

Building Belonging



12:00 – 12:10

0-10 mins for slides 1-3



**Explore how we
can foster an inclusive environment
where everyone feels a sense of belonging.**



- Recall key messages from the NHS Wales Anti-Racist and TMF e-learning.
- Discuss the importance of allyship in everyday interactions.
- Identify practical actions to contribute to an inclusive environment where everyone feels they belong.



Learning Objectives



Your Professional Sweet Spots!

Think back over the course of your professional life.

What were the sweet spots, when work was a joy?

What made it so enjoyable?





Reflect & Recall



000 NHS Wales - Anti Racism

Using the flip chart paper provided:

- 🔍 **Reflect** on your experience completing the Anti-Racist Wales e-learning
- 🧠 Recall and record the **positive key principles** that stood out to you
- 💬 Be ready to **share your reflections** with the group





[Heartbreaking Moment When Kids Learn About White Privilege | The School That Tried to End Racism](#)

Individual task: Write the initials of some of your most trusted friends/colleagues in the column of your task sheet.

	Initials
Age	
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or belief	
Sex	
Sexual Orientation	

 **Tick if you share the same characteristic**

 **Cross if you have a different characteristic**

	Initials
Age	
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or belief	
Sex	
Sexual Orientation	



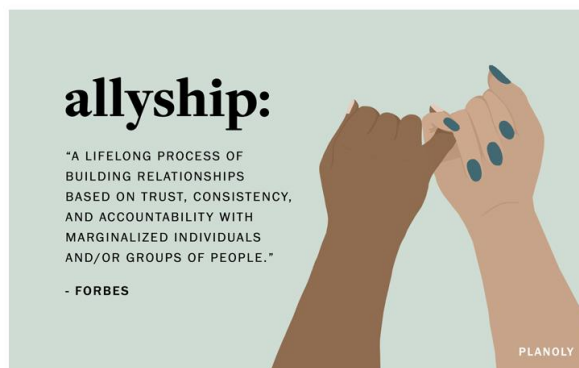

[Affinity Bias Exercise](#)



13:30 – 13:45 15 mins

Define “allyship”!

Published on: December 7, 2021 6:27 AM



Allyship, an old noun made new again, is Dictionary.com's word of the year.





Situation

Clearly describe the specific occasion or setting where the behaviour occurred.



Behaviour

Specify the actual behaviour you observed.
Focus on actions rather than perceived intentions.



Impact

Explain the effects of the behaviour. This links the behaviour to its consequences.

Imagine...

You are a first language Welsh speaker but mostly use English when speaking with colleagues.

As a Welsh Language champion, you are often asked to translate for patients when they request to receive care in Welsh.

Your manager has commended and encouraged you for this in the past...



You accidentally overhear a team member talking to your manager one day. The team member describes the requirement to have bilingual signage as a 'total waste of time and money' because 'everyone speaks English anyway'. Your manager does not challenge the comment.



You are upset by this but try forget about it.

But you can't.

It stays with you and after a conversation
with your partner you decide to say
something in your next one-to-one.





Situation

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Behaviour

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Focus on actions rather than perceived intentions.



Impact

Explain the effects of the behaviour. This links the behaviour to its consequences.

Partner A: Welsh Language champion

Partner B: The Team Manager.

Your manager listens but seems uncomfortable. They say:

"I'm sorry you felt that way. I don't think the team member meant any harm — they were probably just frustrated with the workload." No action agreed.



Later that week, the same team member makes another offhand remark about Welsh translations during a team huddle. You notice a few colleagues glance at you awkwardly, but no one says anything.





Situation

Clearly describe the specific occasion or setting where the behaviour occurred.



Behaviour

Specify the actual behaviour you observed. Focus on actions rather than perceived intentions.



Impact

Explain the effects of the behaviour. This links the behaviour to its consequences.

A: Manager
B: Team member who made the comments

A: Welsh Speaker
B: Team member who made the comments



[TV2 - All That We Share - Case video](#)



Group task:

- What do you appreciate about what your team share?
- What does respectful curiosity and inclusive language look like?
- What does your team do well to create belonging?





<https://www.youtube.com/watch?v=NFCHbX2jAGI>



Your Belonging Commitment:

Describe one action that you can commit to in
promoting belonging
in your team
and wider within the organisation.



Our Belonging Commitment:

Discuss and agree on a Team action to promote belonging in your team and wider within the organisation.



Today you have:

- Recalled key messages from the NHS Wales Anti-Racist and TMF e-learning.
- Discussed the importance of allyship in everyday interactions.
- Identified practical actions to contribute to an inclusive environment where everyone feels they belong.



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