

# Fostering a Culture Of Belonging

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# Why Are We Here?

Reflect on  
current cultural  
traits that might  
hinder belonging

Understand critical  
pivots that can  
foster greater  
belonging

Acquire tools &  
strategies to  
achieve these  
pivots



# What is Belonging?

“Belonging is about the **quality of fit between oneself and a setting.**

When one belongs, one feels **emotionally connected, welcomed, included, and satisfied** in their relationships. They know that they are **valued** for who they are as well as for their contributions, can bring their whole and **authentic self** to the table, and are comfortable **expressing their thoughts** and opinions regardless as to whether they diverge from dominant perspectives.”



# Community Agreements

1. **B**e present and brave
2. **E**xpect discomfort
3. **L**isten to understand
4. **O**wn your impact
5. **N**ames and stories matter
6. **G**ive grace and space





# Welcome!

## A Little About Me...



**Friend + Artist + Reconciler + Belonging Strategist**



**Courage - Curiosity - Compassion**



**Where is home?**





**How do we need to be as  
professionals so that others belong  
around us or because of us?**

# Be A Friend

**“Friend”** comes from the Old English verbs  
“freogan” and “freon” which mean  
“to love, free, and set free”



**What does it mean to “befriend?”**

to metaphorically and experientially

**LIBERATE** and **BE LIBERATED**

from the shackles of our fragmented tribal identities such as race, class, caste, political affiliation, religion, gender.



# The Core Commitments of Belonging

The Three Cs

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Courage  
Curiosity  
Compassion



# Courage

Often associated with being a hero; Mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty.

However, its original meaning comes from the Latin root “cor” which means **“heart.”** Therefore, courage is:

**“To be and behave in alignment with one’s heart, no matter the danger, fear or difficulty.”**

# Curiosity

Originally from the Latin word “curiosus”  
meaning “**careful, diligent, curious.**”

It links back to the Latin etymon “cura” akin to “care,”  
which is a quality to inquisitive thinking  
such as exploration, investigation and learning with care.

**“To be curious is to carefully and caringly explore, investigate, and learn.”**

# Compassion

Comes from the Latin prefix 'com' which means 'together with' and the verb 'pati' meaning 'to suffer.'

Hence, compassion means:

**“To suffer together with someone;  
to meet someone in their suffering  
with the intent of alleviating their suffering  
through friendship.”**

# Reflection



**WHO do I need the COURAGE TO BEFRIEND?**



**WHO do I need to be CURIOUS about?**



**WHO do I need to SHOW COMPASSION to?**





# Reflection

**What words would you use to describe the current culture of your organization?**

**Example:**

- **Hard-working**
- **people-centric**



# Culture Geert Hofstede

- *The programming of the human mind by which one group of people distinguishes itself from another group*
- *Culture can be described as the shared values and behaviours that exist within a group of people*
- *The way we do things around here*



**“I don’t have all day”**

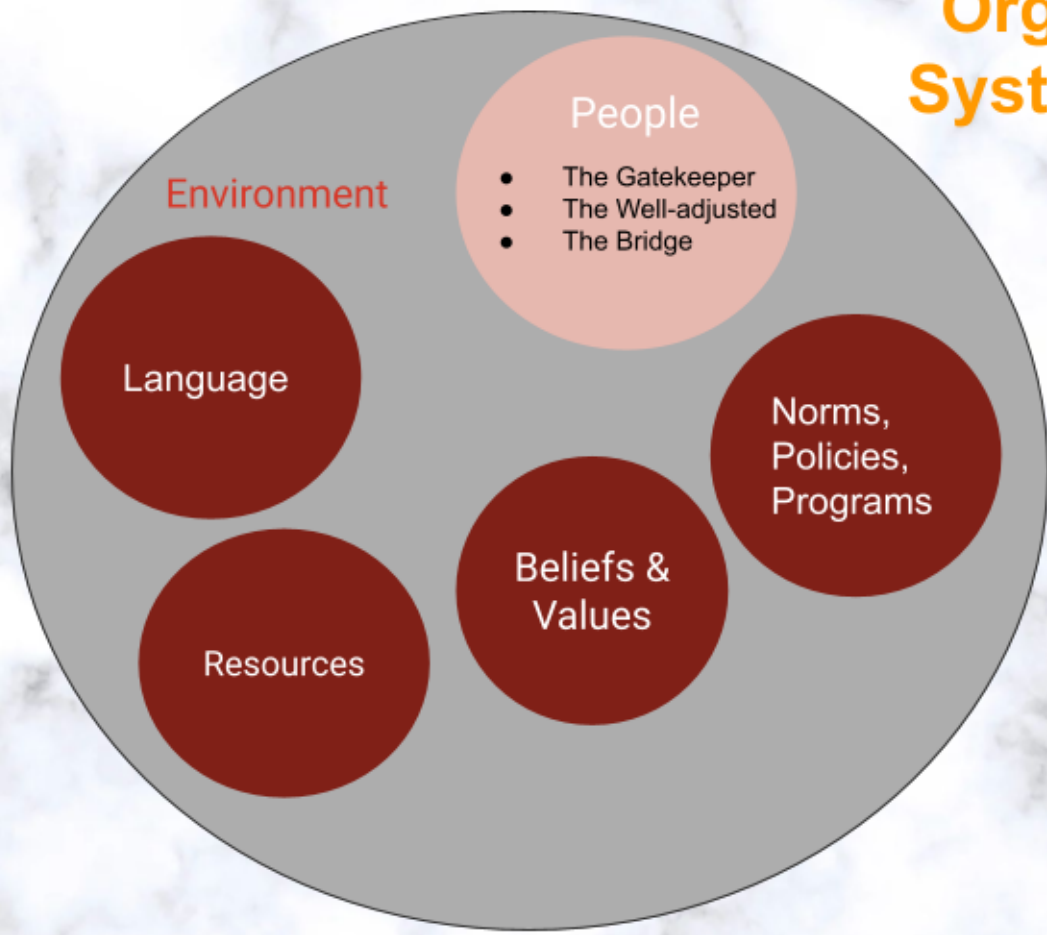
# Organizational System - Culture

Habits

Attitudes

Beliefs

Expectations



# The Water We Swim In

1. Review these cultural traits [Here](#)
2. Which one of the traits in the left column do you recognize in
  - a. yourself
  - b. our departmental culture that you don't like and would like to pivot away from?





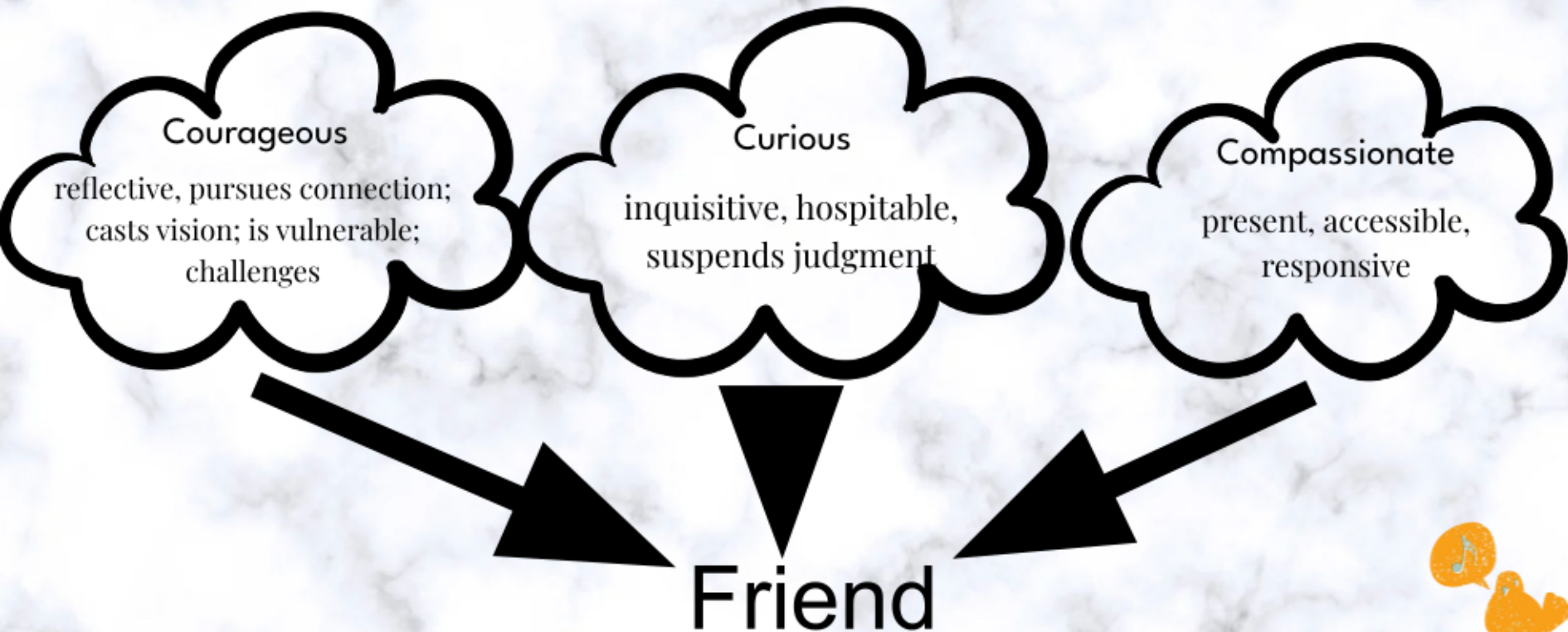
*“The wrong first question is, What do we need to do?”*

*The right first question is, Who do we need to become”*

*Benjamin Mcbride*



# The Profile of A Friend



# The Four Pivots - Dr. Shawn A. Ginwright

1. Critical → Self-reflection = **Awareness**
2. Transaction → Transformation = **Connection**
3. Problem fixing → Possibility Creating = **Vision**
4. Hustle → flow = **Presence**
5. **Rigidity** → **Flexibility** = **Responsiveness**



# Which question(s) resonate or challenge You ?

1. How can you begin to integrate a reflective practice into your life and the culture of your organization?
2. How can I turn this task that feels transactional into an opportunity for connection?
3. What Habit, Attitude, Belief, or Expectation needs to be reimagined in order to foster greater belonging for an outsider?
4. How can this task be completed with deeper meaning, purpose and intentionality?
5. Who might this policy adversely impact? Are we Ok with that? Do we care? Does it align with our values and mission?





