

## Contributing to a Safer Space on our Helper Listserv

A listserv filled with international experts can be an intimidating place, especially for early career members or those who have been silenced or marginalized due to any aspect of their identity. Furthermore, a supportive listserv community is a crucial way we can hold space for members to not only survive, but thrive, in this difficult field.

We can ALL play a role in contributing to a psychologically safe space on our listserv. Here are a few ideas:

**Normalize hesitance:** Normalize for members that it can be intimidating to post on the listserv at first, but it gets less so over time. Provide validation that a few differing responses are a sign of a good question.

**Offer Sponsorship:** Consider offering to post questions/cases on behalf of a colleague who is hesitant to do so. Sometimes seeing that you are unafraid will be encouragement enough!

**Tolerate uncertainty:** Maintain a sense of humility, tolerance for uncertainty, and acceptance of differing opinions on the listserv. E.g., "There are many possible right answers to this question."

**Provide validation:** Inject small statements of validation into responses on the listserv. E.g., "That's a great question" or "I have struggled with this too."

### Elevate fellows:

Consider using this emoji (well-recognized within the Society as a symbol of celebrating our fellows) in response to a post by your trainee. You could include that you discussed this case with them, think their question is very interesting, and look forward to the listserv's responses.



### Examples of things to AVOID:

"Obviously..."

"As we all know..."

"You are missing the point."

Statements about anyone's character, religion, political affiliation, or other dimension of identity (even individuals with whom we as a Society tend to disagree, e.g., defense experts)