

# Virtual Connection Hour Creating a Sense of Belonging

July 9, 2020

## Lead Network Learn

Lead Inspire Vork 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 <u>define belonging as</u> "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**

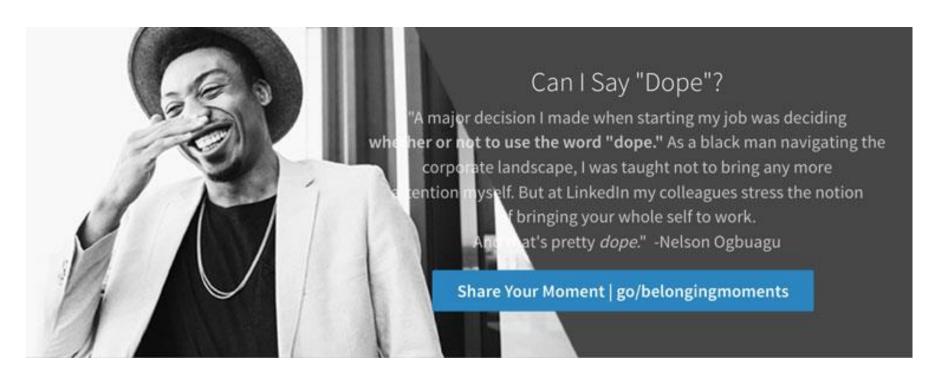
Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.

@LIZ ANDMOLLIE



### **Creating Culture & Community**

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





## **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?