

FREE MINDS FESTIVAL 2022 KEY TAKEAWAYS



**BUILDING A CULTURE
OF COMPASSION
IN THE WORKPLACE
& PROMOTING
GENDER EQUITY!**

WHAT WE ARE FIGHTING

- 1. All-or-Nothing Thinking:** You see things in black-or-white categories. If a situation falls short of perfect, you see it as a total failure.
- 2. Mental Filter:** You pick out a single negative detail and dwell on it exclusively, so that your vision of all reality becomes darkened, like the drop of ink that discolors a beaker of water.
- 3. Emotional Reasoning:** You assume that your negative emotions necessarily reflect the way things really are.
- 4. Jumping to Conclusions:** You interpret things negatively when there are no facts to support your conclusion.



Recognize when we are targeting ourselves with pressure instead of compassion with these thought patterns.



WHEN ARE WE FIGHTING

Fight with more skill and use the weapon of reframe when thought patterns make us less compassionate toward ourselves and others.



REFRAME QUESTIONS FOR STRESSFUL SITUATIONS

1. What am I missing to see this situation more accurately?
2. How would I support a good friend going through the same situation?





WHO WE ARE FIGHTING

The fight is
between
who you
really are
and who
unhealthy
expectations
tell you to
be.

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Use reframes to gain clarity about the version of yourself who is a champion of a compassionate workplace culture.

TIPS FOR BUILDING A CHECK-IN CREW

1. Who helps you see yourself with compassion?
2. How do they help you do this?

TRAINING TO BE A CHAMPION OF COMPASSION

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Refill your wellness identity bucket by **affirming** important parts of self and others.

Fight with tough compassion by seeing the humanity in others while disagreeing.

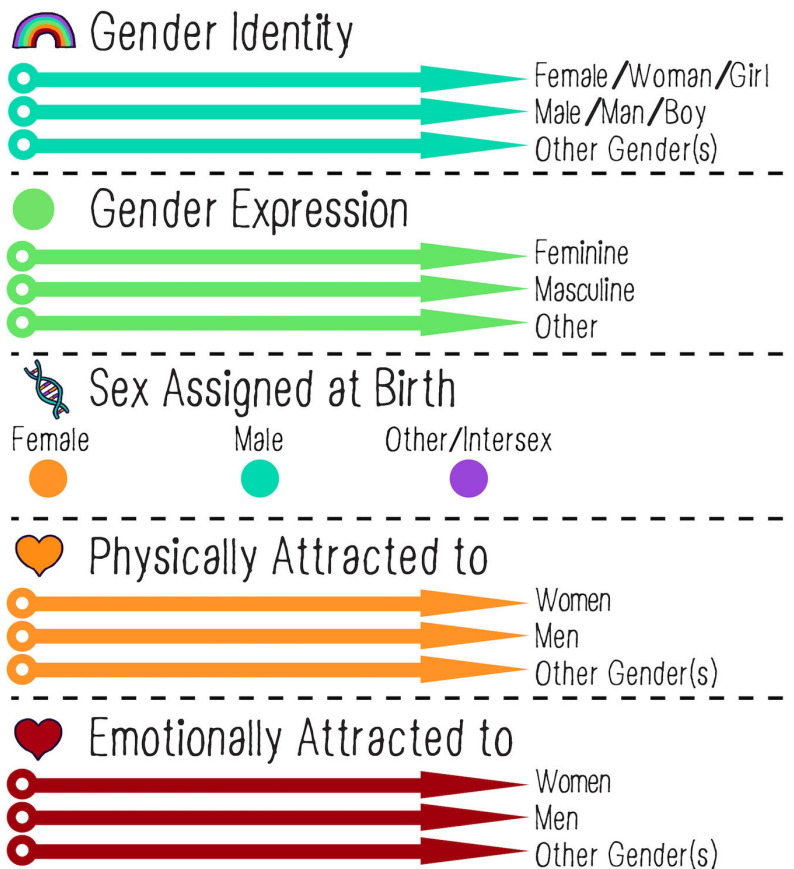
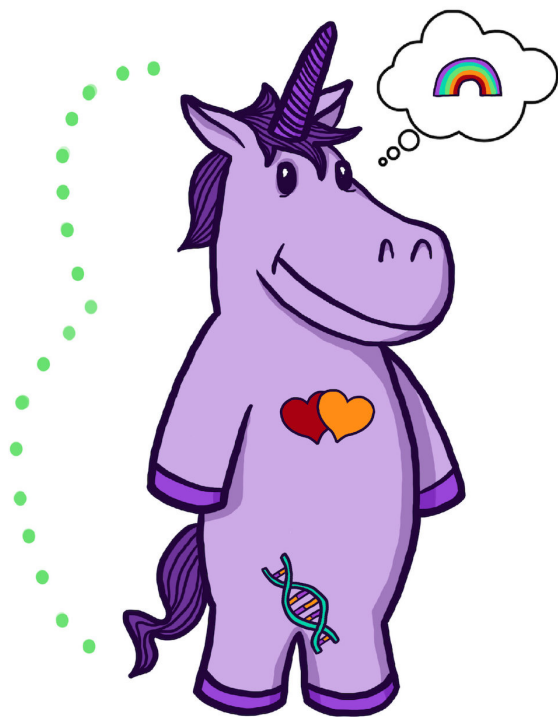
Learn More About Tough Compassion Here:

https://greatergood.berkeley.edu/article/item/what_does_tough_compassion_look_like_in_real_life



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The journey to gender equity in the workplace and in life requires a form of compassion that sees the full humanity of others as expansive beyond just two ways a person can express themselves.



AFFIRM GENDER EQUITY IN THE WORKPLACE WITH WORDS THAT REFILL

Acknowledge that laws protecting those at risk for unfair treatment in the workplace may not be enforced and people may still not feel safe.

Identify your pronouns to help create a workplace environment that gives permission for people to show up with gender diverse identities and expressions.

Invite fluidity into how people express themselves by verbally appreciating what you see that is different from what you expect.



VALIDATE WITH ACTIONS THAT REFILL

Validate tough times by creating spaces that invite colleagues to notice pain and show concern for others.

EMPOWER CHAMPIONS OF COMPASSION

Empower others in the workplace from historically oppressed groups by restoring their voice as a decision-maker.

What can we learn from individuals and communities who have been historically oppressed about validating pain and empowering shared decision-making in the workplace?



KEY RESOURCES

- ✓ Supporting mental wellness and equity in the workplace using the [3 A's from iOpening Enterprises](#).
- ✓ Tools for building a gender affirming workplace:
<https://www.hibob.com/guides/hr-leaders-guide-for-non-binary-gender-inclusion/>
- ✓ Women in the Workplace 2021 Report:
https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2021.pdf



R.A.V.E. FOR A BETTER FUTURE

REFRAME | AFFIRM | VALIDATE | EMPOWER

Lessons from Free Minds 2022 were drawn from iOpening Enterprises' R.A.V.E. approach for building compassionate workplaces that support the mental health of the workforce and create inclusive workplace cultures. Learn more about iOpening Enterprises, the producer of Free Minds Festival, on the next page!



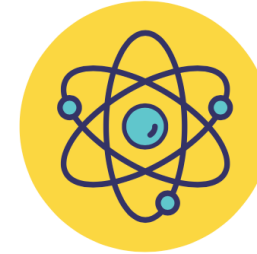
WORK WITH US TO



Learn to navigate uncomfortable conversations + situations, and increase innovation and team cohesion



Move beyond performative action



Implement science-based tools and strategies to sustain data-driven outcomes



Build psychologically safe and brave work environments where staff can show up authentically

Create a Culture of Compassion



Shift from an equality-based mindset to striving for equity

Scan the QR Code to stay in touch, get more free resources, or learn more about our work at iOpening Enterprises, the producer of Free Minds!