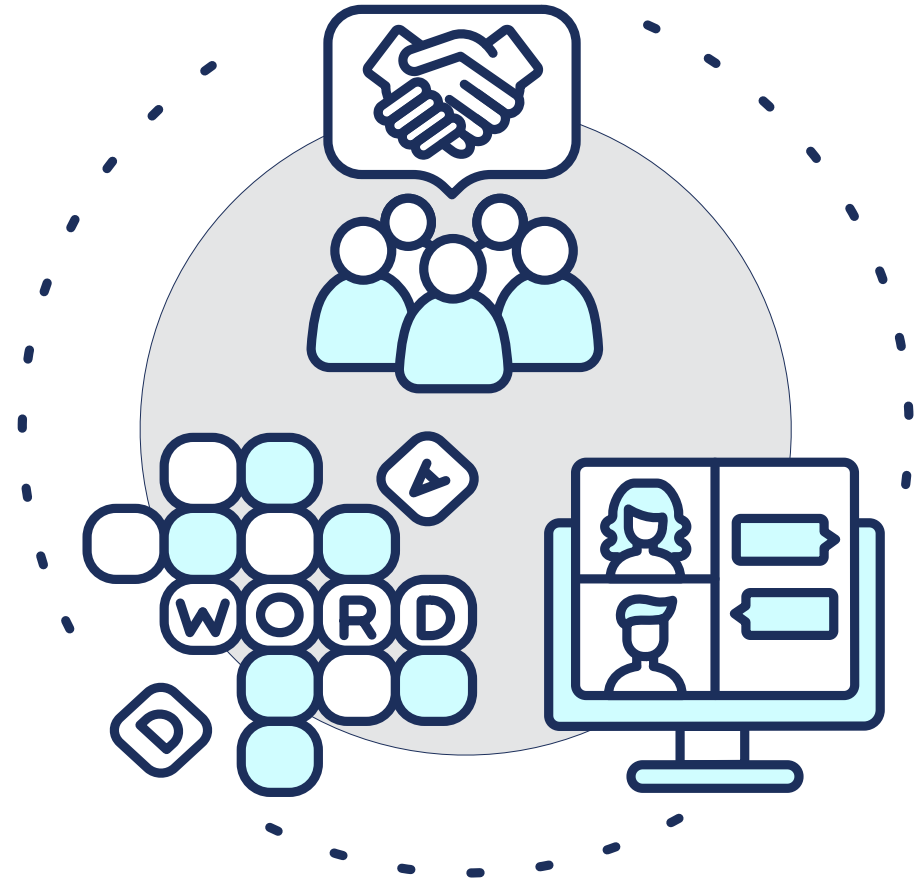


# AGENDA

- 1 **Presenter/Facilitator Introductions**  
Nye Jones | Debra Crafter
- 2 **Ice Breaker**
- 3 **Today's Goals**
- 4 **SAME DEI Commitment**
- 5 **Knowledge Check-in**
- 6 **Activity and Breakout Discussion**

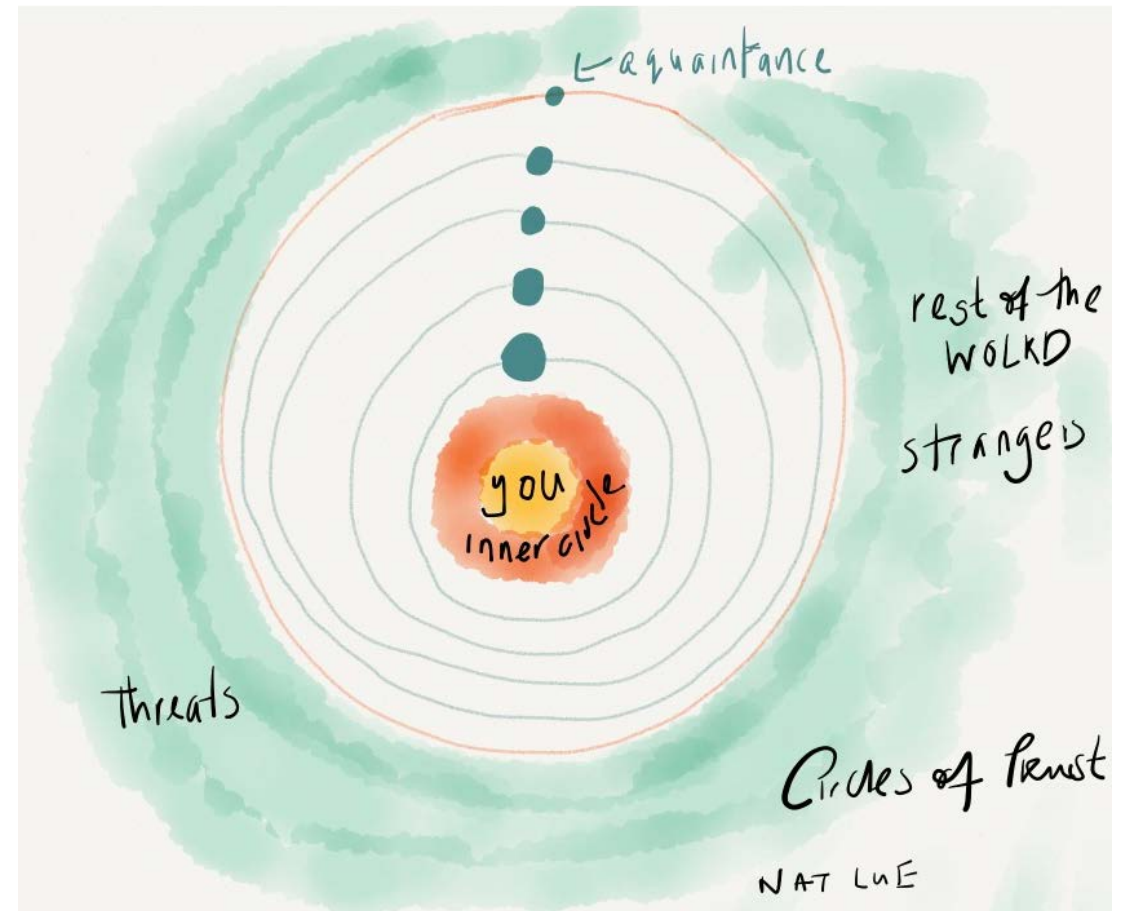
## ICE BREAKER



## ICE BREAKER

Write down the 5 people who you trust most that are not family members:

- 1.
- 2.
- 3.
- 4.
- 5.



## Today's Learning Experience Goals



**Understanding  
belonging**



**Expand your level of  
comfort with DEI  
"Courageous  
Conversations"**



**Embrace different  
perspectives and  
share personal  
experiences**



**Gain a deeper  
understanding of  
biases  
(implicit/explicit)**

## Ground Rules

1

**Assume  
positive intent**



2

**Be curious and  
open-minded, and  
explore possibilities**



3

**Participate actively  
and contribute**  
(if this isn't your thing,  
be brave!)



4

**Be conscious of your  
feelings**



5

**Vegas Rules:  
Uphold  
confidentiality**



## What Is a Sense of Belonging?



- The need to belong, also known as “**belongingness**”, refers to a human emotional need to affiliate with and be accepted by members of a group.
- Belonging involves more than just being acquainted with other people.
- Involves gaining acceptance, attention, and support from members of the group and providing the same attention to other members.
- This may include groups such as:

Co-workers

Athletic  
Team

Religious  
Group

Professional  
Associations

## Why Is Belonging Important?

- The need to belong to a group can lead to changes in behaviors, beliefs, and attitudes as people strive to conform to the standards and norms of the group, be they bad or good
- The need to belong is an “**intrinsic motivation**” to affiliate with others and be socially accepted versus an “**extrinsic motivation**” where you expect to get something in return or avoid something unpleasant.

**Intrinsic motivation:** engaging in a behavior because it’s personally rewarding, not for an external reward. Doing something simply for the enjoyment of the activity itself.

**Extrinsic motivation:** the motivation to engage in a behavior in order to earn external rewards or avoid punishment. Doing something because you were told /required to do or that you are seeking recognition for



## Belonging in Action

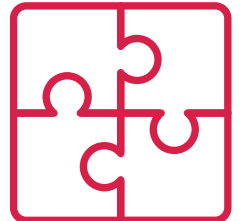
- People often present themselves in a particular way in order to belong to/fit in with the rest of the group
- People also compare themselves to other members of the group in order to determine how well they fit in.
- This might lead an individual to adopt some of the same behaviors and attitudes of the most prominent members of the group in order to conform and gain greater acceptance

### Why do people seek out specific groups?

- sharing some points of commonality
- seek each other out to form friendships

### Other factors include:

- Pop culture interests
- Religious beliefs
- Shared goals
- Socioeconomic status

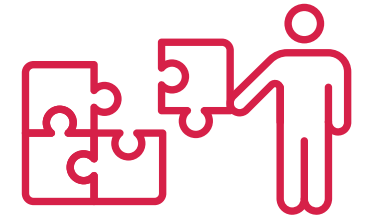


## Effect of Belongingness



- Our need to belong drives us to seek out stable, long-lasting relationships with other people. It also motivates us to participate in social activities such as clubs, sports teams, religious groups, and community organizations.
- In Maslow's Hierarchy of Needs, the need for love and belonging lie at the center of the pyramid as part of the social needs Maslow believed that the need for belonging helped people to experience companionship and acceptance through family, friends, and other relationships.
- Even if we don't all place these needs in the same order, keeping them in mind when interacting with others can help make our interactions more caring and respectful.

## How to Foster a Belonging Environment



1

### Practice acceptance

Focus on the similarities, not the differences, that connects you to others, and remain open to new ways of thinking.

2

### Make an effort

Creating a sense of belonging takes effort. Sponsor activities for new groups of people with whom you've never sought out/connected (ex. HBCUs, youth sports leagues, community associations, etc.). This is a great way to tell people about SAME and our programs and invite them to become a member. Be patient. It might take time to gain

3

### Be patient

It may take time to develop trust with new groups as you go through the outreach process, but with diligence and perseverance, you will have forged new relationships and built a foundation for a more inclusive Post

## Cultivating Belonging at SAME

The Society of American Military Engineers is **fully committed** to promoting a culture of **Diversity, Equity, and Inclusion (DEI)** in all that we do.

- As a professional organization, our unwavering standard is that all individuals feel valued and respected regardless of gender, race, gender identity, ethnicity, national origin, age, sexual orientation, education, disability, veteran status, or other dimensions of diversity.
- Together, we will achieve that commitment and standard through our DEI National Plan, driven by our vision to make lasting impacts on the Society and the future of the Architecture, Engineering and Construction (AEC) profession.

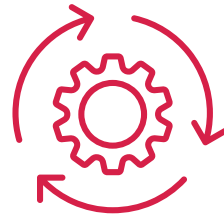
## Focus Areas

### SAME DEI National Action Plan



#### **Grow**

Grow Diversity Equity and Inclusion (DEI) Knowledge and Understanding



#### **Sustain**

Sustain Membership Management



#### **Contribute**

Contribute to the DEI of the A/E/C Industry

## SAME DEI Sub-Committee Co-Chairs



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Small Business Programs Manager

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Check Your Knowledge  
**Cultivate a Sense of Belonging**

## Question

# 1

### What is racism?

- a. Preference for people who run marathons
- b. A political issue
- c. Prejudice, discrimination, bias, or hatred directed against a person or people based on their membership in a particular racial or ethnic group
- d. Entertainment



Question

2

## What is ethnicity?

- a. Race
- b. Living in the same household
- c. Various religions
- d. The fact or state of belonging to a social group that has a common national or cultural tradition.

Question

3

## What is gender ethnicity?

- a. One gender as it is assigned at birth
- b. The gender(s) of individuals one is attracted to.
- c. One's innermost concept of self as male, female, a blend of both or neither.
- d. Entertainment

Question

4

## What is sexual orientation?

- a. Direction one is facing at any given time
- b. Training you take at most schools
- c. Refers to the sex of those to whom one is sexually and romantically attracted
- d. The gender one is assigned at birth

Question

5

## What is intersectionality?

- a. An intersection on the interstate highway
- b. A race framework
- c. A point of line common to lines or surfaces that intersect
- d. The overlap of various social identities

Question

6

## What is bias?

- a. Preference for one thing over another
- b. A point of line common to lines or surfaces
- c. Fairness
- d. Entertainment



## Shared lived experience



**Debra R. Crafter**



**Nye Jones**

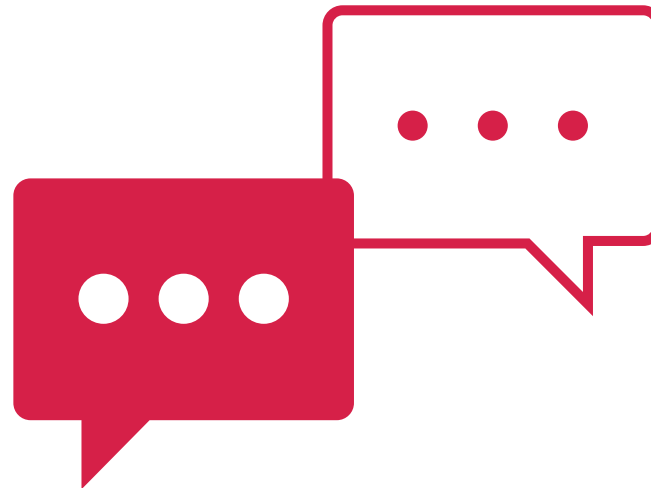


## Group Exercise #1

1. When did you first recognize your own biases towards others?
2. How have these biases affected you in the workplace, social events, community, SAME?

**YOUR LIVED EXPERIENCE IS AN IMPORTANT EXPERTISE**

## DEBRIEF



**A REPRESENTATIVE FROM EACH ASSIGNED GROUP REPORTS OUT ON GROUP DISCUSSION**



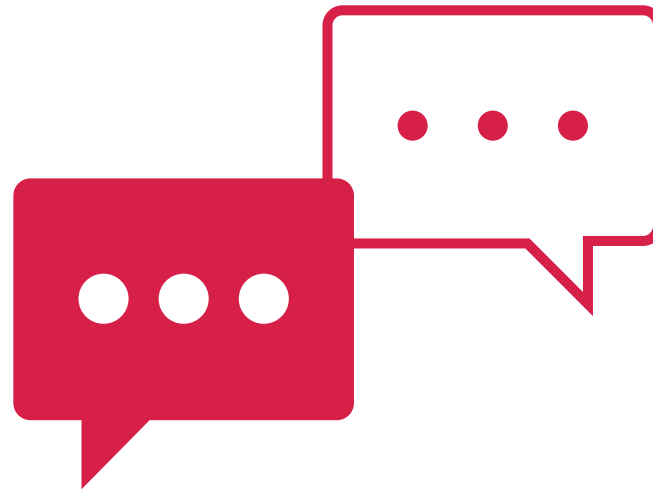


## Group Exercise #2

1. What is your earliest memory of realizing you were somehow different from others based on one or more of the identities you hold?
2. What did that feel like?

**YOUR LIVED EXPERIENCE IS AN IMPORTANT EXPERTISE**

## DEBRIEF



**A REPRESENTATIVE FROM EACH ASSIGNED GROUP REPORTS OUT ON GROUP DISCUSSION**

# Thank You

Diversity Equity and Inclusion  
Additional Resources Next Pages

## Two Great Books Resources

| Name   | Brief Overview  |
|--|---|
| <p><b><u>Blindspot: Hidden Biases of Good People</u></b><br/>                     written by Anthony G Greenwald and Mahzarin R Banaji</p> | <p>I know my own mind. I am able to assess others in a fair and accurate way.</p> <p>These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality.</p>                                 |
| <p><b><u>Caste (Oprah's Book Club): The Origins of Our Discontents</u></b><br/>                     by Isabel Wilkerson</p>                | <p>The book describes racism in the United States as an aspect of a caste system – a society-wide system of social stratification characterized by notions such as hierarchy, inclusion and exclusion, and purity. Wilkerson does so by comparing aspects of the experience of American people of color to the caste systems of India and Nazi Germany, and she explores the impact of caste on societies shaped by them, and their people.</p> |

## Internal and External SAME DEI E-Resources

| Name  | Brief Overview  |
|---|---|
| <b><u>SAME Diversity Equity and Inclusion</u></b> | <a href="https://www.same.org/dei">https://www.same.org/dei</a><br>SAME DEI's Mission Statement; DEI Action Plan; DEI Executive Commitment Statement and Resources  |
| <b><u>Videos</u></b>                              | HOW YOU SEE ME: (2-minute videos for learning and discussion)<br>WOMEN: <a href="https://youtu.be/cFQ6Ce3VpeQ">https://youtu.be/cFQ6Ce3VpeQ</a><br>Body Size: <a href="https://youtu.be/BOF70kAB1-s">https://youtu.be/BOF70kAB1-s</a><br>MEN: <a href="https://youtu.be/eWRxkDHqnUQ">https://youtu.be/eWRxkDHqnUQ</a><br>DISABILITY: <a href="https://youtu.be/bwW6mYdJ7Xc">https://youtu.be/bwW6mYdJ7Xc</a><br>LATINO: <a href="https://youtu.be/hMTBhz92xvU">https://youtu.be/hMTBhz92xvU</a><br>ARAB: <a href="https://youtu.be/O3ydbIUo0EY">https://youtu.be/O3ydbIUo0EY</a><br>LABELS: <a href="https://youtu.be/P_GkSHBVHzc">https://youtu.be/P_GkSHBVHzc</a><br>ASIAN: <a href="https://youtu.be/OTLtgUGgN">https://youtu.be/OTLtgUGgN</a><br>BLACK: <a href="https://youtu.be/FO6DADHDPQw">https://youtu.be/FO6DADHDPQw</a><br>THE VICTIM CARD: <a href="https://youtu.be/Llc1DYCCn_U">https://youtu.be/Llc1DYCCn_U</a><br>LGBTQ: <a href="https://youtu.be/wxHHstcyP4I">https://youtu.be/wxHHstcyP4I</a><br><br>Creative Content from Procter & Gamble (Emmy award winning DEI educational videos)<br>The Look: <a href="https://youtu.be/aC7lbdD1hq0">https://youtu.be/aC7lbdD1hq0</a><br>The Talk: <a href="https://youtu.be/aC7lbdD1hq0">https://youtu.be/aC7lbdD1hq0</a><br>Then name: <a href="https://youtu.be/fN7cpMC1414">https://youtu.be/fN7cpMC1414</a> |

## Check Your Knowledge Answers

1 – C

2 – D

3 – C

4 – C

5 – D

6 - A