

# IEDE Lunch & Learn Series - Psychological safety

Oct. 19 & 24, 2023

## Agenda:

- Introductions
- Overview of the series & Community Compact
- Reflection and discussion
- Key takeaways

## Individual Reflection:

How effective is your department or unit at creating a sense of psychological safety for you, your colleagues and students? What factors currently contribute to feelings of safety or lack of safety?

## Reflection prompts for discussion:

How might we address power dynamics, hierarchies and biases in our departments or units that may undermine psychological safety? Given **your** sphere of influence in your department or unit, what proactive steps could you take?

How will we know if we're succeeding in building greater psychological safety? What changes might we see over time?

## Individual Reflection questions:

What are your key takeaways from today's session?

How will you apply what we discussed to your work in the College? (Plan to share out.)

## Resources:

### Doing self-work

- IEDE Programming (Check out our new webpages on the intranet: <https://go.wisc.edu/rs1f5u>)
- UW–Madison's Diversity Forum will take place November 14 and 15, 2023 both online and in person at Union South. The theme for the 2023 conference will be Bridging the Divide: Realizing Belonging While Engaging Difference. <https://today.wisc.edu/events/view/182820>

### Community agreements

- Sensoy, Özlem, and Robin DiAngelo. "Respect differences? Challenging the common guidelines in social justice education." *Democracy and Education* 22, no. 2 (2014): 1. <https://democracyeducationjournal.org/cgi/viewcontent.cgi?article=1138&context=home>
- Dept. of Housing & Urban Development | Group Agreements Template: [https://drive.google.com/file/d/1fVUgFV9n\\_TKwBQ\\_6wVD7vkEW4KiilleP/view](https://drive.google.com/file/d/1fVUgFV9n_TKwBQ_6wVD7vkEW4KiilleP/view)
- Group Agreements and Zoom Guidelines for Students and Faculty: [https://drive.google.com/file/d/1qWrpGGm2Ag7D-HAeFhh8zZVS\\_x2mpc3y/view](https://drive.google.com/file/d/1qWrpGGm2Ag7D-HAeFhh8zZVS_x2mpc3y/view)

### References

- Edmondson, Amy. "Psychological safety and learning behavior in work teams." *Administrative science quarterly* 44, no. 2 (1999): 350-383. [https://journals.sagepub.com/doi/pdf/10.2307/2666999?casa\\_token=ZtGEch-Tt8YAAAAA:iCgWeuRy067iPRTAJUH-Xf4sYQcey8VhJLgdeg983sXqQ3maGgKiZA6xOJCGUUg3ukBqJ04HigyBB9w](https://journals.sagepub.com/doi/pdf/10.2307/2666999?casa_token=ZtGEch-Tt8YAAAAA:iCgWeuRy067iPRTAJUH-Xf4sYQcey8VhJLgdeg983sXqQ3maGgKiZA6xOJCGUUg3ukBqJ04HigyBB9w)
- Delizonna, Laura. "High-performing teams need psychological safety. Here's how to create it." *Harvard Business Review* 8 (2017): 1-5. <https://drexel.com/wp-content/uploads/2020/10/High-Performing-Teams-Need-Psychological-Safety-Heres-How-to-Create-It.pdf>
- NASA | Inclusion Plan Best Practices Workshop, November 1–2, 2022, Virtual | Barnette K., Components of Psychological Safety
  - Presentation: <https://www.hou.usra.edu/meetings/inclusionplan2022/presentations/Barnette.pptx>
  - Recording: <https://www.youtube.com/watch?v=E3aFkqFVQBs>