



# Beyond DEI: The Building Blocks of Belonging

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# SESSION AGENDA

**1.**

- Vision / Goal for the day
- Review Dialogue Commitments

**3.**

- Full group debrief from opening session
- “Building Blocks of Belonging” discussion

**5.**

- Table sharing: real-world stories from your workplaces - challenges, roadblocks, successes

**2.**

- Warm-up exercise with a partner
- Share with the group

**4.**

- Table conversations around the state of DEIB at your organization
- Share with the group

**6.**

- Full group session review and next steps

# VISION FOR THE SESSION

To establish a brave, trusting space and facilitate conversations within small cohorts around the current and future state of DEIB and workplace culture.

Participants will work alongside facilitators and peers to determine how workplaces can establish a sense of belonging in the face of various challenges and roadblocks.

Together, we'll each harness our individual ability to make change within our sphere of influence, working towards a future where our workplaces are spaces of authentic connection, understanding, and growth!

# DIALOGUE COMMITMENTS

- We're working to co-create our outcomes - everyone together towards solutions, no one individual has all of the answers
- This is a brave (safe) space / respect confidentiality
- Take breaks when you need to – no judgment
- We're working towards creating change, there will be times of discomfort, that is okay
- Communicate honestly and respectfully - attack issues, not people
- Be aware of your speaking time and that of others
- Listen beyond what you already know
- Check assumptions
- Find commonalities while recognizing different backgrounds and life experiences

# WARM-UP

## WITH A PARTNER...

- What brought you here today?
- How do you identify? How would you describe your “Diversity Story”?
- Discuss the last time you felt included and / or excluded within your current role or at your current organization? How did both of those instances feel?
- What are you hoping to achieve/walk away with at the end of today?

# BUILDING BLOCKS OF BELONGING

- Cultivating Curiosity
- Establishing and Maintaining Trust
- Empowering Employees to Action
- ...what others come up for you?

# YOUR ORGANIZATION'S CURRENT DEIB

## AT YOUR TABLE...

- Who feels a sense of belonging at your workplace? Who doesn't? What makes you say that?
  - What makes you say that?
  - What are the patterns?
- What do you have in place at your workplace that helps create a space of belonging? What detracts from that?
- What are specific things you are feeling uncomfortable with in the DEIB space right now / some things that you're looking to challenge yourself to do differently and/or continue doing in your workplace?
- How is your organization addressing skepticism around cultures around DEI (or not addressing it)?

# SHARE YOUR STORIES

- As you feel comfortable, share stories from your workplace / experience about belonging challenges / roadblocks / successes
- Within your group, discuss ways that a sense of belonging could be established or in the case of a success story, how belonging was fostered.



# REVIEW & NEXT STEPS

- How are you feeling now vs. when you first came into the room?
- Everyone has a "sphere of influence." What are actionable steps you can take to build and maintain a genuine workplace culture of belonging in your organization?
- Is there someone you met today, you feel you can check-in with, and compare notes on progress with your DEIB efforts?
- Check-in call in 30 days

**Thank you for all your  
work to build greater  
DEIB!**

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