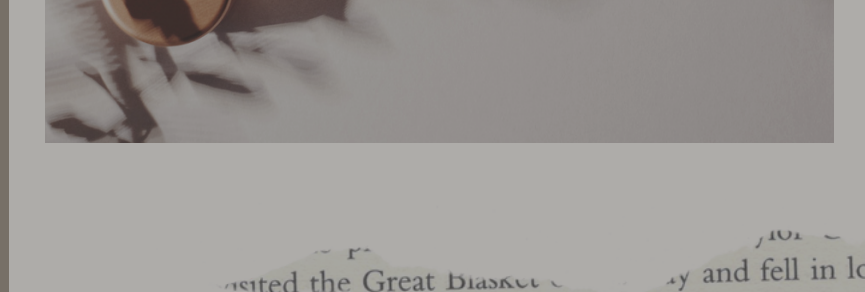




Cheryl Thompson-Morton

Building an
organization of
belonging



visited the Great Basket... and fell in love with it.
...to rebuild the village as a holiday





Aspirations


- What is belonging? How does it relate to diversity, inclusion and equity?
- What is an approach to addressing belonging at my organization?

Principles

- Respect
- Brave Space
- Allow for vulnerability
- Put the common good first







Conocimiento

Where is one place where you felt you truly belonged? What attribute of the group made you feel you belonged? Let us know in the chat.

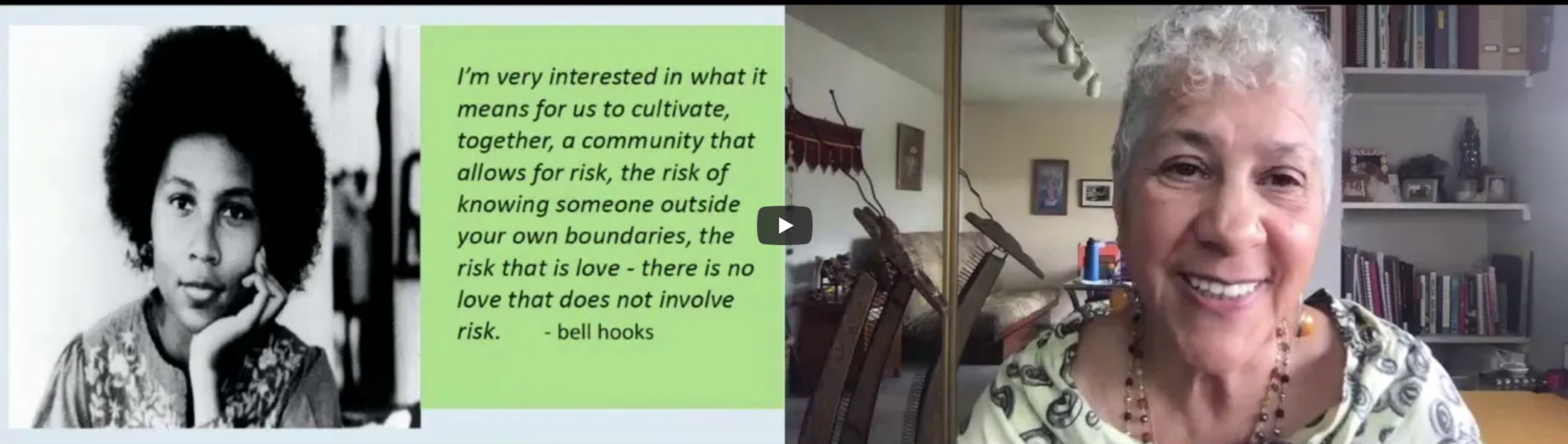


Belonging

A possession



A close or intimate
relationship

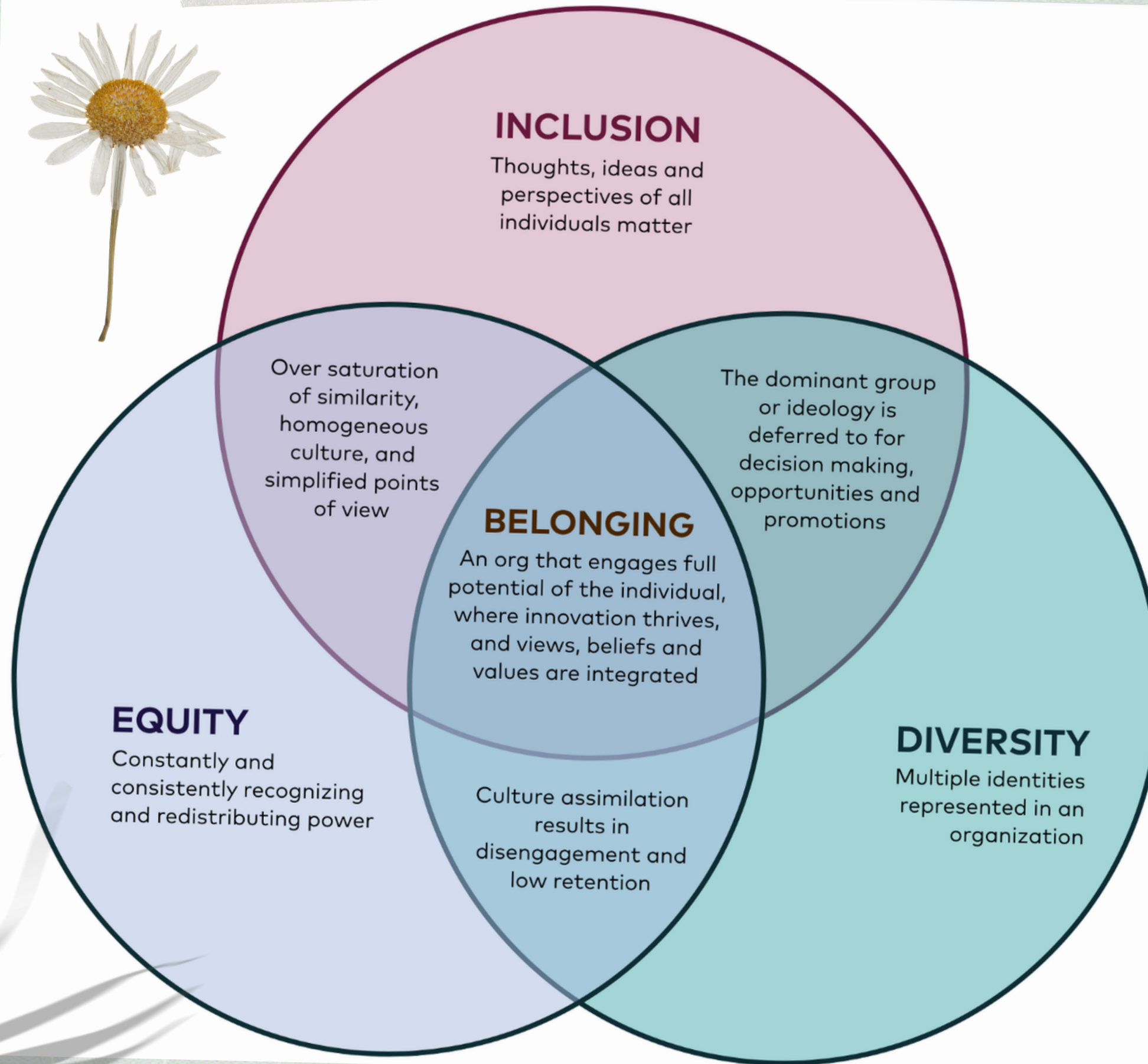


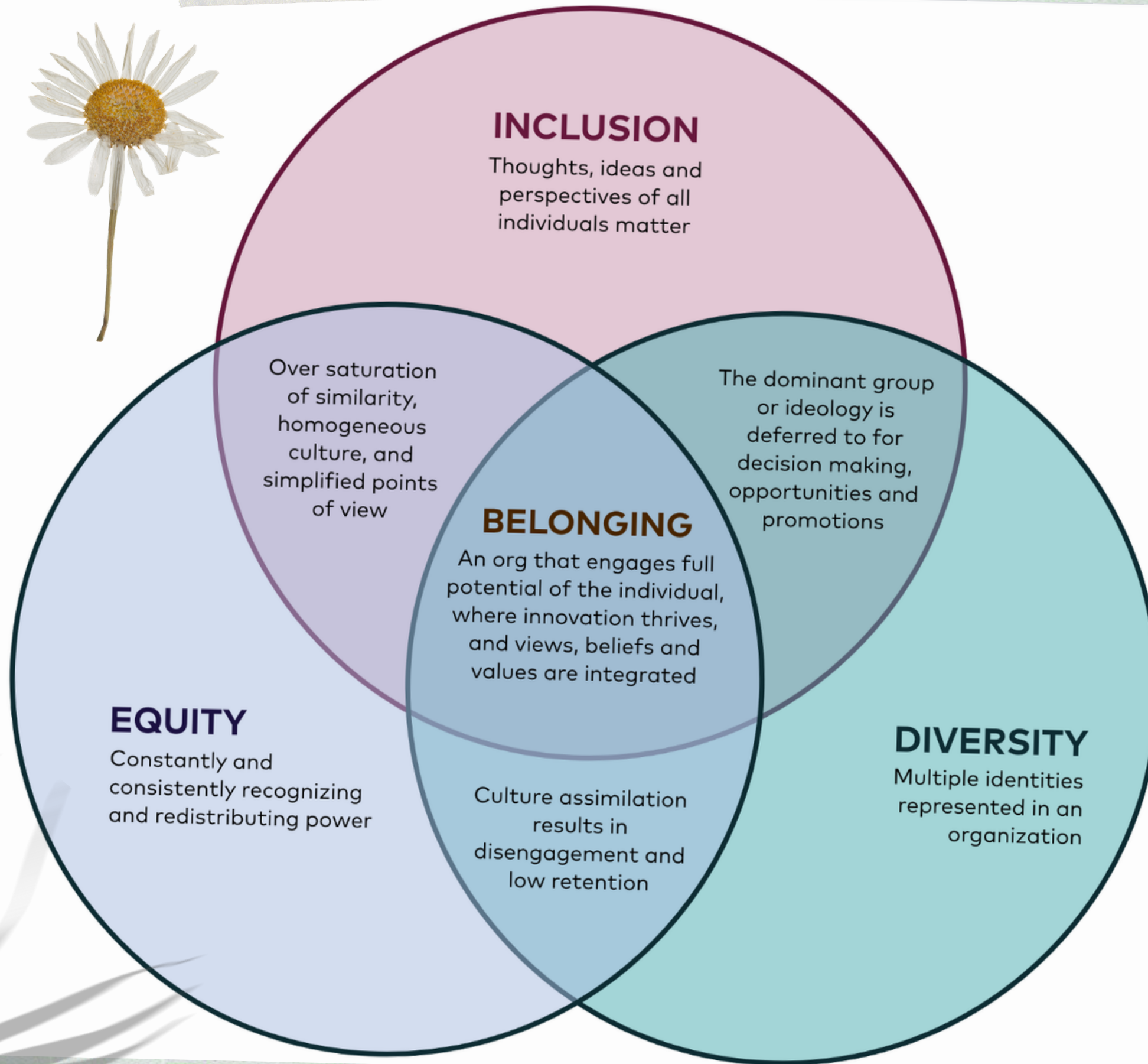


SEWELL CHAN



BEYOND: Reimagining Philadelphia Journalism







Belonging means
this place was designed for me.





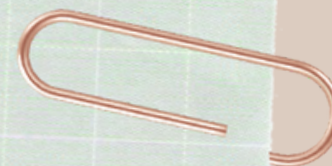
Belonging isn't just
an outcome

it's a process.





Focus on who
you want to serve



Generous Exclusion

Allows diversity to be
sharpened, not diluted

Who needs to be included?
Why? Who should be
excluded?





Questions to ask


Who not only fits, but also helps to fulfill the organization's purpose?

Who threatens the purpose?

Who, despite being irrelevant to your purpose, do you feel obligated to invite?



Purpose is your bouncer
Who must be centered in this work?
Who does our organization serve
first?



Pause & Reflect

Who needs to belong as part of your organization to achieve your purpose? Who from that group has not traditionally engaged with your organization?

Listen to them
especially those who have been
marginalized in your culture



The power of the voice is it's
relationship with the ear.



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Co-creation

Engaging in intentional relationship in order to make something together, using the dynamics of the relationship to build it. It may also encompass balancing power dynamics between group members.



Power

The ability to influence others, including decision-makers; access to resources; and the ability to define reality for yourself and others.



I do think that what we have to recognize is that we can't mistake presence for power. Power is the ability to change the rules. Presence is not bad, but when we mistake presence for power, we can sometimes think something has happened that hasn't actually happened. - Rashad Robinson





visited the Great Blasket and fell in love with it.
...tion to rebuild the village as a holiday



In journalism and in
philanthropy

Examples
of
Co-creation






visited the Great Blasket and fell in love with it.
... to rebuild the village as a holiday



In journalism and in
philanthropy

Examples
of
Co-creation



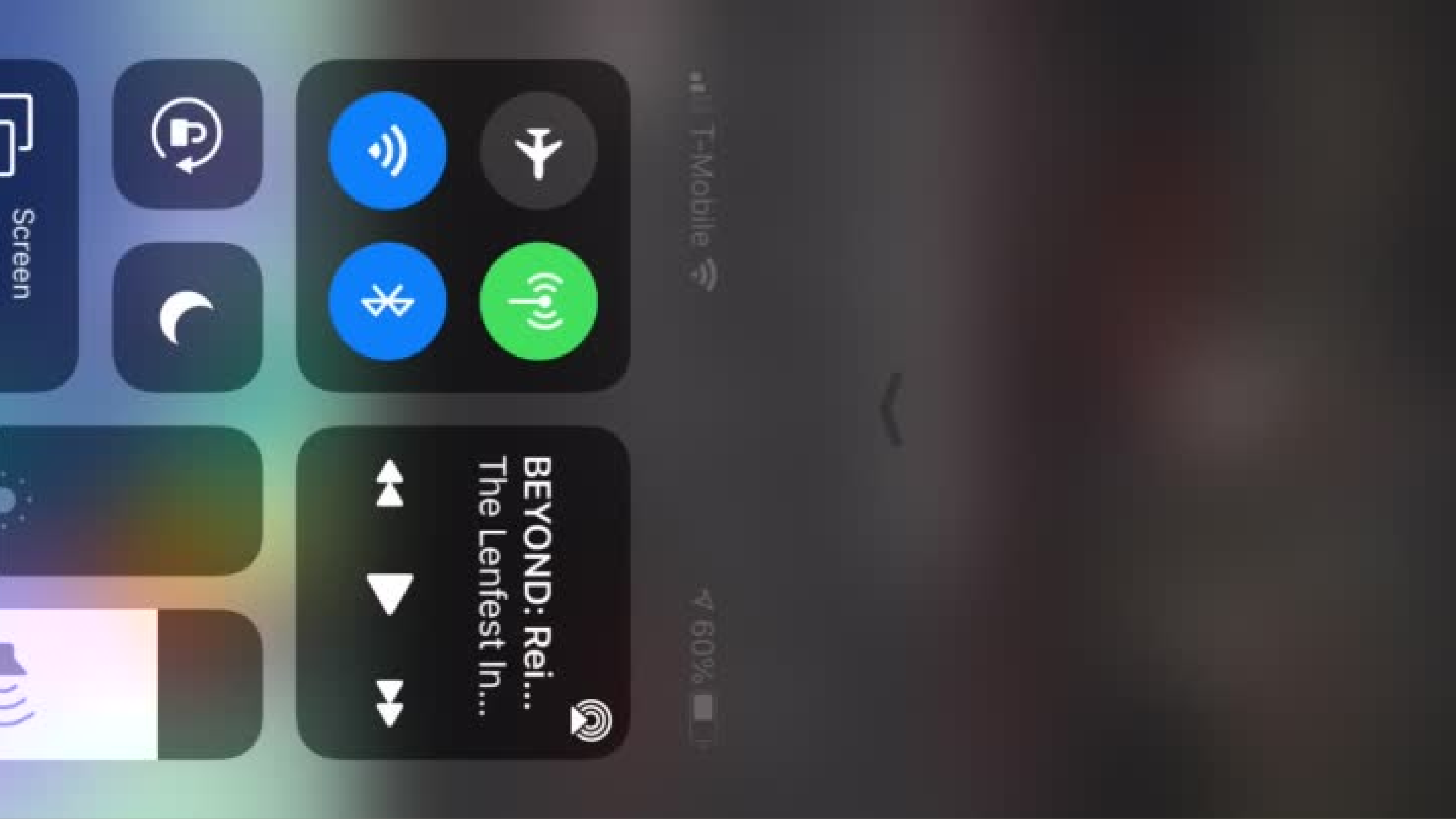


Pause & Reflect

What is something that you can co-create with the community you are serving? How can you make sure you are including people at the margins?



Accountability
having a duty to explain one's
conduct to others that have
control over you



T-Mobile

60%

BEYOND: Rei...
The Lenfest In...



Screen





Creating a culture of accountability

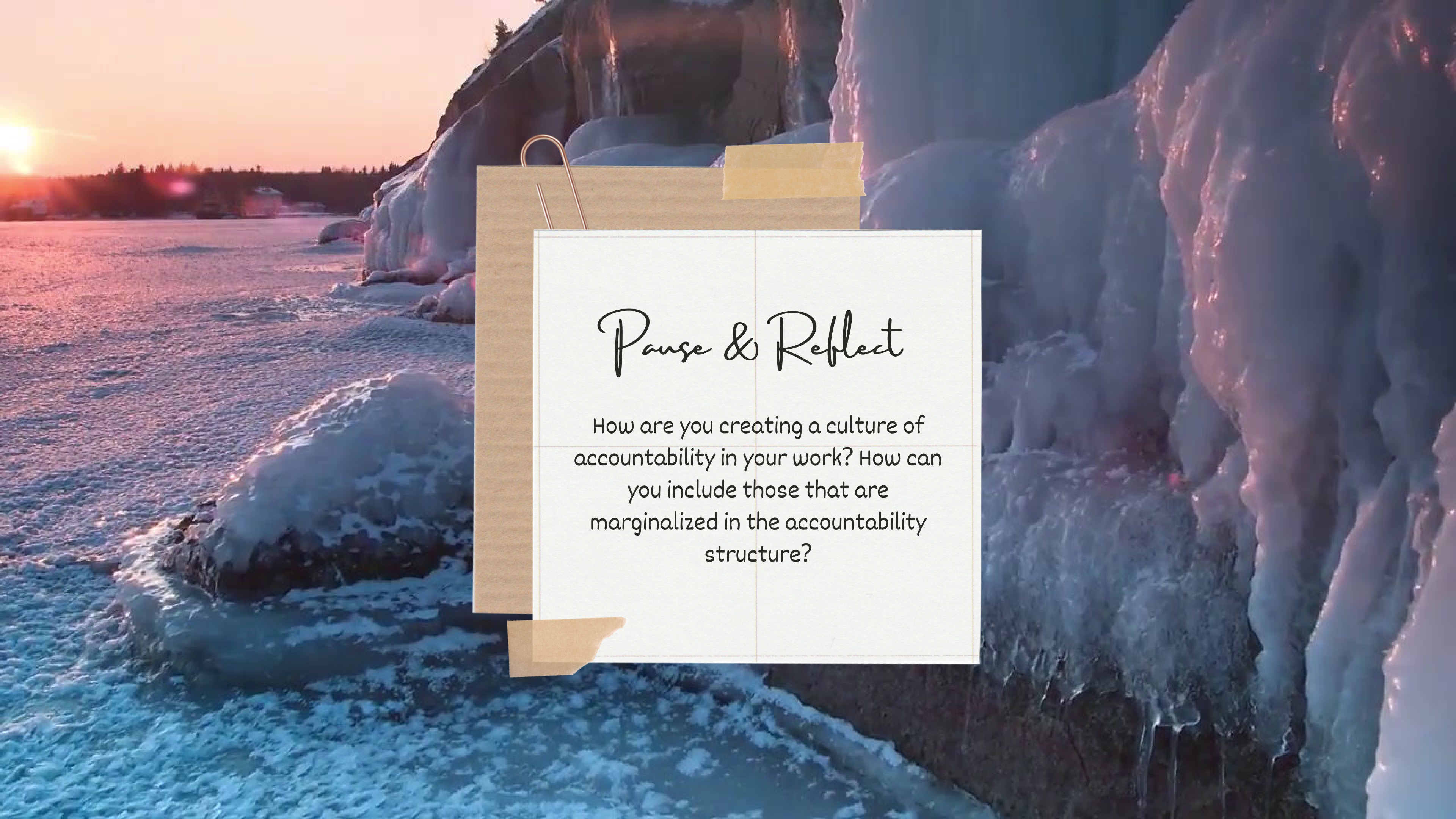
- Words and actions align
- Define results and expectations
- Show commitment to the process



visited the Great Blasket and fell in
addition to rebuild the village



- Be open to feedback and problem solving
- Provide mechanisms for consequences and reinforcement
- Set a deadline

The background is a scenic photograph of a snowy, rocky coastline at sunset. The sun is low on the left, casting a warm orange glow over the scene. The water is dark and choppy, while the rocks are covered in snow and ice. A clipboard with a metal clip is positioned in the center, holding a piece of paper with text. The paper has a light beige background with a thin vertical line down the middle.

Pause & Reflect

How are you creating a culture of accountability in your work? How can you include those that are marginalized in the accountability structure?



Transparency

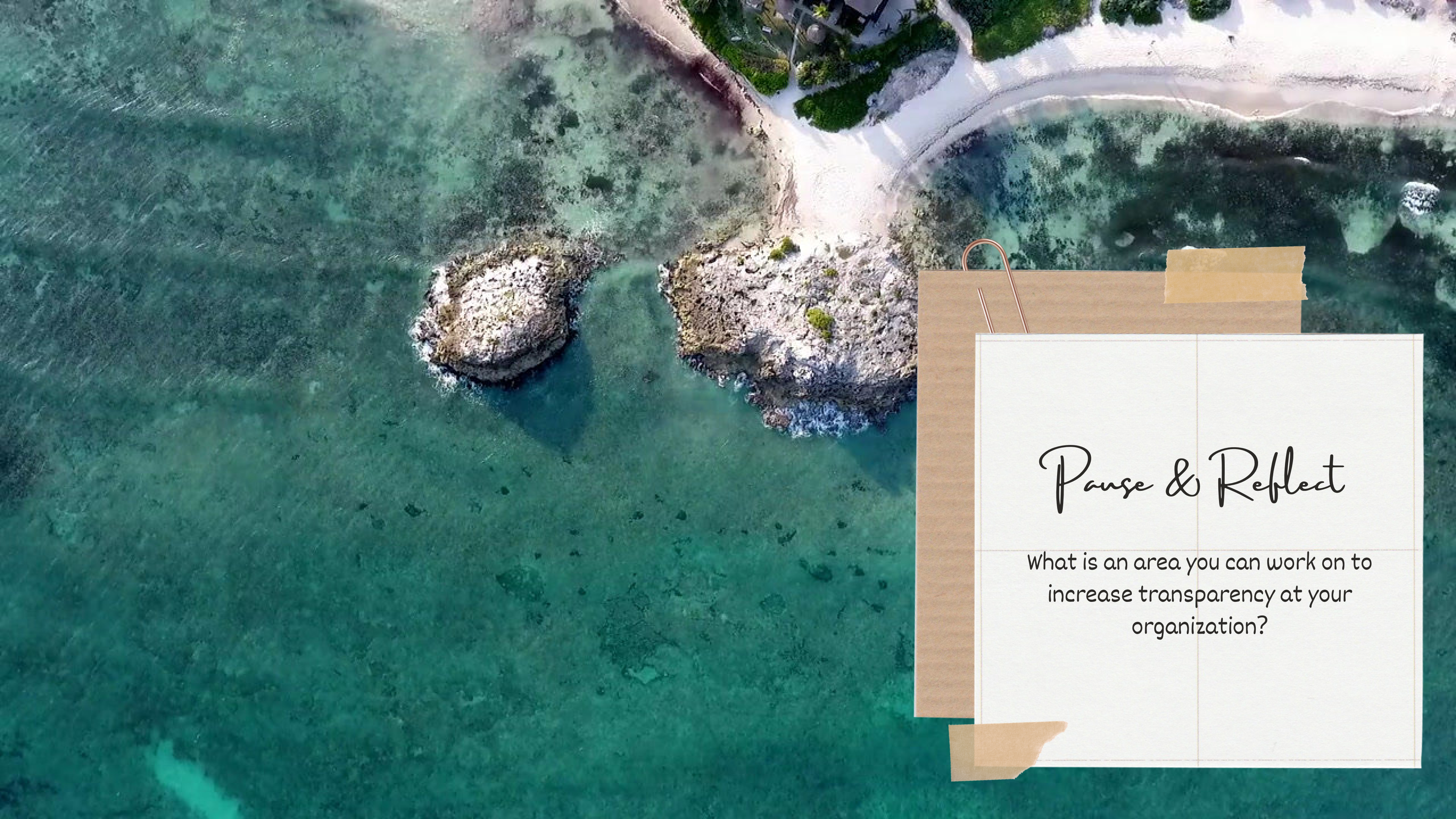
characterized by visibility or
accessibility of information especially
concerning business practices



Transparency

- What is your goal and mission?
- What are you doing to meet that goal?
- What is your timeline?
- What is your documentation policy?
- How can people access that documentation?






Pause & Reflect

What is an area you can work on to increase transparency at your organization?




Accessibility
Capable of being reached, used, seen
understood or appreciated


A red paperclip is attached to the top-right corner of the green paper. A small white daisy flower is placed in the bottom-right corner of the green paper.



Rasheed




Feminista Jones (she/he)



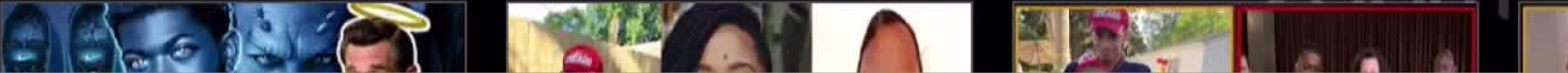
Sofiya Ballin




1:06:37 / 1:28:58 Alicia Bell (they/she)



jeannine a cook






How accessible is your organization?

- What does it take to be considered a journalist/employee/board member?
- How can people engage with your products/programs? Do they rely heavily on one medium/approach?
- How easy is it to provide feedback?
- How easy is it to exert power or influence over your work?





Pause & Reflect

What might accessibility look like for
your organization?

