

ENHANCING BELONGING

WHAT INCLUSION LOOKS LIKE

What Is Belonging?

The sense of being accepted, valued and seen as a valid contributor to a group, included as an insider

Belonging

Feeling Like an Insider



- ☐ active members of a group
- ☐ hold a sense of connection to others and to the space
- ☐ feeling valued and validated
- ☐ free to be authentic, to freely express oneself
- ☐ accepted by and accepting of others

Feeling Excluded



- ☐ ideas suppressed or attributed to an insider
- ☐ voice ignored – feels unheard
- ☐ contributions belittled
- ☐ knowledge dismissed

This is also known as **oppression**

Fostering Inclusion

What Is Inclusion?



- ☐ someone is included when
 - ☐ their opinions are sought
 - ☐ their ideas are considered
 - ☐ their presence is welcomed
 - ☐ their voice is heard

Allyship*



- ☐ transferring the benefits of privilege to those who lack it right in the moment
- ☐ helping the marginalized be included by
 - ☐ listening more; speaking less
 - ☐ attributing their ideas to them
 - ☐ amplifying what they say
 - ☐ being willing to **be corrected** when mistakes happen (and they will)

Advocacy*



- ☐ guide others with privilege to educate themselves about their privilege
- ☐ speak up for the oppressed even when they are not around
- ☐ call out discriminatory comments

Advocacy

Advocacy vs Allyship



- ☐ less immediate
- ☐ less situational
- ☐ more planning
- ☐ more time

Types of Activities

- ☐ meeting topic
- ☐ panel presentations
- ☐ conference event
- ☐ small group discussions
- ☐ guided reflections
- ☐ video + questions

Keep in Mind...

- ☐ know your audience:
 - ☐ level of knowledge/understanding?
 - ☐ diversity?
- ☐ provide interactivity:
 - ☐ best learning is through practice
 - ☐ lectures create distance
- ☐ positive, affirmative tone
 - ☐ no blame
 - ☐ invite action
 - ☐ acknowledge others' efforts



*see infographic titled "Allyship" for recommendations of what more to look for and how to step up and make a difference
Recommendations to add to the list?
Let us know at the address below

For more information: the Indigenous Ally Toolkit (2019) at <https://bit.ly/Ally-Toolkit> is an excellent thorough resource for knowledge, reflection and discussion; the Guide to Allyship on the Anti-Oppression Network <https://theantioptionnetwork.com/allyship/> is a good starting point, providing manageable and thought-provoking bits of information. Also see the post <https://bit.ly/Ally-Advocate-Action>. All images developed using the tools of FlatIcon.com.

This infographic was developed by Dr. Katherina Torral-Lokhorst, Ph.D., FEC, FGC (hon), in consultation with like-minded individuals and organizations working towards a better culture in engineering and beyond. Anyone wishing to use this document are welcome to do so at no charge. If you pull content from this document, please acknowledge the author and use the same Creative Commons attribution.

