

Creating & Sustaining a **Culture of Belonging**



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diversity

Elevated Diversity: Legal Expertise



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Session Overview

- Discuss the concept of belonging
- Review studies that illustrate its impact from a cultural and organizational perspective
- Explore the correlation between belonging and inclusion
- Look at practical ways to align belonging to organizational core values



Fore.





Inclusion Starts With I




Share

Inclusion starts with "I"



Diversity ignites creativity,
problem solving and innovation.

Watch on  YouTube

**“40% of people say that
they feel isolated at work”.**

-Harvard Business Review

Poll:

Over the course of my career, I have experienced a sense of isolation or a sense that I just didn't belong in the workplace:

- Not at all
- Maybe a little
- A lot
- An awful lot



Arrivals



How Did We Arrive
Here.

Our Evolution.

D&I:
Diversity & Inclusion

DEI:
Diversity, Equity & Inclusion

DEIB:
Diversity, Equity, Inclusion & Belonging

DEIA:
Diversity, Equity, Inclusion
& Access

JEDI:
Justice, Equity, Diversity
& Inclusion

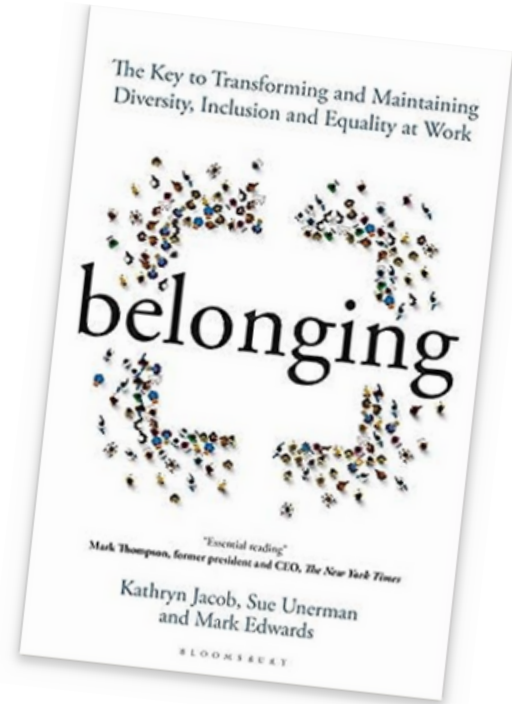
EDI:
Equity, Diversity & Inclusion



Inclusion & Belonging: Defined.

Simply put, **inclusion** involves efforts and behaviors that can be fostered by the organization or actually by the people in it.

Belonging is something that employees themselves feel and results from organizational inclusion efforts.



Our Evolution.

Creating connection...
and a sense of
belonging
among employees is the
the ultimate goal of DEI



Belonging: Is Good for Business.

Well-being

People who feel like they belong are almost three times as likely to have a greater sense of **well-being: 78% versus 28%** (Qualtrics)

Retention

Employees scoring the highest levels of belonging have a **34% higher intent to stay** than those scoring low levels. (BetterUp)

Productivity

Those teams who score in the top 20% for engagement have an **81% difference in absenteeism** & **43% difference in turnover.** (Gallup)



Belonging: Good for People in Business.

- When people **feel** like they **belong** and are **valued** and **considered**, they are more likely to give their best effort and stay with an organization far longer than if they didn't.
- **Happier, more motivated employees** + better retention and work product = everyone **wins**.



Exercise

10 in 10



"10 in 10"

- **Find 10 things that each person in your breakout room share in common**
- Quick rules - items not allowed:
 - anything related to work
 - any clothing item
 - any body part

INSTRUCTIONS:

- Groups of 6 in your breakout room.
- You'll have 10 minutes to identify what you have in common.
- Assign a *reporter* to take notes and willing to speak on behalf of your group.



"10 in 10"

- **Debrief:**
 - **10 things that each person in your breakout room share in common**

Key Concept: **Belonging & Safety.**



Psychological safety means feeling safe to take interpersonal risks, to speak up, to disagree openly, to surface concerns without fear of negative repercussions or pressure to sugarcoat bad news*.

*When we feel we belong somewhere, we **feel cared** about. We can **relax, breathe, express ourselves and be ourselves.***

Key Concept: Belonging.

10 Belonging Building Strategies:

- Confront reality
- Provide Training/Resources
- Get Leadership involved on a formal and demonstrative level
- Form, sustain, and fully support Employee Resource Groups (ERGs) and Affinity Groups
- Right the wrongs (no matter how painful)
- Create employee connectivity opportunities
- Create transparency through effective communications
- Create a vehicle for anonymous employee feedback
- Practice Accountability
- Extend Trust



Session Summary

- We all want to feel a sense of that we Belong
- What Belonging looks like and feels like and what it does not
- The role Belonging plays in DEI)
- Strategies you can implement to effect organizational change and personal growth and impact

Take the “We All Belong” Challenge.

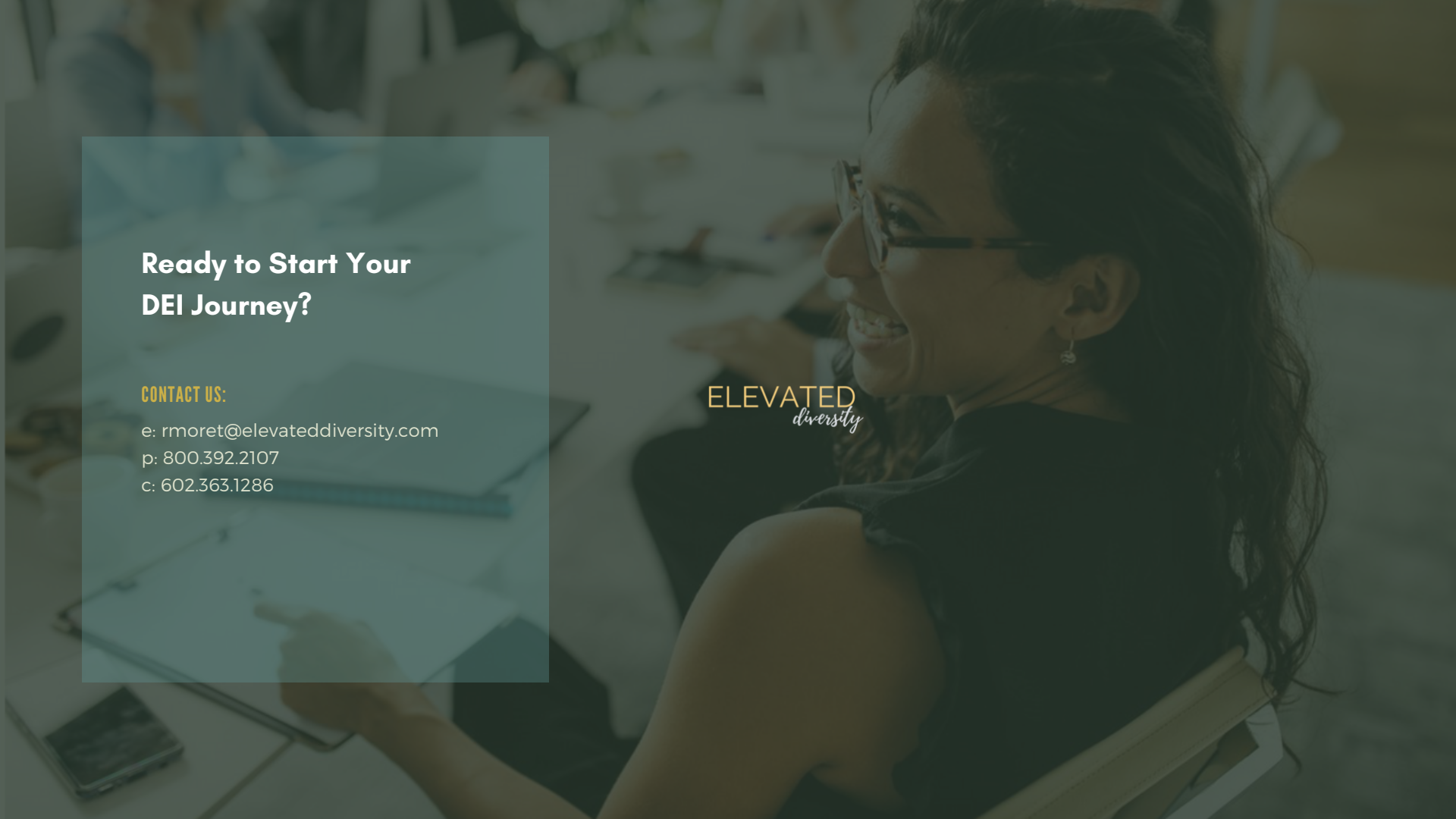
- Review the *25 Strategies for Creating & Sustaining a Culture of Belonging Handbook*
- Identify at least two strategies;
 - one focused on implementing organizational change through reconsidered practices, policies, and procedures to share with leadership or HR
 - and the other focused on implementing change from how you operate



*And if you've successfully started the 'Belonging' conversation within your organization, email "We all Belong" to BelongingChallenge@ElevatedDiversity.com and you'll receive copies of the *Belonging* book for your leadership team*.*



Questions & Answers

A woman with dark hair and glasses is smiling and looking towards the left. She is wearing a dark top and is seated at a desk. The background is a blurred office setting with other people and papers. The overall image has a dark, teal overlay.

Ready to Start Your DEI Journey?

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