



ALL ROADS LEAD TO BELONGING

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*Working together to responsibly and economically
keep the lights on today and in the future.*



SouthwestPowerPool



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BELONGING IS THE OUTCOME

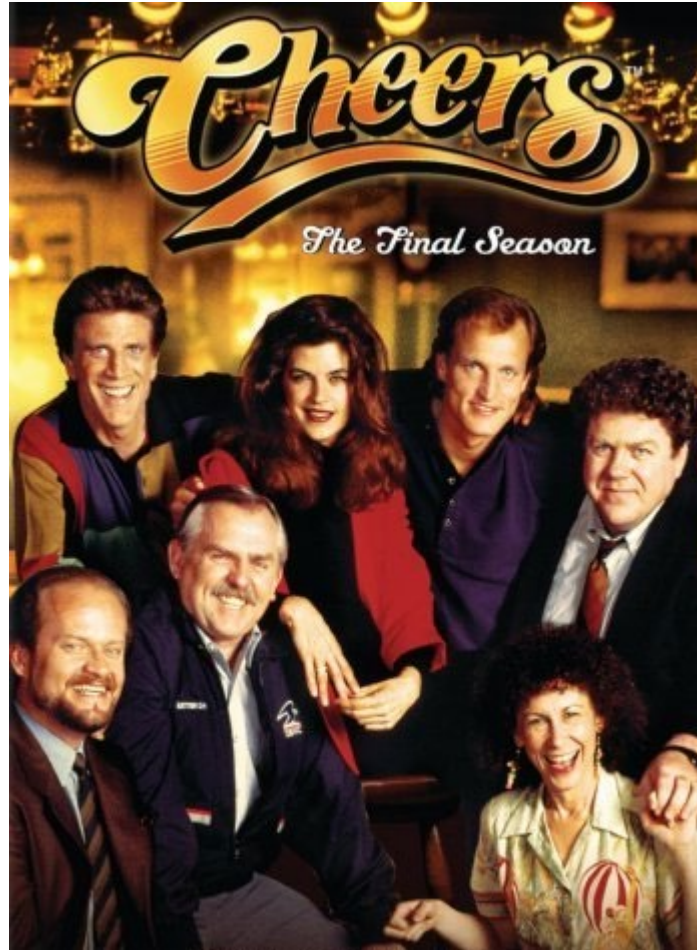
Diversity

Equity

Inclusion

Belonging

SOMETIMES YOU WANT TO GO...



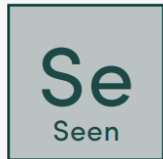
WHERE DO I BELONG?



HOW DO YOU KNOW WHEN YOU BELONG?

THE ELEMENTS OF BELONGING

Belonging at work means you feel seen for your unique contributions, connected to your coworkers, supported in your daily work and career development, and proud of your organization's values and purpose. We constructed a ten-point scale that measures belonging, rooted in four elements.



When you are seen at work, you are recognized, rewarded, and respected by your colleagues.



When you are connected at work, you have positive, authentic social interactions with peers, managers, and senior leaders.



When you are supported at work, those around you—from your peers to senior leaders—give you what you need to get your work done and live a full life.



When you are proud of your work and your organization, you feel aligned with its purpose, vision, and values.

CONCLUSION

- Diversity, Equity and Inclusion efforts lead to belonging.
- Belonging should be the ultimate goal for any DEI work.
- Belonging is a human need and can have a huge impact on productivity, creativity, and innovation in the workplace.
- Companies can work toward belonging by examining their policies, procedures, processes and practices through a DEI lens.

THANK YOU!



QUESTIONS?

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