



**THIS IS A
PROTOTYPE.**



DESIGN FOR BELONGING

This toolkit contains prompts and exercises for you to use to understand and improve the state of belonging in your team, organization or community. The goal of this work is for people to know and feel they belong and that their perspectives and contributions are sought out and honored.

Using these tools is an opportunity to ground your diversity, equity and inclusion work in what it feels like for individuals and groups to be a part of your community. Communities of every scale or configuration can design for belonging and to decrease othering. You can explore what's working and what's not and then take design action where change is needed. These tools are to help you get started and make progress.

Don't let the hardest challenges paralyze you.

Take action to design for belonging.

DESIGN FOR BELONGING

COMMUNITY TOOLKIT

WHO is THIS
FOR?

HOW
DOES IT
WORK?

WHAT SHOULD
I USE IT FOR?



WHO IS THIS FOR ?

PTA
MEMBERS

DEI
CHAMPIONS

NEIGHBORHOOD
ACTIVISTS

SMALL
BUSINESSES

ARTISTS

INCLUSION
SPECIALISTS

MOVEMENT
LEADERS

COMMUNITY
ORGANIZERS

COMPASSIONATE
CITIZENS

WHAT ABOUT YOU?

MAYBE
IT'S ME!



ANYONE
READY
TO
ADVOCATE
FOR
GREATER
BELONGING
IN THEIR
COMMUNITY

HOW DOES IT WORK?

DESIGN A
WAY FORWARD

BRING PEOPLE
TOGETHER



STEP UP &
SPEAK UP



i
NOTICED

FEEL & SEE
WHAT'S HAPPENING



NOTICING

ALWAYS
LISTENING, ALWAYS
FEELING

TAKE LEADERSHIP TO CATALYZE CHANGE IN YOUR
COMMUNITY

WHERE ARE
WE?

START
WHERE YOU ARE

RESPONDING
TO INCIDENTS

UPROOTING
DEEP
PATTERNS

REDESIGNING
CULTURAL
PRACTICES

DESIGNING
CULTURES
OF BELONGING

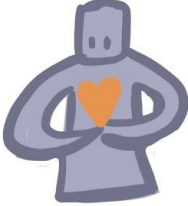

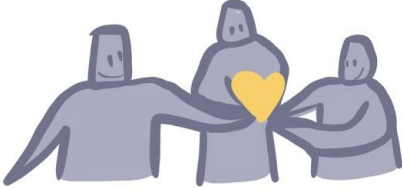
REACTIVE

PROACTIVE

STARTING POINTS



EXPLORING BELONGING

- FEEL IT 
- SEE IT 
- SHAPE IT 

FEEL it



A BELONGING MINDMAP

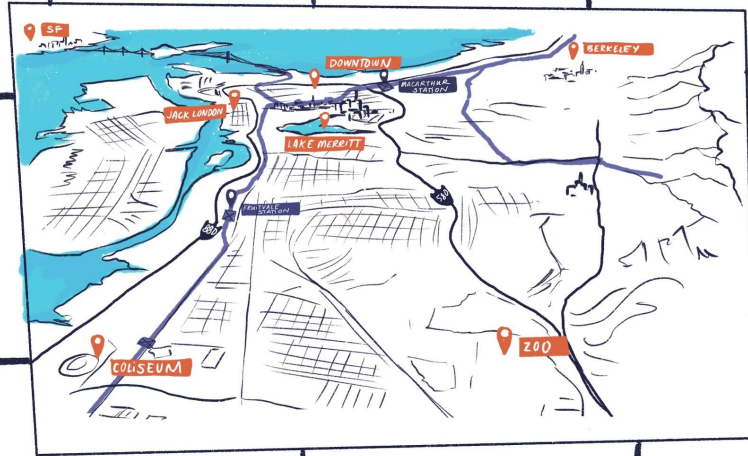


WHAT DO YOU ASSOCIATE WITH THE
WORD OR THE FEELING OF
BELONGING?



WHERE DO YOU FEEL A SENSE OF BELONGING?





MAKE YOUR MAP

Where in your city, town, school or community do you feel and see belonging for yourself or others?

Grab or download a map to ask yourself where you have a strong sense of belonging and where do you not?

Then ask yourself: how do you know?



SEE it

A JOURNEY MAP

THINK ABOUT WHERE YOU LIVE
& MAP THE UPS & DOWNS OF YOUR
BELONGING JOURNEY.



B
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WHEN I
MOVED
HERE

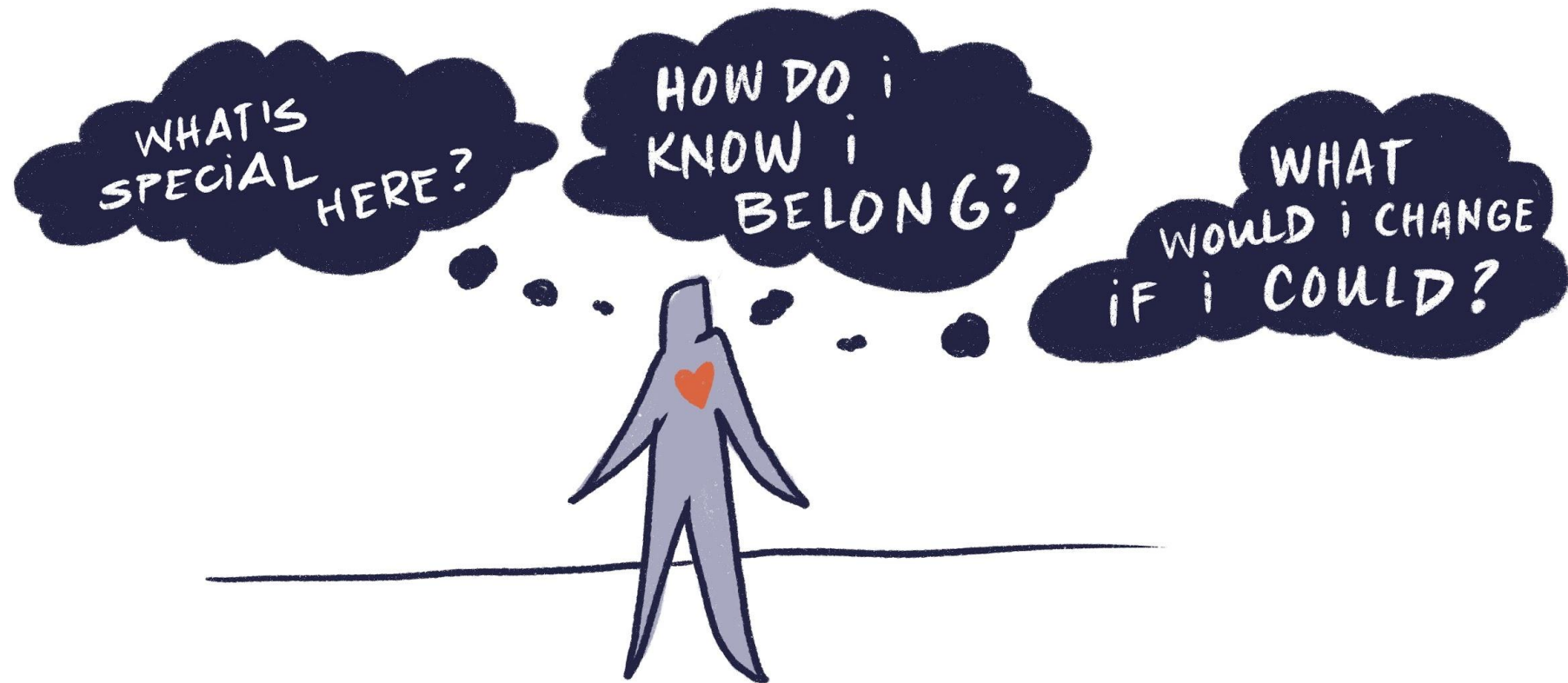


NOW

NOTICE
WHAT YOU LOVE

UNDERSTAND
WHY

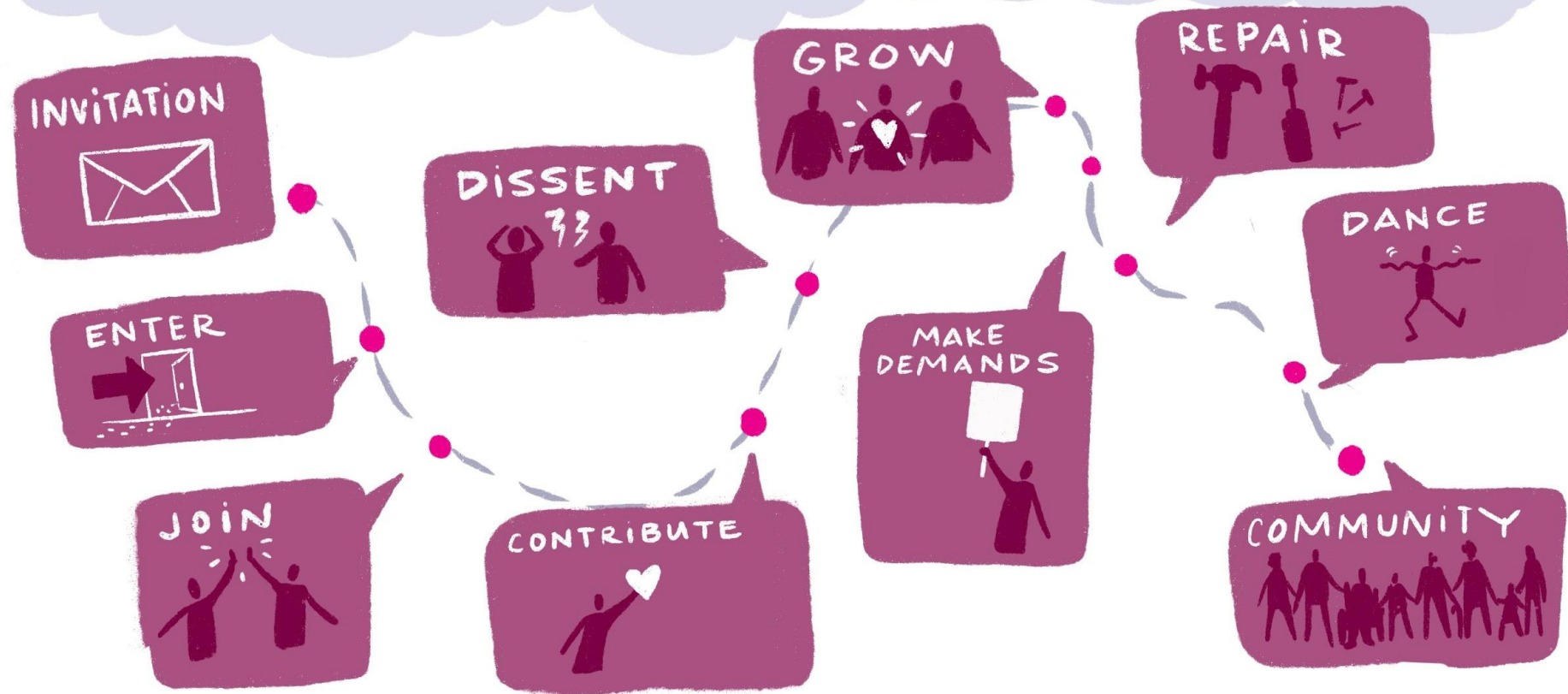
PLAY IT FORWARD



SHAPE IT



WHAT ARE YOUR MOMENTS OF BELONGING?



WHICH MOMENTS HAVE
I NOTICED?

WHAT NEEDS TO
CHANGE?



WHAT CAN YOU DESIGN?

MANY THINGS!

SPACE



INCENTIVES



ROLE



GROUPINGS

RITUAL



TIME &
RHYTHM

COMMUNICATIONS



FOOD



GEAR

JUMPSTARTS

FOR CULTIVATING
BELONGING



GETTING STARTED

Try the following *Jumpstarts* to learn more about othering and belonging in your community and plant seeds for building more belonging.

You can change them to fit your context.

You can invent your own.

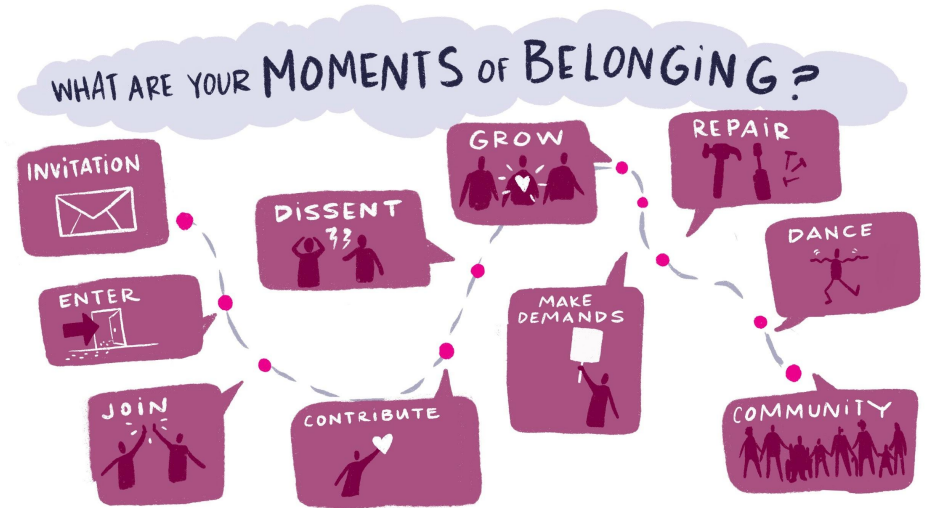
Pick a moment that you would like to work on in your team or organization.

The *Jumpstarts* are organized by the *Moments of Belonging*. They are offered as things to try. They are meant to be safe to fail, but you are of course the one to judge that in your context. Use them as they are shared here or as inspiration for other things you would like to try.

The point of the jumpstart is to start small and see what you can learn.

After you try some, ask yourself:

- What did I learn about how belonging in my context or community?
- What is working, what is not and for whom?
- What am I inspired to try now?



INVITATION



INVITE A COWORKER
FOR A



WALKING
MEETING

ENTER



SEND A
CARE PACKAGE



PROVISIONS FOR
WORK AHEAD

JOIN



CONTRIBUTE



CREATE A
SCAVENGER
HUNT



WITH CLUES FROM
EVERYONE'S
STORY

START A MEETING
WITH A

WHAT'S YOUR
FAVORITE...



CHECK-IN
QUESTION

DISSENT



PRACTICE
DISSENT

I'M GOING TO
OFFER A
DISSENTING
VIEW...



GROW



TEACH ONE,
LEARN ONE.



POST A GIANT
GRID OF OPPORTUNITIES

MAKE
DEMANDS



REPAIR



NORMALIZE
SHARING
REAL NEEDS



POP-UP PROPOSAL DAY

EXPLORE
RESTORATIVE
JUSTICE



TRY A BOOK CLUB

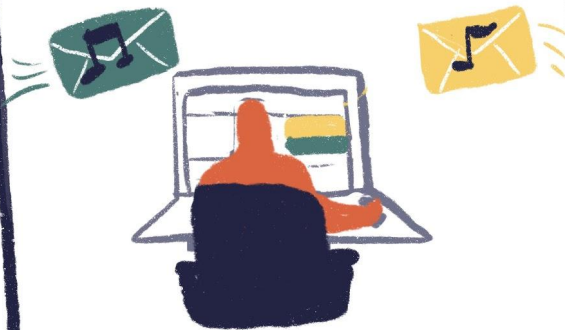
DANCE



COMMUNITY



CREATE PLAYLIST
FOR YOUR CREW



GATHER TUNES FROM
EVERYONE

GATHER
FOR A MEAL



BANQUET NOT REQUIRED,
POP IT UP!

This is a prototype

Please share any and all feedback, insights and use cases via email susiebwise@gmail.com or on [this form](#).

Acknowledgements

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Social Media

#designforbelonging

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