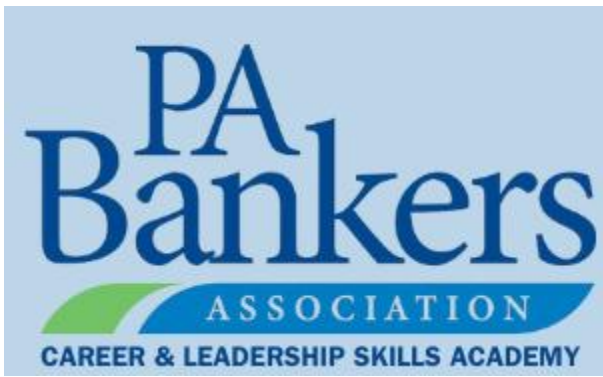




Promoting Belonging in the Workplace

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- ▶ All opinions are welcome.
- ▶ Everyone will be treated with respect.
- ▶ All information shared will be kept confidential.

Learning Objectives

- ▶ To provide a clear understanding of what inclusion and belonging means.
- ▶ To raise a greater awareness and sensitivity to belonging that go well beyond the assumed categories.

Inclusion

Foci is on creating a welcoming, equitable environment, and everyone is invited to participate.

Examples

- ▶ Employer designs an on-boarding program that includes everyone.
- ▶ Providing accommodations for interns with disabilities.
- ▶ Creating accessible online content when communicating with interns.

Belonging

Refers to an intern's feeling of being valued, accepted, and respected in their place of employment. It leads to a sense of belonging and psychological safety.

Example

- ▶ Intern feels comfortable participating in their department. They can contribute meaningfully without fear of judgment.

The Myth About Workplace Belonging



Four Components of Belonging

- ▶ **Feeling Seen:** Your unique identity and skills are recognized.
- ▶ **Feeling Connected:** You have positive relationships with peers and mentors.
- ▶ **Feeling Supported:** You have the resources needed to thrive and make mistakes.
- ▶ **Feeling Proud:** You align with the organization's culture and values.

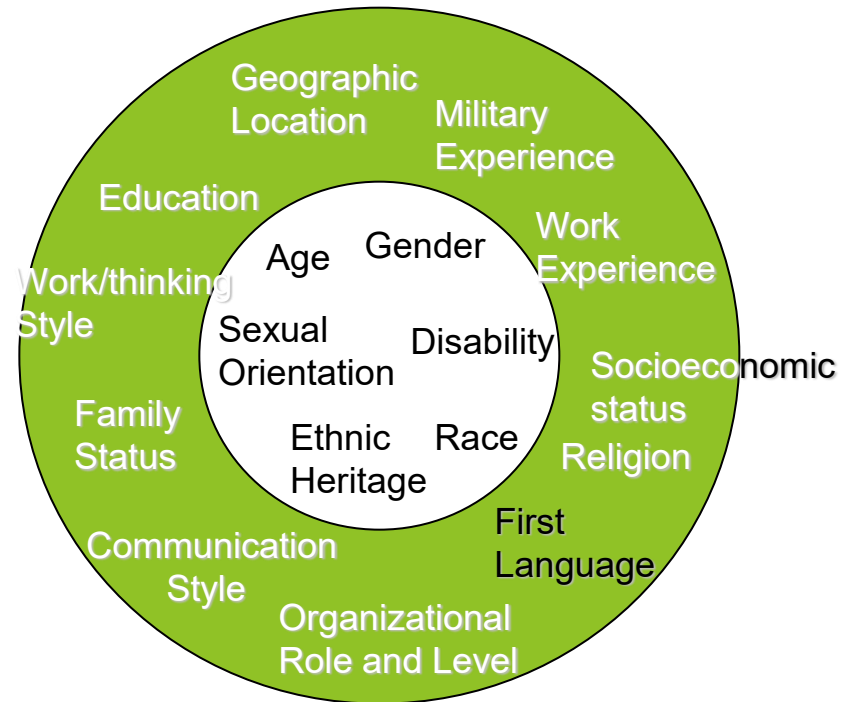
Poll # 1

- ▶ On a scale of 1-5 (one being the lowest, 5 being the highest), how would you rate your ability right now to foster a sense of belonging at your respective internship location this summer?



Exercise: What Are Your Identities?

Self-Directed Learning Exercise 1: Primary and Secondary Dimensions of Ourselves (Breakout Rooms)



How belonging boosts employee performance



*Adapted from Zall, A. (2024). Creating a Sense of Belonging in the Workplace.

Downfalls of not prioritizing “Belonging”

- ▶ Lack of variety in input, experience, etc.
- ▶ Employees who do not feel welcome can lead to lower job performance.
- ▶ High turnover rates within your organization.
- ▶ Poor public perception.
- ▶ Lawsuits.



Belonging and P.E.A.C.E. Tenets

- ▶ As humans, we all have a strong desire to be accepted and valued.
- ▶ **P.E.A.C.E. Tenets** to ensure interns feel they belong at their respective bank:

P - Psychological Safety (Coined by Harvard Scholar, Amy Edmondson) - It's okay for interns to take risks, express their ideas, raise questions, admit mistakes, all without fear of negative consequences.

E - Empathy (Compassion, Support, and Care)

A - Acceptance (Appreciation for all being their authentic self. Try your best to stay away from microaggressions.

C - Connection (Interns feel connected with one another)

E - Embrace (Interns feel valued by their contributions at work)

Actionable Steps

- ▶ How are you setting up your desk/space at your internship?
- ▶ Active Listening
- ▶ Recognize other contributions in your department
- ▶ Encourage open communication and feedback
- ▶ Avoid favoritism
- ▶ Fostering a sense of community through formal and informal interactions

Break Out Groups: Are You Ready For it?

- ▶ What strategies for fostering more belonging do you plan to implement at your internship?
- ▶ What is one step you can take on your first day to make a coworker feel welcome?

Final Thought

- ▶ **Takeaway:** Building a culture of belonging is not just your supervisor/HR's job; it is a daily practice for every single employee.
- ▶ **Call to Action:** Start building your professional network now to find your community in the workforce.

Reflection/Quick Feedback - Use Chat Feature

- ▶ One thing I will take with me from this session is...
- ▶ The questions I still have that I'd like to explore more are...
- ▶ On a scale of 1-10, I have a better understanding of how belonging impacts the workplace.
- ▶ Yes or No - Was this session helpful?

THANK YOU!!!

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