


## The AmazeWorks Conditions for Belonging Framework

Creating the Conditions for Belonging												
Identity Affirmation	+	Equity	+	Responsiveness	+	Relationships	+	Respect	+	Agency	=	BELONGING
Fear		Oppression		Mistrust		Isolation		Resistance		Hopelessness		OTHERING
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Identity Affirmation	Equity	Responsiveness	Relationships	Respect	Agency
Will my complex <b>identities</b> be affirmed and valued?	Will I be treated fairly and with <b>equity</b> by you?	Do you have my back? Can I trust that you will support me by <b>responding</b> to my needs or bias when it shows up?	Do you value our <b>relationship</b> ?	Do you <b>respect</b> my identities, lived experiences & culture?	Can you honor & uplift my sense of <b>agency</b> ?



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**Identity Affirmation:** Each person can show up as their authentic self and know they will be seen, heard, and valued positively in all of who they are. Every person deserves to experience validation of all the different parts of their identity and see positive representations of themselves in their communities, workplaces, and society. If we don't feel that all of our complex identities are valued and affirmed, then we will respond out of a sense of **fear**.

**Equity:** Each person is treated fairly and is equipped with the appropriate knowledge, skills, and resources to participate in relationships, their personal and professional work, and society to the fullest of their ability, recognizing that people's needs vary. If we do not believe there is equitable treatment for ourselves or others, we will experience a sense of **oppression**.

**Responsiveness:** The ability to interrupt and respond appropriately, intentionally, and in a timely manner to identity-based bias and mistreatment. When we don't feel like others have our backs, we operate from a sense of **mistrust**.

**Relationships:** Relationships and relationship-building are essential for creating belonging. However, we must attend to the ways in which identity, difference, and bias may limit our ability to form meaningful relationships with people who are different from us in some way. Trust is an essential component of relationships and comes when we are fully seen, valued, and treated fairly by others. Without healthy relationships, we will experience and operate from a sense of **isolation**.

**Respect:** Respect is culturally-based, and we each have very deep-seated preferences for and assumptions about how others should show respect for us. We must take time to unpack different cultural understandings and expectations of what respect looks, sounds, and feels for each individual in an organization. If we demand respect from a singular perspective that is rooted in dominant cultural norms which are not necessarily inclusive of everyone, then people will respond out of a sense of **resistance**.

**Agency:** Having the belief and confidence that, as an individual, you can affect positive change in your own life and within your group or organization. A sense of agency empowers us to push back against the daily and systemic injustices of the world and help us not succumb to a sense of **hopelessness**.



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<p><b>Behaviors that Indicate: YES the Condition for Belonging IS here</b></p>	<p><b>Behaviors that Indicate: NO the Condition for Belonging is NOT here</b></p>
<p><b>Barriers to this condition</b></p>	<p><b>Actions to create this condition</b></p>

