



Financial Women
OF SAN FRANCISCO

Virtual Connection Hour

Creating a Sense of Belonging

July 9, 2020

Lead
Network
Learn

Inspire
Mentor
Celebrate

Advancing the success of women in finance

Virtual Connection Hour

Focus Topic: Creating a Sense of Belonging

AGENDA

- Introductions
- Definition of 'Belonging'
- Beyond Diversity & Inclusion
- Creating Culture & Community
- Group Discussion

Definition of “Belonging?”

- Baumeister and Leary define belonging as "the feeling of security and support when there is a sense of **acceptance, inclusion, and identity** for a member of a certain group or place, and as the **basic fundamental drive to form and maintain lasting, positive, and significant relationships with others.**" People are motivated by an inherent desire to form inter-personal links and connections.
- We tend to stereotype people less and are less fearful of difference when we are more familiar with them or spend more time with them. Nahemow and Lawton show in their research that **proximity and personal interactions contribute greatly to creating social bonds.**

Source: Forbes, Belonging In The Workplace: A New Approach to Diversity And Inclusivity

Beyond Diversity & Inclusion

Diversity is having a seat
at the table, inclusion is
having a voice, and
belonging is having that
voice be heard.

@LIZANDMOLLIE

Creating Culture & Community

Can we bring our whole self to work and other spaces?



Can I Say "Dope"?

"A major decision I made when starting my job was deciding whether or not to use the word "dope." As a black man navigating the corporate landscape, I was taught not to bring any more attention myself. But at LinkedIn my colleagues stress the notion of bringing your whole self to work. And that's pretty *dope*." -Nelson Ogbuagu

[Share Your Moment | go/belongingmoments](#)

Questions for Discussion

1. Can you think of an experience where you or someone you know was excluded from a conversation or activity? What could have been done differently to change the outcome?
2. This golden age we are living in has introduced a lot of young people who are introverts into the work place. So, what advice would you give a person who's an introvert and how do we include them and make them feel as though they belong? Are there coping strategies to help them adapt?
3. Do you have friends who look different, speak differently and think differently from you?
4. How have you created a sense of community in your workplace?
5. How do you validate people whose opinions are different from yours?
6. **Call to action:** What is something you will commit to in the next month to create a sense of belonging for your team members and colleagues?