



# INCLUSION MOMENT: Belonging

61% of workers “cover” at least one aspect of their identity at work each day. Ironically 90% of these individuals worked at an organization where inclusion is a core value.\* When you feel free to be yourself at work, you worry less about your relationships with your teammates and focus more on the job at hand. Feeling like part of the team can make you more confident and empowered, ultimately leading to better performance. Fostering your own sense of belonging at work doesn't only benefit you. When you belong, you're more likely to be that ally for someone else. Developing your sense of belonging is part of evolving into a strong leader at work.

## How to build a sense of belonging

1. **Create the culture you want – implement diversity training**
2. **Do the internal work**
3. **Provide space for employees and co-workers to learn, connect and grow – use inclusive language**
4. **Recognize people for their unique contributions**
5. **Prioritize connection**

**Diversity** is a fact.  
**Equity** is a choice.  
**Inclusion** is an action.  
**Belonging** is an outcome.

- Arthur Chan