

“MAKING THE CASE FOR BELONGING”
DRIVERS AND BARRIERS – PARTICIPANT BRAINSTORM
September 4, 2025

DRIVERS OF BELONGING

- Encouraging bravery to speak up and offer a platform to do so
- Engaging multiple voices in decision-making
- Ensure organizational structure supports belonging (e.g., roles, staff capacity, reporting incidents, feedback, etc.)
- Genuinely ask employees for their opinions
- Informing staff about learning opportunities
- Openness to feedback from members (e.g., staff, client, board, etc.)
- Power and access to leadership
- Seek community input on celebrations
- Serve diverse client to reinforce DEIB internally

BARRIERS TO BELONGING

- Bureaucratic practices, slow changes
- Lack of collective input and decision-making
- Lack of communication/clarity (e.g. accountability; unsure of point of contact)
- Lack of learning opportunities – technical training, upskilling, and adult learning
- Lack of security/physical safety (e.g., injuries and occupational hazards)
- Leadership vs. support roles; non-productive team dynamics
- Weaponize culture