deal with microaggressions

Camau i ddelio â micro-ymosodiadau

Question

Cwestiwn

Acknowledge

Cydnabyddiaeth

Talk about it

Trafod

Values

Gwerthoedd

Express Impact

Cyfleu Effaith

Be Direct

Byddwch yn uniongyrchol

Ready Responses

Ymatebion Parod

Redirect

Arallgyfeirio

Paraphrase

Aralleirio

Silent Vote

Pleidlais Dawel





Independent Activity

Gweithgaredd Annibynnol

- Look at the 'Privilege Statements' worksheet.
- Read each statement and highlight those that apply to you.
- Consider what stood out to you – what are the reasons for that?
- Edrychwch ar y daflen waith 'Datganiadau Braint'.
- Darllenwch bob datganiad ac amlygu'r rhai sy'n berthnasol i chi.
- Ystyriwch beth oedd yn sefyll allan i chi - beth yw'r rhesymau am hynny?

Reflect on how you feel following these activities:

Ystyriwch sut rydych chi'n teimlo wrth ddilyn y gweithgareddau hyn:

- Consider that each of us will feel different based on our life experiences and characteristics.
- Keep in mind these thoughts and feelings moving into the next session.
- Ystyriwch y bydd pob un ohonom yn teimlo'n wahanol yn seiliedig ar ein profiadau a'n nodweddion bywyd.
- Cadwch mewn cof y meddyliau a'r teimladau hyn wrth symud i'r sesiwn nesaf.





'6'



'9'



The Courageous Compass Dewrder i gyfathrebu



INTELLECTUAL

HEAD

Personal disconnect
Facts and figures
'I think...'
'I need more info.'
'Research shows...'

SOUL

Personal values
Beliefs
'My gut is telling me...'
'I can't possibly believe...'



HEART

Physical response
Personally connected
Sensations
'I feel...'

BODY

Wants resolution
Feels need to act
'We must do something...'
'I can't sit back...'

EMOTIONAL

MORAL

SOCIAL

DEALLUS

PEN

Datgysylltiad personol
Ffeithiau a ffigurau
'Rwy'n meddwl...'
'Mae angen rhagor o wybodaeth arna i.'
'Mae ymchwil yn dangos...'

ENAIID

Gwerthoedd
personol
Credoau
'Mae fy ngreddf yn
dweud wrthyf...'
'Alla i ddim credu...'



CALON

Ymateb corfforol
Cysylltiad personol
Teimladau
'Rwy'n teimlo ...'

CORFF

Eisiau datrys sefyllfa
Teimlo'r angen i weithredu
'Mae'n rhaid i ni wneud rhywbeth...'
'Alla i ddim ei anwybyddu...'

EMOSIYNOL

MOESOL

CYMDEITHASOL

INTELLECTUAL

HEAD

Personal disconnect
Facts and figures
'I think...'
'I need more info.'
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Personal values
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SOCIAL

MORAL

EMOTIONAL



Bywyd Campws
Campus Life

Write your responses



Identify on the compass

Share your responses



Identify one another

Share and compare



Do NOT respond or debate

DEALLUS

PEN

Datgysylltiad personol

Ffeithiau a ffigurau

'Rwy'n meddwl...'

'Mae angen rhagor o wybodaeth arna i.'

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CYMDEITHASOL

MOESOL

EMOSIYNOL

Ysgrifennwch eich ymatebion

Adnabod ar y cwpawd

Rhannwch eich ymatebio

Adnabod eich gilydd

Rhannu a chymharu

PEIDIWCH ag ymateb neu ddadlau



The Courageous Compass

Dewrder i gyfathrebu



Additional Resources

Adnoddau Ychwanegol

Psychological Safety	Microaggressions	Privilege	Courageous Compass	Intent vs Impact
Diogelwch Seicolegol	Micro-ymosodiadau	Braint	Cwmpawd dewr	Bwriad vs Effaith
VIDEO: Creating Psychological Safety at work	VIDEO: How Microaggressions are like Mosquito Bites - Same Difference	VIDEO: John Amaechi talking about White Privilege	VIDEO: The Courageous Compass and Dialogue Cheat-sheet	VIDEO: Intent and Impact
READ: About Psychological Safety in the workplace	READ: University of Edinburgh - Microaggressions and the Effect on Students	READ: Harvard Business Review - Talk about Privilege at Work	READ: A courageous Conversations about Race	READ: The Coach Hub – Intent vs Impact

