The Federation’s Culture of Belonging Practice Rests on 10 Principles:

1. **Start with belonging as a goal.** Design anything from meetings and events to job descriptions with the intention to increase belonging, connection, and trust.

2. **Build structured practices** into group activities. Don’t rely on random chance or a friendly person to ensure that everyone feels included. Instead agree on group practices that define how we meet, celebrate, and take care of each other.

3. **Establish rituals** that build confidence and group identity through repeated, shared customs.

4. **Define common purpose** so each person plays a role in shaping and sustaining the group’s larger mission.

5. **Prioritize face-to-face interaction.** Meeting in person enables multi-dimensional connection that can’t be replicated through technology.

6. **Create fixed small groups** that gather regularly and help individuals connect to each other and the larger organization on a deeper level.

7. **Encourage multi-dimensional sharing and doing.** Structure activities for people to get to know each other on multiple levels and experience different aspects of life together.

8. **Focus on assets over needs.** Ask “what does each person have to offer?” and give each a role to play, based on their unique talents, identities, and contributions.

9. **Shift from delivering services to inviting ownership** by treating people as partners rather than customers.

10. ** Cultivate group identity and pride.** Explore ways to express the group’s uniqueness. By creating a sense of pride and celebrating milestones.

For more information contact Wendy Verba at wendyv@sfjcf.org