



# Belonging in Neighborhood Councils

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“Neighborhood Councils; You Belong Here”

“Coming together is a beginning;  
staying together is progress;  
working together is success.”

- Arab Proverb

# Agenda

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Survey

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Introduction to concepts

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Setting norms

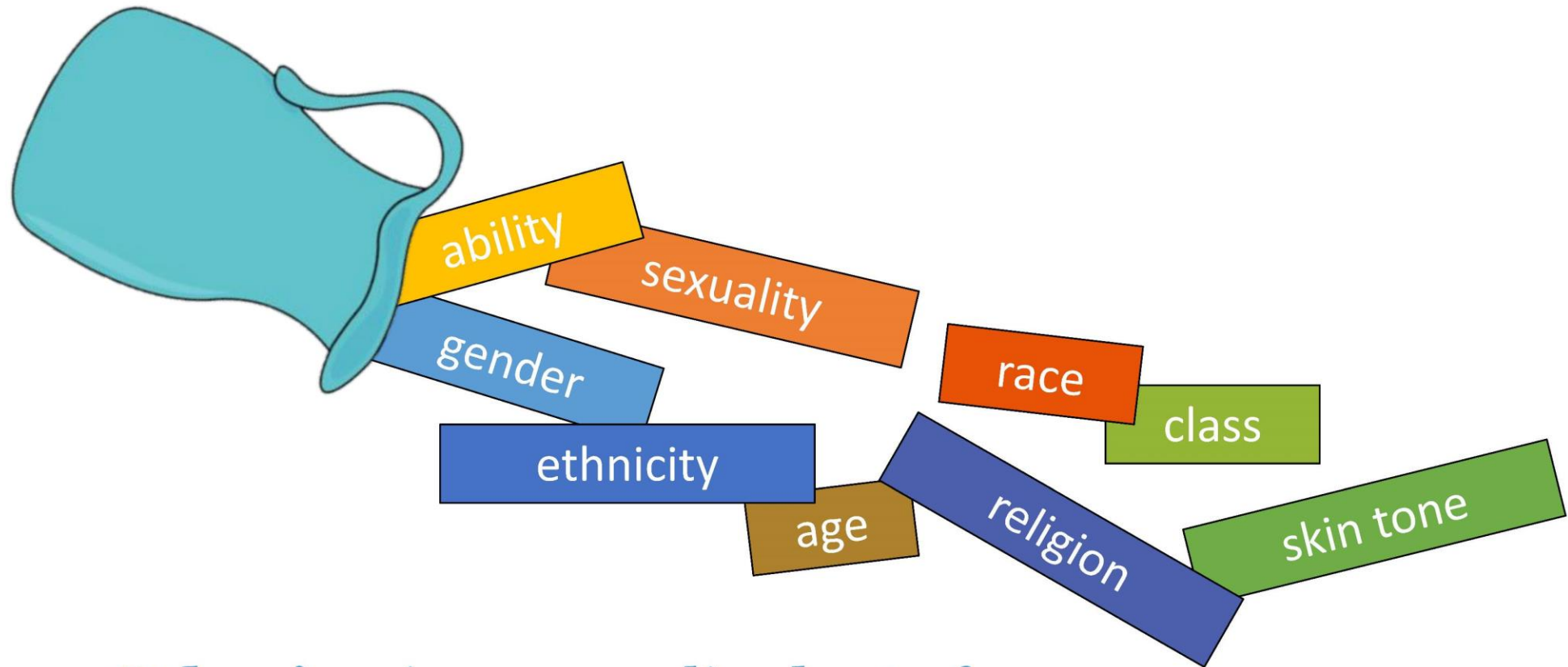
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Work together – draft meeting norms to create belonging

Take the survey

## Belonging In Neighborhood Councils





**Othering** is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences

# Indices of Othering

**Lack of effective voice**  
**Lack of representation**  
**Lack of recognition**  
**Lack of power**



*People can experience strong othering in one or some of these areas and low or no othering in others. When someone experiences othering on all of these indices, then the othering is more likely durable. High durability also exists when othering happens between the interpersonal, structural, and cultural levels.*

# Multiple Identities and Multiple Stories

## We all have multiple identities.

- Identity is fluid. When we organize around rigid identity or professional categories, our capacity to bridge is weakened.
- Emancipation is a collective endeavor. This does not mean abandoning identity but linking it in circles of solidarity.
- Our positions inform us but do not trap us.

## We all have multiple stories.

- Everyone has positive or negative stories.
- We often value the more negative story. While important, deciding which story to lead with will often set the tone for the rest of the discussion. Resist being stuck in a single story.



***Our Multiple Identities Create More Opportunities for Bridging***

(age group, gender, religion, socioeconomic status, race/ethnicity, sexual orientation, etc.)

# Important steps for organizational leaders

- Analyze the social network of the organization and make interventions.
  - Leader attends to the container and the story/value
- Value difference and similarities. We call that belonging without othering
  - Create space so that everyone can contribute, offer recognition. Address belonging uncertainty.
- Create structured and unstructured opportunities for bridging and linking
  - Achieve team objectives and build the social capital of team members.







# Leading through Belonging

- How do I welcome in my own and others' **agency**?
- How do I welcome **shared power**?
- How do I welcome **multiple voices**?
- How do I welcome **shared responsibility**?
- *What is the process for ensuring that practices are resonant, meaningful and accountable?*

Consider:

- Outreach materials
- Look, feel & sound of the space
- Accessibility of the space
- Accessibility of staff to people entering the space
- Who is there



# Questions?

Next Steps Sample Team Norms

# Sample Team Norms

- Through the following team norms, we strive to live up to our organizational values of Integrity, Compassion, Respect, Equity, Collaboration, and Innovation.
- **Cultivate brave space**
- **Speak your truth** (and speak truth, not about saying it right or trying to be perceived in a particular way)
- **Move up, move back**
- **Be accountable for your impact** (vs. your intention)
- **Be open and curious**
- **Notice your own defensive reactions** and attempt to use these reactions as entry points for gaining deeper self-knowledge, rather than as a rationale for closing off.\*

# Sample Team Norms

- **Recognize how your own social positionality** (e.g., race, class, gender, sexuality, ability) informs your perspectives and reactions to your colleagues and facilitators\*
- **Differentiate between safety and comfort.\*** Accept discomfort as necessary for social justice and racial equity growth. (Often times, we think about comfort as safety, but they're actually different things.) Understand when you or others are actually unsafe because you or they are the targets of racism and/or other forms of oppression.
- **Identify where your learning edge is and push it.** For example, whenever you think, I already know this, ask yourself, How can I take this deeper? Or, How am I applying in practice what I already know?
- **What's learned here leaves here; what's said here stays here.**
- **Accept and expect non-closure**

# Break Out

## Think of two scenarios:

- Prepping and running a meeting.
- Inviting and welcoming new members

What norms could you adopt, add?

What practices will create NCs feelings of belonging?

## Consider

Indicator of othering  
Sample Team Norms

## [Your Responses](#)

Also consider:

- Outreach materials
- Look feel & sound of the space
- Accessibility of the space
- Who is there



Report Back

# Thank you

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- Tyler Tamoush, Minnehaha Neighborhood Council, CA Rep
- Alex Gibilisco [agibilisco@spokanecity.org](mailto:agibilisco@spokanecity.org)
- [Equity Subcommittee Webpage](#)
  - john powell training recording – creating a City of Belonging
  - Equity Subcommittee work
  - Equity spotlight

