

BELONGING-FIRST

EQUITY, DIVERSITY & INCLUSION



What Is Belonging & Why Does It Matter?

With Andrea Carter



ANDREA
CARTER
CONSULTING 



Hi! I'm Andrea Carter



- 1 Describe What Belonging Is
 - 2 Explain Why Belonging Is Essential For Mining Industry Growth
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Belonging is:

the process of gaining access and full participation to a particular group, while upholding one's one autonomy and individual differences.

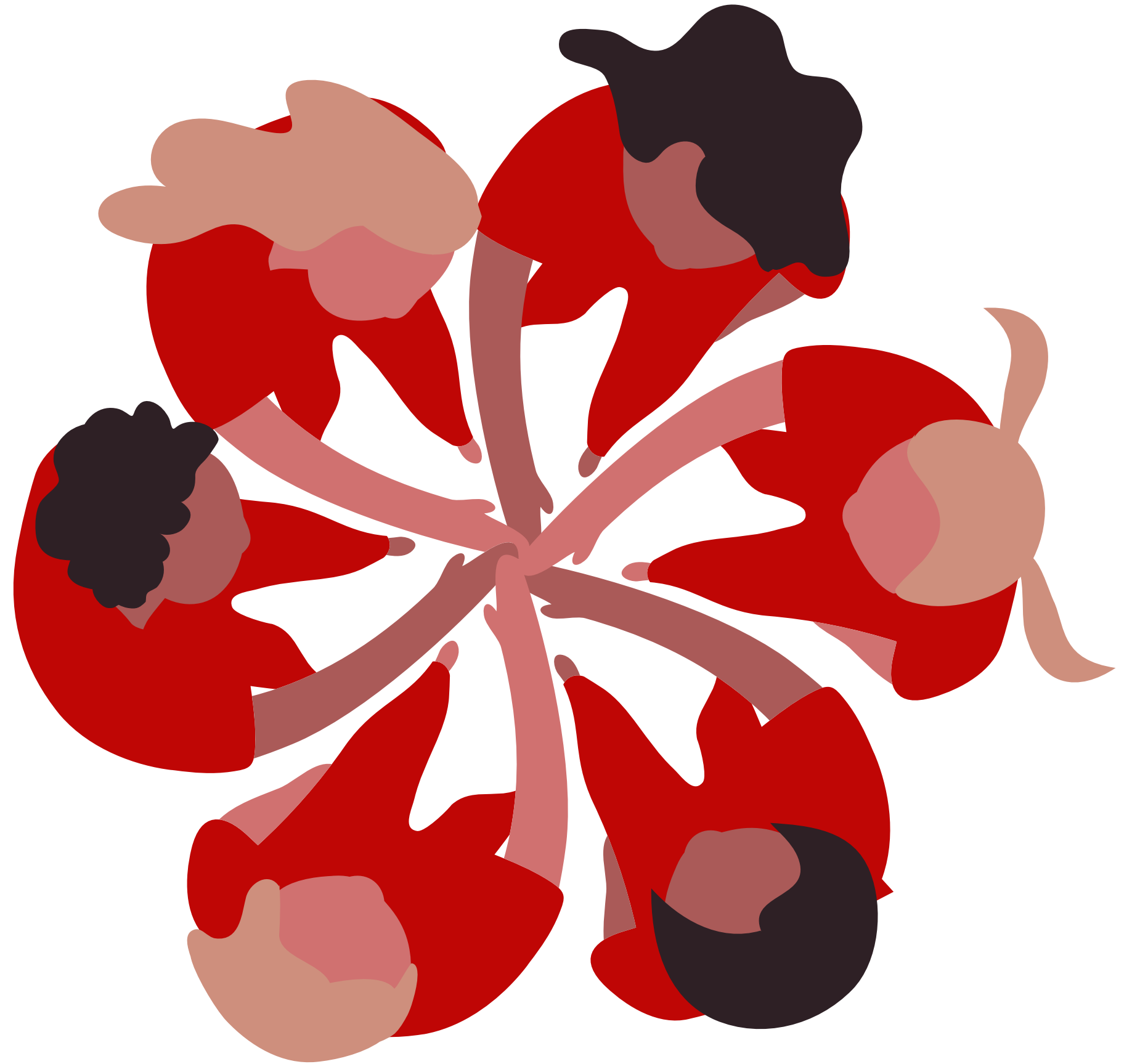
Hagerty et al., (1992); Pickett et al., (2002); Hofman et al., (2012).



Belonging is:

- the foundation of social identity
- a triggered neurological response experienced in the brain
- is comprised of cognitive, emotional, and evaluative elements

Miller, (2003); Filstad et al.,(2019)



The 5 Key Indicators of Belonging

- 1 Comfort
- 2 Connection
- 3 Contribution
- 4 Psychological Safety
- 5 Wellbeing



Why Belonging is Important:

Talent has changed since the pandemic hit, in a survey of 2000 employees:

43% said they are looking for a new job, and *corporate culture was the main reason.*

77% indicate that a lack of corporate equity and fairness accounted for their reasoning.

92% of employees said they would be more likely to stay with their job if their bosses were more empathetic.

Studies show that empathy and a belonging-culture are directly correlated (John, 2020).