



CREATING INCLUSIVE AND SAFE TRAINING SPACES

Ewach Gracious Faith.



Session Objectives.

- Understand inclusivity and safety in training.
- Identify practical methods to create an inclusive, safe environment.
- Understand grooming and how to avoid it in a training environment.

WHAT IS A SAFE SPACE?



Safety goes beyond a physical space. To define a safe space we need to acknowledge that;

Psychological safety is the number 1 predictor of high-performing teams including a training or educational environment(Google's Project Aristotle).

Therefore, a safe space encompass;

- Emotional and Psychological Safety: Free from fear of judgment.
- Respectful Interactions: No bullying, harassment, or discrimination.
- Confidentiality and Trust: Safe sharing of thoughts and experiences.

WHAT IS AN INCLUSIVE SPACE?



An inclusive space is one where;

- Everyone Feels Welcomed: Regardless of background, identity, or abilities.
- Equal Opportunities: For participation and contribution.
- Diverse Perspectives: Respect for different ideas and views.

A Gallup poll found that 70% of students say they perform better when they feel included and supported



Does Inclusivity and Safety Matter

Creating inclusive and safe training spaces is essential because it:

- Boosts learning and engagement.
- Builds trust and community.
- Reduces potential conflicts and misunderstandings.
- Enhances personal growth and respect among participants.



KEY PRINCIPLES FOR INCLUSIVITY

- **Respect:** Honor every participant's voice.
 - **Open-Mindedness:** Encourage non-judgmental interactions.
 - **Empathy:** Understand and value individual differences.
 - **Clear Boundaries:** Set expectations around behavior and language.
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PRACTICAL TIPS FOR BUILDING INCLUSIVITY

- Awareness of Biases: Recognize and address personal biases.
 - Representation Matters: Make sure all voices are heard.
 - Adaptability: Adjust to learning styles and abilities.
 - Cultural Sensitivity: Be aware of diverse backgrounds.
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Creating Safety in Training Spaces

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel. Maya Angelo

- Psychological Safety: A no-tolerance policy on harassment.
- Inclusive Language: Avoid offensive or exclusive terms.
- Anonymous Feedback: Allow safe ways for participants to voice concerns.
- Confidentiality: Keep shared stories and experiences private



EMBRACING DIVERSE PERSPECTIVES

- Active Listening: Value every contribution.
- Inclusive Activities: Create exercises that suit all personalities.
- Accessible Spaces: Ensure physical and online accessibility.
- Regular Check-Ins: Briefly check how participants feel about the environment.



BUILDING TRUST AS A COACH

- Approachability: Be open and transparent.
- Model Behavior: Show respect, empathy, and openness.
- Peer Support: Encourage participants to support one another.



GROOMING AS A SAFEGUARDING ISSUE.

- Grooming is the process by which someone builds trust with a person, often a minor or vulnerable individual, with the intention of manipulating or exploiting them.

Key Characteristics:

- Can occur online or in person.
- Often subtle and gradual, making it hard to detect



RECOGNIZING GROOMING BEHAVIORS

Stages of Grooming.

- Targeting a Victim: Identifying someone who may be vulnerable.
- Building Trust: Offering attention, gifts, or flattery to gain trust.
- Isolation: Creating a secretive relationship, encouraging the victim to keep things private.
- Exploitation: Manipulating the victim for personal gain or harm.



RECOGNIZING GROOMING BEHAVIORS

Warning Signs

- Unusual gifts or favors being given to participants.
- Unnecessary private interactions between coaches and participants.
- Requests for secrecy or private communication outside of official channels.



PREVENTING GROOMING IN TRAINING SPACES

As a Coach, You Can:

- **Set Boundaries:** Maintain professional relationships at all times.
- **Encourage Transparency:** Avoid private communication or one-on-one meetings without others present.
- **Implement Safeguarding Policies:** Create clear protocols for interactions with participants.
- **Educate Participants:** Teach them about grooming and encourage them to speak up if they feel uncomfortable.



PREVENTING GROOMING IN TRAINING SPACES

Organizational Safeguards include:

- Regular background checks for staff and volunteers.
- A reporting system for concerns or suspicious behavior.
- Ongoing training on safeguarding and ethical behavior.




GROOMING IN ONLINE SPACES

Online Risks.

- Groomers often use digital platforms to connect with participants.
- Risk is higher in unmonitored or private communication channels.

Mitigation Tips:

- Use official platforms for communication.
- Avoid private messages; keep conversations visible to all.
- Monitor and regulate online interactions during virtual training sessions.



"Safety and inclusivity are not just policies; they are the foundation of trust, growth, and transformation in every training space."

— Unknown

ANY QUESTIONS?



**THANK
YOU**

