

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