



BEYOND DIVERSITY: CREATING BELONGING IN YOUTH WORK THROUGH CULTURAL INTEGRATION

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CHILD ADVOCATES, INC.**

OBJECTIVES:

1. Learn what a belonging culture is and tangible ways to create this environment.
2. Learn the organizational benefits of cultivating a belonging culture.



What is culture?

What is culture?

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The shared patterns of behaviors and interactions, cognitive constructs, and affective understanding that are learned through a process of socialization.

-Center for Advanced Research on Language Acquisition



WHAT IS BELONGING?



What is belonging?



A feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you. A sense of belonging is one of humanity's most basic needs.

- Cambridge Dictionary

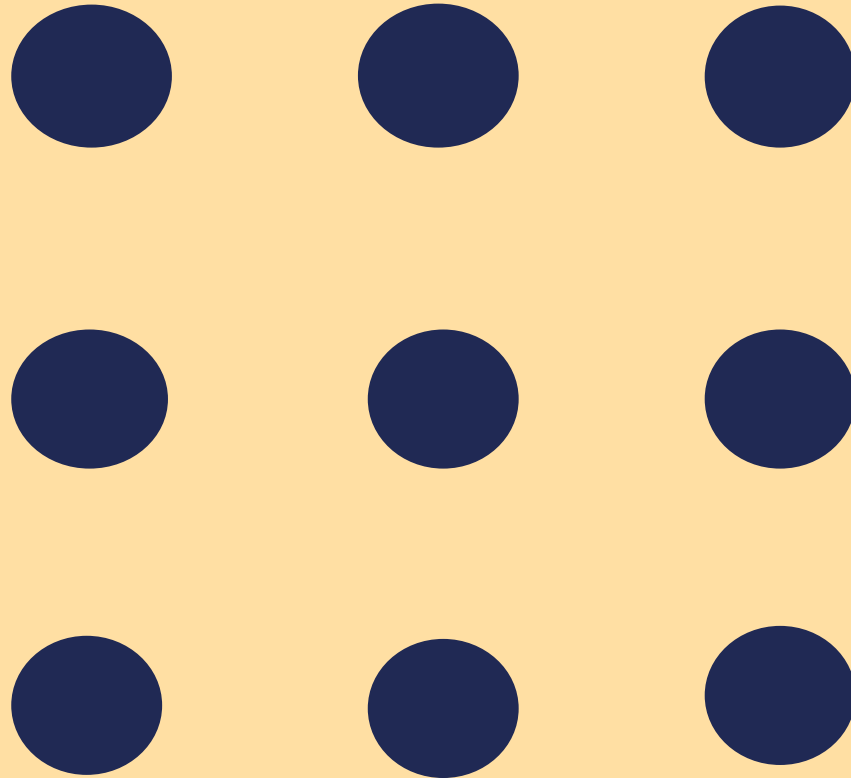
[HTTPS://DICTIONARY.CAMBRIDGE.ORG/US/DICTIONARY/ENGLISH/BELONGING.](https://dictionary.cambridge.org/us/dictionary/english/belonging)

WHY DOES IT MATTER?

Cognitive Affective Behavior

CONSCIOUSNESS





AWARENESS TEST



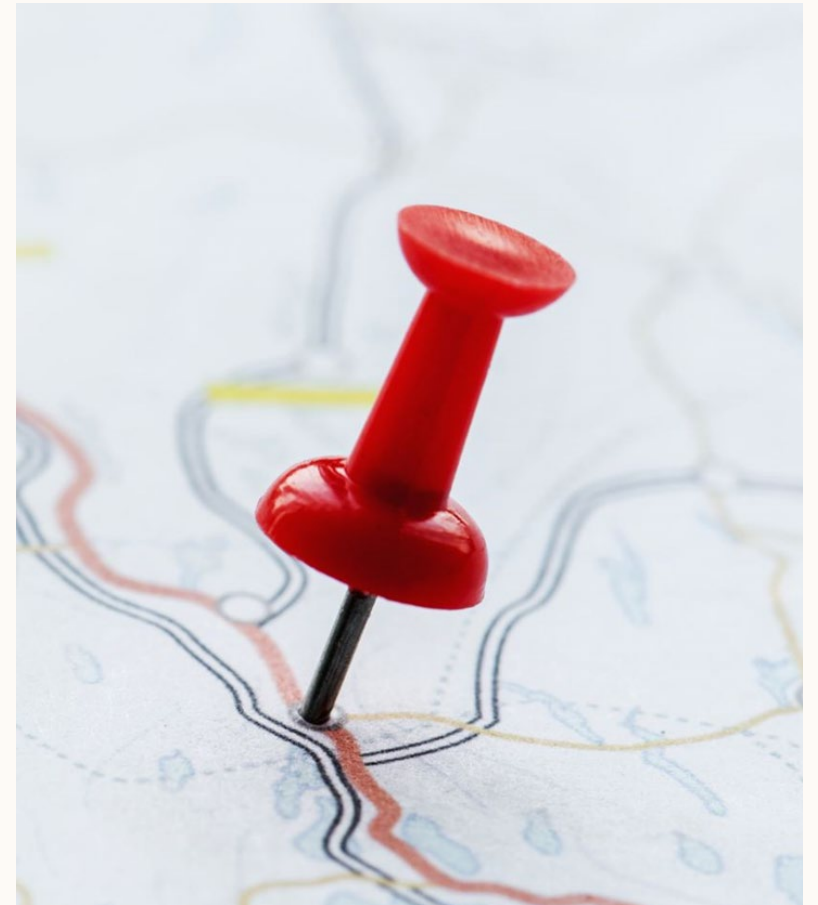
THE ROAD MAP

Critical Thinking

Creative Thinking

Communication

Collaboration



BELONGING

	Low Belongingness	High Belongingness
Low Value in Uniqueness	Exclusion Individual is not treated as an organizational insider with unique value in the work group but there are other employees or groups who are insiders.	Assimilation Individual is treated as an insider in the work group when they conform to organizational/dominant culture norms and downplay uniqueness.
High Value in Uniqueness	Differentiation Individual is not treated as an organizational insider in the work group but their unique characteristics are seen as valuable and required for group/ organization success.	Inclusion Individual is treated as an insider and also allowed/encouraged to retain uniqueness within the work group.

RECOMMENDATIONS

- Build relationships & trust
- Create belonging environments
 - articulate norms and expectations
 - assess feelings of belonging
 - role-model supportive behaviors
 - maintain standards of belonging through shared responsibility and accountability

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CONTINUE THE JOURNEY

- To attend a full workshop or for additional questions reach out to jasmine@childadvocates.net
- Spread the word!

YOUTH WORKSHOPS

Continue the conversation.

Practice accountability. Honor our children.

Youth Workshops through Child Advocates

To send a young person in your life,
email jill@childadvocates.net



childadvocates
THANK YOU

