Berkeley Changemaker™
The Sum of Us: Building a Culture of Belonging

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Introductions

What is one thing about you that we wouldn't learn in reading your CV/resume?

Image credit: Jim Block

Learning Objectives

1. You will understand how a sense of belonging drives performance, increases retention, and improves employee satisfaction

1. You will learn practices that create a sense of belonging and connection

1. You will share and implement practices amongst peers in breakout sessions

The *Berkeley Changemaker™* is…

1. A **people vision** to guide curriculum

2. An **identity-making** opportunity

3. An **inclusive** platform

It adds up to a **community.**

Image credit: Jim Block

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"Being a part of this class is **life changing** and it truly shapes your identity, and I am so glad to be a part of this **community**."

-Milo Harmon Maurer '24

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A Culture of Belonging

"Building a culture of belonging is not the same as simply removing barriers. We must also organize our spaces, our structures, and our policies to do the work we need to build the world we want to live in. We have to work together to build a well-developed ecosystem that supports our work." —— john a. powell, Othering and Belonging Institute, UC Berkeley

A Culture of Belonging

Belonging is part of a robust diversity and inclusion strategy, and a good foundation to **create an inclusive, psychologically safe, and critical working environment.** At the workplace, these relationships can be extended to the organization and its values and to the work itself.

Food for thought: Not everyone worked remotely, and not everyone is returning to the office. How do we create inclusive, safe and critical work spaces in a "hybrid work environment"?

Belonging: what it **feels** like

- Workers should feel **comfortable** at work, that they are respected and treated fairly by colleagues
- They should feel **connected** to people and teams they work with
- They should feel that they **contribute** to meaningful work outcomes, that their unique strengths support team/organization achieve common goals

Belonging: what it **looks** like

A workplace that:

- **Creates** equitable opportunities for everyone to participate, challenge norms, and contribute to divergent thinking
- **Requires** building relationships that creates psychological safety and trust
- **Welcomes** listening and learning. Team members feel comfortable speaking up and speaking out, owning and sharing their own stories, and modeling positive, inclusive behaviors

Belonging: **why** it matters

"Culture eats strategy for breakfast" (Jennifer Chatman, Berkeley Haas)

- Companies with high employee engagement cite several benefits driven by inclusive culture including **low employee turnover**, achieving or **surpassing company goals**, and attracting **diverse employees** from a broad cross-section of backgrounds and lived experiences.
- Inclusive culture = **competitive advantage**

Six approaches to foster belonging

1. Get the scoop: determine employee engagement, utility of climate surveys and data gathering
2. Build social bonds
3. Develop trusting relationships
4. Practice intentional inclusion
5. Show and tell: the power of story and lived experience
6. Aligning behind a shared vision

Source: *Culture Amp: Six Ways to Foster Belonging*

Tools

Practical tools and activities to build social bonds, trust, and achieve your unit, team, and company's goals **joyfully.**
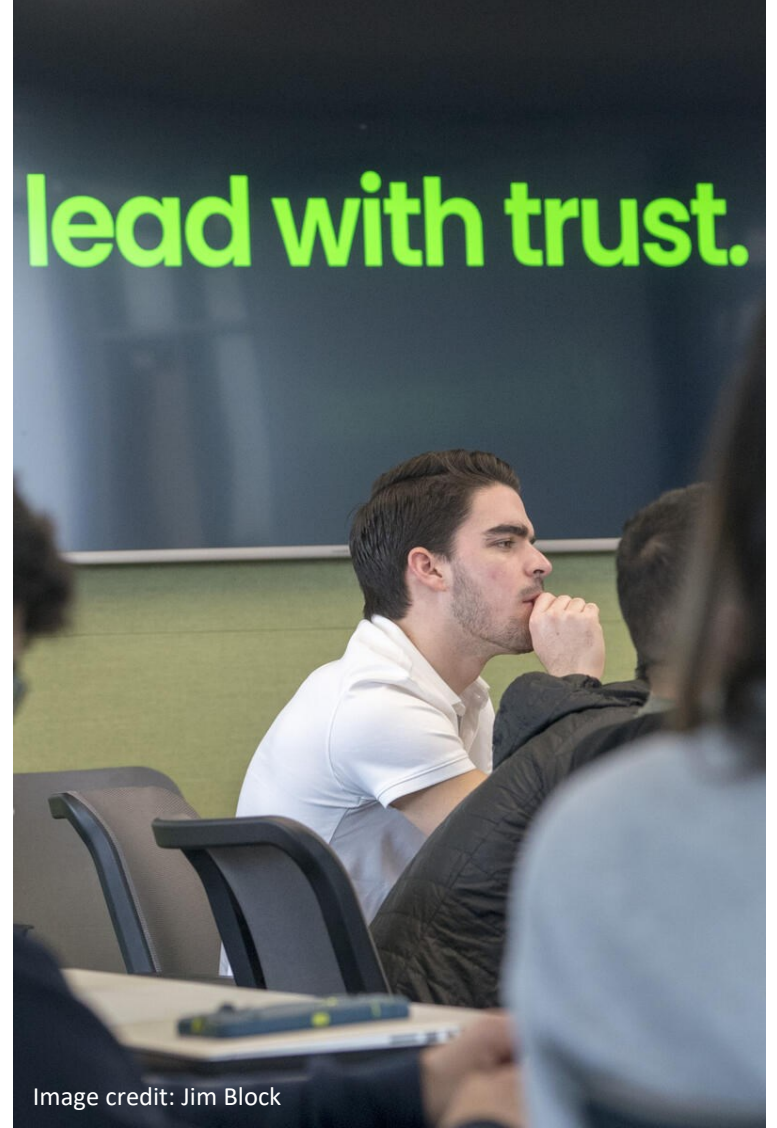

lead with trust.

Image credit: Jim Block

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Organizational Tools

Objective: eliminate isolation and build community

- The art of the invitation

- Beyond meetings, other ways to engage your teams

Practice

Put it in practice: A page from the performing arts and creative youth development

- Rituals
- All voices invited/heard
- Many opportunities to participate fully
- Propelled by story and lived experience
- Closing Circle

Breakout

What are ways you can or have advanced a culture of belonging in your workplace?

> "Questioning the status quo and serving the community are certainly important themes right now. These values are why I chose Berkeley and I am glad we are taking the time to analyze how we can act on those values in the interest of building a better world."
>
> — Isha Soni, Class of 2024, L&S12 Student, and Berkeley Changemaker

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Takeaways

Image credit: Jim Block

Curious to learn more?

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