

# Creating Belonging

The BRIDGE to Inclusion & Respect

"Live with Purpose. Lead with Heart."

"Diversity is being invited to the party. Inclusion is being asked to dance. Belonging is dancing like nobody's watching."

b· VernD· Myers (adapted)

## The Belonging Formula

RESPECT + INCLUSION + AUTHENTIC CONNECTION = TRUE BELONGING

### B Be Genuinely Curious

Ask about others' perspectives, experiences, and ideas. "Tell me more about..." shows you value their voice.

### R Recognize Unique Contributions

Notice and acknowledge what each person brings. Say "I appreciate how you..." specifically and publicly .

### I Include Every Voice

Actively invite quiet members to share. "What are your thoughts, [Name]?" ensures everyone feels heard.

### D Demonstrate Care

Remember personal details. Check in genuinely . Ask "How can I support you?" and mean it.

### G Give Growth Opportunities

Share chances to lead, learn, and shine. Mentoring and sponsoring others creates lasting belonging.

### E Elevate Others

Amplify good ideas from all team members. Credit others publicly. Be the champion of those around you.

## Signs of Exclusion vs. Inclusion

### Exclusion Behaviors

- Interrupting or talking over others
- Side conversations during meetings
- Making assumptions about people
- Using "we" vs. "they" language
- Only socializing with similar people
- Dismissing different perspectives

### Inclusion Behaviors

- Actively listening and asking questions
- Ensuring everyone can participate
- Seeking to understand differences
- Using inclusive "we" language
- Reaching out to connect with all
- Building on others' ideas

## The Platinum Rule for Belonging

Treat others the way THEY want to be treated, not how you want to be treated. Ask, listen, and adapt.

## Your Belonging Action Plan

Person I want to connect with better: \_\_\_\_\_

One thing I'll ask them about this week: \_\_\_\_\_

How I'll recognize someone's contribution: \_\_\_\_\_

My commitment to inclusion: I will create belonging by \_\_\_\_\_

## Ready to Build Cultures of Belonging?

Download more inclusion resources, book a keynote, or explore coaching at [drtimcrowley.com](http://drtimcrowley.com)