The University of Kansas

Introduction to Belonging

Office of Civil Rights & Title IX
January 29, 2026

Please get your pre-work materials ready.

KU

Compliance

civilrights.ku.edu/ocrtix-presentations

KU | **Office of Civil Rights & Title IX**

HOME

This content is being reviewed in light of recent changes to federal guidance.

OCRTIX Presentations

Office of Civil Rights & Title IX Required Annual Training (PDF)

Office of Civil Rights & Title IX (n.d.). *Ensuring Compliance with HB 2105.*
Office of Civil Rights & Title IX (n.d.). OCRTIX Presentations*.*
Policy Library. (2024). *Publication Requirements for Diversity, Non-Discrimination, and Related Training Materials.*

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Connecting to KU

Mission	Vision	Values
To educate leaders, build healthy communities, and make discoveries that change the world.	**KU Lawrence-Edwards** To be an exceptional learning community that lifts each member and advances society. **KU Medical Center** To improve lives and communities in Kansas and beyond through partnership and innovation in education, research and health care.	**I**ntegrity **R**espect **I**nnovation **S**tewardship **E**xcellence

University Core Competencies

- **Accountability**
- Adaptability
- **Communication**
- Customer/Quality Focus
- **Respect**
- Innovation
- **Leadership**
- Occupational Knowledge/Technology Orientation
- **Team Focus**

Engagement & Content Warnings

- This content will encourage thoughtful reflection and explore topics of bias and identity

- Altogether, this material and/or case studies we discuss may surface potentially painful or triggering previous experiences.

- Remember we want to be in a learning space where you are challenging your comfort zone but not so much that you can no longer participate.

Community Guidelines

- Be present and engaged
- Share airtime
- Don't freeze people in time
- Speak from your own experience
- Take the learning leave the stories
- Differentiate between intent and impact
- Ouch, accept, educate
- _____

Learning Outcomes

By the end of the training, participants will be able to:

- Define the terms "belonging" and "psychological safety."

- Describe factors that inform sense of belonging and psychological safety.

- Compare personal interpretation and institutional definitions of IRISE values.

- Recognize and describe social identity categories.

- Describe the concept of bias, how biases manifest, and how biases affect belonging.

- Practice intrapersonal reflection regarding their role in belonging.

- Appraise their relationship with feedback.

- Practice disrupting their own and others' biases to promote psychological safety and belonging.

Introductions

- Who are you?

- How do you feel when you are in a healthy, vibrant community?
  (prework page 12)

Foundational Concepts

Belonging

Within the context of higher education, sense of belonging refers to an individual's (student, staff, or faculty) perceived social support on campus, a feeling of connectedness, and an experience of feeling accepted, respected, and valued both by one's peers and within the broader campus community.

Adapted from Terrell L. Strayhorn's book College Students' Sense of Belonging.
Andreatta, B. (2022). A culture of belonging starts with psychological safety. Chief Learning Officer - CLO Media.

Psychological Safety

"A climate where individuals feel comfortable and confident in expressing their opinions, asking questions, taking risks, and admitting mistakes without fear of negative consequences."

A. Edmondson on Psychological Safety, 1999

Andreatta, B. (2022). A culture of belonging starts with psychological safety. Chief Learning Officer - CLO Media.
Wiseman, M. (2022, March 24). 7 keys to create psychological safety at work. Big Think.

Factors Affecting Community

- Perception of self compared to group
- One-on-one interactions
- Group interactions
- Observations of others' interactions

Experiences in & Impression of Community

It takes all of us to have healthy and vibrant communities.

Andreatta, B. (2022). A culture of belonging starts with psychological safety. Chief Learning Officer - CLO Media.

Cohen, G. (2022). Speaking of Psychology: How the need to belong drives human behavior.

Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.

Societal

Organizational

Interpersonal

Intrapersonal

Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.
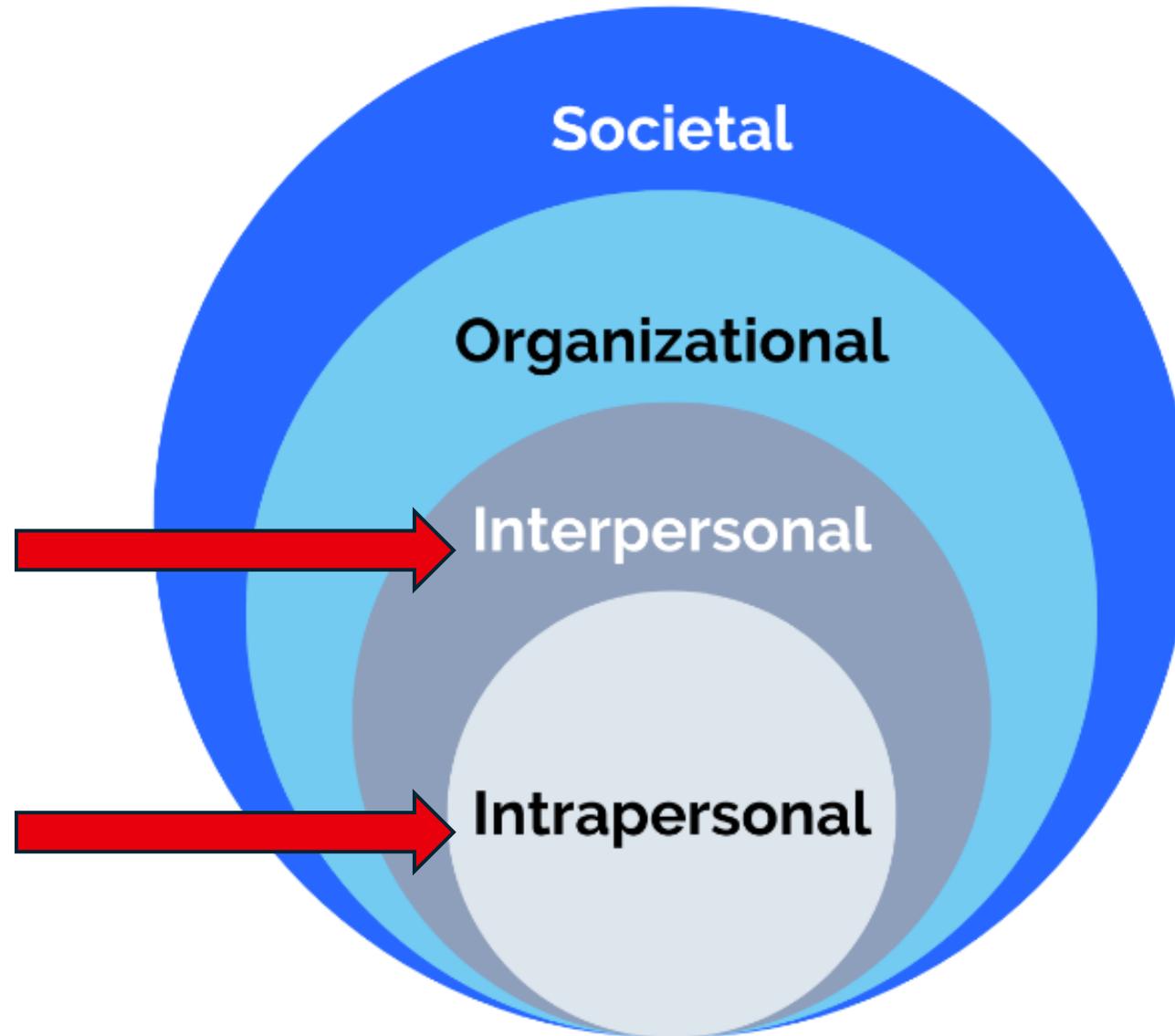
Intrapersonal Exploration: Values

What are values?

Virtual Poll

What are **<u>your</u>** personal values?

Virtual Poll

How do your values influence your behavior at work?

Virtual Poll

# How do KU's IRISE values influence your behavior at work?

Group share out

Values

Integrity
Respect
Innovation
Stewardship
Excellence

Intrapersonal Exploration: Identity

Societal

Organizational

Interpersonal

Intrapersonal

Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.
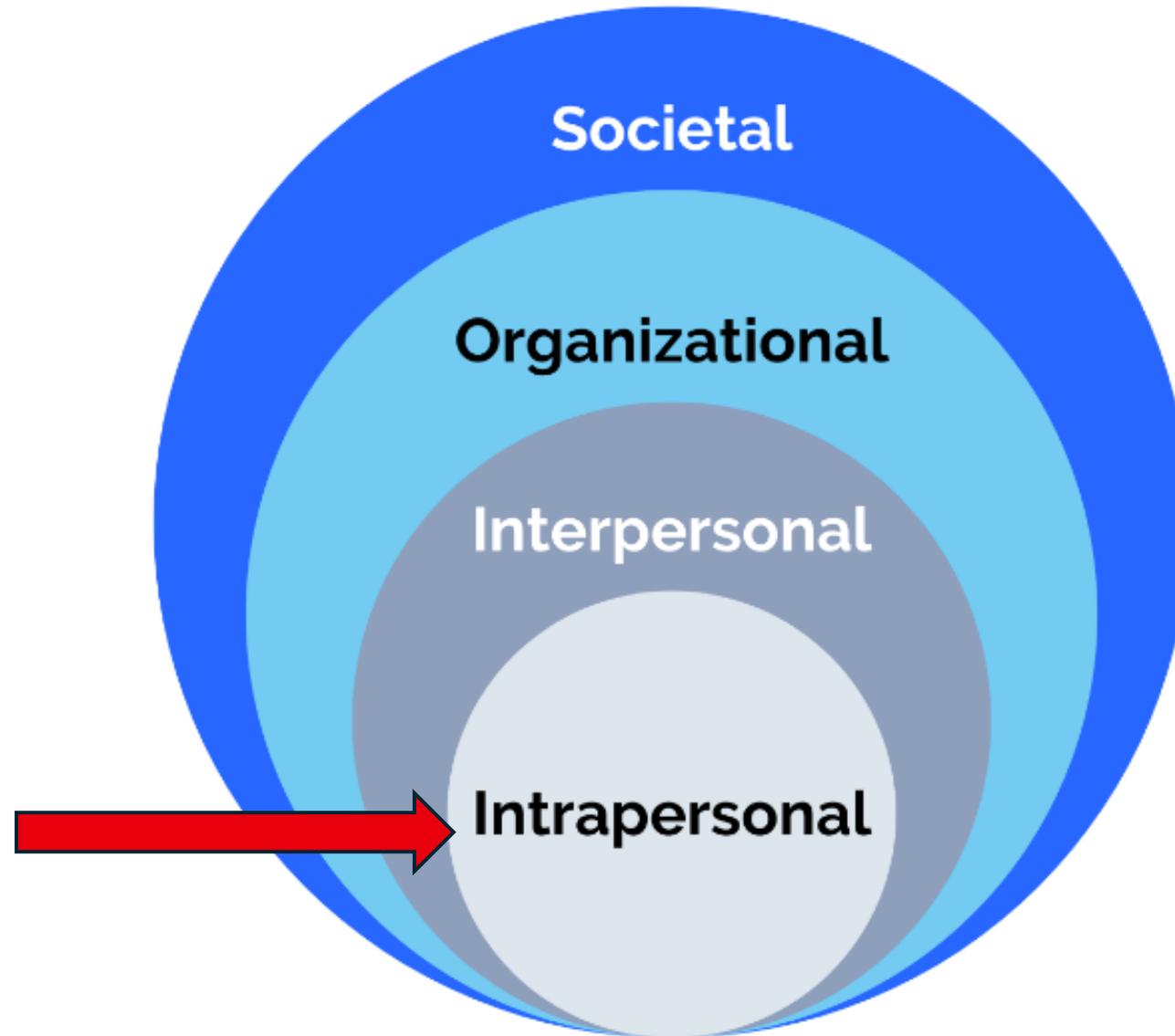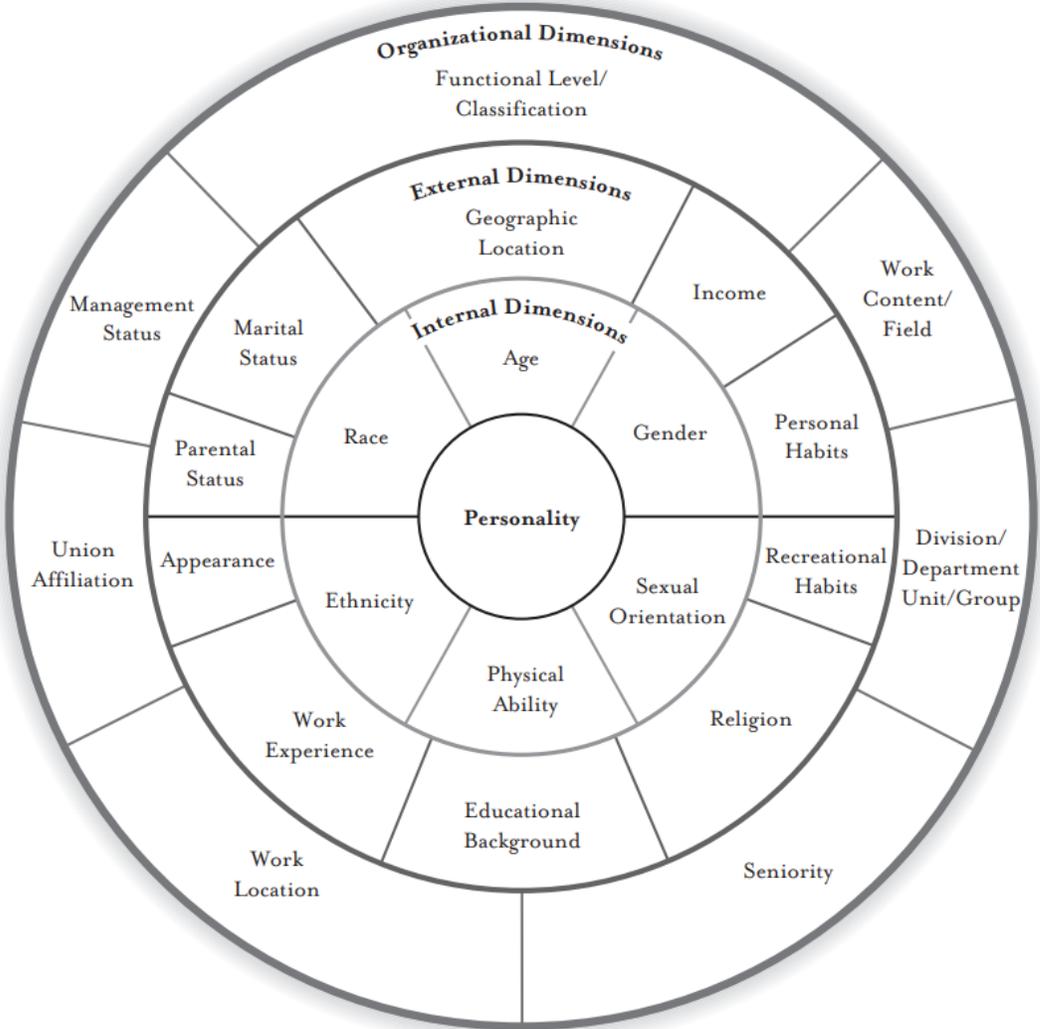
What are social identities?

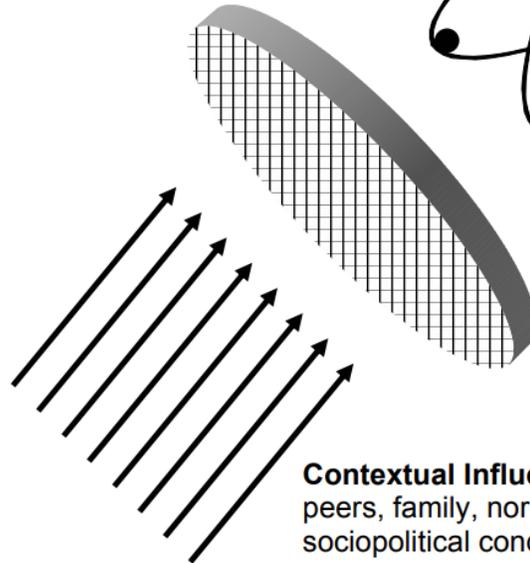Virtual Poll

What are social identities?

- a person's sense of who they are based on their group memberships. Social identities determine the ways we see ourselves and how others perceive us with respect to major social categories.
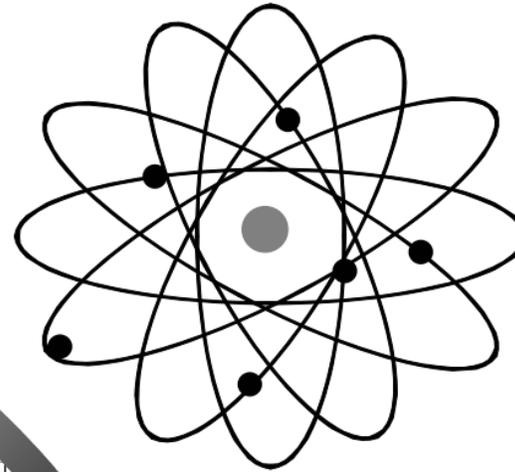
McLeod, S. (2023). Social identity theory in psychology. Simply Psychology.

Social Identity Models

Social Identity Models
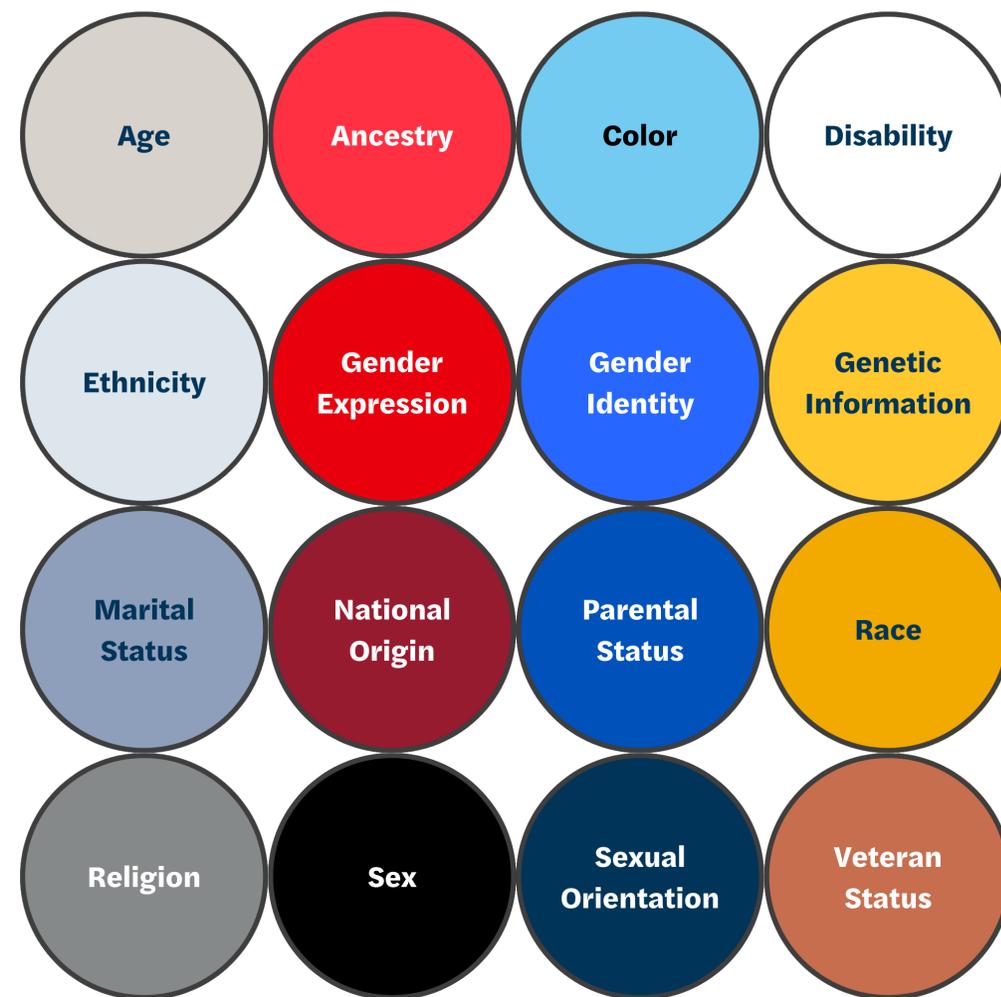

Self-Perceptions of Multiple Identity Dimensions, such as race, social class, sexual orientation, gender, religion

Meaning-Making Filter
Depending on complexity, contextual influences pass through to different degrees

Contextual Influences, such as peers, family, norms, stereotypes, sociopolitical conditions

Social Identity Models

Which of the three identity models presented resonated most with you?

Virtual Poll

Personal Reflection on Identity

• How does identity inform how you <u>see the world</u>?

• How does identity inform how you <u>show up at **work**</u>?

• How might identity affect experiences of belonging or psychological safety at work?
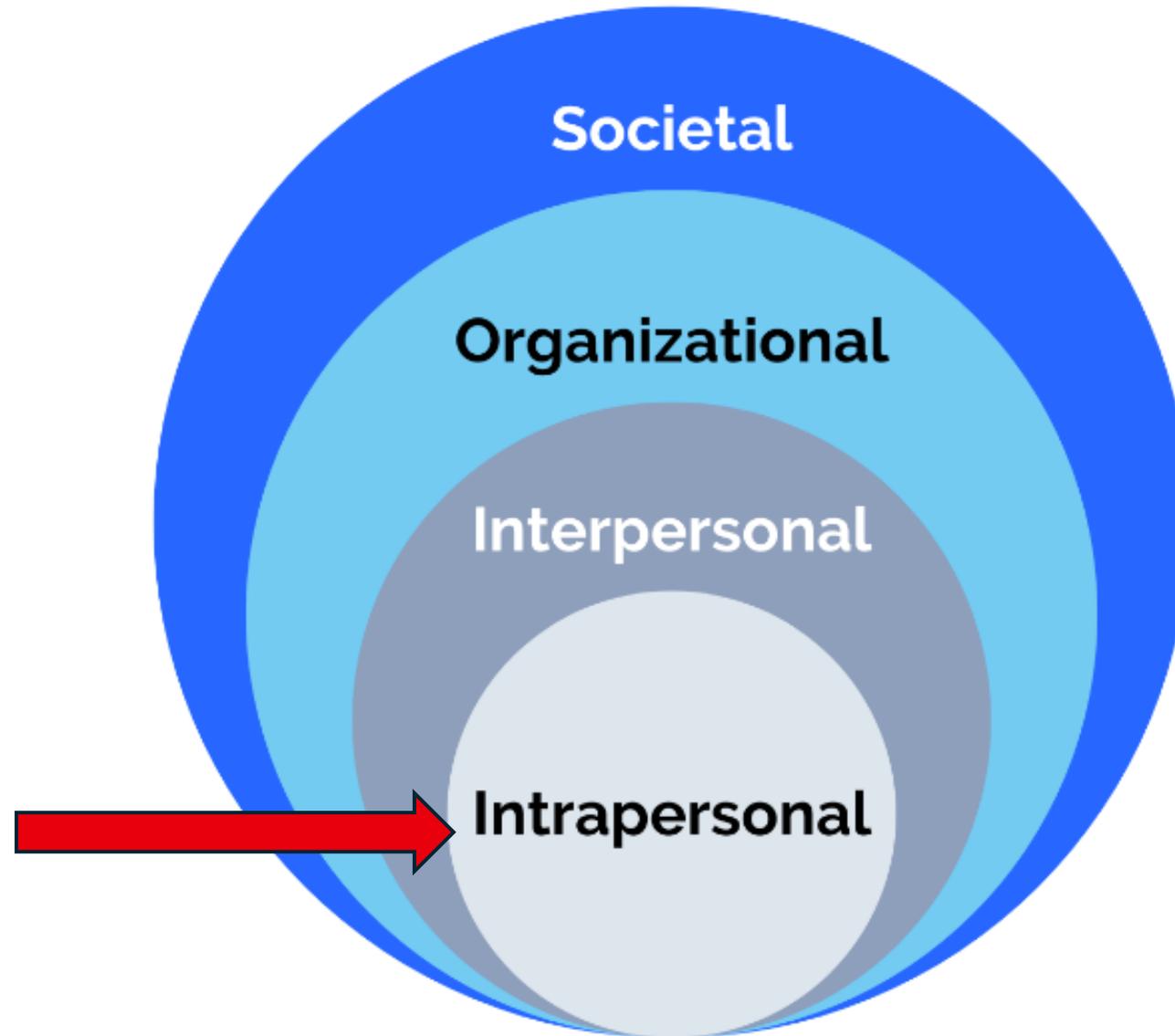
     group share out

Break
Return at 2:05

Intrapersonal Exploration: Implicit Bias

Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.

What is implicit bias?

Virtual Poll

True or False?

Virtual Poll

Ross, Howard J., R., Howard J. (2014). Everyday bias : identifying and navigating unconscious judgments in our daily lives.

Types of Bias

Virtual Poll

Strategies for Reducing Bias

- Identify your own biases:

  - Take an Implicit Association Test (IAT), which is a free online assessment that measures attitudes and beliefs. The results may show that you have an implicit attitude that you did not know about.

- Challenge yourself to learn from others (and reliable resources) as much as possible

- Rely on facts like organizational values, shared community standards, and job expectations.

- Recognition and self-reflection

Reflecting to Understand Our Biases

- What assumptions have you made about others?

- How have you acted based on those assumptions?

- Where do you suspect that you may need to learn more?

- What situations may be activating unconscious biases for you?

- How might you incorporate self reflection before acting?

Intrapersonal Exploration:
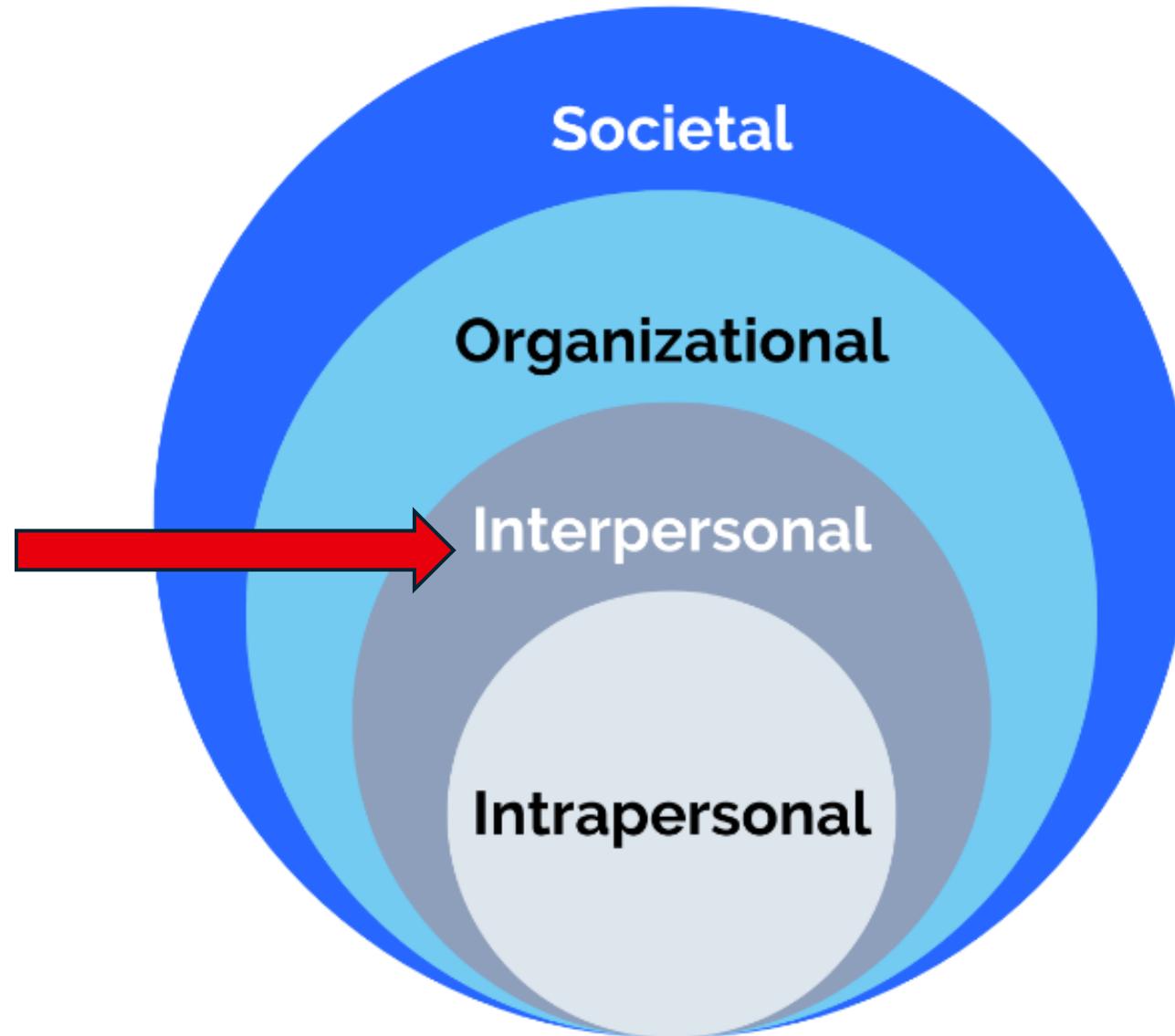# Case Study

CASE STUDY
Professional Development Dilemma

You have a limited budget to provide professional development opportunities for yourself and your team of 2 full time employees.

- How might you decide who gets funding and for what activity?
- What may underpin your decision-making process?
- How could values, identities, or biases inform your decisions?

Interpersonal Action: Conflict & Feedback

Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.

Conflict

- "Conflict is a relationship between two or more parties (individuals or groups) who have, or think they have, incompatible goals"

- Conflict is
  - Normal
  - Inevitable
  - Learning opportunity
  - Can be constructive or deconstructive
  - Can be result of unmet needs

Mitchell, C.R. (1981). The structure of international conflict. St. Martin's Press.
Kansas City Center for Conflict Resolution. (n.d.)

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What is feedback?

- "Helpful information or criticism that is given to someone to say what can be done to improve a performance, product, etc."

- By nature, the exchange of feedback is a learning process

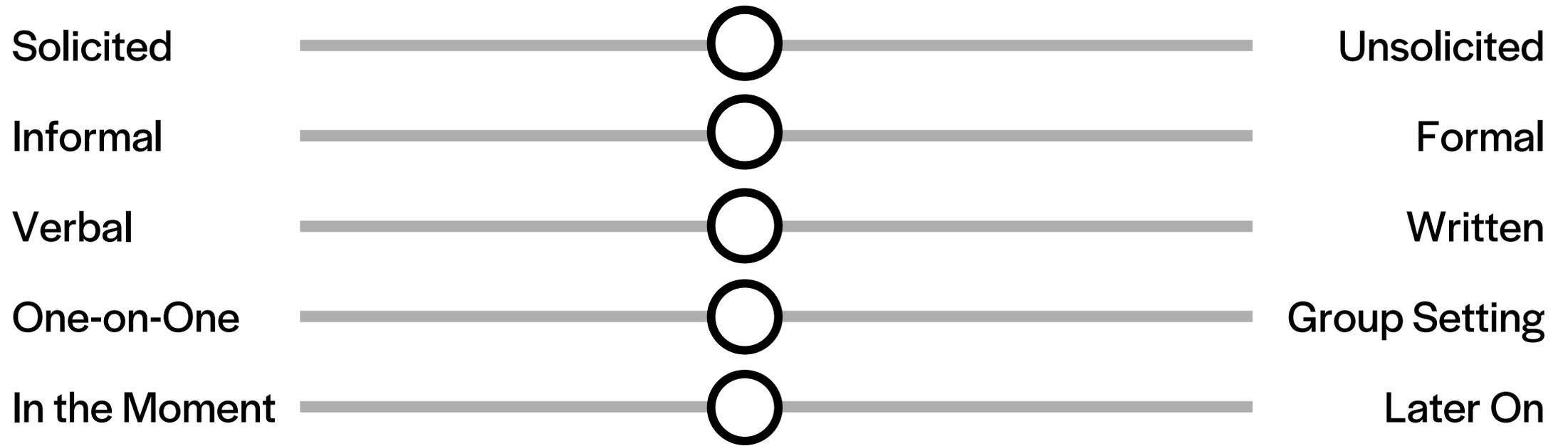- When done mindfully, it is an element of psychological safety

Encyclopedia Britannica, inc. (n.d.).
Columbia Center for Teaching and Learning. (2021). Feedback for Learning. Columbia University.

Intrapersonal Reflection: Preferences
Receiving Feedback

Virtual Poll

Intrapersonal Reflection: Preferences
Giving Feedback

Virtual Poll

Feedback Methods

Solicited ———○——— Unsolicited

Informal ———○——— Formal

Verbal ———○——— Written

One-on-One ———○——— Group Setting

In the Moment ———○——— Later On

Considerations Around Feedback: Perceived Risks and Opportunities

Relationship Maintenance

- *Risk:* Poorly delivered feedback can damage relationships
- *Opportunity:* Thoughtful feedback inspires trust

Power and Positionality

- *Risk:* Imbalance in roles impacts ability to challenge or give feedback
- *Opportunity:* Intentionally solicit feedback sessions to ensure all employees can freely share their thoughts and concerns

Considerations Continued

Feedback in Crisis or High-Pressure Situations
- *Risk*: Timing of feedback may lead to defensiveness
- *Opportunity:* Debriefing session highlighting successes and areas for improvement can inspire growth

Corrective Feedback & Praise – aka the feedback sandwich
- *Risk*: Only giving praise when also giving constructive feedback
- *Opportunity:* Recognizing it's good to give praise and constructive feedback separately outside of the sandwich

Key Elements for Feedback Exchange

Not an exhaustive list

- Be present, take breaths

- Utilize "I" statements

- Active listening

- Validating and empathizing

- Differentiate between intent and impact

Kansas City Center for Conflict Resolution. (n.d.)
Feltman, C. (2021). The Thin Book of Trust: An Essential Primer for Building Trust at Work. United States: Thin Book.

Interpersonal Action:
Case Study

CASE STUDY
Academic Assumptions

The new Vice Provost of your unit, Chris, hosted a meet-and-greet where your whole unit attended including you and the administrative assistant, Nadiya.

In a conversation about unit goals, Vice Provost Chris said, "I will continue to prioritize the development of our staff. For example, if Nadiya wants to go back to school to get her bachelors, I would fully support that!"

Nadiya, who already has a bachelors and masters degree, applauds with the crowd.

Exploring the Situation

- What are your initial reactions?
- Where do you need clarification?
- What assumptions may have been made?
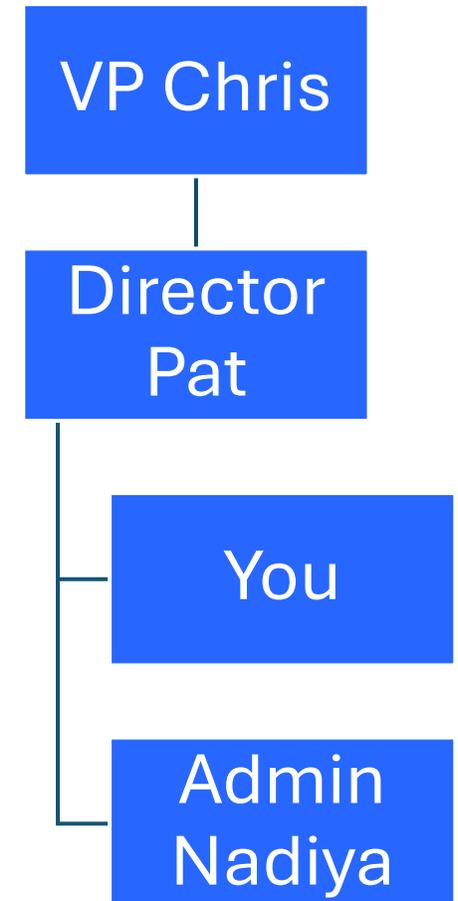
ACTIVITY: Practicing Feedback – Instructions

- Choose who is going to be themself and who is going to be Vice Provost Chris

- Read scenario

- Practice having a feedback conversation
  - Note what feedback styles or methods were used
  - Note perceived risks and opportunities

DEBRIEF: Practicing Feedback

For the process of giving feedback:

- How did that *feel* (giving or receiving the feedback)?
- What were some helpful strategies or phrases used?
- If you could have that conversation again, what would you say or do differently?

Intrapersonal Reflection

- What do you need to be prepared for giving feedback?

- What do you need to be prepared for receiving feedback?

Interpersonal Action: Debriefing Feedback

Interpersonal Action

What is one feedback practice learned or discussed today you will utilize to improve belonging and psychological safety in your workplace?

reflect then group share out

Wrapping Up

Thinking Ahead & Making a Plan

- What will I do to strengthen my knowledge of myself?

  intrapersonal exploration

- What will I do to promote belonging and psychological safety in my day-to-day interactions?

  interpersonal action

In the next four weeks, I plan to…

Virtual Poll

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Mitchell, Christopher Roger, M., Christopher Roger. (1981). *The structure of international conflict.* St. Martin's Press.

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Strayhorn, T. L. (2019). College Students' Sense of Belonging: A Key to Educational Success for All Students. Routledge.

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Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.

Wiseman, M. (2022, March 24). 7 keys to create psychological safety at work. Big Think.

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Assessment

We sincerely appreciate your feedback.

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		Strong Hall 1450 Jayhawk Blvd. Room 121 Lawrence, KS 66045 belonging@ku.edu 785-864-6705