



rnl national conference  
**leading ai innovation**  
**empowering higher education**

# How a Belonging Organizational Commitment Can Transform Your Team's Results

Robert J. Gould, VP Strategic Enrollment Management, Augsburg University

Nicole Johnson, Founder, Harriet Tubman Effect

Jessica Medina, Director, Educational Opportunity Center, Lake Michigan College

Joel Munza, VP Enrollment Management, Xavier University of Louisiana

# OUR BELONGING ADVENTURE TODAY

- 1. Be a Belonging Adventurer**
- 2. How we see Belonging**
- 3. Belonging Stories Visualized**
- 4. Belonging Practitioners Call to Action**
- 5. Belonging Circle**

# What is a Belonging Adventurer?

“A person who dares to venture into reflection and action about belonging at work and beyond”



# Belonging Adventurer Survey Personal Journey Map

“Someone who dares to venture into reflection and action about belonging at work and beyond”

Join at [menti.com](https://menti.com) | use code 3779 7244

Mentimeter

Take a moment and reflect on the following:

Strongly disagree

I have a strong understanding of personal belonging and have clear examples of how it manifests in my life

I have a strong understanding of organizational belonging and employ my knowledge to achieve it in my workplace

I feel equipped to take action on goals for belonging in my personal life

I feel equipped to take action on goals for belonging in my professional life

Strongly agree

# How we see Belonging

Our Collective Definition of Belonging



# Our Collective Definition of Belonging

Nicole Johnson



Founder

Intentional Design of  
Systems that Foster  
Belonging

Jessica Medina



Director

Honest and Courageous  
Communication

Joel Munza



VP for Enrollment Management

Staff Responsibility for  
Belonging in School  
Environments

Robert Gould



VP of Strategic Enrollment Management

Personal and Communal  
Healing for Relationships  
Grounded in Belonging

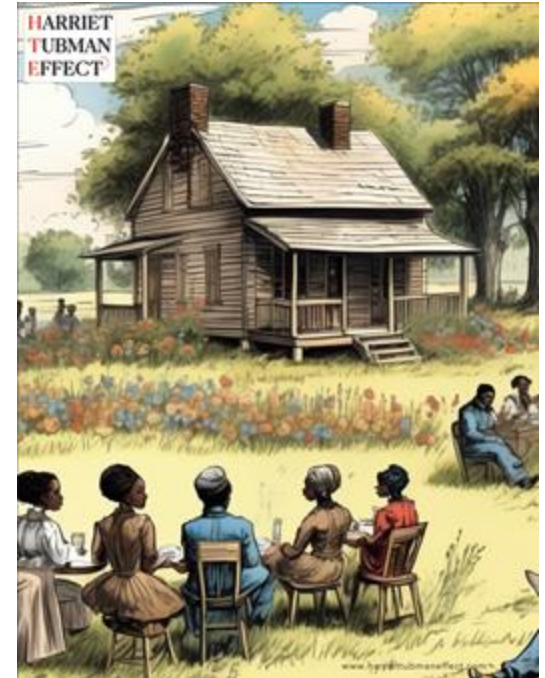


# Belonging Stories Visualized



# NICOLE

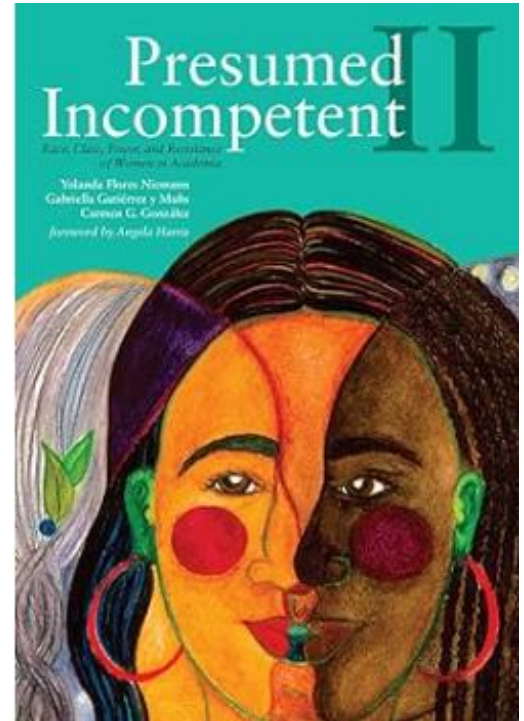
- **Ecosystem Building**  
Building a narrative or a world for participation with key roles
- **Resources**  
Education and visual resources for accountability
- **Direct Care**  
Access needs and direction communication about pain
- **Curriculum**  
Pathways for learning and guiding frameworks for foundation
- **Embodiment**  
Exercises for practice





# JESSICA

- Honest and Patient Communication
- Considering Past Wounds
- Restructuring and Rehiring



# JOEL

## Impact of Belonging in the Work Environment

- Increased Motivation and Engagement
- Enhanced Productivity and Performance
- Improved Confidence and Creativity
- Stronger Collaboration and Teamwork
- Greater Job Satisfaction and Well-being
- Higher Retention and Loyalty
- Better Leadership and Team Dynamics
- Positive Organizational Culture/Reputation/Success

## Key Strategies for Creating a Belonging Environment

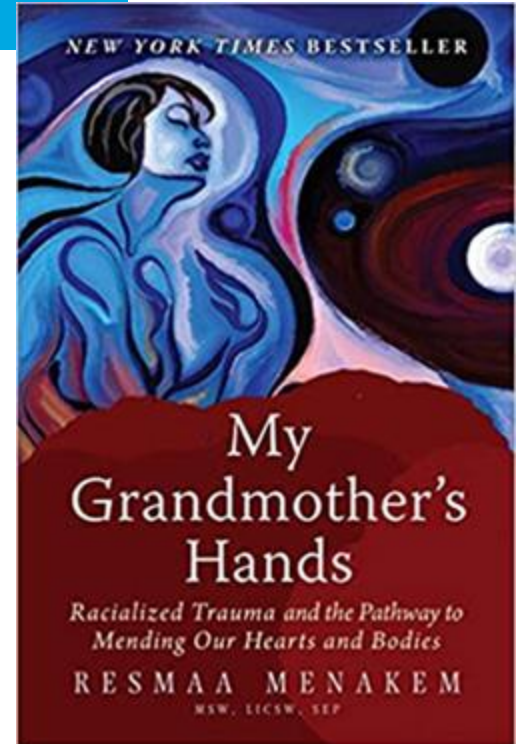
- Establish Clear Expectations
- Promote Psychological Safety
- Lead by Example
- Provide Feedback and Recognition
- Encourage Collaboration
- Empower Decision-Making
- Invest in Development
- Create a Feedback Loop
- Celebrate Diversity of Thought
- Address Bias, Barriers and Challenges



# ROBERT

My story has prompted several joyful commitments.

- **Equity and Inclusion Advocacy**
- **SEM Division Belonging Organizational Structure**
  - Division Mission, Vision, and Values
  - Gallup Q12 Belonging Index and yearlong activities
  - Wellness Check Ins
  - Hire-in Hire-up – mentorship and affinity groups
  - Results Support Management
- **Belonging Adventures Circle**
- **Augsburg Applies to You (The result!)**



# Belonging Practitioner's Call To Action



# Belonging Calls to Action

1. Seek input and put cultural goals and policies in writing
2. Lead or self-lead by example
3. Offer meaningful learning experiences and resources
4. Take the time to actively seek out multiple perspectives
5. Create opportunities for personal storytelling
6. Establish affinity groups
7. Cultivate deeper employee relationships “best friend at work”

# Belonging Circle



# Belonging Circle

- How might you describe your belonging work?
- How will you build capacity for your commitment to belonging in the coming months?
- What belonging impact do you hope to achieve in your workplace or community?

# How a Belonging Organizational Commitment Can Transform Your Team's Results

## Resources

- Wheaton College [Dimensions of Belonging](#) graphic
- Belonging: [A Conversation about Equity, Diversity, and Inclusion](#) (Medium)
- [Belonging](#): A Culture of Place (bell hooks)
- Belonging: [From comfort to connection to contribution](#) (Deloitte Insights)
- [Belonging](#), Remembering Ourselves Home (Toko-pa Turner)
- [A Guide to the Direct Admissions Landscape](#) (EAB)



I dreamed about a culture of belonging. I still dream that dream. I contemplate what our lives would be like if we knew how to cultivate awareness, to live mindfully, peacefully; if we learned habits of being that would bring us closer together, that would help us build beloved community.

*bell hooks*

## Join the Belonging Adventurer Circle (monthly zoom) email

[gouldr2@Augsburg.edu](mailto:gouldr2@Augsburg.edu)

Robert Gould





rnl national conference  
**leading ai innovation**  
**empowering higher education**

Dallas, Texas | July 23-25, 2024