



Generating Belonging // Deep Dive LGBTQ+ Business Forum 2024

- **Inviting Difference:** Actively welcome and embrace (LGBTIQ+) diversity.
- **Self-Acceptance:** Learn to accept and love yourself.
- **Authenticity at Work:** Bring your whole self to work without limitations – create a safe space free from fear of repercussions.
- **Building Psychological Safety:** Develop tools and methods to foster safety, even without extensive resources or budgets.
- **Cultural Sensitivity:** Work safely across different cultures and address microaggressions effectively.
- **Childhood Roots:** Our early experiences teach us the fear of exclusion – this shapes our deep need for belonging.
- **Boundaries of Belonging:**
 - When does belonging become “too much”?
 - How do we balance corporate belonging with personal boundaries?
- **Meaning of Home:** What feels like “home” in this context?
- **Engaging Quiet Allies:** How can silent supporters be involved more effectively? (Consistency and repetition are key.)
- **Safety ≠ Belonging:** Safety is an essential part but does not equate to belonging.
- **Sharing Vulnerable Stories:** Personal and authentic storytelling fosters deeper connections.
- **Awareness:** Be mindful of personal boundaries and experiences.

Concepts and Tools to Foster Belonging

1. **Events and Rituals:**
 - Organize intercultural dinners or social events.

- Celebrate international holidays together.
- Host monthly after-work events: Regular, inclusive, and open for everyone to build connections.
- Sponsor sports activities to create a sense of belonging through shared experiences.

2. **Education and Awareness:**

- Take small, continuous steps to educate and raise awareness.
- Focus on the *"Why is this important for you?"* in campaigns.
- Avoid "blaming and shaming" approaches to encourage participation.

3. **Mentoring and Support:**

- **Reverse Mentoring:** For example, Pride community members mentoring senior leadership.
- Provide resources and support for employees to create their own communities.

4. **Structural Actions:**

- Conduct annual surveys to measure belonging and track progress.
- Use tools like "Network Lunches" to foster informal connections.

5. **Flexibility and Voluntariness:**

- Avoid being pushy - allow people to self-invite and decide their level of participation.

Open Questions for Discussion

- Where are the boundaries between personal and corporate belonging?
- What does "privacy" mean in the context of belonging?
- How can we cultivate a sense of "home" within organizations?
- Are we living in a "bubble" (e.g., through isolated communities or companies like "Cup Companies"?)