



The Future of Human Services

Equity, Diversity, Inclusion and Belonging

Living into Our Future State of Belonging



The Why of Our Work

Mission

APHSA advances the well-being of individuals, families, and communities nationwide by **influencing** modern approaches to sound policy, **building** the capacity of public agencies to enable healthy families and communities, and **connecting** leaders to accelerate learning and generate practical solutions together.

Vision

Thriving communities built on human potential.



OUR DESIRED STATE FOR HUMAN SERVICES

Led by People With Lived Experience

Driven by a Fierce Commitment to Equity, Diversity, Inclusion, and Belonging

Human Services that are Human-Centered and Community-Driven

Embedded with a Workforce Culture of Safety, Well-Being, and Belonging

Aligned with Other Systems to Foster Thriving Communities



Strategic roster moves paid off for Chiefs, Eagles

We take a look at the key steps that brought the teams to Super Bowl 2022. In Sports

Updated broadband map is better, but flaws remain

FCC data about internet options is now more thorough, but some info's still missing. In Money

65TH ANNUAL GRAMMY AWARDS

The best of Grammy night

Visit us online for all the biggest stars, viral moments, best fashions, backstage interviews and what you missed while the cameras were off.

PHOTOS BY GARETH CAI/TUMMOLLO/GETTY IMAGES, JAY-Z BY CHRIS DELMAS/MPF VIA GETTY IMAGES, JOHN BY JUNG YEON-JUNG/VIA GETTY IMAGES



Biden to lay out blueprint for term

State of the Union also might hint at his plans for 2024



Denver takes gentler tack on homelessness

Park rangers team with counselors to balance enforcement with humanity

BLACK LIVES MATTER.

THIS TIME THE CHARGE IS MURDER
BY DAVID VON DRÖMLE

Depression and anxiety double for teenagers

By Tom Bowden
SCIENCE CORRESPONDENT

Depression and anxiety have more than doubled among teenagers during the pandemic. Early life through to

We've all been touched by the lockdown but children and their parents, in particular with school closures, have really been affected. These might be short-term effects but if they persist this could be a long-term issue.

Head Winds

- ⚙️ Understanding equity related to data and outcomes.
- ⚙️ Accessibility of informative data
- ⚙️ Increased needs from multiple communities.
- ⚙️ Access to community voice.
- ⚙️ Lack of EDIB expertise.
- ⚙️ Staff retention and burnout.
- ⚙️ Politics



Diversity

- ⚙ The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, geography and national origin

Inclusion

The action or state of including or of being included within a group or structure in a way that raises and uses each distinct voice and allows all individuals to bring their full selves to participation in society



Equity

The goal of ensuring that all people have opportunity and access to resources needed to help them advance individual, family, and community safety, well-being, and economic security; and, striving to identify and eliminate barriers that lead to inequitable outcomes.



Race Equity

The desired state or condition where one's race identity has no influence on how one fares in society. Achievement of race equity includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race. Race equity must be addressed at the root causes and not just the manifestations.



BELONGING

Everyone is treated and feels like a full member of the larger community and can thrive.



Inclusion and Belonging Connected

- Inclusion is connecting with, engaging, and utilizing people across lines of difference. Inclusion is a behavior that creates opportunities for everyone in the light of diversity.
- Belonging is the emotional outcome when an individual understands that his/her/their authentic self is welcomed and celebrated.
- Belonging is one of the outcomes from inclusion efforts and actions.

[Expanding Equity Inclusion & Belonging Guidebook \(issuelab.org\)](https://www.issuelab.org)

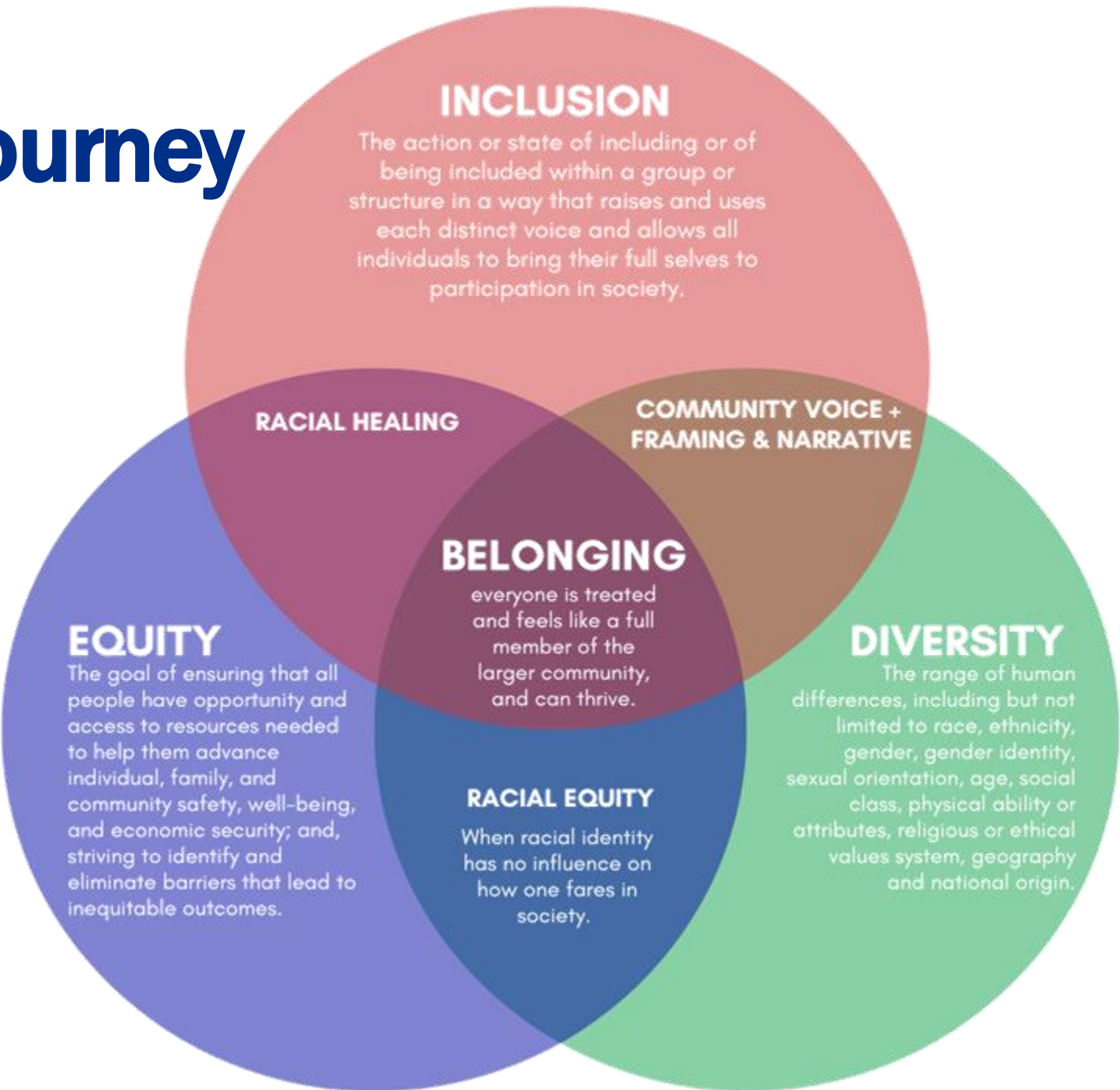
Inclusion, Belonging and Racial Equity Are Interdependent



- ⚙️ Inclusion and belonging are essential to advancing racial equity.
- ⚙️ Racial equity is important to building systems and communities of belonging.
- ⚙️ A culture of belonging features relationship building, trust, belonging, and authenticity.
- ⚙️ Constructive dialogue repairs damage from the impact of structural racism.

APHSA Journey

Evolving Work



The Leaders Journey

“Leadership is the capacity to transform vision into reality.”

– *Warren G. Bennis, founding chairman of the Leadership Institute at the University of Southern California*



Maslow's hierarchy of needs

Belonging is....

A basic human need
A feeling of being
(authentically) accepted as
part of a group or system
Experienced and felt
individually

The Impact of Belonging

Strong feelings of belonging

Acceptance

Inclusion

Safety

Trust

Share opinions

Purposeful, active engagement

Loyalty to team and organization

Broken feelings of belonging

Isolation

Poor communication

Diminished performance

Lack of collaboration

Disinterest in learning and challenging

Increased absenteeism and turnover

LEADERSHIP CONSIDERATIONS FOR BELONGING

How do you show up when
you feel that you belong?
And when you don't?





LEADERSHIP CONSIDERATIONS FOR BELONGING

How do you work to ensure that the spaces we create for our teams, community partners, constituents are help to move beyond equity, diversity, and inclusion to engender feelings of belonging?

CRITICAL REFLECTIONS ON OUR PRACTICE AS LEADERS

To benefit from belonging, there are a few things that we can do

1. Recognize your thoughts about the work ahead and how they shape your approach
2. Critically reflect on your own beliefs about yourself, others, and making connections
3. Be open minded and consider the perspective of others
4. Focus on ways to engender feelings of belonging among the team you form or participate

True Belonging


True belonging is the spiritual practice of believing in and belonging to yourself so deeply that you can share your most authentic self with the world and find sacredness in both being a part of something and standing alone in the wilderness. True belonging doesn't require you to change who you are; it requires you to be who you are.

Brené Brown

FOLLOWING A FRAMEWORK AND ACTION PLAN


 Ground EDI work in data to build context


 Develop targeted solutions (Start with what's working)

 Focus on system change opportunities

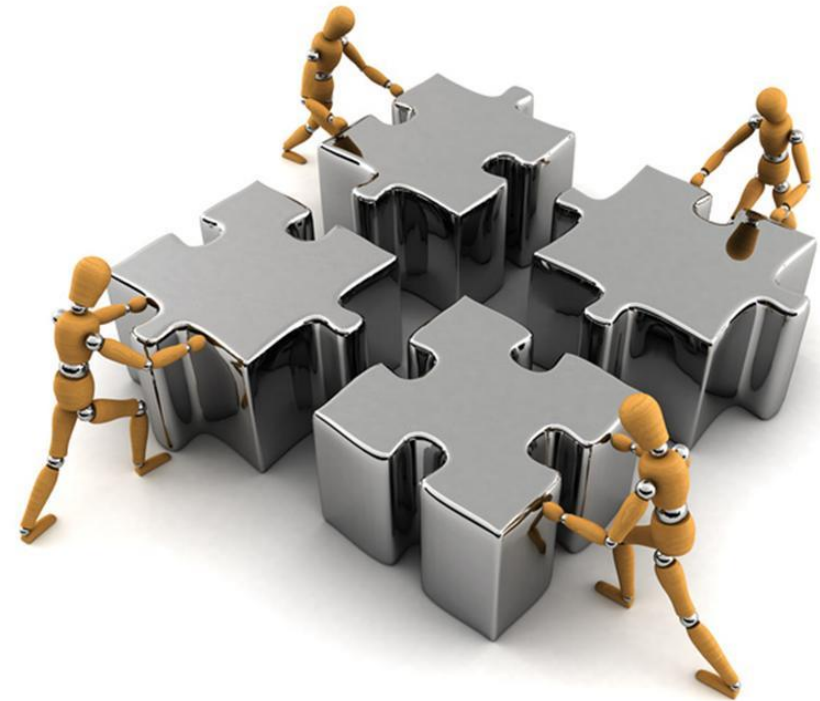
 Shift power by centering community voice in the work

 Listen to and act with our communities

 Build leadership accountability

 Expand and deepen partnerships

 Be agile and pivot when necessary



DISCUSSION

- What ways are you advancing belonging in your organization and community?
- What tools or resources do you need to deepen the belonging work?

