



*Smart Strategies for Talent Development*  
**Creating a Culture of Belonging**

*Presented by Kate Ebner with special guest Kim D'Abreu*



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# Welcome!



**Izzy Martens**

Webinar Host

Senior Manager,  
Client Experience  
*The Nebo Company*

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# How to participate in today's webinar

## 1. Participate in the poll

- At one point during this webinar, you'll be invited to participate in a group poll. Please do so!

## 2. Type in your questions

- Kate and Kim will save time at the end for answering questions. You will use the Q&A function to type in your questions and we will read them aloud.
- If you have a question at any time during the webinar, please feel free to write-in your question using the 'Q&A' or 'chat' function in your Zoom window.

## 3. Troubleshooting

- If you need help troubleshooting at any time during the webinar, please send me a direct email at [imartens@nebocompany.com](mailto:imartens@nebocompany.com)



**Kate Ebner**  
Founder and CEO,  
Executive Leadership Coach



**Kim D'Abreu**  
Leadership Coach,  
Diversity and Inclusion  
Practitioner

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# Creating a Culture of Belonging

*True belonging doesn't require you to change who you are; it requires you to be who you are."*

*– Brené Brown*

*"A smile is the universal welcome."*

*– Max Eastman*

*"I long, as does every human being, to be at home wherever I find myself."*

*– Maya Angelou*

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# A Culture of Belonging

## *Is defined as:*

*“an environment where all constituents have the freedom to be themselves and connect with others while contributing to our common future.”*

**A Culture of Belonging values each individual and their contributions to the greater goals of the organization.**

Belonging – embraces a multiplicity of perspectives

- Shared identity
- Shared destiny
- Shared interdependence
- Shared values
- Authenticity

(Howard Ross,  
2017)

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# Inclusion vs. Belonging

## **To be included means...**

- Safety
- Respect
- Engagement
- Value
- Motivation

## **To belong means...**

- Accountability
- Acceptance
- Humility
- Interdependence
- Investment

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# Diversity vs. Belonging

**‘All the men are psyched’ about Goldman Sachs’ relaxed dress code. For everyone else, it’s complicated.**

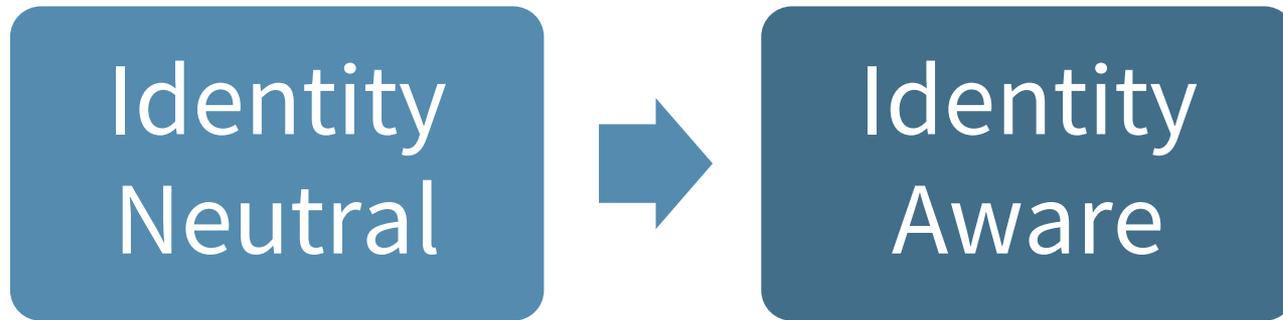
**How Microaggressions Can Affect Wellbeing in the Workplace**

**Why Women of Color Get Less Support at Work, Research Confirms**

**LGBTQ+ panelists examine experiences, challenges in tech**

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# Leading today requires a conscious commitment to becoming identity aware



**Identity awareness is an aspect of emotional intelligence, which is the baseline of all leadership.**

A grayscale photograph of two women sitting at a table, engaged in a conversation. The woman on the right is looking towards the woman on the left, who is partially visible in profile. The background features a window with a grid pattern and several potted plants on a shelf. A thin horizontal line is visible at the top of the image.

*Group Poll: What is your biggest challenge when it comes to creating a culture of belonging?*

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# Four Cultural Competencies

Cultivating Emotional Courage

Creating Space for Authenticity

Taking Responsibility

Adopting Equitable Policies and Practices

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# Leaders set the tone and create powerful openings for learning

When leaders bring awareness to how “isms” manifest in current workplace culture and behaviors, we can begin to create conditions where all people thrive, individually and together.

*By developing the four competencies, we can notice, engage, learn and change our cultures.*

Addressing the hidden as well as the visible injuries of racism, classism, sexism, homophobia and all the other –isms in our society and naming the structural nature of these injuries, takes time. The competencies provide an entry point for this important work.

# *Cultural Competency #1: Cultivating Emotional Courage*



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# Cultivating Emotional Courage

1. Normalizing discomfort
2. Exercising humility
3. Fostering a curious mindset
4. Practicing

*“I wanted to help...I came up with a plan. Interestingly, I didn’t spend a lot of time talking to the actual people in the actual neighborhoods because my belief system had already told me I had little to learn from inferior people about their own circumstances. In hindsight it was preposterous.*

*I was trapped in my own paradigm and I didn’t know yet that there was an incredibly different explanation from what I was seeing.”*

Debby Irving

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# Tips for practicing emotional courage

## Listen to build relationships

- Be fully present
- See the person before you
- Be open and curious

## Acknowledge and learn

- Acknowledge feelings, values, strengths
- Ask powerful questions to deepen understanding
- Share back what you heard to vet your interpretation

## Share your perspective

- Set a clear intention
- Bring your voice into the conversation
- Share your intention
- Embrace vulnerability where possible: allow to be seen

## *Cultural Competency #2: Creating Space for Authenticity*



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**“Covering up and staying below the radar exacts a huge toll. Suppressing one’s authentic self can have dramatic consequences, including isolation, alienation and disengagement, with predictable effects on commitment and performance.”**

– Sylvia Ann Hewlett, Center for Work Life Policy



**It is important for leaders to uncover strategies for enhancing authenticity in the workplace, especially for persons from diverse identity groups**

What do you think it means to create space for authenticity?

*Send us your best ideas in the chat or Q&A boxes!*

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**We judge ourselves by our  
intentions.**

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**And others by their  
impact.**

# *Cultural Competency #3: Taking Responsibility*



# Taking Responsibility

- Practice inclusive language
- Look for opportunities to amplifying voices across difference
- “Call-in” and “Call-out” instances of harmful behavior
  - Micro and macro aggressive behavior

**When leaders take a stand for creating change, the change happens.**

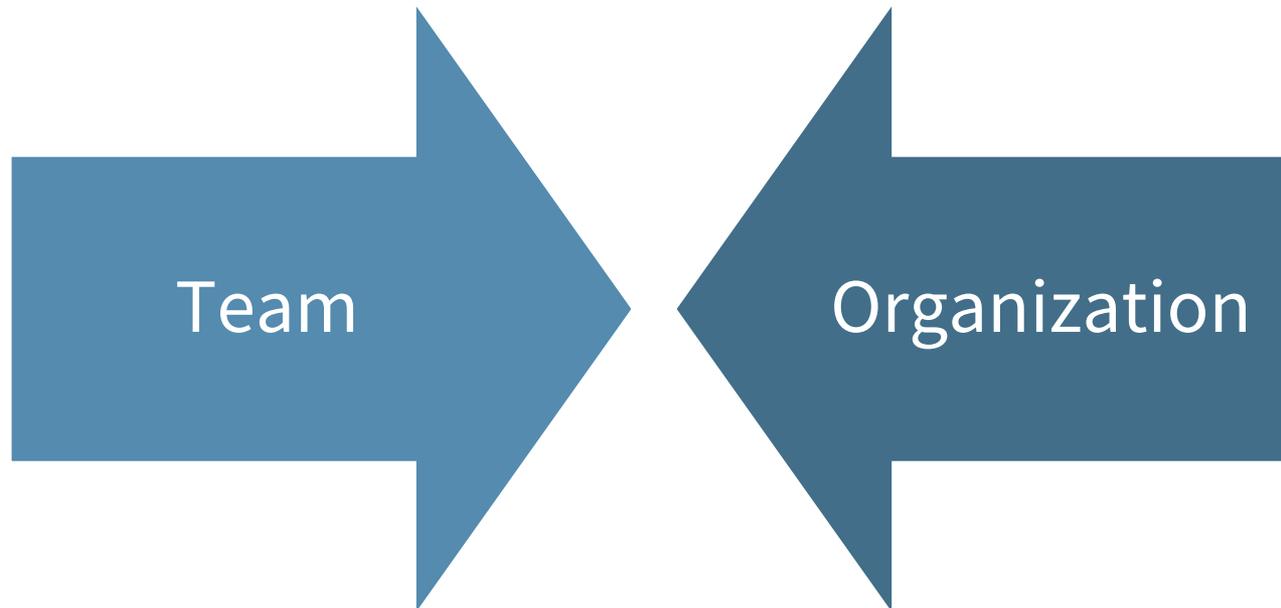


# *Cultural Competency #4: Adopting Equitable Policies and Practices*



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# Adopting Equitable Policies and Practices



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## Team

- Recognizes every individual's talent inclusive of their identity and culture and treats all employees with dignity and respect
- Has an official definition and shared understanding of diversity and inclusion
- No favoritism and segregated groups based on hierarchical standing
- Actively engage staff leaders from diverse backgrounds (e.g., distribute non-diversity related key assignments, capitalize on their strengths and networks).
- Handles conflict in productive ways

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## Organization

- Mission, values, and/or strategic plan includes an expressed diversity and inclusion commitment
- Non discrimination policies
- Messaging, visual imagery and communication that reflects our value of diversity
- Mitigate the “taxation” levied for diverse communities to lead the all diversity work of the organization
- Regularly collect, disaggregate, and publish demographic data
- Performance reviews with metrics related to positive climate
- Annual organizational climate surveys

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## Closing Thoughts...

Creating and sustaining an environment where individuals across difference feel fully accepted and supported to succeed will take both **individual** and **collective commitment** to **transformational change**. **The competencies described today present an entry point.**

# Envisioning a culture of belonging: What does success look like?



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# Discussion



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How to Bring Focus to Coaching**

**August 20, 12pm EST**

**The Magic and Methods for  
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**October 29, 12pm EST**

**Coaching Across Cultures**

**December 10, 12pm EST**

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