



CULTIVATING A SENSE OF BELONGING

Cultivating BELONGING



JOE ROBERTS, CMAA

Athletics Director
Princeton City Schools
joroberts@vikingmail.org
419.566.1255



AKUA TWUMASI, RAA

Athletic Coordinator
Young Women's Leadership Academy
akua.twumasi@fwisd.org
847.345.1975

Where do you belong?

Please share...

The places and spaces where you belong. Is there some
order to those that you mentioned?



Maslow's Hierarchy of Needs

Practical Applications: In fields like education, healthcare, and workplace management, Maslow's framework helps identify barriers to motivation and guides strategies to fulfill various needs.

Love and belongingness reflects the human need for social connection, including friendship, family, and romantic relationships. A sense of belonging and acceptance is essential for psychological well being and can even override safety needs in some cases.



Maslow's hierarchy of needs

7- Drivers to Cultivating BELONGING



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Embracing Humans



Avoid Favoritism

ENSURE LEADERS AVOID FAVORITISM

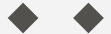
Leaders should strive to treat all employees fairly and without bias. This means avoiding favoritism and creating a workplace culture where everyone feels respected and valued.





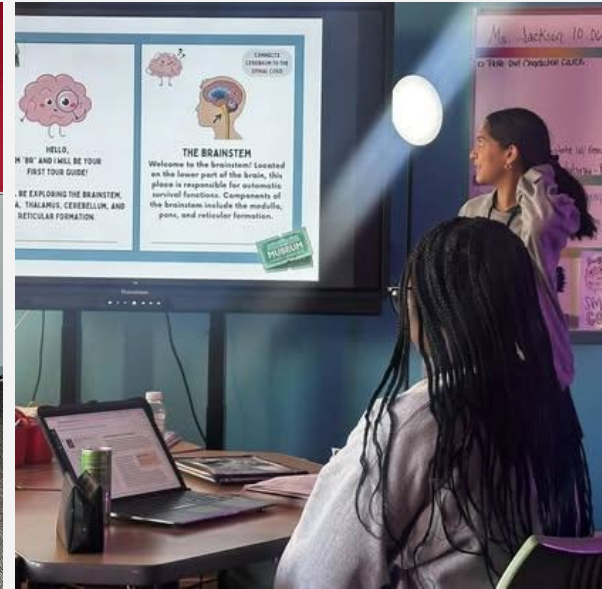
Decision Making

EMPLOYEES FEEL INVOLVED IN BUSINESS DECISIONS



Transparent Access

PROVIDE EQUAL AND TRANSPARENT ACCESS TO INFORMATION



Fair practices

FAIR PROMOTION PRACTICES

Promotions are your organization's opportunity to demonstrate its values, and a key area where your organization can fail to live up to its stated ideals.



Recognition

RECOGNIZING EMPLOYEES FOR THEIR HARD WORK

When employees are recognized for their contributions, the organization signals that it values their unique potential.

- Peer- to - peer

When everyone is empowered workers feel higher levels of belonging.

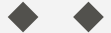


Feeling Welcome

MAKE EMPLOYEES FEEL WELCOME

- Recognize the impact of a new member
 - Don't tie all perks to tenure
- Actively seek new members ideas

New team members that feel welcome (ideas included) outperform the competition.



Embrace to whole human being



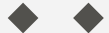
EMPLOYEES SAFE TO BE THEIR TRUE SELF

Employees must feel like they can bring their whole self to work.

- Celebrate differences
- Learn about different work experiences



INFJ personalities might come across as somewhat reserved, but they are fueled by a profound internal passion. Stimulated by deep, reflective thought and an enormous amount of empathy, they dedicate themselves to the pursuit of purpose.



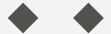
A word on belonging...



PERCEPTIONS OF AFRICAN AMERICAN MALES

- Harris and Duhon (1999) chronicle that many African American males fail purposely in school to avoid ridicule from the peers and maintain masculine status. Playing on one's desire to be accepted and fit in, incessantly, failure in school for African American males in their sought - out groups binds them together in a sense of belonging and shared experience (Davis J. E., 2003).
- Suggestions to implement for practice in meeting the needs of African American males in high school, and increasing the probability of school success include:

Cultivate a school culture that promotes leadership, self - care, positive response to adversity, and offers stability and a sense of belonging.





BENEFITS OF BELONGING



3 times more likely that **people**
look forward to coming to
work



3 times more likely to say their
workplace is fun!



5 times more likely to want to
stay at their company for a
long time

What do you see as a benefit of
belonging?



9 times more likely to believe
people are **treated fairly**
regardless of their race



How do you believe belonging
impacts **YOU** in your job
retention?

IS YOUR ORGANIZATION DOING ENOUGH TO FOSTER A SENSE OF BELONGING?

ALWAYS ON TIME

We never miss a deadline. You can rely on us and rest assured that your product will be ready on time



OUT - OF - THE - BOX

Our out-of-the-box ideas are creative solutions that challenge the status quo and provide unique value



CUSTOMER SERVICE

We focus on providing a high level of customer service so that the experience is positive



SIMPLE SOLUTIONS



RESPECT AND HONOR TIME

Be timely to scheduled meetings - not only is your time valuable and limited - so is the time of your staff.

MAKE DEPOSITS

Spend time with staff getting to know them. Make deposits into the “relationship bank”. You don’t have to be BFFs, but it helps to know their husband’s name or their favorite hobby.

COLLABORATION

Offer opportunities for your employees to collaborate with one another. The relationship building doesn’t only need to be with you, it needs to be with colleagues also! How do you include coaches that aren’t working in your buildings?

**What do you do to make
folks belong to your
organization?**



Presenters

*Thank You for Joining
Us Today!*

Joe Roberts, CMAA
Athletics Director
Princeton City Schools
Cincinnati, Ohio
Email: jroberts@vikingmail.org

Dr. Akua Twumasi, RAA
Athletic Coordinator
Young Women's Leadership
Academy
Fort Worth, TX
Email: akua.twumasi@fwisd.org





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