



Community Workbook

Welcome!

Every year at this time, many of us establish intentions, resolutions, and goals for the year ahead. This time empowers us to connect and share our visions with those we love and trust. This time of year also allows us to reflect on how our past year went as we project our future vision.

During this season, we have the opportunity to explore more about what type of leader we want to become today, and what kind of workplace culture we intentionally want to build. May this workbook guide you toward your becoming.

Follow it completely, and you will gain the clarity and confidence required to commit and then transform yourself and your workplace.

This workbook is best accompanied by the Belonging at Work Community's 2022 kick-off event taking place on January 10, 2022 at 1 pm Pacific Time. To become a monthly or annual member, please visit:

<https://www.belongingmembershipcommunity.com>

Thanks for growing the **#BelongingCommunity!**

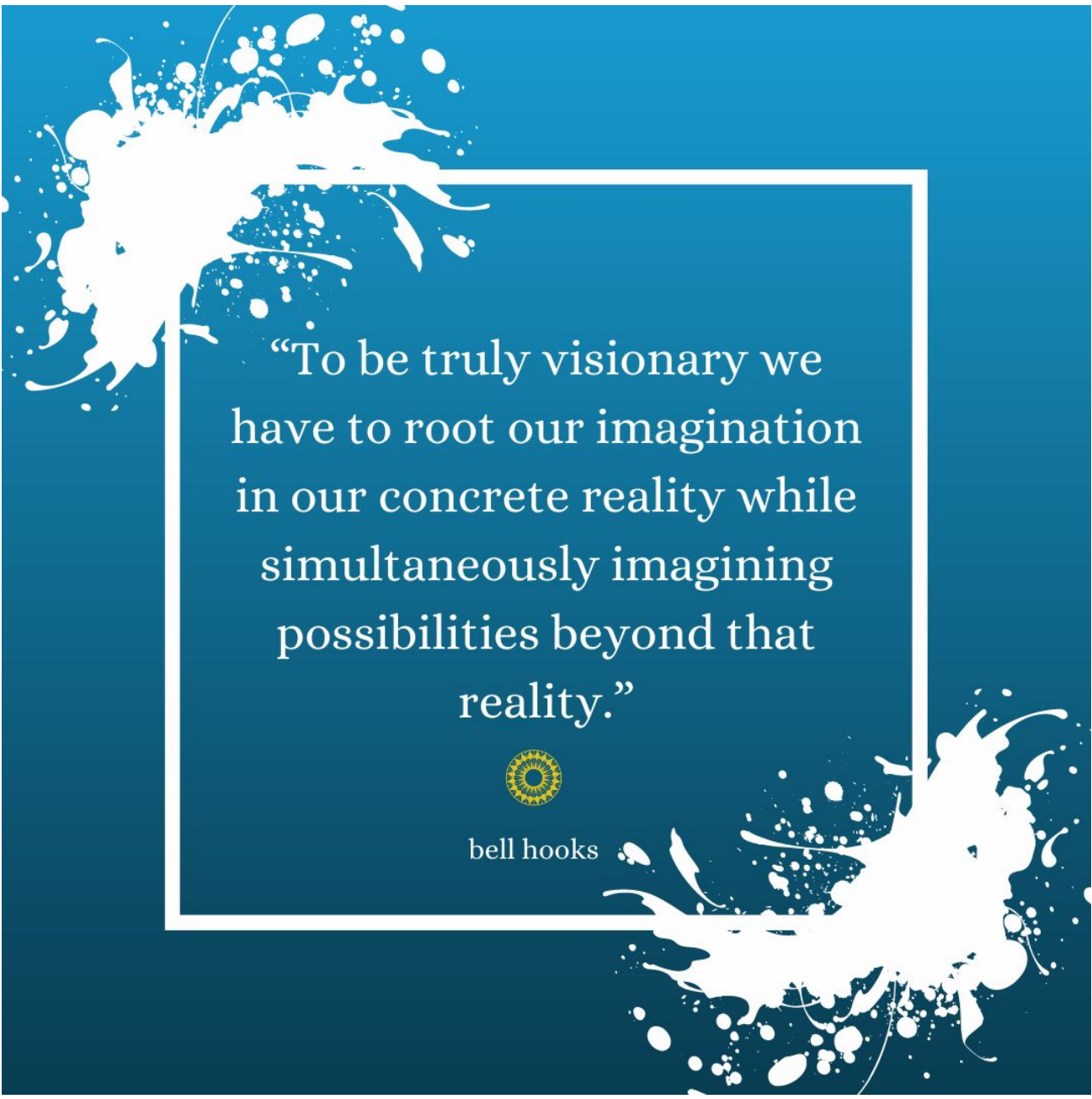
Rhodes Perry, MPA
Founder + CEO
Belonging At Work



WHAT'S INSIDE?

Use this Community Workbook to support your process of imagining, committing, and then building more belonging for yourself and your workplace during the live event and follow-up reflection work. You can capture your notes digitally in various sections of this PDF – be sure to save your file locally so you can refer to your notes again throughout the year to evaluate your progress. You can also print this guide and take notes by hand during our live session.

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“To be truly visionary we
have to root our imagination
in our concrete reality while
simultaneously imagining
possibilities beyond that
reality.”



bell hooks

Preparing:

Live Event Tips

Ready to gather with the Belonging at Work Community for our first group coaching session in 2022? OUTSTANDING! Here are a few of my favorite ways to elevate our creative energies. Choose one or all of these optional ways to fully prepare yourself and make our time together more meaningful and special. (Pro-Tip: all of these activities work well if you're participating live, or doing this work after the event).

Be Here Now

We do so many mundane tasks in front of a screen - work, reading the news, shopping, etc. During our 2022 Community sessions, let's use our screens as a tool for connection and transformation. Let's shift our mindset by adding an inspiring decoration near your screen - something that reminds you of what it feels like to belong. Whether you will participate in our community sessions by a desktop, phone, laptop, or tablet, here are some ways to use your screen into a tool for transformation:

- Surround your screen with your favorite pictures, mementos from traveling, or other objects that symbolize what it feels like to belong.
- Wrap your screen with a fabric that has a calming color.
- Consider lighting a scented candle or diffuse some essential oils to soothe your senses as you engage in the content.

What Inspires You?

During our group coaching session, bring something that deeply inspires you to imagine and then build more belonging for yourself and your workplace. This may include a **quote, poem, song lyric, a book, etc.** It really doesn't matter what you bring, as long as it's a source of inspiration for you. In your small group, you can go around and share this item if you'd like, or make room for others to share if they feel called to do so.

Music

Consider making a playlist of songs that remind you of what it feels like to belong. If you're searching for inspiration, listen to this [Spotify mix](#) Rhodes co-created with participants who attended the 2021 Belonging at Work Summit. During our live event, you will have the opportunity to share which songs you chose and why you find inspiration from them.

Questions

Turn to the next page for a series of questions you can use to **reflect on what you have accomplished** for yourself and your workplace. Another way to reflect if these questions don't serve you is to scroll through your camera roll and select your top 10 photos that encapsulate your story for the year.

2021 Reflections

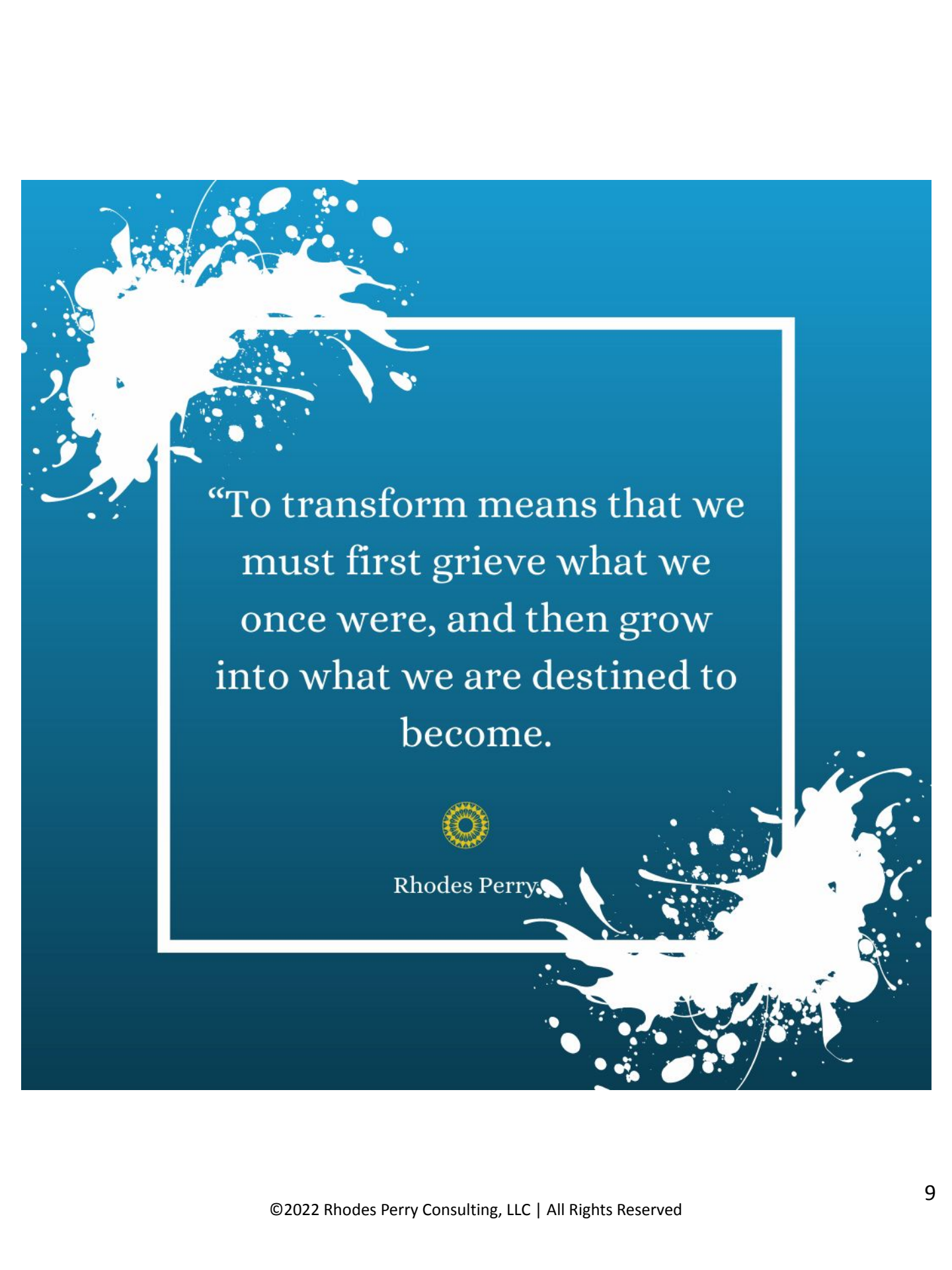
Before we imagine the year ahead, let's take a look back on 2021. The following questions work well as journal prompts or simply answering them aloud with trusted friends or colleagues. Pick one, two, or all of the questions below to help clarify your 2021.

<p>Describe the biggest lesson you've learned this past year related to your DEI work.</p>	<p>If 2021 was a chapter in the book for your organization's DEI journey, what would it be called? Why?</p>	<p>Describe your favorite professional moment of joy or bliss this past year when it comes to your DEI work?</p>
<p>What aspects of your DEI work are you most grateful for and why?</p>	<p>Describe a moment where you felt like you belonged at work this past year that really meant something to you.</p>	<p>Where were you this exact time last year with respect to your DEI work? What's changed?</p>
<p>What is one aspect of your DEI work where you could offer yourself - or your colleagues - more compassion?</p>	<p>Give a colleague or community member recognition for one way you've seen them grow as a DEI champion.</p>	<p>BONUS QUESTION!</p>

2021 Reflections

Tips for using your reflection questions:

- These questions will have a deeper impact if there's time to reflect, so make sure you give yourself ample time to consider each question before fully responding.
- If you like to journal, pick up a pen and your favorite journal and then consider answering one, a few, or all of the reflection questions. What surprised you?
- If you prefer verbalizing your responses, identify a trusted family member, friend, or colleague, and ask them if they would like to listen to your reflections. With their consent, share away.
- BONUS QUESTION. Consider adding one or a few reflection questions of your own to help you more fully reflect on aspects of your 2021 DEI work.



“To transform means that we
must first grieve what we
once were, and then grow
into what we are destined to
become.



Rhodes Perry.

Imagining 2022

Let's imagine belonging! Please use the next few pages to capture your thoughts about your vision of what a belonging workplace culture can be like for you and your colleagues - on a full sensory level. Some of the sections may be harder to imagine than others. Take note of those sections, though refrain from skipping them completely as it may compromise your vision of building belonging at work. Don't overthink your responses - you can always dial in your vision over time.

Some Helpful Guidance:

- Write your statements as if you're twelve months into the future, writing in the present tense as if your vision has already taken root.
- Start each sentence with words of appreciation such as, "I am so grateful that...", "I appreciate...", or "Thank you for..."
- Offer specific details about your full sensory belonging experience: what do you see, hear, smell, taste, sense, and feel as you imagine belonging?
- You can write your thoughts as complete sentences, words, phrases, or bullets. You can also draw images, shapes, or scribbles to express your thoughts...whatever arises is right!
- Before starting a new section, take a few long breaths in, and full exhales out to create the space necessary to fully imagine a different way of working. Let's begin with few deep breaths in and out...

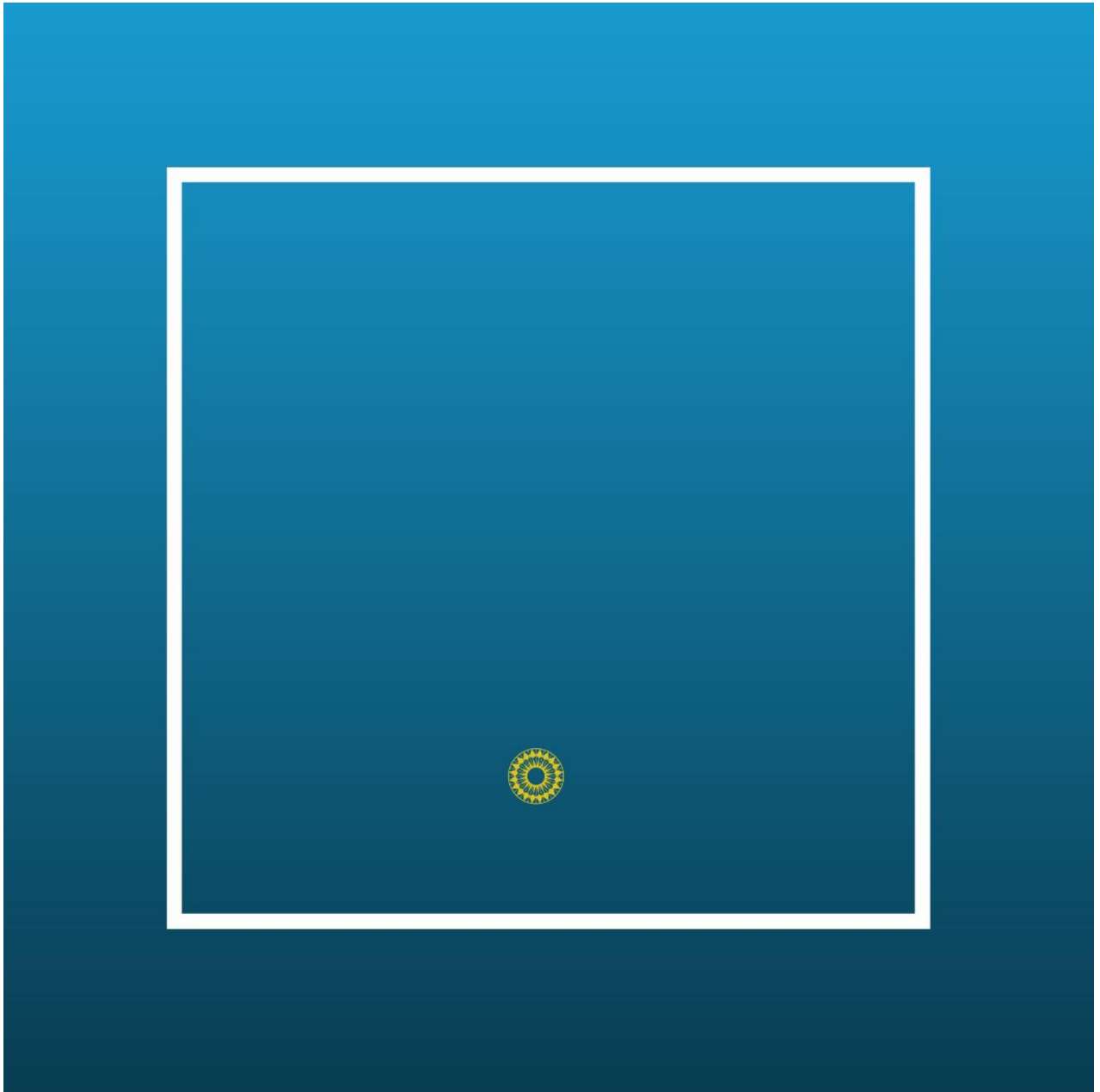
Imagine 2022

Physical & Virtual Design

In the presence of my imagination, I feel:

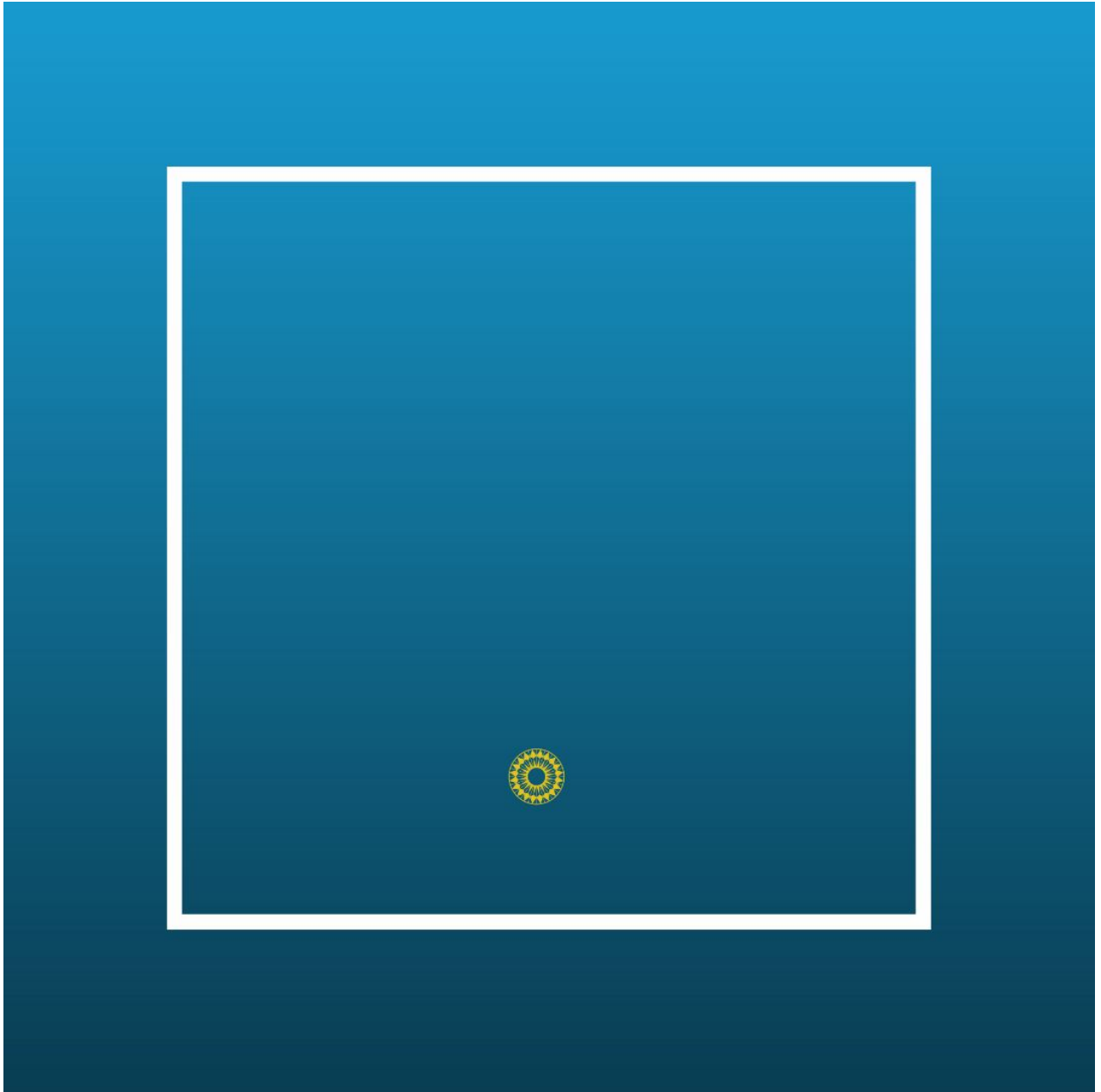
Your Mindset

What kind of mindset will you need to cultivate to make your vision a reality?



Your Blocks

What self-sabotaging patterns may hold you back from making your vision a reality?



Your 2022 Commitment Statement

I, _____, call upon the mindset of
(name)

_____ to transform
(your mindset)

myself and to transform my workplace. I will liberate myself from

_____, so that I can feel
(your blocks)

_____ in my leadership team,
(feeling from leadership team)

_____ with my DEI budget & team,
(feeling from DEI budget & team)

_____, with my DEI metrics,
(feeling from DEI metrics)

_____, in my relationships,
(feeling from people & relationships)

_____, with my learning strategy,
(feeling from learning & development)

_____, with our design,
(feeling from physical & virtual design)


_____, with our ESG commitments,
(feeling from ESG commitments)

_____, with our transparency.
(feeling from accountability & transparency)

**This is my commitment. I am clear with my vision. I am confident
in my approach. I am ready to act. I deserve this transformation.**

(signature)

(date)



I am clear. I am confident. I
am committed. I am ready. I
deserve this transformation.



Activation

Congratulations! You did the hard part first. You gave yourself permission to deeply reflect on the past year, and you dreamed big as you developed a 2022 vision for the future of your DEI work. OUTSTANDING!! Now it's time to activate your 2022 commitment statement, and make it a reality. Here's how you can begin...

Individual Work


- Write down your commitment statement. You can type it out or write it on paper. Keep it on your desk and - at minimum - read it at the beginning of each month.
- Place a reminder on your calendar to read your commitment statement at the beginning of each month. Does it still ring true for you? If not, adjust as needed!
- Take a picture of your commitment statement and share it with our [Belonging at Work Facebook Community](#). Declare your vision to stay committed and inspire others along the way!

In Community

- Read your 2022 commitment out loud during our live virtual event. It's not mandatory, though your words will absolutely inspire others around you to dream BIG!
- After listening to others, simply absorb the words and offer positive affirmations, or emojis if the statements you listen to resonate with your experience.

Build Belonging at Work!

As a Belonging Community, we have the responsibility of leading inclusively as we transform our visions of a better workplace into reality. While much of the work we do inside of our workplaces - or for the clients we serve - is separate from our time together, we still must do this kind of visioning work as a community, together. So here's the plan. Be sure to [RSVP for our next virtual event](#), and bring this workbook with you. You'll gain additional guidance on how to complete it, and we'll build upon our work throughout this month. At the end of our session, we'll make the following statement together:



I am clear. I am confident. I
am committed. I am ready. I
deserve this transformation.



Together, We Will Succeed!

Take this work further in-person, and online by learning about the following opportunities to get the support you need to build belonging at work.

Imagine Belonging. On Tuesday, February 22, 2022, Rhodes Perry will release his newest book, *Imagine Belonging*. You can learn more about the book, order bulk copies for your colleagues, and [gain access to exclusive book related learning events here](#).

Belonging at Work. Grab the book that started the #BelonginMovement! If you are excited about *Imagine Belonging*, consider reading the book that started the movement. Grab your [copy here](#).

4th Annual Summit! The [4th Annual Belonging at Work Summit](#) will run July 11 - 15. We have exclusive group access passes, which are great for ERG networks, DEI Committees, and inclusive leadership teams. If you're interested, drop us a line: hello@rhodesperry.com

Grow Our Community. Do you have colleagues, ERG network members, DEI committee members, executive teams, or other folks thirsty to learn how to build more belonging at work? Why not encourage them to grow our community? Please share this link with folks who can benefit from our community using this link: www.belongingmembershipcommunity.com.

Work with Us! Looking for executive DEI coaching, a consulting solution, or learning programs to inspire your leadership team to advance your DEI goals? The consider working with Rhodes & his team by contacting us here: hello@rhodesperry.com.

Notes



Imagine & Build Belonging

Thank YOU for growing the
#BelongingCommunity and
the #BelongingMovement!

