

Day 4

A Culture of Belonging

Race Equality
#ItsEveryonesBusiness



RaceEqualityMatters.com

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#ListenActChange

Day 4

How can we succeed and thrive if being ourselves does not 'fit in' with the expected culture of an organisation?

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Today's eye-opener

30 secs



Have you ever been the only person who looks, sounds, and talks like you in an office/room?

- Never
- Rarely
- Occasionally
- Often

According to the 2021 Census, **81.7%** of the England and Wales population is white whilst **9.3%** is Asian, **4.0%** is black and **2.9%** is from a mixed background (govuk, 2021).

This means that in the workplace, there is always the likelihood that an ethnically diverse colleague may be the only one in the room or a minority in the organisation.

Being the only ethnically diverse colleague in the room can feel lonely, and sometimes makes an individual wonder if they belong.

It is exacerbated if they have an additional protected characteristic, e.g., non-male, disabled, or sexual orientation. That is why it is important to create environments that encourage belonging.



Too many people feel lonely, isolated and uncomfortable if they are not made to feel welcome and that they belong.

If we don't make colleagues feel like they belong or feel valued, then poor representation of diverse individuals will remain a status quo.

For far too long individuals have had to fit into an organisation. This has often meant having to 'act or be different' and not be their true selves - it means they can't thrive or be their best and this impacts their mental health and wellbeing.

Instead, organisations need to fit around their people's individuality and differences. This is when we truly achieve belonging.



Belonging is a key component of inclusion. When employees are truly included, they perceive that the organisation cares for them as individuals — their authentic selves.

Ania Krasniewska, Group Vice President at Gartner.

Video – 4 Mins



How do we build a culture of inclusion?

Watch this video to find out: [Building a Culture of Inclusion \(4:19\)](#)

Action – 30 seconds



How can you help create an environment of belonging?

Ideas:

- Encourage your team to try one of Race Equality Matter's solutions, such as Tea Break or #MyNames.
- Encourage inclusive bonding exercises and team events that can help everyone get to know each other and create a sense of belonging. It is important this is done in a way that is inclusive and doesn't make people feel uncomfortable.
- Think about how colleagues who may not feel part of the crowd or don't naturally fit in, can be made to feel included and welcomed.
- Ensure that socialising and staff parties are inclusive. For example, not everyone is comfortable being in a pub for Christmas drinks or a celebration. There are many reasons why, including: Religion, sobriety, health conditions and personal choice.



Here is one action you can take as a senior leader:

Lead by example. Sign your organisation up to try one of Race Equality Matter's solutions as a way to create an inclusive environment, such as [#MyNames](#). Or facilitate staff listening groups using REM's [Tea Break](#) or [Safe Space Plus](#) solutions and take action to create an environment where everyone feels they belong.

Action/s I will take:

Action/s I will take:	To be achieved by



If you are interested and would like to find out more.

Additional Resources:

[Build a Sense of Belonging in the Workplace](#)

[Belonging in the Workplace: What does it mean and why does it matter?](#)

[Belonging, A Critical Piece of Diversity, Equity and Inclusion \(15:55\)](#)

[Why Belonging at work matters \(1:46\)](#)

Donate to help us create more solutions

Race Equality Matters provides solutions, resources and events for free, so:

1. Everyone can access them, regardless of budget.
2. The real barriers to race equality in the workplace are addressed.
3. The change we all want to see and feel, is accelerated.



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91% say what we are doing will make an impact.

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

A special thank you to some of our key partners and collaborators

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