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Belonging

Fostering a community of inclusion
and belonging in the workplace

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Interactive Features in Zoom



Honouring Traditional Territories



Facilitator

Matteo Stewart (he/him)



Senior IDEA Facilitator

- 3 International TEDx Talks
- Executive Director, COO, Executive Coach
- Industries: Healthcare, Global Asset Management, Non-Profit, Olympics, Paralympics, World Cups, Tech Start Ups and Film Production
- Canada, USA, Japan, Australia and Netherlands
- Taught at SAIT, CATO and Waseda & Furman Universities
- Clinical Behavioural Sciences
- On a journey with cancer

About CCDI Consulting Inc.

Since 2015, CCDI Consultation has supported Canadian employers facing inclusion, diversity, equity and accessibility (IDEA) issues in the workplace.



Agenda

- Define Belonging
- Why it's important
- Practical tips



Positive Participation



Pause to reflect
as needed



Take breaks



Take notes



Belonging

What is it?

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Audience Engagement

- Use your internet enabled device (phone, tablet, computer).



Open a browser and go to
pollev.com/ideams

Do you feel like you belong at your work?

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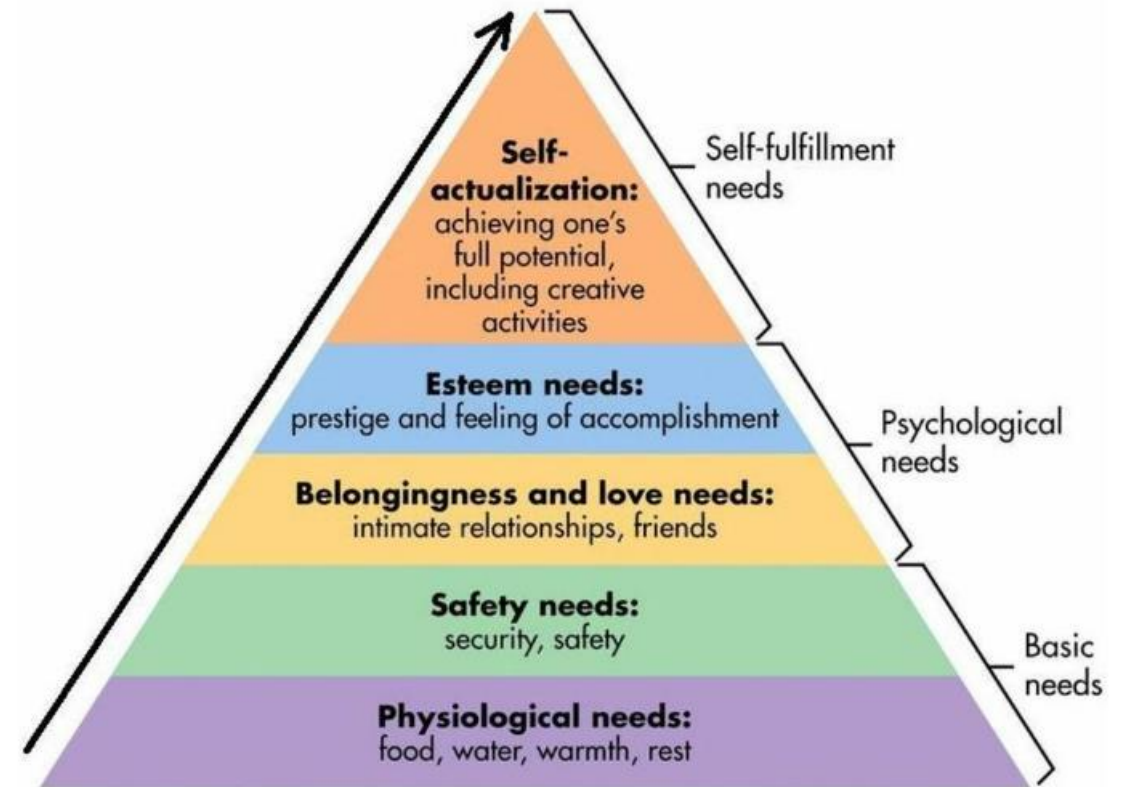
What does Belonging mean to you?

Nobody has responded yet.

Hang tight! Responses are coming in.

80+ Years Ago...

- Maslow's Theory of Human Motivation
- Belongingness - the human need for interpersonal connection and acceptance



Belonging – Time Immemorial

- Tsawalk – One
- The Nuu-chah-nulth view that all living things – human, plant, and animal – form part of an integrated whole brought into harmony through constant negotiation and mutual respect



Dr. Brown on Belonging

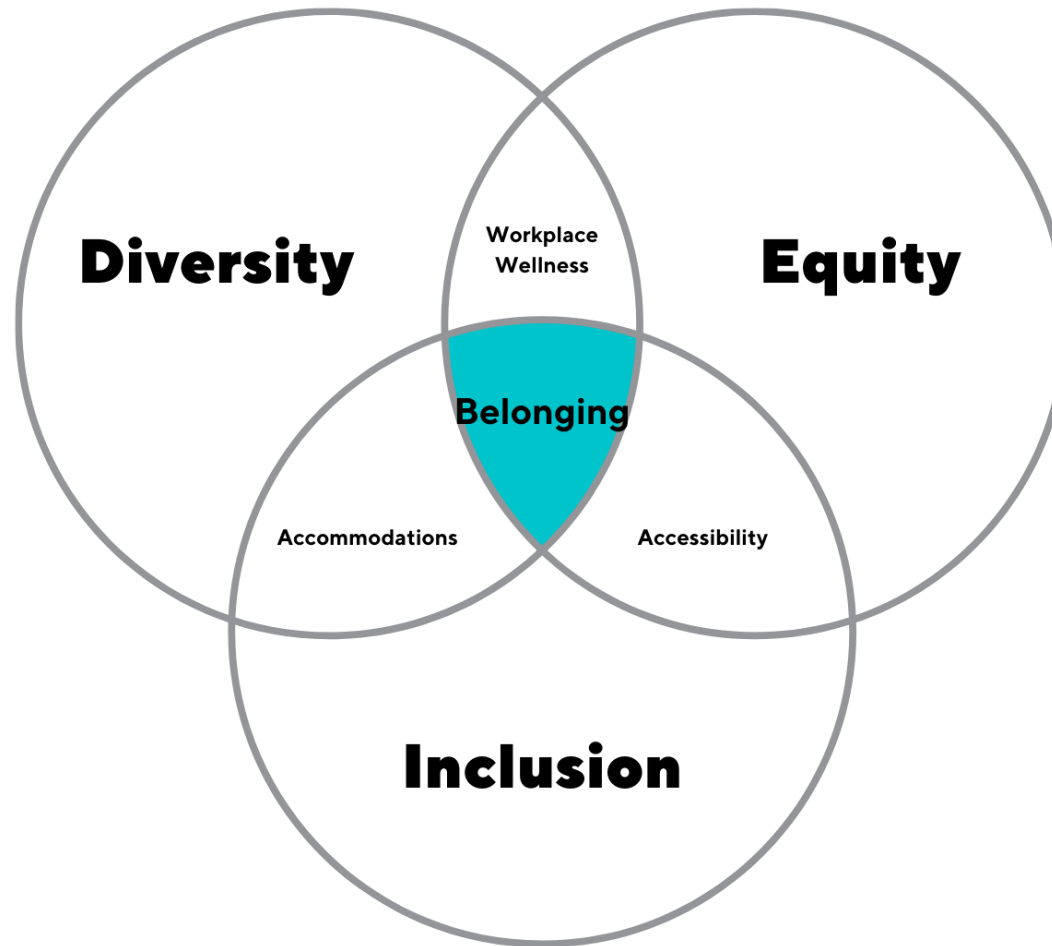


So, What Is Belonging?

- Belonging and Inclusion are not interchangeable
- Inclusion is being invited to the party
- Belonging means you feel like you are meant to be there once you arrive
- Diversity efforts fall short unless employees feel that they belong



Where the “B” Sits in IDEA





Belonging

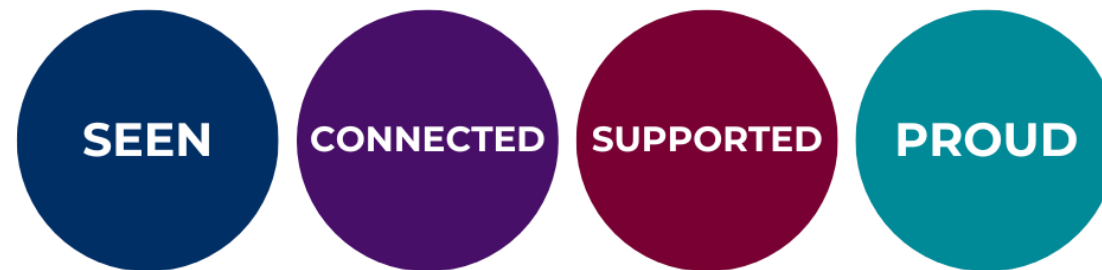
In the Workplace

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Codifying Belonging at Work

- **Seen** - you are recognized, rewarded and respected by your work colleagues
- **Connected** - you have positive, authentic social interactions with peers, and leaders
- **Supported** - from your peers & leaders – give you what you need to get your work done and live a full life
- **Proud** - you feel aligned with the organization's purpose, vision and values



Early Indicators of Belonging



Retention –
intend to stay at
organization at
least 2 years



Engagement –
felt engaged at
their current role



Career Progress
– did not feel
stalled in their
career



Loyalty – felt
loyal to their
organization



Employer Brand
– would
recommend their
company as a
good place to
work

Belonging – Race and Gender

	Median belonging scores
White men	7.6
White women	7.5
Black men	7.4
Latinx women	7.4
Latinx men	7.3
Asian men	7.1
Black women	6.8
Asian women	6.7

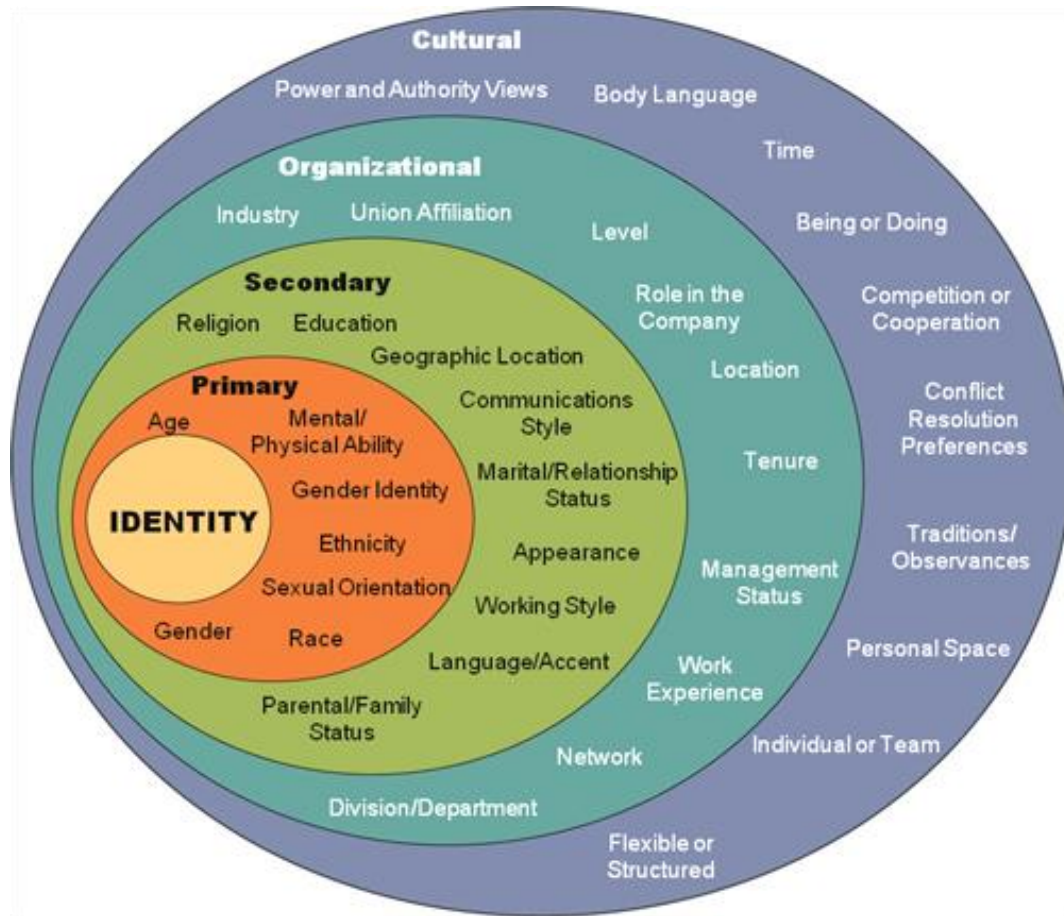
- Those in the majority thought of themselves as an “individual” rather than as a white person
- 1 in 3 racialized individuals felt out of place at work because of their race or ethnicity

Other Belonging Findings

- Baby Boomers scored higher than Gen Xers and Millennials
- 2SLGBTQI+ had higher than expected Belonging scores
- Immigrants had the lowest scores



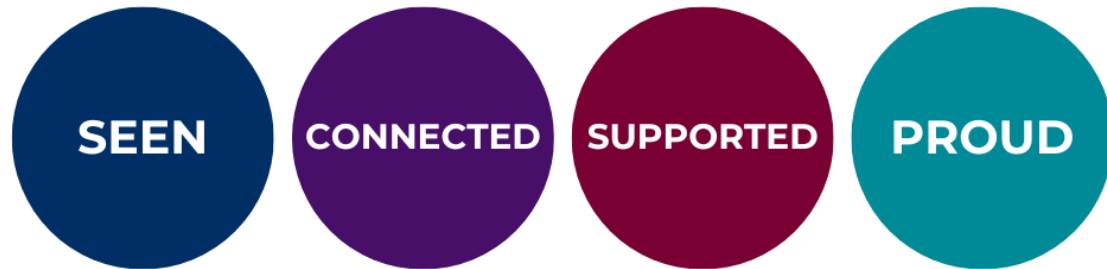
More Dimensions of Diversity



- Parenthood
- Social Style
- Political Alignment
- Workplace Status

Why Does this Matter?

- People who felt a strong sense of belonging were less likely to leave





Now What?

Practical Tips

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What specific actions do you do to create Belonging on your team?

Nobody has responded yet.

Hang tight! Responses are coming in.

Lay The Foundation - Organization

- Senior Leaders who are role models
- Accountability for violations of company policy regardless of seniority or performance
- Clear and trustworthy mechanisms for reporting violations
- Be open about what and how you will track DEIB
- Conduct on-going policy and benefits review thru a DEIB lens



Senior Leadership



- Model Inclusive Leadership
- Create groups across silos
- Encourage Healthy Interactions via HQC (High-Quality Connections)
- Create a Human-centric workplace
- Eliminate Outsiderness
- How Might We
- Utilize ERGs and Celebratory events as mentorship and development opportunities
- Storytelling

Managers Carry the Culture

- Create allies at work
- Praise their team's work
- Provide regular, honest feedback
- Respond to concerns
- Publicly credit individuals for their contributions
- Empower team members to make decisions
- Enable HQC
- Schedule time to do it



Your Peers Drive Belonging



- Respect for commitments outside of work
- Provide peer feedback
- Praise other's work
- Thank team members
- Embrace and seek out High Quality Connections (HQC) moments
- Communicate openly and honestly

Summary

- Belonging is an important part of any Inclusion, Diversity, Equity and Accessibility strategy
- Seen, Connected, Supported, Proud
- Important to understand Intersectionality and the Dimensions of Diversity when discussing Belonging
- Everyone has a responsibility for Belonging at your organization

What landed for you in today's webinar?

Nobody has responded yet.

Hang tight! Responses are coming in.



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Thank you | Merci

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