

ALIDA
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CULTURES *of*
BELONGING

— Building —
Inclusive Organizations
That Last

Non-Profit Leadership Summit
Treating Burnout with Belonging

WORKSHEET

CURRENT MOMENT REFLECTION

Independently, journal about what this current moment means for your organization.

- How are you impacted?

- What questions are you asking about being an advocate for equity, inclusion, and belonging?

- What are your employees/colleagues asking of you?



BELONGING SELF-ASSESSMENT

TAKING THE SHAREHOLD REDESIGNING BELONGING SELF-ASSESSMENT

- On your worksheet, evaluate each statement under each belonging header according to “Never,” “Sometimes,” and “Always.”
- Score each type of belonging.

SELF

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
At work, I know who I am and the unique talents/value that I bring to my team, whether or not it is recognized by others.			
At work, I feel confident in my ideas and ability to contribute, whether or not it is recognized by others.			
At work, I know how my contributions support the goals of my team and organization, whether or not it is recognized by others.			
At work, I know who I am in relationship to others and how or where I fit in with others.			
At work, I see how my contributions and role align with my long-term goals.			
At work, I am able to articulate and ask for what I need.			

Total Score: _____

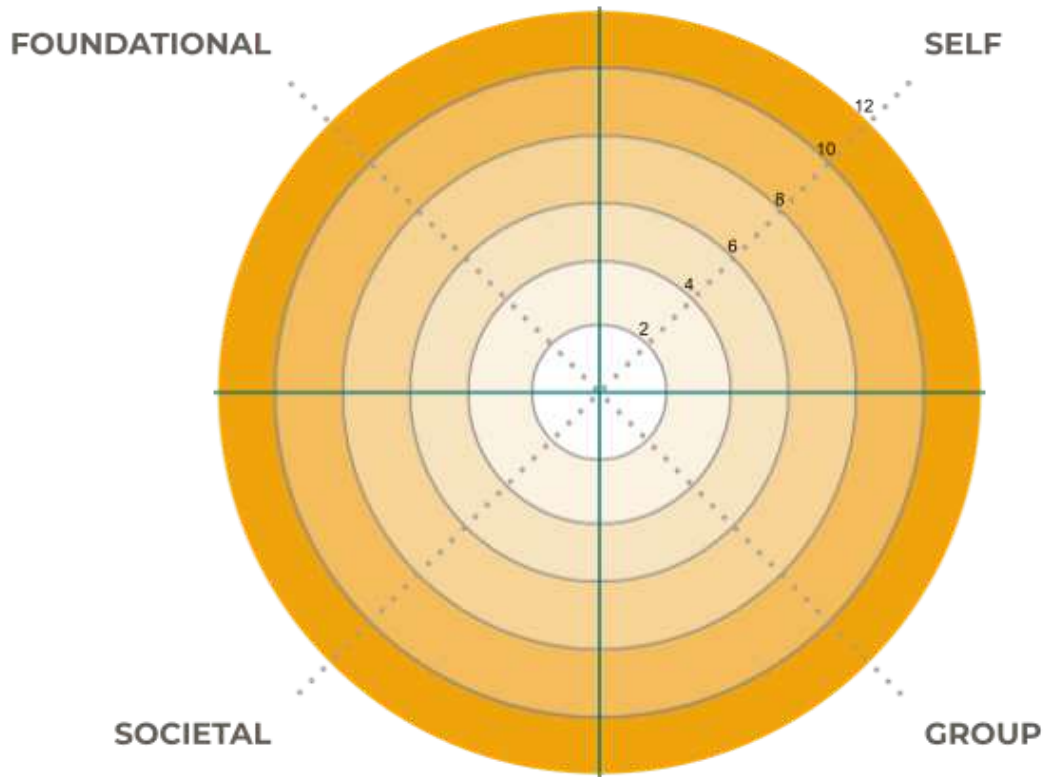
SOCIETAL

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
Beyond work and in society, I am seen, accepted, and valued for who I am by the world.			
Beyond work and in society, I am safe to be and am appreciated for my full, authentic self as I navigate the world.			
Beyond work and in society, I identify with and see others that are similar to me in the world.			
Beyond work and in society, I have the support that I need (e.g., social support, infrastructure, etc.) to be physically, mentally, socially, and financially well.			
Beyond work and in society, I have agency and power to affect change within the world.			
Beyond work and in society, I feel a sense of reciprocity and connectedness between myself and other people in the world.			

Total Score: _____



- Using the chart below, plot your score.





GROUP REFLECTION

DIGGING INTO THE MODEL

In small groups, share your diagrams with one another. Discuss:

- How do your belonging experiences compare? What is shared? What is different?

- How do your social identities, if at all, impact your ideal belonging experience?

- What would need to happen at work for you to achieve your ideal belonging experience?

- What is in your control to address?

- What is not in your control to address?



YOUR THREE R's

HOW DO RELATIONSHIPS, RESOURCES, AND RECIPROCITY SHOW UP FOR YOU IN YOUR ORGANIZATION?

Create a Three R's Table with examples.

- Consider what each of the three R's looks like in your work
- Come up with at least one practice that directly relates to each of the three R's that you can implement:
 - What do the practices look like for you?
 - What do the practices look like for your clients, employees, partners, etc.?

Belonging Competency	Practices
Relationships	
Resources	

Reciprocity	
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