THANKS TO OUR PARTNERS

IACC
ISRAEL ASSOCIATION OF COMMUNITY CENTERS Ltd

BE CHOL LASHON
GLOBALJEWISH.ORG

Jews of Color
Field Building Initiative

Keshet
For LGBTQ equality in Jewish life

JIMENA
Jews Indigenous to the
Middle East & North Africa

(473k)
A BELONGING EXPERIENCE

JEWISH COMMUNITY FEDERATION & ENDOWMENT FUND
473K SCHEDULE

The Power of Belonging for 473K | 10:00
Lunch | 11:45
Breakout Sessions | 12:45
Call to Action | 2:45
Farewell | 3:30
Be’chol Lashon
Raising Awareness of Ethnic & Racial Diversity
Goals this morning:

- Sense of urgency and possibility
- Learn Culture of Belonging principles and tools
- Explore intersection with diversity, equity, inclusion

The Power of Belonging for 473K

*Experience the why, what and wow of belonging!*
473K GROUP NORMS

- Use “I” statements
- Embrace discomfort
- Step in other’s shoes
- Speak up AND hold back
- Be present (cell phones)
- Respect confidentiality
GROUP CONNECTING

4 min | Name, org & one identifier important to you

4 min | Quiet writing

One experience from your past that shaped how and why belonging is important to you.

12 min | Group sharing, 2 min each
WHAT DO WE MEAN BY BELONGING AND WHY DOES IT MATTER?
Dr. Sarale Shadmi-Wortman
Wendy Verba
Varda Rabin
BUILDING CULTURES OF BELONGING

Structuring Jewish life and organizations to cultivate belonging, commitment and shared purpose for all

- Purposeful
  - Intentional
  - Systematic
WHAT BELONGING LOOKS LIKE
Feelings & Perceptions

- I matter
- I belong
- I commit
- I trust
WHAT BELONGING LOOKS LIKE

Behavior & Action

- Retention
- Initiative
- Giving
- Collaboration
- Shared ownership
HOW DO WE MEASURE BELONGING?
WE MEASURE...

Quantity. How many new personal connections made?

Quality. How meaningful are the connections?

Action. What will you do with these relationships?

Feelings. Were you valued for your unique gifts? Did you feel part of something bigger?

Commitment. Will you come again? Will you help create?
WHAT CULTURE OF BELONGING IS NOT

- Services that meet needs
- Excellent programming
- Welcoming new people
- One-on-one relationships
- Social gatherings and large events
- Group learning
CULTURE OF BELONGING PRINCIPLES

LET'S BUILD A CULTURE OF BELONGING

We all yearn for connection and a sense that we matter...

Jewish tradition, wisdom, and culture are rich in community and belonging. These 10 core principles help you build new mindsets and skillsets to ensure people feel seen, heard, and connected in:

1. Start with belonging as a goal. Design anything from meetings and events to 10 core principles to ensure more of the intention to increase interaction, connection, and trust.
2. Build structured practices into your activities. Don’t rely on ad-hoc opportunities to ensure that everyone feels celebrated and valued. Create practices that deliberately ensure we meet regularly and share important milestones.
3. Establish trust and build confidence and group identity through regular, shared actions.
4. Provide opportunities to both confidence and group identity through activities that are inclusive and engaging for all.
5. Create face-to-face interactions. Meeting in person enables multi-dimensional connections that can’t be replicated through technology.
6. Encourage multicultural and cross-cultural understanding and appreciation.
7. Celebrate the unique talents and experiences of each person, as well as the shared connections we co-create.
8. Sustain the growth of shared ownership by sharing leadership, decision-making, and responsibility with others.
9. Celebrate the growth of shared ownership by building ownership in your relationships through collective actions and shared decisions.
10. The 10 Core Principles to Build a Culture of Belonging

(473k) A BELONGING EXPERIENCE
MAKE THE **SHIFT**

**From Customer…**
- Delivering programs
- Satisfaction surveys
- Focus on needs and wants
- Volunteer sign-up

**To Partner…**
- Designing for connection and ownership
- Measuring connections
- Celebrating gifts and talents
- Invitations to contribute unique skills
The Power of Belonging for 473K

How can practices of belonging further diversity, equity and inclusion?
Guiding Strategy 1: Awareness & Intention

Core principle 1: Start with belonging as a goal
Guiding Strategy 2: Assessing Impact

Core principle 2: Build structured practices
Guiding Strategy 3: Culture is key

Core principle 3: Establish rituals
Core principle 4: Clarify shared purpose
Guiding Strategy 4: The power of Relationships

Core principle 5: Prioritize face to face interaction
Core principle 6: Create fixed small groups
Core principle 7: Encourage multi-dimensional sharing/doing
Core principle 8: Focus on assets over needs
Core principle 9: Shift from customer to partner
Guiding Strategy 5: Frame diversity and inclusion as a positive opportunity

Core principle 10: Cultivate group identity and pride
MINI MAKEOVERS

5 min | Review scenario and discuss opportunities

5 min | Define goals

15 min | 3+ ideas to design a better experience for greater belonging

Please photograph group notes and email to sadies@sfjcf.org
SETTING INTENTIONAL GOALS FOR BELONGING

Goals for how people...

- Connect with each other
- Participate and help lead
- Feel they matter and belong
- Are valued for their unique assets and identities
- Will feel or behave after the event and as a result
LUNCH!

- Multicultural Jewish fare by Epic Bites
- Certified Vaad Hakasharuth
- Buffet 2nd Floor Lounge
- Seating throughout (including rooftop deck)
- Open lunch groups in Auditorium
AFTERNOON

- From Principles to Practice breakouts 12:45-2:30
- Check your program for room assignments
- Call to Action closing session 2:45-3:30
Blessed are You, Eternal God, Ruler of the Universe, who brings forth bread from the earth.
BREAKOUT DEBRIEF

- What insight did you gain that you’re excited to share?
- What about this insight or learning is important to you?
- What action will you take now?
THE FEDERATION CULTURE OF BELONGING TEAM

- Julie Golde
- Lauren Schlezinger
- Sarale Shadmi-Wortman
- Sadie Simon
- Maia Tchetchik
- Wendy Verba
WHAT’S NEXT?
New Resources to Support YOU

https://jewishfed.org/culture-belonging

Communities of Practice
• Day School
• New RFPs
• Regional Practice Groups (SF, EB, Pen)

CB Toolkit
7 practical guides for building belonging in Jewish life

CB Facebook Group
Share ideas, post questions, continue the conversation

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A BELONGING EXPERIENCE
DOWNLOAD OUR CB TOOLKIT!

- Belonging Goals
- Opening/Closing Rituals
- Transformative Meetings
- Asset Mapping
- Belonging Makeovers
- Customer to Partner Assessment Tool

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