



# Belonging at Work:

Raise Awareness, Cultivate Courage,  
Achieve Transformation



**JOEY AVILÉS**

KEYNOTE SPEAKER | LINKEDIN'S TOP VOICE | FORMER CHIEF OF D&I



Strategy # 1

A

C

T

**Raise  
Awareness**



## Strategy # 1

# A

### Raise Awareness



## Personal Reflection

1. Journaling
2. Intentional Reflection
3. Self-Assessment Tools

## Feedback

1. Ask for feedback
2. 360 Assessments
3. Regular check-ins

## Strategy # 1

# A

## Raise Awareness



# Self-Reflection Exercise

1. Think of a recent workplace situation where you received feedback that impacted your sense of belonging.
2. Ask yourself:
  - What was the feedback about, and who gave it to you?
  - How did the feedback affect your sense of belonging in the team or organization?
  - What did this experience teach you about yourself and your role in fostering belonging?
  - How can you use this feedback to improve your interactions and support a sense of belonging for yourself and others?

## Strategy # 1

# A

**Raise  
Awareness**



## Breakout Discussion

1. **Join Your Breakout Room:** You will be automatically assigned to a breakout room. Please join your assigned room promptly.
2. **Take Turns Sharing:** Each participant should take a moment to share their key insight from the self-reflection exercise. Be mindful of time to ensure everyone has an opportunity to speak.
3. **When we return to the main room be prepared to discuss:** How can we use feedback to enhance belonging and self-awareness at work?

Strategy # 1

A

Raise  
Awareness



Group  
Discussion

How can we use feedback  
to enhance belonging and  
self-awareness at work?

Strategy # 2

A

C

T

Cultivate  
Courage



# EXAMPLES OF MICROINCUSIONS IN THE WORKPLACE

1. Listen Actively: Pay full attention.
2. Use Inclusive Language: Avoid terms that exclude or stereotype. Use gender-neutral terms and refer to groups as “team” or “everyone.”
3. Acknowledge Contributions: Thank colleagues for their input and highlight their contributions during meetings and in written communications.
4. Invite Participation: Encourage quieter colleagues to share their ideas by asking for their opinions and creating space for them to speak.
5. Challenge Stereotypes: Speak up against stereotypes and biases when you encounter them, and encourage others to do the same.
6. Celebrate Differences: Recognize and celebrate the diverse backgrounds and achievements of your colleagues.
7. Practice Self-Awareness: Reflect on your own behaviors and biases, and actively work to address them.
8. Share the Spotlight: Ensure that meetings and discussions are not dominated by a few voices. Encourage a balanced and inclusive participation.
9. Avoid Assumptions: Don’t make assumptions about others based on their appearance, background, or role. Ask questions and seek to understand.
10. Be Mindful of Micro-Aggressions: Pay attention to how your words and actions might be perceived by others and strive to avoid behaviors that could be harmful.





## Strategy # 2



### Cultivate Courage



## Breakout Discussion

1. Join Your Breakout Room: You will be automatically assigned to a breakout room. Please join your assigned room promptly.
2. Discuss the following questions as a group. Ensure everyone has an opportunity to share their thoughts.
  - Question 1: What does being courageous to practice micro-inclusions mean to you?
  - Question 2: Can you share an example of a micro-inclusive behavior you've used or witnessed that made a difference?
  - Question 3: What challenges have you faced in practicing or encouraging micro-inclusions, and how did you overcome them?
3. Prepare to share key takeaways

## Strategy # 2



Cultivate  
Courage



## Group Discussion

**What micro-inclusive actions  
can we start incorporating into  
our daily routine to foster  
belonging?**

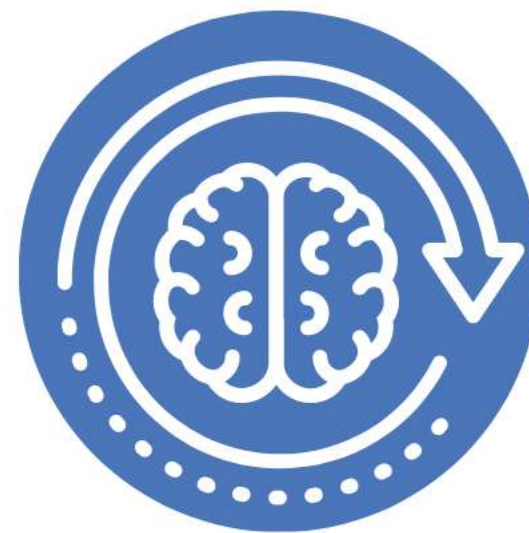
Strategy # 3

A

C

T

**Achieve  
Transformation**



## Strategy # 3

# T

## Achieve Transformation



## Scenario

Your team is launching an exciting new project to improve client engagement. The team's members are located worldwide and bring various backgrounds, perspectives, and expertise to the table.

During a recent brainstorming session, a junior team member from an underrepresented group presented an innovative idea. However, the idea was quickly dismissed and not seriously considered by the team.

The next day, the junior member confided in a colleague about feeling undervalued and hesitant to share ideas in the future.

This situation has created tension and unease within the team, highlighting the need for a cultural shift to ensure everyone feels heard and valued.

## Strategy # 3



## Achieve Transformation



## Challenge Questions

- 1- How can the team raise awareness about acknowledging all contributions, especially from underrepresented group members?
- 2- What courageous actions can team members take to ensure everyone feels heard and valued in future meetings?
- 3- How can taking these actions help the team achieve transformation through belonging, ultimately leading to greater innovation and success?

## Strategy # 3

# T

Achieve  
Transformation



## Group Discussion

What actions can help the team achieve transformation through belonging, ultimately leading to greater innovation and success?

As a result of what I learned from this workshop, I am going to ...

My Key AHA Moment Was:



# Share Some LOVE!

To Access ALL resources including a full copy of the presentation

## 1. Scan this QR code



or go to [talk.ac/joeyaviles](https://talk.ac/joeyaviles)

## 2. Enter this code on the screen


**BELONGING**

**Let's stay in touch!**

 [www.joeyaviles.com](http://www.joeyaviles.com)

 [info@joeyaviles.com](mailto:info@joeyaviles.com)

 [migueljoeyaviles](https://www.linkedin.com/in/migueljoeyaviles)

 202-855-4727



# CONNECT



# SHARE

