

# Creating A Sense of Belonging

“None of us is as good as ALL of us”



## Presenters

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**BELONGING  
BEGINS  
WITH US**



## **01 Ice Breaker**

It takes intentional acts to get people to feel like they belong.

## **02 Belonging**

What does that mean? What does it look like within your department?

## **03 The Need to Belong**

A case for why?

## **04 Creating a Culture of Belonging**

Tangible practices that schools can use.

# **TABLE OF CONTENTS**

# Ice Breaker

Jan Ken Po  
“Rock, Paper, Scissors”

## Questions

1. **Talk about a time you felt excluded from a group. What situations or behaviors made you feel this way?**
2. **Talk about a time when you felt like you belonged to a group. What situations or behaviors made you feel this way?**

**it starts  
with me**

**“Take the first step in faith. You don't have to see the whole staircase,  
just take the first step.”**

**—MARTIN LUTHER KING, JR.**

# Understanding Belonging

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The new buzzword

Search for the secret  
sauce

Finding a common  
definition



**BELONGING**



# 5 TENETS OF BELONGING



PSYCHOLOGICAL  
SAFETY

**P**

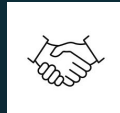
TRUST  
SAFETY  
CURIOSITY



EMPATHY

**E**

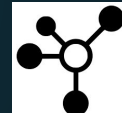
CARE  
COMPASSION



ACCEPTANCE

**A**

AUTHENTIC  
SELF



CONNECTION

**C**

WANTED  
A PART OF



EMBRACED

**E**

VALUE  
RESPECT  
APPRECIATION

## BELONGING

Is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work/school. When employees feel like they don't belong at work, their performance and their personal lives suffer. Creating genuine feelings of belonging for all is a critical factor in improving engagement and performance. It also helps support business goals.

[\(Taken from Cornell University\)](#)

# The Case for “Why”

## Empathy Works

In employees that feel “productive” 71% reported feeling close to co workers

## Keeps Your People at Your School

Customer retention rates are 18% higher when employees feel engaged

## Produces a Better Product

Organizations with high employee engagement are 22% more “profitable”

## DEIB Training Works to Diversify

Harvard Business review saw a rise in management of 9%-13% five years after training

## Increases Feelings of Safety and Agency

6 out of 10 employees that participated in training felt that it worked

## Meets Expectations from Employees

54% of professionals that were surveyed wanted their employers to have more DEIB training in 2019. This has only increased

## The How

Assess Your Readiness:

### Individual:

Who do you invite over to your home? What types of people do you closely associate with in your inner circle?

### Departmental:

1. <https://surveysparrow.com/blog/diversity-and-inclusion-survey-questions/>
2. Make time for authentic check in

## **Inclusive Sports Programs**



**Mentorship &  
Leadership  
Programs**



## Equal Access to Facilities





## Student Affinity Groups



## Community Engagement



**Celebrate Diversity**



4TH ANNUAL **OCT. 19 - OCT. 21**  
DIVERSITY AND INCLUSION  
SOCIAL MEDIA CAMPAIGN

UTILIZE  
**#NCAAINCLUSION**  
ON

DAY 1: "My Voice, My Platform" • DAY 2: "Championing Change" • DAY 3: "Belonging is..."

**PRESENTED BY**

NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE  
NATIONAL STUDENT-ATHLETE ADVISORY COMMITTEE

## **Diversity Training & Workshops**

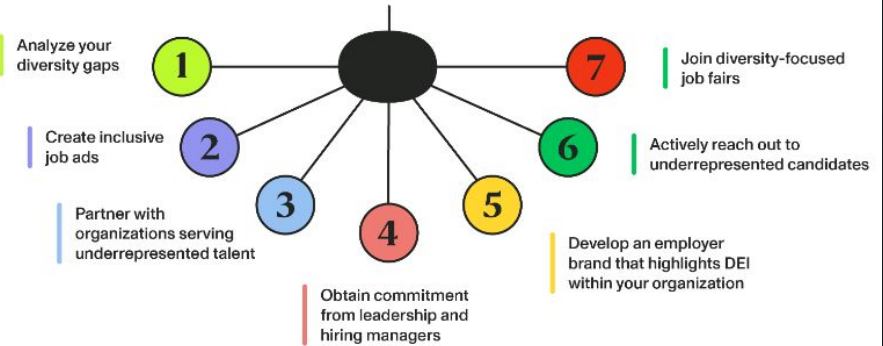


## **Inclusive Policies**



# Inclusive Hiring Practices

## Diversity Hiring Practices



## **Anti Bullying/ Hazing Campaigns**



# Feedback Mechanisms

## EFFECTIVE FEEDBACK

Effective Feedback Cycle





# OWNING YOUR SENSE OF BELONGING

YOU are in the driver's seat

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YOU hold most of the power

YOU are the decision maker

YOU can change the status quo

**"If you want people to thrive and be at their best. It's simple.  
Create the conditions for belonging."**

## **Resources/References**

**BELONGING - The Science of Creating  
Connection and Bridging Divides  
by Geoffrey L. Cohen**

**The Need to Belong  
by Rick Tune**

**5 Tenets of Belonging, Carin Taylor,  
Chief Diversity Officer at Workday**

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**THANKS!**