

Part III

Expressions of Belonging

Key ways OBI advances belonging

- OBI uses evidence based research to help groups do the work of belonging with a pillar of bridging, tu and narrative
- OBI uses data to help identify a baseline and then help to measure progress** ensuring all people are included in the data and within the story told
- We work in collaboration and often co-create
- Building structured programs: Places of belonging aimed to advance belonging within states, and cities, entities or other.



American
Alliance of
Museums

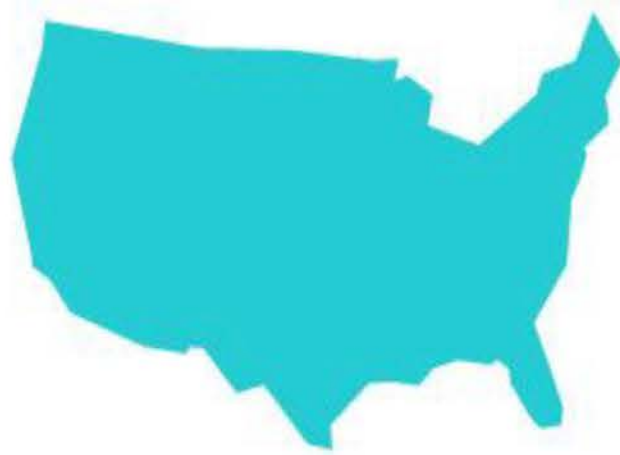
Museums Fostering Belonging



In an increasingly polarized world, the AAM began exploring the role of museums in

- bridging divides and bringing communities together
- building empathy and understanding
- fostering a sense of belonging
- creating more welcoming and inclusive communities

WELCOMING AMERICA



BUILDING A NATION OF NEIGHBORS



Belonging in Practice

Welcoming America uses belonging strategies to build communities that welcome immigrants and values their customs and contributions.

Building a sense of Belonging at Google

Addressing barriers for everyone means taking targeted action. We've started with these key issues:

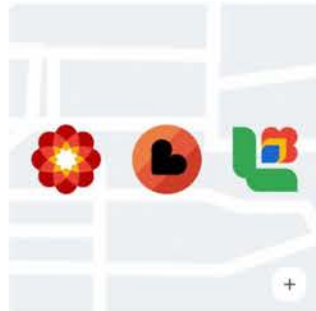
Racial equity Disability inclusion Gender equity LGBTQ+ inclusion Veteran inclusion

30%

increase in leadership representation of Black+, Latinx+, and Native American+ Googlers by 2025



Helping everyone identify and support Asian-, Black-, and Latino-owned businesses



Celebrating the impact of the Asian American and Pacific Islander community



[Learn more about our racial equity work](#)

We're making sure every Googler feels seen, connected, supported, and empowered to participate fully:

30%

increase in leadership representation of Black+, Latinx+, and Native American+ Googlers by 2025

[Learn about our hiring goals](#)



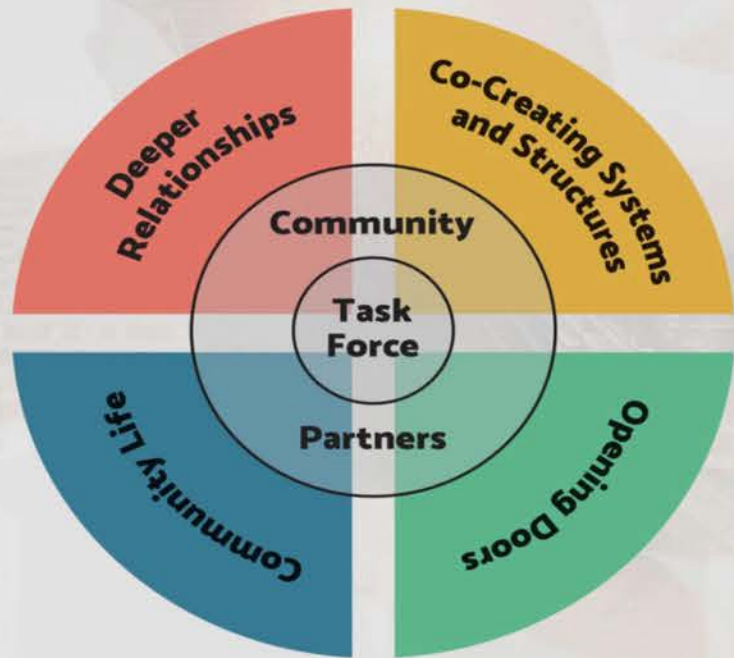
One Lincoln (Nebraska)



Lincoln/Lancaster County
Welcoming & Belonging
Strategic Plan

A Belonging City in Rockford Illinois

Belonging Task Force Structure



Artists, sponsors and other supporters of the Rockford Area Arts Council's Screw City Steel initiative pose for a photo Tuesday, Oct. 4, 2022, in front of Laura Gomei's mural in Davis Park. (Photo by Kevin Haas/Rock River Current)

Belonging States

- Washington**
- Colorado
- California

THE GREATER SEATTLE
Compact *for*
Belonging
Powered by Civic Commons



A call for community members, government officials, social leaders, and private industry to commit to the values of belonging

The Building Civic Bridges Act

- Bipartisan legislation with Washington Representative Derek Kilmer as lead sponsor
- Initiative of the Bridging Movement Alignment Council (BMAC)
- Purpose is to address the severe polarization in the country and to bridge across deep divides. If passed, the bill would:
 - Create a grant program to provide funding to organizations who are building bridges
 - Establish an Office of Civic Bridging within AmeriCorps
 - Support research and training on bridging and social cohesion

Bipartisan Bridging

Belonging Efforts in the Judiciary



Washington Supreme Court Rulings

- Struck down mandatory minimum sentences for people under 21
- Invalidated Washington's drug possession law and retroactively overturned drug convictions
- Made it easier for people to challenge misconduct in the criminal justice system

Belonging in Courtrooms

- Provide childcare to make it easier for people to make court dates
- Trainings on belonging and implicit bias
- Equity team to help with hiring decisions
- Develop mission statements

Washington State Racial Justice Consortium



2022 | ACTION PLAN

Belonging and Resource Redistribution in Seattle

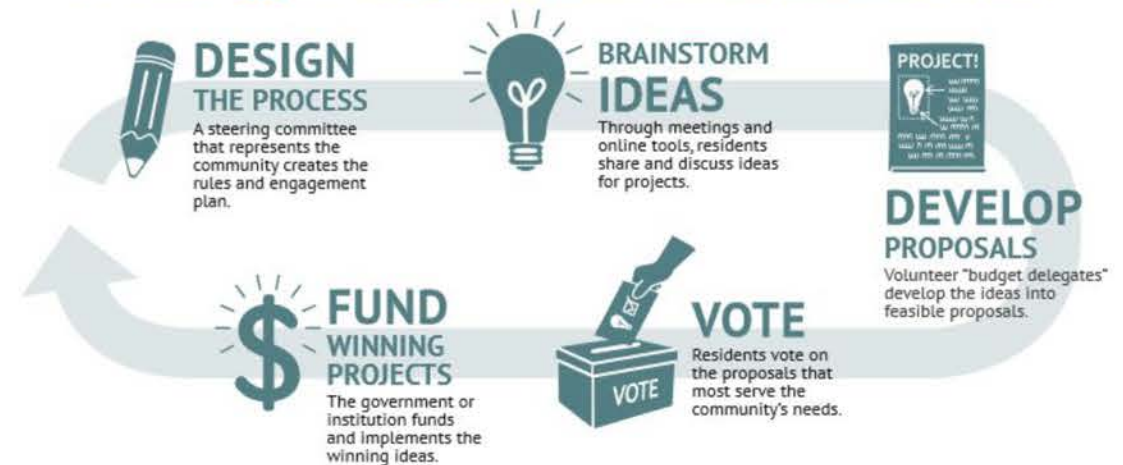
Participatory Budgeting Process

- The public democratically decides how to allocate the cities budget
- This process provides marginalized populations with the ability to influence how money is spent in their communities



Seattle Foundation Reparations

- Racially Equitable Philanthropy Aimed at Initiating Reparations (REPAIR)
- Investing in and directing resources to Black-led businesses and organizations
- Directing at least \$25 million to the Black community between 2021-2025



YOU ARE / OUR / COUNTRY



GMA





CARE LAB, a “participatory laboratory” based in Washington, DC has multiple pro-belonging initiatives, including *Three Dinners*, events designed to help congressional staffers from both parties develop “self-care, stress management, and collaboration in a time of toxic polarization and division.”

End of phase 2 presentation

Transition to: john to share his favorite expressions and the group to also share.

Part III discussion prompts

What is something you can do now to advance belonging in your life?

What can be done to advance belonging within the space you work?

What can be done to advance belonging in the community of Spokane?