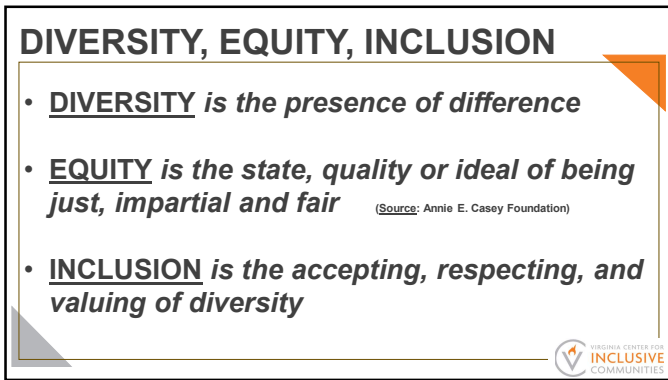
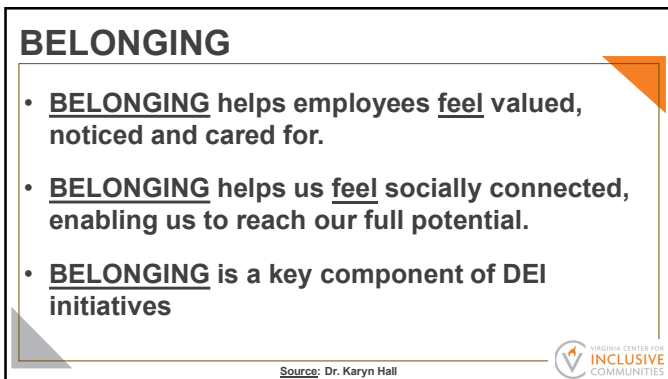


1



2



3

IRAC

- **Section 1: I – Issue:** What gets in the way of belonging?
- **Section 2: R – Rule:** What research, values, and practices support it?
- **Section 3: A – Analysis:** What happens when we do or don't foster belonging?
- **Section 4: C – Conclusion:** What commitments can we each make moving forward?



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ISSUE



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REFLECTION PROMPTS

- What is your ***earliest*** memory of being a working professional?
- What is your ***most significant*** memory as a working professional?



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VIRGINIA CENTER FOR

INCLUSIVE

COMMUNITIES

RULE

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VIRGINIA CENTER FOR

INCLUSIVE

COMMUNITIES

FUNDAMENTAL NEED

A sense of belonging to a greater community improves one's motivation, health, and happiness.

Source: Dr. Karyn Hall

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VIRGINIA CENTER FOR

INCLUSIVE

COMMUNITIES

HIERARCHY OF NEEDS

HIERARCHY OF NEEDS

Self-Actualization

Self-Esteem

Love and Belonging

Safety and Security

Physiological Needs

Western Perspective

Cultural Perpetuity

Community Self-Actualization

Self-Actualization

Blackfoot Perspective

Source: Tribal Health

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ORGANIZATIONAL IMPACT

- Employees who have a sense of belonging:
 - Take 75% fewer sick days
 - Are 167% more likely to recommend their company to others
 - Experience a 56% increase in job performance
- Employees who feel they don't belong:
 - 27% less psychological safety
 - 50% higher turnover rates

Source: Culture Ally



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THE GREAT RESIGNATION

The top three factors employees cited as reasons for quitting were:

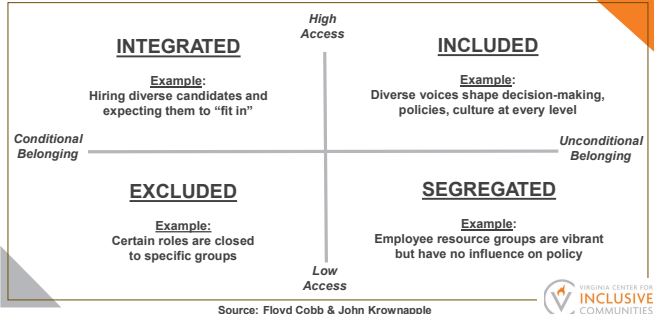
- they didn't feel valued by their organizations (54 percent)
- they didn't feel valued by their managers (52 percent)
- they didn't feel a sense of belonging at work (51 percent)

Source: McKinsey & Company



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CULTURE OF BELONGING




Source: Floyd Cobb & John Krownapple



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SENSE OF BELONGING CHART


| SENSE OF BELONGING | WHAT CAN YOU DO AS AN INDIVIDUAL? | WHAT CAN YOUR ORGANIZATION DO? |
|---|-----------------------------------|--------------------------------|
| I am safe | | |
| I am valued | | |
| I have power | | |
| I know that I am learning | | |
| I can make mistakes and not lose my dignity | | |



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REFLECTION PROMPTS

- What characteristic is the **strongest** at your organization and an example of it in action?
- What characteristic is the **weakest** at your organization and the impact of its absence?



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STRETCH BREAK

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MEASURING BELONGING

- An adaptable tool to measure belonging
- Key findings:
 - 64% of Americans experience non-belonging at work.
 - 74% feel that way in their local community.
 - High belonging correlates positively with health, retention, civic engagement, trust, and support for democracy

The Belonging Barometer
THE STATE OF BELONGING IN AMERICA

Source: American Immigration Council and Over Zero

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MEASURING BELONGING

- Identify Workplace Domains to Measure
- Adapt Survey Items
- Include Open-Ended Questions
- Segment Your Data
- Link to Action Planning

Source: American Immigration Council and Over Zero

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MEASURING BELONGING

“For this report, we created a composite measure of belonging for each respondent, in each setting (a composite is a combination of the 10 belonging items into a single score). We then broke the Barometer scores into three equal sections: 1-2.33 (Exclusion), 2.34-3.66 (Ambiguity), and 3.67-5 (Belonging).”

Exclusion
1-2.33

Ambiguity
2.34-3.66

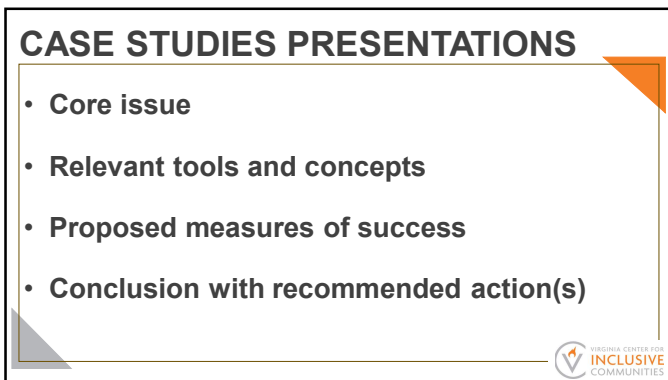
Belonging
3.67-5

Source: American Immigration Council and Over Zero

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CLOSURE

What is one action you will take on Monday to *strengthen belonging* at your organization?



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LEARNING LAB EVALUATION



www.inclusiveVA.org/ELL



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STAY IN TOUCH



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LinkedIn: inclusiveVA.org/linkedin



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