



Washington State
DEPARTMENT OF
ENTERPRISE SERVICES

Belonging in the Workplace

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**Equity and Employee Development
Division**

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*"Be yourself, everyone else is already taken."
– Oscar Wilde*



Knowledge

Attain knowledge of
belonging and its
contribution



Culture

Create a culture of
belonging

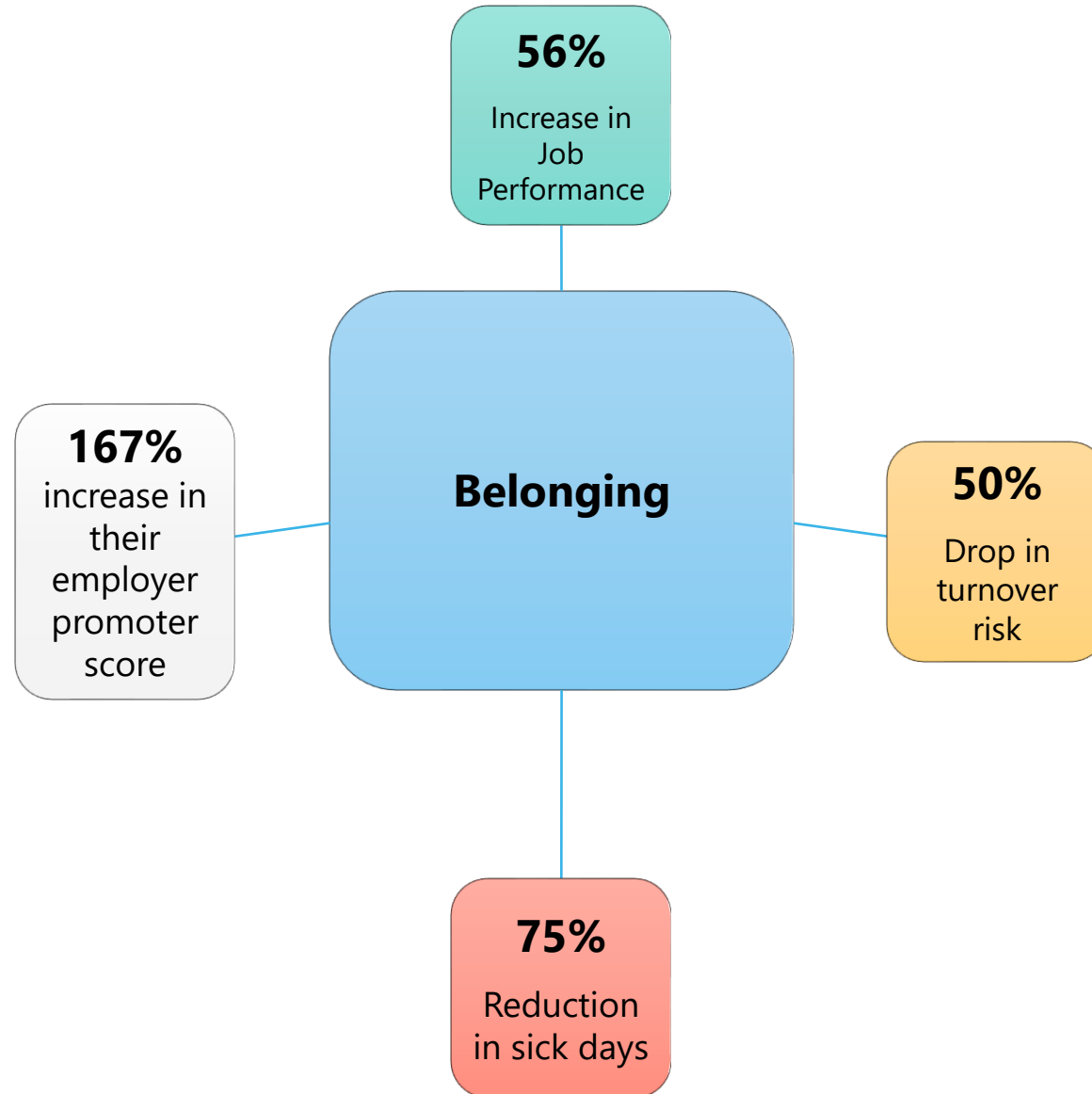


Build

Build belonging at
every level

WHAT IS BELONGING?

Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group.



WHAT DOES BELONGING AT WORK LOOK LIKE?

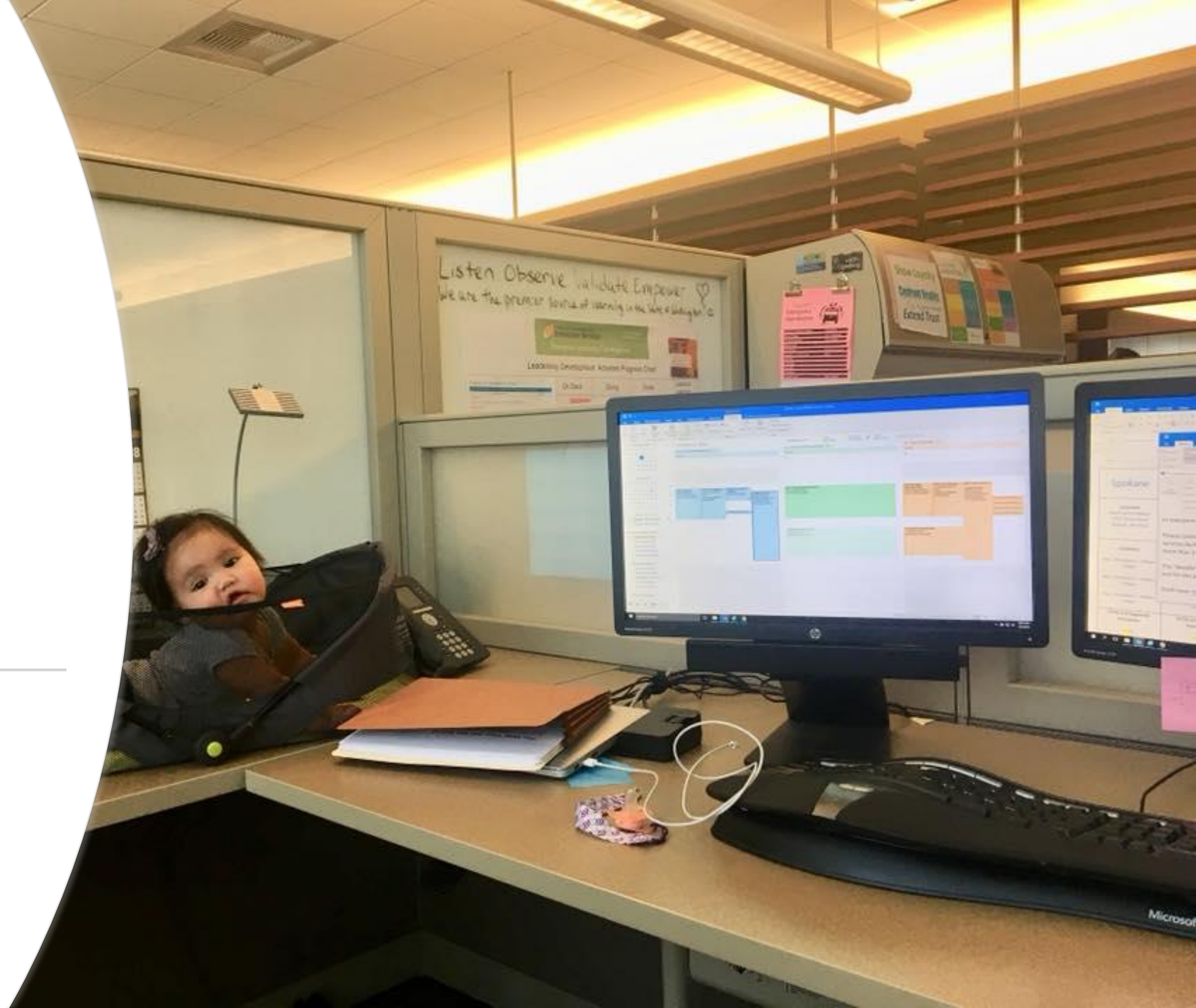
Employees cannot only share individual perspectives and ideas but are also encouraged to do so and are recognized for their contributions.

Employees feel like they can be authentic at work without negative consequences and don't feel the need to hide any part of themselves to fit in.

Employees develop meaningful relationships with colleagues, creating trust and a sense of caring.

A STORY

Madeleine Grace Lee, 3 months





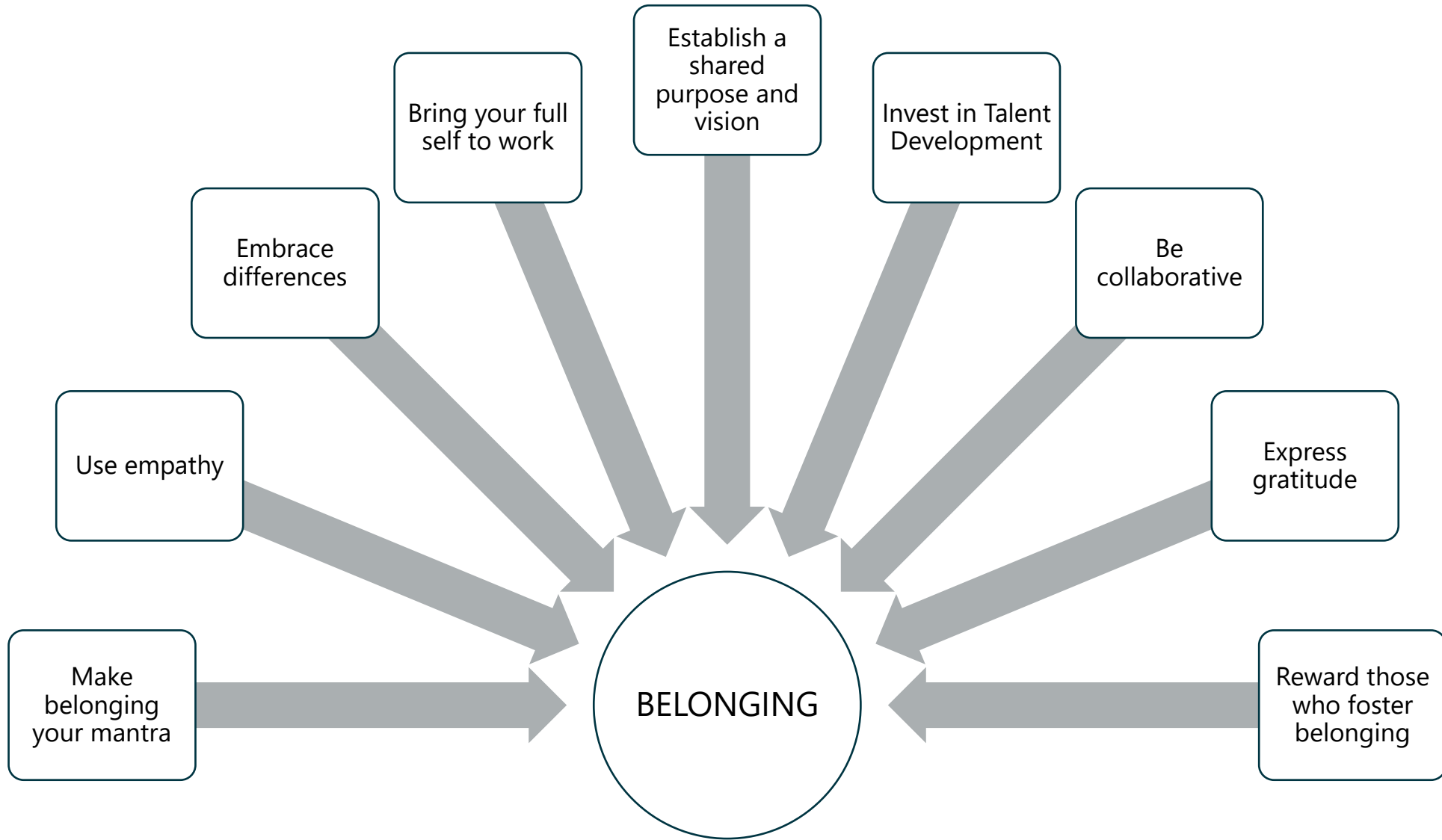
A MOTHER, A TRAINER, A COLLEAGUE, AN EMPLOYEE

- I feel accepted and valued as an employee.
- I feel respected by my co-workers.
- I feel like I can be my authentic self in the workplace.

CREATE THE CULTURE OF BELONGING

You cannot change any society unless you take responsibility for it, unless you see yourself as belonging to it and responsible for changing it.

– Grace Lee Boggs



BUILD BELONGING AT EVERY LEVEL

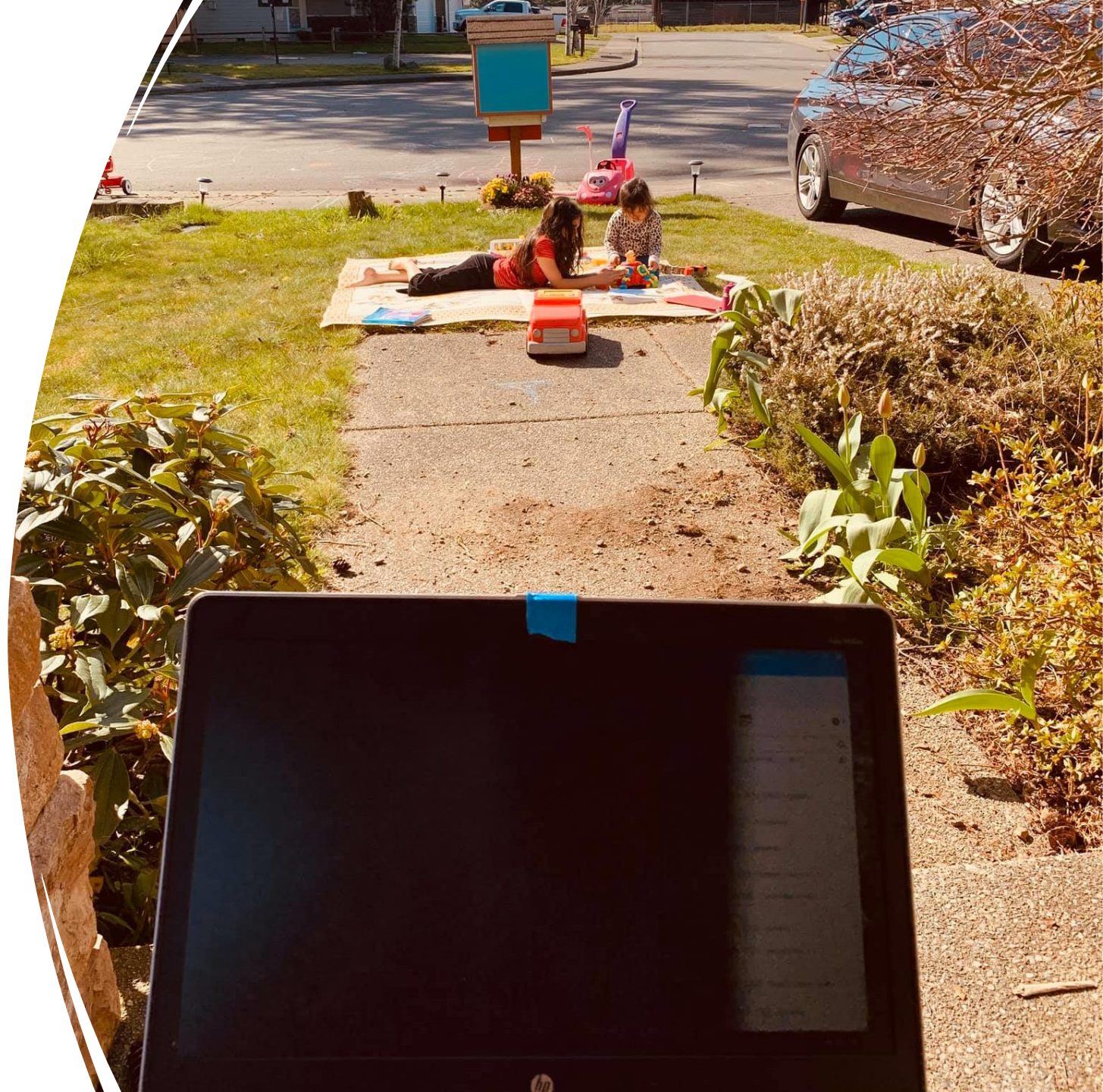
True belonging only happens when we present our authentic, imperfect selves to the world; our sense of belonging can never be greater than our level of self-acceptance.

– Brene Brown

What would make you feel like you belong at the company where you work?



ANOTHER STORY



Excellence in Washington State Government Leadership Award

2023 Leadership Award recipients

- **Antone (Tony) Bierward**, Department of Labor & Industries
- **Ayanna Colman**, Employment Security Department
- **Gary Urbas**, Washington Military Department
- **Jessica Barr**, Employment Security Department
- **Joanne Lee**, Department of Enterprise Services
- **Karen Peterson**, Department of Labor & Industries
- **Karen Jost**, Department of Labor & Industries
- **Phillip White**, Employment Security Department
- **Ricky Bhalla**, Washington State Department of Transportation
- **Stacey McClain**, Washington Military Department
- **Tammy Fellin**, Department of Labor & Industries
- **Tappero Elyssa**, Washington Military Department
- **Tennille Johnson**, Employment Security Department



1

- Recognize employees

2

- Acknowledge and appreciate

3

- Practice candor

4

- Encourage employees

THANK YOU



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