

Belonging as a Practice, Not a Buzzword

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Levels of Connection

Let's learn a little bit about each other to create some connection points. Share your responses in chat.

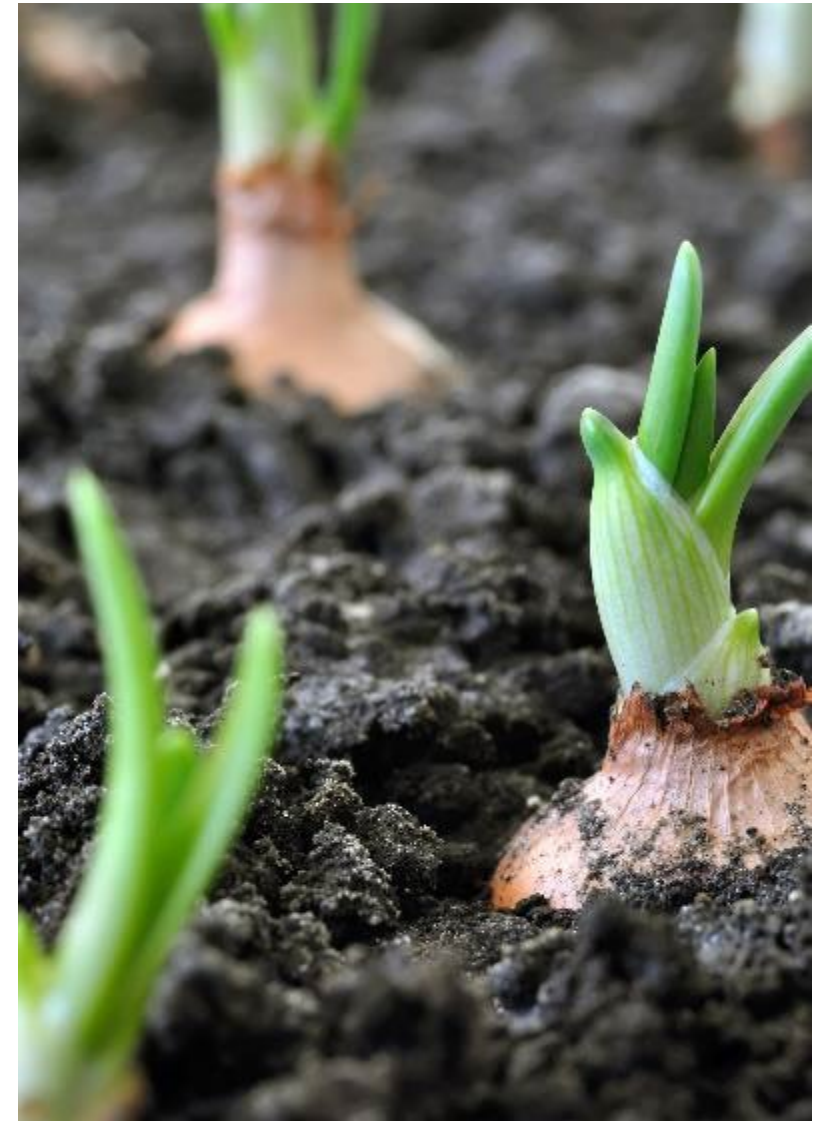
1. Where are you right now? (You can answer that however you want!)
2. Pick an emoji that represents how you're feeling right now.
3. What's something you're proud of that you've accomplished in the last couple weeks? (It doesn't have to be something "major"!)

Objectives

- Identify practices to build a culture of inclusion and belonging on teams
- Utilize an inclusion mindset at work
- Develop personal habits to show up as a person who practices inclusion

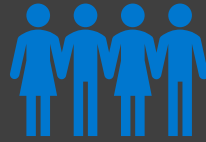
Our Community Container

- Take space; make space
- What is said stays; what is learned leaves
- Build and maintain Brave Space
- Avoid generalizations; speak from experience and use “I” statements
- Anticipate and be open to discomfort
- Honor impact; assume goodwill
- Respect who has the mic
- Participate
- Use of video encouraged





Inclusion =
intentional action,
an opportunity



Belonging = individual's
perception of acceptance,
inclusion, support – truly
being part of the team

Inclusion vs. Belonging

What Exclusion Looks Like

Condescension

**Unequal
Opportunities**

Discrimination

**Lack of
Representation**

Microaggressions

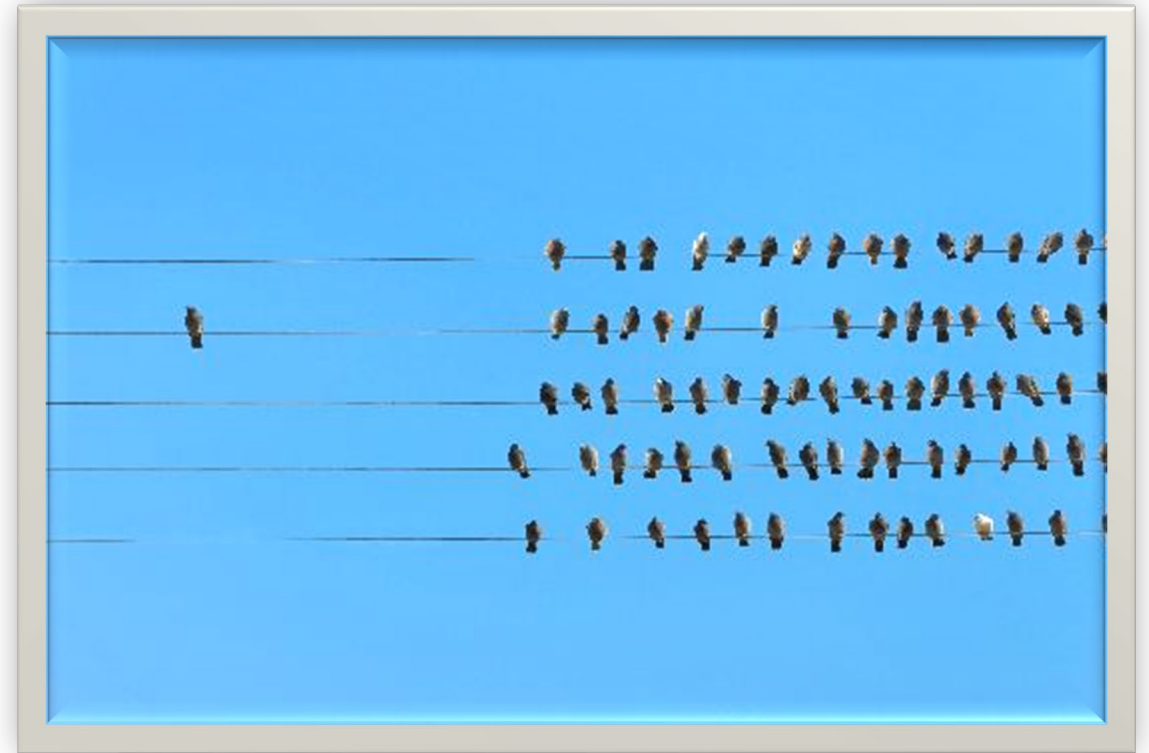
**Hostile Work
Environment**

**Isolation & Social
Exclusion**

Othering

Effects of Exclusion

- Not fully engaged at work
- Lack motivation towards excellence
- Hiding aspects of themselves
- Holding back from collaboration
- Decreased job satisfaction
- Higher turnover
- Diminished morale
- Low levels of well-being



Discussion

What is the impact on the organization when individuals within the system are experiencing othering and exclusion?





Personal Characteristics that Foster Belonging

- Self-awareness
- Growth mindset
- Emotional & Social Intelligence
- Intentionality
- Cultural humility

Developing Cultural Humility

1. Learn about yourself.
2. Learn about different cultures.
3. Interact with groups different from you.
4. Listen intently to those who have been marginalized at work.

What's something you're going to do to strengthen your cultural humility? Share in chat.

Fostering an Inclusion Mindset

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

~ Audre Lorde



Inclusion Mindset

- Apply same idea as growth mindset
- Open to learning and changing
- Acknowledging bias
- Recognizing we don't know it all
- Intentionally seeking out new information and input
- Lean into discomfort and push past fear



BRIDGE Framework

- Be uncomfortable
- Reflect on what you don't know
- Invite feedback
- Defensiveness doesn't help
- Grow from your mistakes
- Expect that change takes time

Which one do you think you're strongest in? Share in chat.

Where do you have the most room for growth? Share in chat.



Group Discussion

- How could you see the BRIDGE Framework impacting the way you work together?
- What are some examples of when you've seen an inclusion mindset positively impact a work situation?





Interpersonal Characteristics that Foster Belonging

- Using inclusive language
 - Names
 - Gender & sexuality
 - Pronouns
 - Updated language
- Interrupting Subtle Acts of Exclusion (microaggressions)
- Psychological safety



Psychological Safety Definition

“The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk taking.”

~ Dr. Amy Edmondson

Self-Reflection

Think of a space in your life where you've felt safe. What two words describe what made that space safe for you?

Put two separate words into Mentimeter.



Psychological Safety and Belonging

61% of employees feel pressure to 'cover' some facet of their identity at work

- 83% of LGBTQIA+ employees
 - 79% of Black/African Americans
 - 66% of women
 - 63% of Hispanic/Latinx
 - 61% of Asian/Pacific Islander
 - 45% of heterosexual white men
- ~ Age, disabilities, or mental health

True belonging requires authenticity and vulnerability.

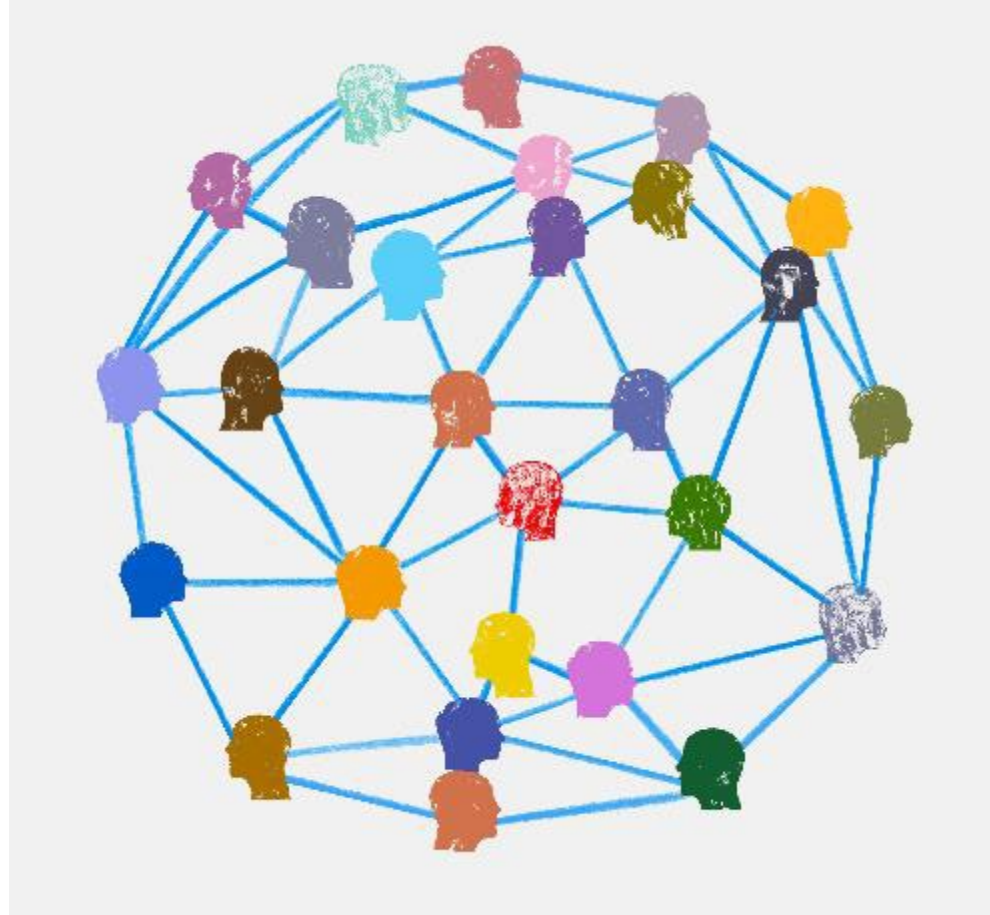
Calling in

- Ask for more information. What do you mean by that?
- Separate intent from impact.
- Challenge stereotypes.
- Recognize we all mess up.
- Be specific and direct.

What's been successful for you?



Strengthening a Culture of Belonging



“It is not inclusion if
you invite people into a
space you are unwilling
to change.”

~ Muna Abdi

Culture change is a long game

Need to be willing to change to truly be
belonging

Look at all levels

- Personal
- Interpersonal
- Organizational
- Structural

*What do we need to change that isn't working
for everyone?*

Questions



Thank you!

Contact:

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The background of the slide is a vibrant, abstract painting with thick brushstrokes in shades of blue, green, yellow, and red. A semi-transparent white rectangular box is centered over the painting, containing the main text. To the right of the painting is a solid white vertical bar, and to the far right is a solid purple vertical bar.

Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

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- Arthur Chan