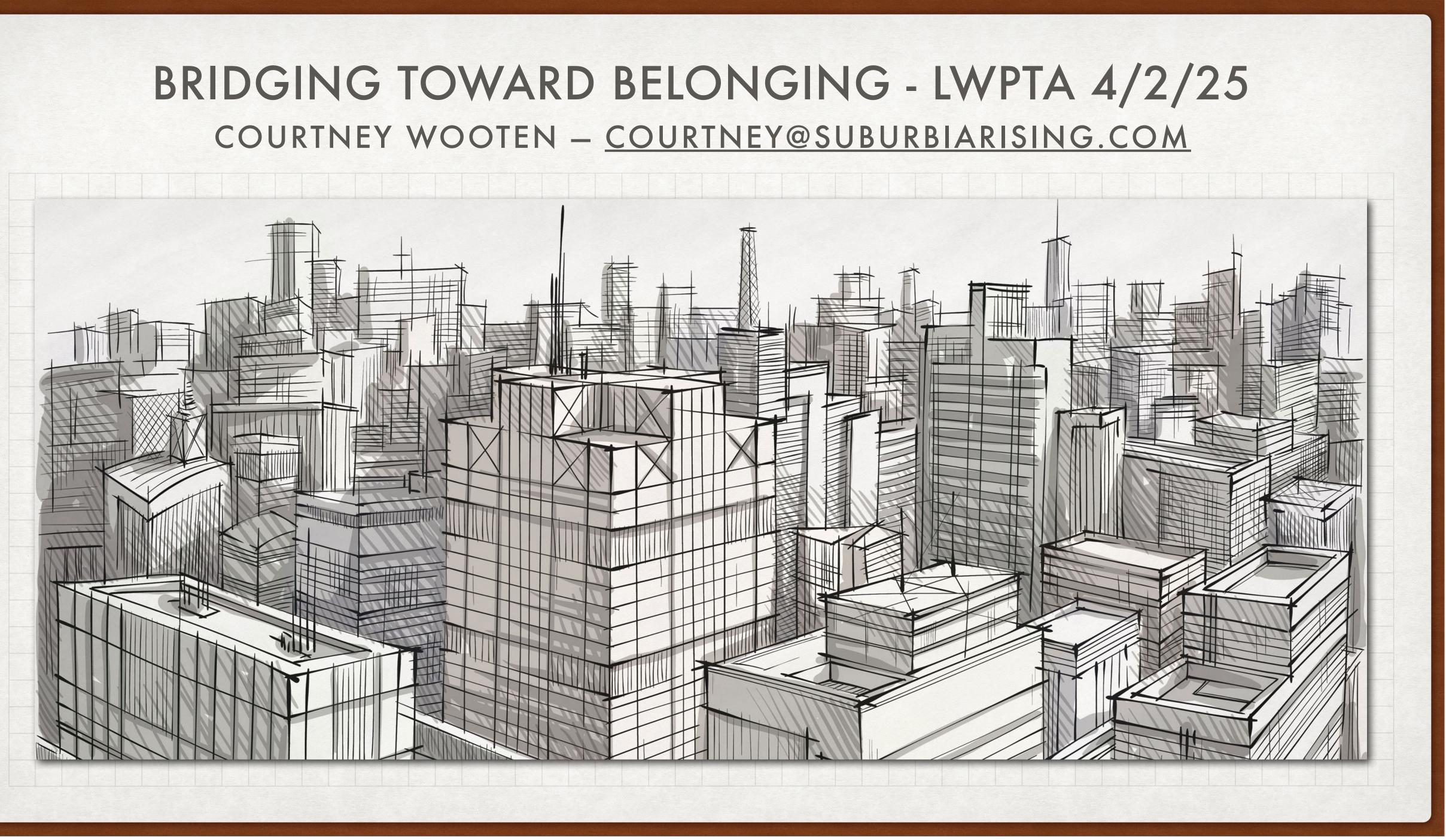
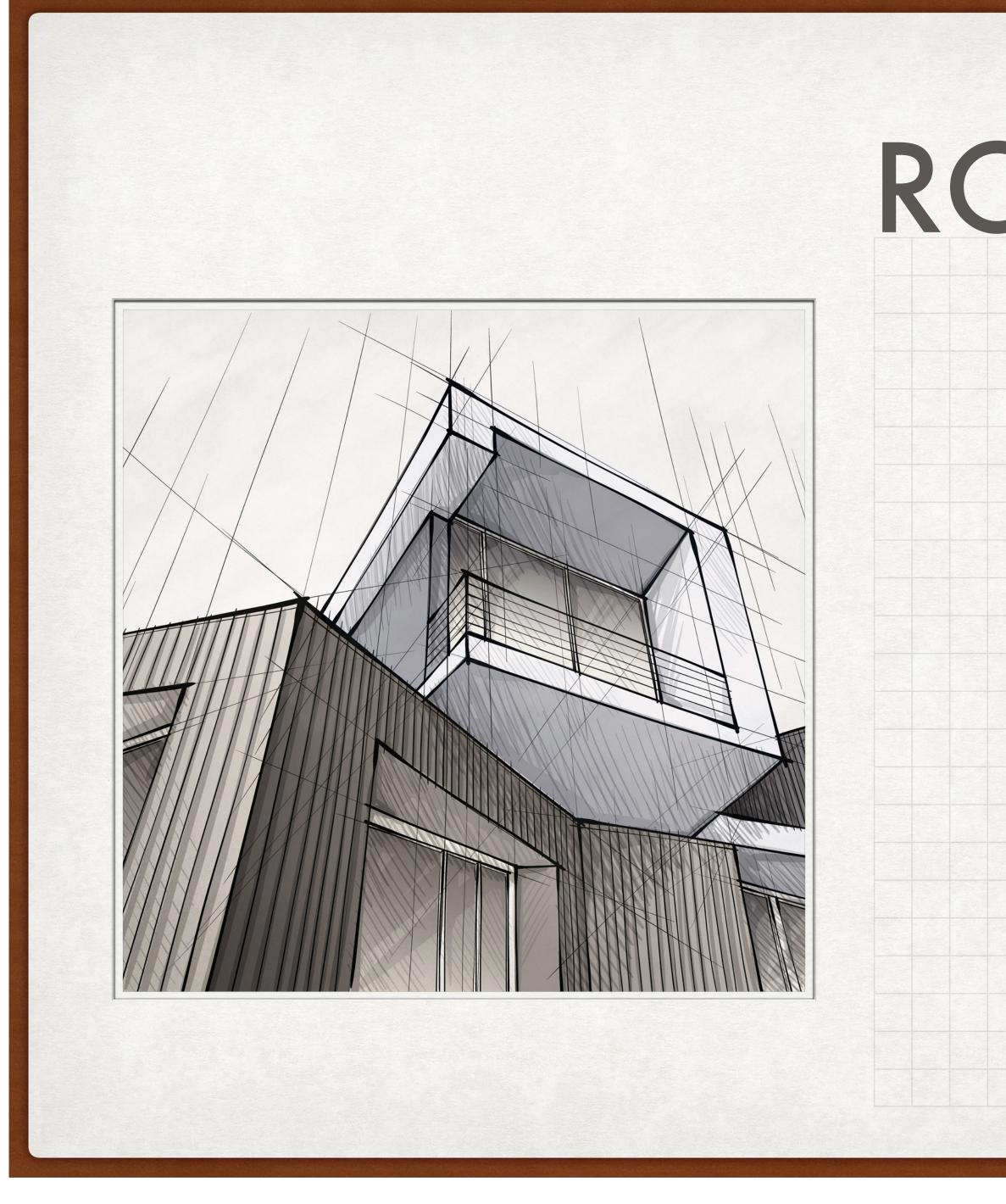
COURTNEY WOOTEN - COURTNEY@SUBURBIARISING.COM



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ROAD MAP

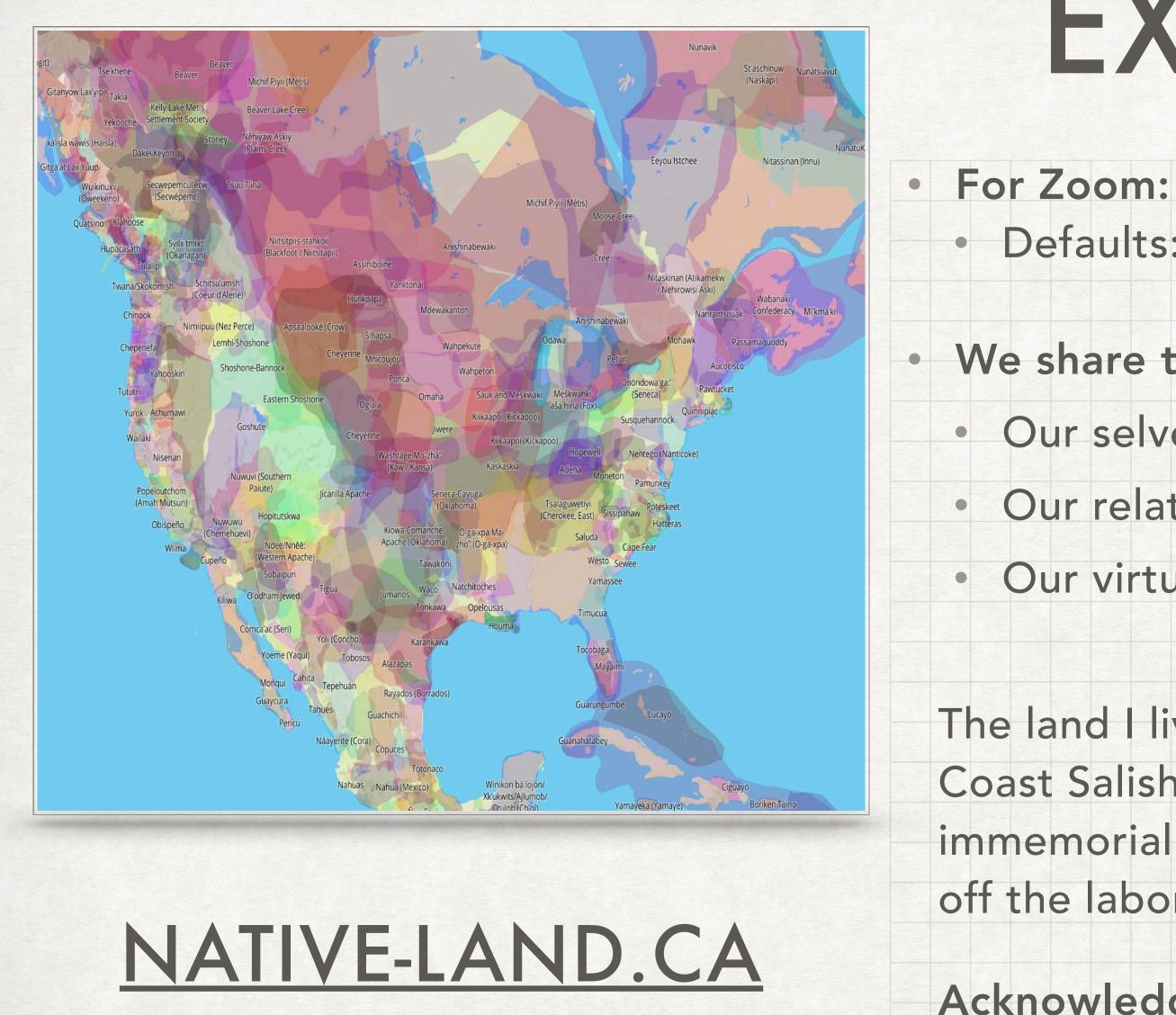
The Importance of
 Belonging

Dignity Frameworks,
 Dispositions, & Standards

Recognizing Pitfalls/
 Distortions

Additional Resources





EXPECTATIONS

- Defaults: Mute, Camera on if possible/appropriate
- We share the responsibility to care for:
 - Our selves
 - Our relationships with each other
 - Our virtual and/or physical space together
- The land I live on is the ancestral homeland of Indigenous Coast Salish people who have been here since time immemorial. I work within a racial capitalist system built off the labor of enslaved peoples.
- Acknowledging land and labor is part of my praxis.



THE IMPORTANCE OF BELONGING IN CHAT – 2 MINUTES TO TYPE

Name a space/place where you feel like you belong. Briefly describe the feeling of belonging in that space.



THE IMPORTANCE OF BELONGING HOW DO WE DEFINE & UNDERSTAND IT

- accepted and treated fairly within an environment." (Cobb & Krownapple, 2019)
- "Belonging, or being fully human, means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands on society." — john a. powell, UCB Othering & Belonging Institute
- Maslow's (Blackfoot-derived) Hierarchy of Needs:

Belonging is "the extent to which people feel appreciated, validated,

Physiological — Safety — Belonging — Achievement — Self-Actualization



THE IMPORTANCE OF BELONGING **ACROSS SCALE**

- utopic 'ideal'; creative, aspirational and affective, measurable, real
- Institutionally/Organizationally cultures with positive belonging outperform (revenue, income, stock prices, employee satisfaction &
- belonging allow us space for transformative growth

Ideologically — belonging pushes 'inclusivity' and 'equity' to their roots;

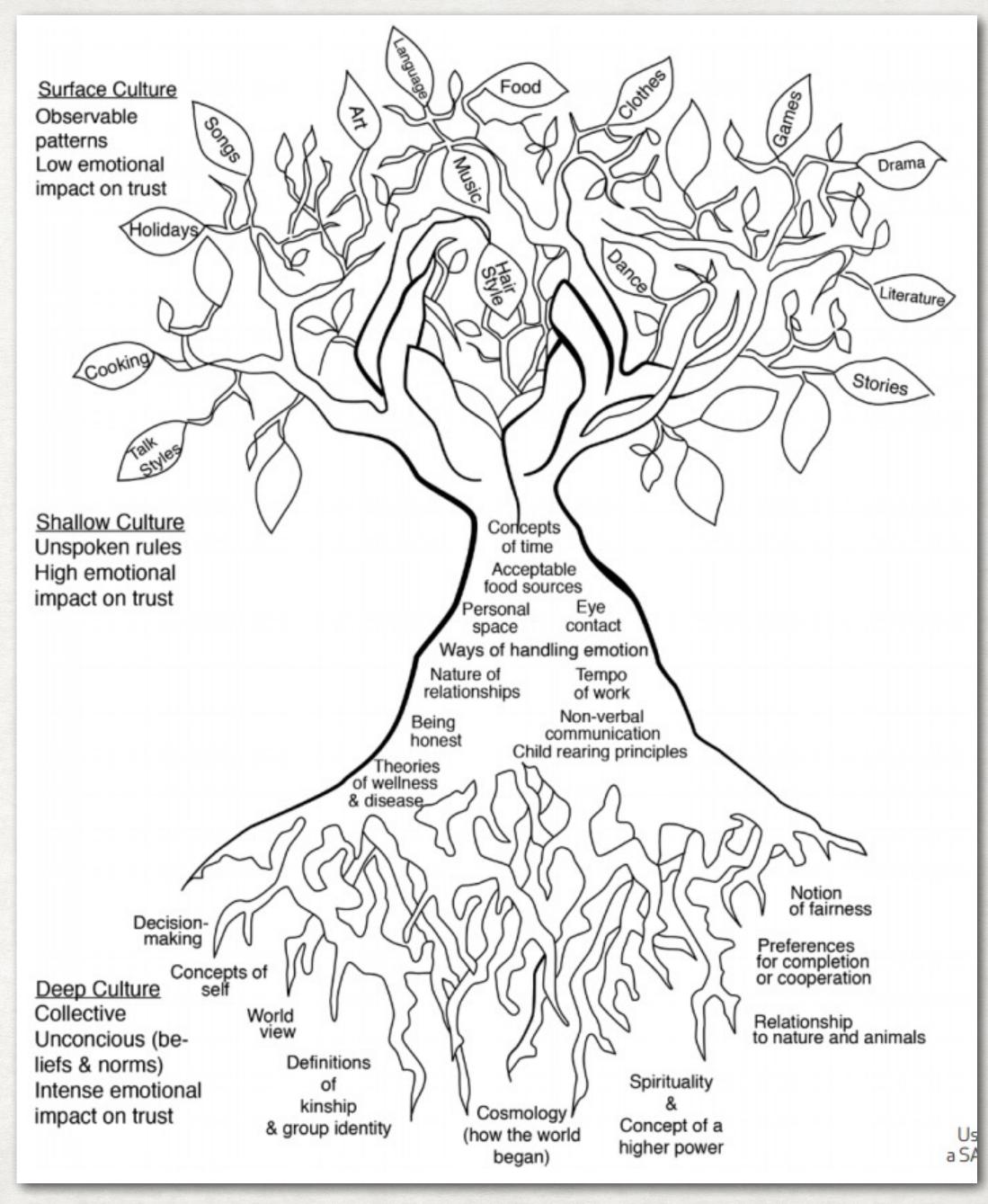
retention) their counterparts (Kotter & Heskett; Harper, 2018); student test scores, discipline rates and other metrics also correlate with belonging

 Interpersonally & Individually — feelings of belonging are physically and psychologically good and necessary for us; connections where we foster



UNDERSTANDING CULTURE SURFACE, SHALLOW & DEEP

- Zaretta Hammond's Culture Tree
- <u>Surface Culture</u>: Visible; Easy to access, understand; Less emotion
- <u>Shallow Culture</u>: Unspoken, requires observation/awareness;
 More emotion and value
- <u>Deep Culture</u>: Beliefs & Norms "Shoulds"; Intense emotion







DISPOSITIONS FOR DIGNITY PERSONAL/ORGANIZATIONAL CAPABILITIES - CULTURAL FOUNDATIONS -



Listening

Empathy

Patience

Openness



DISPOSITIONS FOR DIGNITY PERSONAL/ORGANIZATIONAL CAPABILITIES - CULTURAL FOUNDATIONS -

- Empathy Patience
- **Openness** Listening
- Journal: How has your organization built space or time for these dispositions to grow?
- How are these dispositions valued in your leadership?
 - INDIVIDUAL WRITING, THEN SMALL GROUP DISCUSSION



INDICATORS OF BELONGING GAUGE/ASSESS THE DEGREE TO WHICH DIGNITY IS HONORED - METRICS FOR GROWTH -

Appreciation

Validation

Acceptance

Fair Treatment



INDICATORS OF BELONGING GAUGE/ASSESS THE DEGREE TO WHICH DIGNITY IS HONORED - METRICS FOR GROWTH -

Journal: Describe a time you have experienced an indicator of belonging.

What was the situation? How did you feel?

CHAT "WATERFALL"

Appreciation — Validation Acceptance — Fair Treatment



STANDARDS FOR DIGNITY HOW TO PLAN & IMPLEMENT BEHAVIORS, PRACTICES, POLICIES - PRAXIS: ACTION & REFLECTION CYCLE -

 Build partnerships and community Repair harm and restore relationships Affirm differences and uniqueness Presume competence and positive intent



AS WE WORK TO HONOR DIGNITY & BELONGING BOTH URGENTLY AND SUSTAINABLY

- Community Partnerships—> Accountability checks
- Restorative practices —> Flexibility & growth (progress, not perfection; responsibility)
- Inclusion —> Innovation and better practices
- Community funds of knowledge —> Increase capacity and reach



STANDARDS FOR DIGNITY HOW TO PLAN & IMPLEMENT BEHAVIORS, PRACTICES, POLICIES - PRAXIS: ACTION & REFLECTION CYCLE -

 Build partnerships Repair harm

SMALL GROUP DISCUSSION

Affirm differences

Presume competence Journal: Which standard should our org focus on first? What would be easiest, make the biggest impact, create buzz/buy-in?

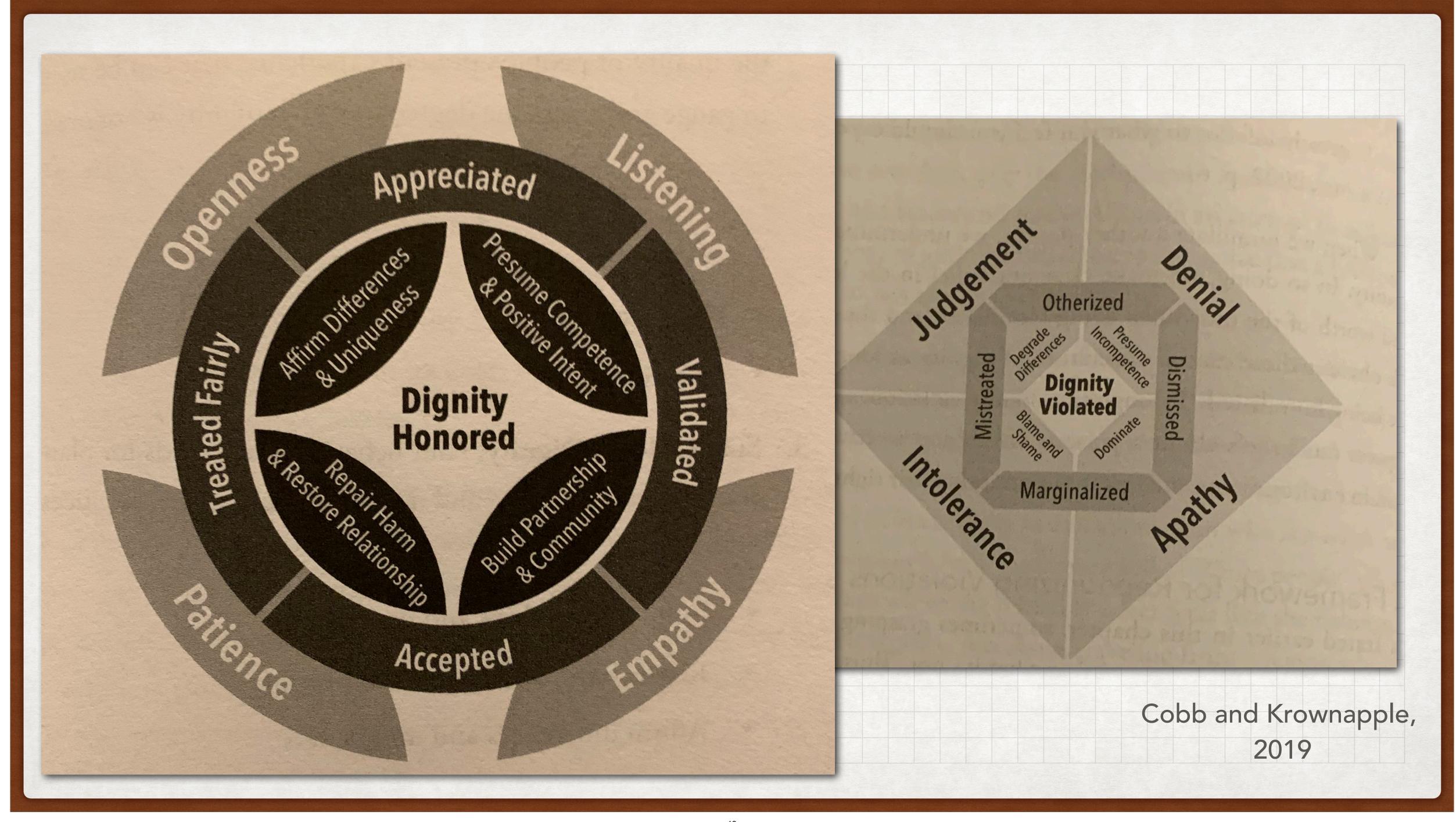




VIOLATIONS & DISTORTIONS OF DIGNITY WAYS WE ARE "SET UP TO FAIL"

- Judgement Otherizing Dismissing Denial Marginalizing Intolerance Apathy Mistreating
- Degrading differences
- Presuming
 Incompetence
- Blaming/Shaming
 - Dominating





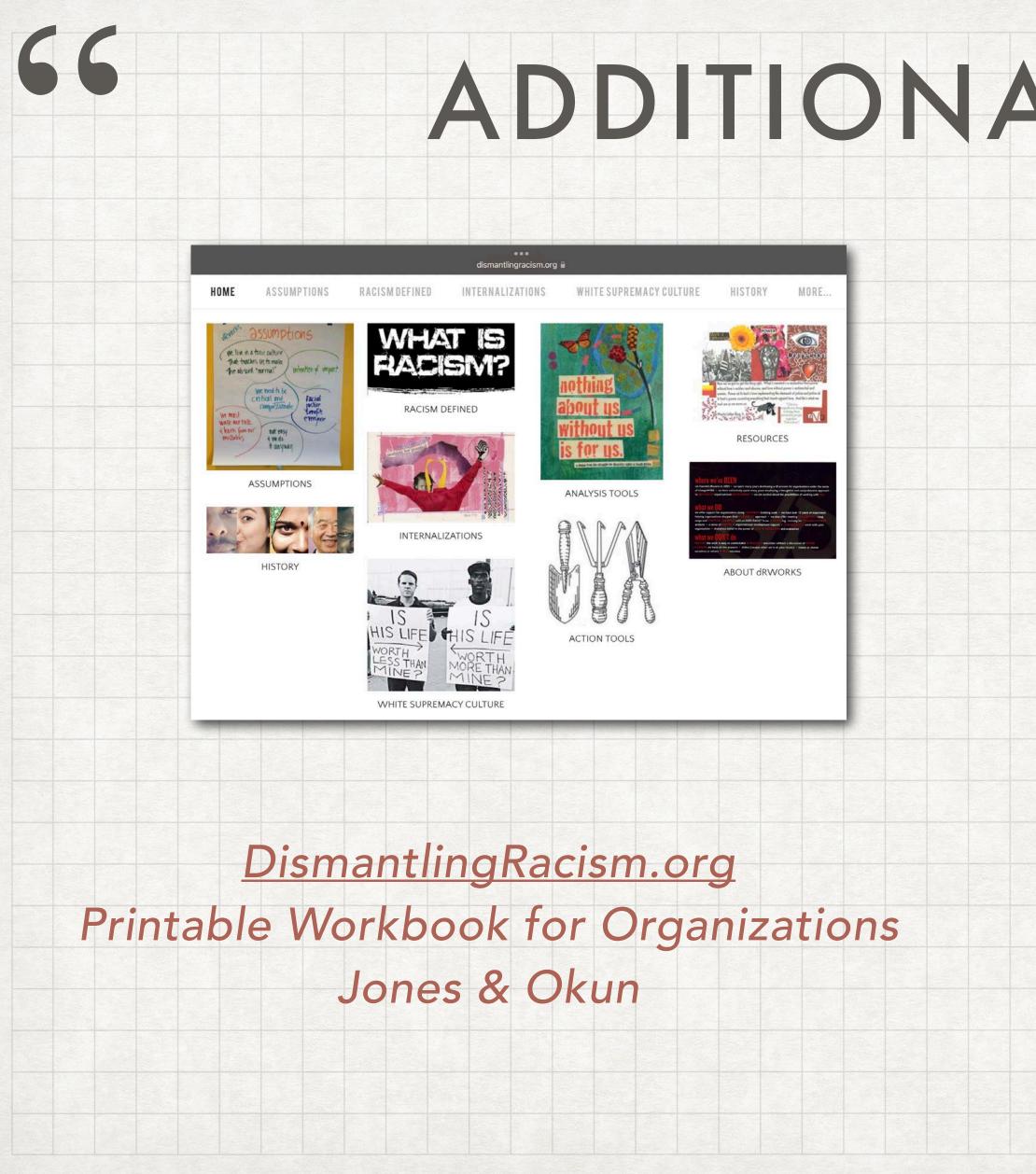
BUILDING A CULTURE OF BELONGING AND RADICAL WELCOME

Journal: Identify one of your/your org's distortions of dignity.

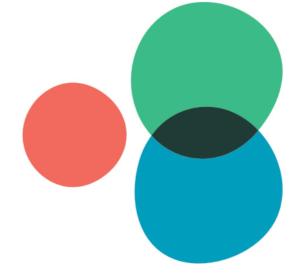
Come up with a tangible antidote.

SMALL GROUP DISCUSSION



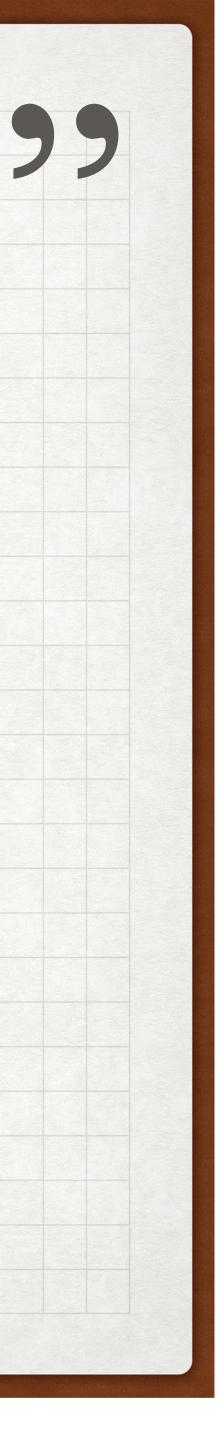


ADDITIONAL RESOURCES



Othering & Belonging Institute

belonging.Berkeley.edu Newsletter, Articles & Videos john a. powell



ADDITIONAL RESOURCES

Foreword by Yvette Jackson Culturally Responsive Teaching & THE BRAIN

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Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students

Zaretta Hammond

Culturally Responsive Teaching & the Brain Zaretta Hammond

BELONGING THROUGH A CULTURE OF DIGNITY

The Keys to Successful Equity Implementation

Floyd Cobb John Krownapple

Foreword by Brenda CampbellJones

Belonging Through a Culture of Dignity Cobb & Krownapple

