The University of Kansas

# Introduction to Belonging

Office of Civil Rights & Title IX
February 26, 2026

*Please get your pre-work materials ready.*

# Compliance

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.*

The UNIVERSITY of KANSAS

# Connecting to KU

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

The UNIVERSITY of KANSAS

# 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.

The UNIVERSITY of KANSAS

# 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
- _____

The UNIVERSITY of KANSAS

Program on Intergroup Relations. (2020). *Developing Community Guidelines.* University of Michigan
Social Transformation Project. (2015). *Ouch and Educate Tool.*

# 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.
- Appraise their relationship with feedback.
- Practice intrapersonal reflection regarding their role in belonging.
- Practice disrupting their own and others' biases to promote psychological safety and belonging.

The UNIVERSITY of KANSAS

# Introductions

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

The UNIVERSITY of KANSAS

# Pre-Work Results & Refresher

The UNIVERSITY of KANSAS

# Concepts from Part 1

- Belonging
- Psychological Safety
- Personal Values
- Organizational Values
- Implicit Bias
- Social Identities
- Conflict & Feedback

The UNIVERSITY of KANSAS

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

The UNIVERSITY of KANSAS

# 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*

The UNIVERSITY of KANSAS

# In the next four weeks, I plan to…

January 29th Session

- Prior to meetings – take a moment to reflect on my biases before entering those spaces with my colleagues.
- Be more cognizant of my values and how those may inform my interactions.
- I plant to take the IAT to find out where I can receive feedback about my biases so that I can identify what I can work on.
- Reflect on times when I observed harm to others/me and what I thought, did, and how. Think of current, within 2 years and before. What differences were there and what influenced those differences.

The UNIVERSITY of KANSAS

# In the next four weeks, I plan to…

February 3rd Session

- Interact more with the people in my office
- IN want to take the bias/self-reflection quiz that was mentioned earlier
- Take an implicit association test
- Share the information that the very words diversity equity and inclusion are NOT illegal (I think there's confusion around that still) and suggest that this be a training our advisors do…
- Also take the implicit association test

The UNIVERSITY of KANSAS

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

The UNIVERSITY of KANSAS

# Bystander Intervention

- Direct
  - Sometimes, we may want to respond directly to harassment by naming the inappropriate behavior confronting the person doing harm.
- Distract
  - Distraction is a subtle and creative way to intervene. Its aim is simply to derail the incident of harassment by interrupting it.
- Delegate
  - Delegation is asking a third party for help with intervening in harassment.
- Delay
  - Even if we can't act in the moment, we can still make a difference for someone who's been harassed by checking in on them after the fact.

The UNIVERSITY of KANSAS

Break
Return at 1:52

# Digging In To Scenarios

- What biases might be present?
- What identities or experiences may be touched upon?
- What personal or organizational values may connect to this scenario?
- How might this situation impact belonging and psychological safety for all involved?
- How might you intervene in this situation?

The UNIVERSITY of KANSAS

# Scenario 1

Your colleague invites you to hang out after work with other KU employees. When you arrive, you find out they are talking about starting a first-gen group on campus. They assumed that because you grew up in rural western Kansas that you were a first-gen student.

The UNIVERSITY of KANSAS

# Scenario 2

Your office is planning programming for next academic year and someone recommends an event for Veteran's Day. Your colleague nominates Jane, the graduate student admin assistant, because she is the only veteran in the office to plan the program. How do you feel about this?

The UNIVERSITY of KANSAS

# Wrapping Up

# Thinking Ahead & Making a Plan – Part 2

- 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*

The UNIVERSITY of KANSAS

# In the next four weeks, I plan to…
# participant ideas

- Consider power and positionality (what formal authority do I have; what informal influence do I have)
- Ask clarifying questions to challenges assumptions I may have made
- Connect with the affected party to make sure they know they have my support
- Challenge myself to make sure my actions are in line with my values
- Intentionally make space for introductions/re-introductions, understanding others' goals and values.

The UNIVERSITY of KANSAS

# Suggestions for Follow Through

- Create an automated reminder to revisit your action plan
- Schedule an email to yourself with your personal action plan for two weeks from now
- Schedule a meeting with yourself in a few weeks to revisit training slides, workbook, and personal action plan
- Talk to a trusted friend or colleague about what you learned; ask them to check in with you about this training in a few weeks

The UNIVERSITY of KANSAS

| Office of Civil Rights & Title IX Contact Information<br>Website: civilrights.ku.edu | | |
|---|---|---|
| **Edwards Campus** | **KU Medical Center<br>Kansas City Campus** | **Lawrence Campus** |
| Regnier Hall<br>12610 Quivira Rd. Suite 270<br>Overland Park, KS 66213<br>civilrights@ku.edu<br>785-864-6414 | Wescoe Pavilion<br>3901 Rainbow Blvd.<br>Rooms 3035, 3038, and 3045<br>Kansas City, KS 66103<br>belonging-kumc@kumc.edu<br>913-588-3319 | Dole Human Development Center<br>1000 Sunnyside Ave. Suite 1082<br>Lawrence, KS 66045<br>civilrights@ku.edu<br>785-864-6414 |
| | | Strong Hall<br>1450 Jayhawk Blvd. Room 121<br>Lawrence, KS 66045<br>belonging@ku.edu<br>785-864-6705 |

# References & Citations


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

Bronfenbrenner Center for Translational Research. (2021).. The Detrimental Effects of Microaggressions. Psychology Today. June 26, 2023.

Cohen, G. (2022). Speaking of Psychology: How the need to belong drives human behavior, with Geoffrey L. Cohen, PhD. Apa.org.

Columbia Center for Teaching and Learning. (2021). Feedback for Learning. Ctl.

Dweck, C. (2016, January 13). What having a "growth mindset" actually means. Harvard Business Review.

Encyclopedia Britannica, inc. (n.d.). Feedback. Encyclopedia Britannica.

Human Resources Certification Institute (HRCI) Certificate in Diversity & Inclusion in Human Resources Management Content.

Implicit Association Test (IAT)

Kansas City Center for Conflict Resolution. (n.d.)

Lerner, Melvin J., L., Melvin J. (1980). The belief in a just world : a fundamental delusion. Plenum Press.

McLeod, S. (2023, October 5). Social identity theory in psychology. Simply Psychology.

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

Office of Civil Rights & Title IX (n.d.). Ensuring Compliance with HB 2105. University of Kansas.

Office of Civil Rights & Title IX (n.d.). OCRTIX Presentations. University of Kansas.

Office of Civil Rights & Title IX (n.d.). Materials Library. University of Kansas.

Office of Civil Rights & Title IX (n.d.). Discrimination Definitions. University of Kansas.

Office of the Provost. (2023). IRISE Culture Charter. Provost.KU.edu. University of Kansas.

# References & Citations


Policy Library. (2024). Publication Requirements for Diversity, Non-Discrimination, and Related Training Materials. University of Kansas.

Policy Library. (2020). Mandatory Reporting. University of Kansas.

Program on Intergroup Relations. (2020). Developing Community Guidelines. University of Michigan

Reflection Toolkit. (2024). Reflecting for Self-Awareness: Values. University of Edinburgh.

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

Singh, Y., Patel, H., Vera-Garcia, D. V., Hathaway, Q. A., Sarkar, D., & Quaia, E. (2024). Beyond the hype: Navigating bias in AI-driven cancer detection. Oncotarget, 15, 764–766. https://doi.org/10.18632/oncotarget.28665

Social Transformation Project. (2015). Ouch and Educate Tool.

Staff Fellows. (2025). *IRISE for KU: Integrating IRISE Values into KU Culture*. humanresources.ku.edu/sites/humanresources/files/documents/Staff%20Fellows%202025%20Final%20Report.pdf

Strategic Plan. (2024). Values. University of Kansas.

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

Sue, D. W. (2010). Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation. Wiley.

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.