

Audience
Table Talk (Office/Departments)DEI level
Beginner, Intermediate, AdvancedTime Allocation
30 minutes

Learning Objectives

At the conclusion of this learning activity, the participant should be able to:

1. Define the definition of belonging.
2. Explain what it means to have a sense of belonging in the workplace.
3. Explain what it means to have a bias.
4. Recognize the importance of Allyship and its connection to belonging.

Definitions

These terms are for references only. Please utilize the Curriculum Content Agenda for facilitating Day 2 belonging.

Belonging means that everyone is treated fairly, they feel like they can thrive as a full member of the larger community (Evans, 2020). It is when “an individual can bring their authentic self to work, which is feeling able to express or operate in accordance with one’s genuine values, beliefs, motivations, culture and personality, among colleagues, managers, clients and stakeholders equally” (Hewlin et al., 2020).

Diversity: having and respecting people from different races, ethnicities, social backgrounds, gender or gender identity, sexual orientation, religious or ethical beliefs, age, experience, or language

Biases: mental shortcuts that our brains take in decision-making. “a preference or prejudice for or against something.” It is often “characterized as stereotypes about people based on the group to which they belong and/or based on an immutable physical characteristic they possess, such as their gender, ethnicity, or sexual orientation...” (Psychology Today). People may or may not be aware that they hold these biases (unconscious bias).

Allyship Actively supporting the rights of marginalized people and groups without being a member of those communities.

Source Citation

Acheson, S. (2018). Allyship Is Dictionary. Com’s Word Of The Year. So, What Does It Really Mean? Retrieved May 3, 2023 from <https://www.forbes.com/sites/shereeacheson/2021/12/09/allyship-is-dictionary-coms-word-of-the-year-so-what-does-it-really-mean/?sh=13025372632a>

Evans, S. (2020). Beyond Fit: Diversity, Inclusion, and Belonging (DIBs). Retrieved April 11, 2023 from <https://oneillcareerhub.indiana.edu/blog/2020/02/28/beyond-fit-diversity-inclusion-and-belongingdibs/#:~:text=Authors%20Liz%20Fosslien%20and%20Mollie,.%2C%20use%20these%20tips%20below!>

Hewlin, P. et al. (2020). Authenticity at work: Its shapes, triggers, and consequences. Retrieved March 23, 2023 from <https://www.sciencedirect.com/science/article/abs/pii/S0749597820300686>

Hoenigman Meyer, E. (2019). What Is Diversity, Inclusion and Belonging? Retrieved April 10, 2023 from <https://www.nasdaq.com/articles/what-is-diversity-inclusion-and-belonging-2019-10-21>

Kornbluth, J. (2021). Citizen Brain: Othering & Belonging. (2021).[Video]. YouTube. <https://youtu.be/8E2DRW0Zfi8> WeAreNetflix. (2022).

Allyship Netflix [Video]. YouTube. <https://youtu.be/3nipFRf3iEA>

■ Ice Breaker Activity:

Trusted 10: Refer to the attached Trusted 10 Activity attachment in order to facilitate this ice breaker activity.

■ Play Video of Belonging:

- This video will help answer the question on what is belonging.
- Click on link or QR code to play video: Belonging Video
- Facilitator to stop video at timeline 3:06. Ask the following question: “What is belonging?”
- Allow a couple of participants to respond.

■ Guide the Discussion:

Let the participants know that we don’t just belong to one group.

We have many identities.

Facilitator: use yourself as an example by sharing all the different identities about yourself e.g., I am a father/mother, son/daughter, spouse, science nerd, love football and 80’s music, nearsighted, frequent napper, etc.

■ Belonging is a continuous process.

- By being aware of our multiple identities and our many ways of belonging, we can open our minds to understanding belonging and bias.
- A sense of belonging involves more than simply being acquainted with other people.

■ Understanding Bias:

- Bias are mental shortcuts that our brains take in decision-making.
- Remind participants how bias played a role in who was part of their Trusted 10 circle.
- Our sense of belonging and overcoming our biases in the workplace can improve when we focus on the things we have in common and embrace our differences.
- When you meet a stranger who seems different from you can be scary, but chances are you may have more in common than you think. Step out and found out.

■ Allyship and Belonging:

- What is one way that we as an individual can help foster belonging in the workplace? This is a rhetorical question and will lead into the final conversation of allyship.

- **Facilitator Response:** Become an ally.
- Click on link or QR code to play video:
- Allyship: Facilitator to stop video at timeline 2:30.

■ Facilitator Discussion Feedback:

- What is one way that you can encourage belonging in the workplace?
- This is a rhetorical question and will lead into the final conversation of Allyship.
- Facilitator Response: Become an ally.
- An ally is a partner, a person who has your back.

Questions & Answers

Adjourn

Discussion Questions

- 1 *Refer to Trusted 10 Attachment for discussion questions related to Trusted 10 Activity.
- 2 What is belonging?
- 3 What is bias?
- 4 How does bias impact belonging?
- 5 What does it mean to feel a sense of belonging? What might prevent someone from becoming an ally?
- 6 What are some things we can do to be an ally?





Audience
Table Talk (Office/Departments)



DEI level
Beginner, Intermediate, Advanced



Time Allocation
30 minutes

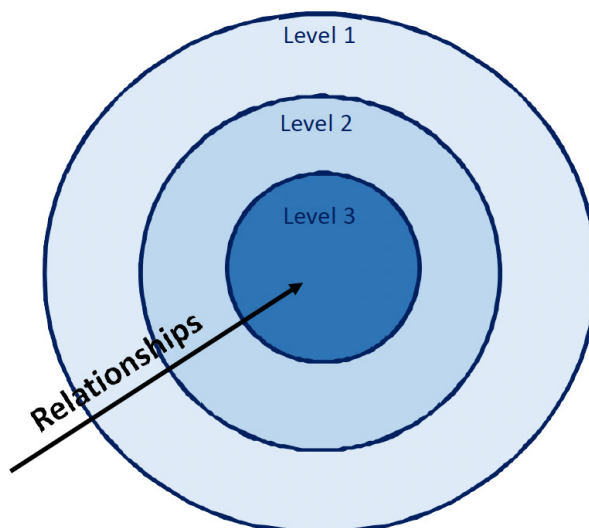
Trusted 10 Activity

Instructions for Trusted 10 Activity:

1. Make sure to print out copies of the attached Trusted 10 worksheet for all participants prior to the start of Day 2 Table Talk.
2. Hand out worksheets to participants after learning objectives.
3. Have participants write down at least 20 people that they know from work and in their personal lives. Do not include family members.
4. Allow participants 2-3 mins to populate column 1.
5. Have participants Go through the names of the first column and code them by their diversity and gender (e.g., if they are a male put 'M' in gender, white put W in race, etc.).
6. Allow participants 3-4 mins to populate columns 2 and 3.
7. Now that the worksheet is complete, pull up the Trusted Circle model and explain the circle to the participants.
8. As you are explaining the Trusted Circle, have participants think who from their list fits in which circle.
9. Once you have completed the explanation of the Trusted Circle, proceed to the discussion questions.
10. Allow 10 mins for discussion questions.

Level 1 = "Hi"
Level 2 = C.O.M.F.Y
Level 3 = TRUST

Trusted Circle



Explanation of Trusted Circle:

1. Level 1 trust are people that you are getting to know. People that you are acquainted with. Typically, this is the biggest number of people we know. Over time, especially at work, people will make their way to the second level if we use time and relationship building.

2. Level 2 trust is known as C.O.M.F.Y (Come Over My Front Yard). These are the people that have moved beyond "I know your name" to people that I would trust in my house and in my yard. Usually about 10% of the level 1 circle, that we actually feel comfortable with.

3. Finally, we move into level 3 which is our Trusted 10.

4. One thing that you might notice is Level 1 typically has the most diverse group of people in that circle. Then it thins out as we get to level 2 and more so at level 3. Why is that?

5. For most of us, the least amount of diversity is in level 3, our Trusted 10.

Discussion Questions



1. Why do you think that the least amount of diversity is in level 3?
2. What do you think happens when a manager has a chance to give a high-profile assignment with access to senior leaders, to someone in their department or business unit? Which level of the circle do you think they will choose from?
3. If we continue to choose from the level 3 circle, what do you think will happen to diversity and inclusion in your departments and business units?
4. When you go back to your department and back to being a leader, what are some conscious things that you can do over the next weeks or days to take what you've learned about your bias and put it into practice. The more we are able to talk and become aware of our bias, the more we take this from the unconscious to the conscious.