

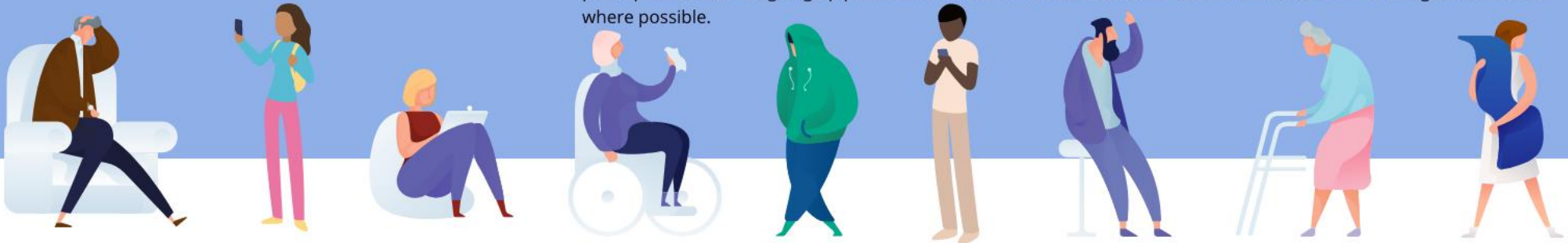
The Praxis Institute

Risk Matrix

An invitation to participate in a cohort of the Praxis Institute is typically preceded by at least two conversations with the program team.

These conversations allow us to provide a fulsome introduction to the program, uncover participant needs and to identify any areas that could pose potential risks. We appreciate that risks of participation will vary at the individual level.

The non-exhaustive list below was generated to support participants to make an informed decision about their participation, after weighing up potential risks. We have also shared our team's efforts to lower or mitigate these risks where possible.



Trauma Triggers

Our deep conversations may trigger past trauma.

We are requesting participants and facilitators to provide content warnings for disturbing or potentially triggering segments.

Beyond peer-support, we are not currently resourced to provide trauma-informed counselling and avenues for healing during the program. We hope to lower this participation barrier for participants in future cohorts.

Virtual Reality

Our current constraints require us to communicate virtually.

Our program will strive to respect timelines and minimize Zoom fatigue.

Our facilitators are also sharing good practices to foster meaningful on-line participation.

We have invited participants to signal potential barriers so that we can course-correct.

Conflict

Our program views conflict as a healthy expression of the human condition.

We strive to approach interpersonal conflicts with thoughtful discussion and action.

One of our team members will willingly serve as mediator if needed, and also invite participants to take on this role if they are able.

Difficult Discussions

Our program is likely to involve difficult conversations.

We will continuously encourage participants and facilitators to approach conversations with mutual respect, an inquiry-based mindset and with openness.

We will also provide support and learning resources whenever possible.

Reputation Risk

Reputation risks are a concern for participants due to the degree of vulnerability and authenticity involved.

We will operate under Chatham House Rules to minimize this risk.

Ultimately our goal is to enhance the leadership potential of our cohort, and to create net positive gains for their professional reputation as a result.

Differentiated Vulnerability

Our program encourages introspection on one's vulnerabilities and to practice being mindful of biases (conscious or otherwise).

We are inviting participants to share needs and resources in order to create a healthy, inclusive learning community based on the needs and aspirations of all equity-deserving groups.

Privacy & Confidentiality

Personal information will not be shared with anyone beyond those who need it for the purposes of ensuring that we are delivering a needs-responsive program.

The program's community agreement also expresses mutual respect for privacy and confidentiality as a core commitment.