

DESIGN FOR BELONGING



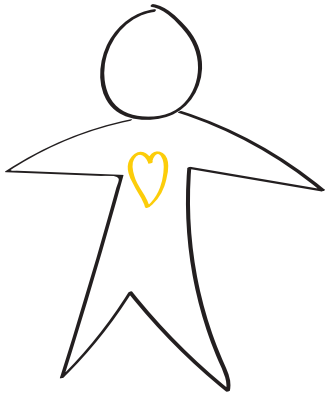
*Your name
belongs here*



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DIMENSIONS OF BELONGING



“IN A LEGITIMATE DEMOCRACY, BELONGING MEANS THAT YOUR WELL-BEING IS CONSIDERED AND YOUR ABILITY TO HELP DESIGN AND GIVE MEANING TO ITS STRUCTURES AND INSTITUTIONS IS REALIZED.”

john a powell

INVITING

An intentional request to have an individual member or group join your community.

WELCOMING

Active hospitality. An act or series of acts that honor participants' emotions and identities, allowing them to bring their full selves into an environment and not leave parts at the door.

KNOWING & ACCEPTING

Embracing participants fully so they feel seen for who they are and known in your organization's culture. Not just whether a participant is known but **how** they are known.

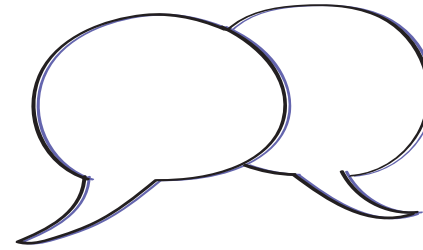
PARTICIPATING & CONTRIBUTING

Authentically engaging a member of a community in ways so they know their voice matters to the community and makes the community even better. Includes giving feedback and having difficult conversations.

GROWING

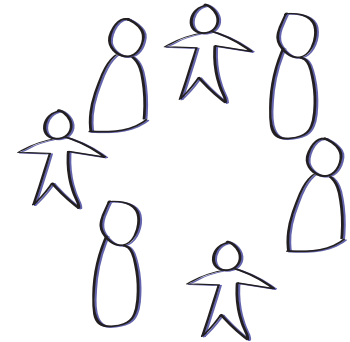
When a participant knows their contribution to the community also fosters personal growth for them as an individual.

LEVERS OF DESIGN



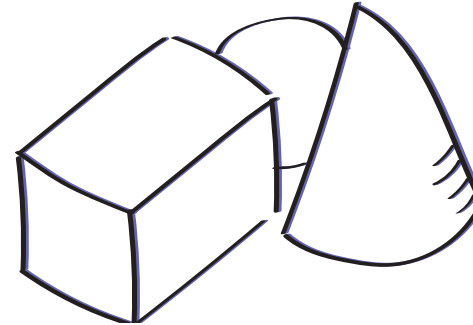
COMMUNICATION

Language, methods, frequency



RITUAL

Habits, relationships, protocols

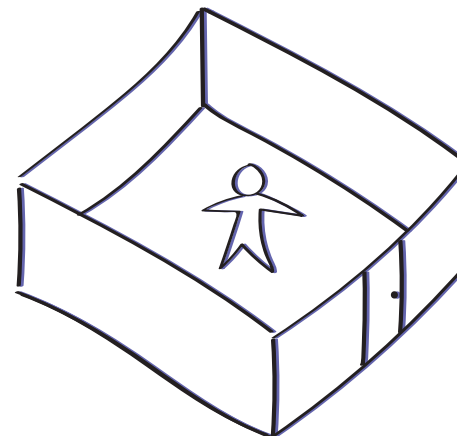


OBJECTS Clothes, furniture, devices, art



ROLE

Stakeholders, positions, power



SPACE Location, scale, images, sound