



Bridging Divisions & Respecting Differences

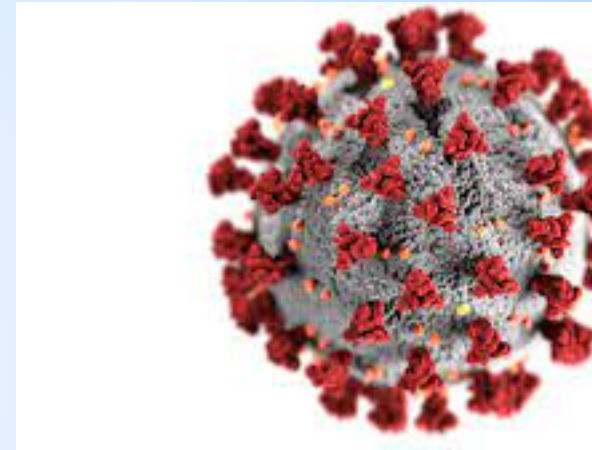


We All Belong--Overview

- Context and Crisis
- We Belong
- Common Humanity
- Supporting Kids' Development
- Concentric Circles
- Belonging at School
- Strategies to Practice and Strengthen Belonging
- Breakout Groups

Ongoing Crises

- Pandemic
- Polarization
- Uncertainty
- Well-being at risk
- Unseen burdens



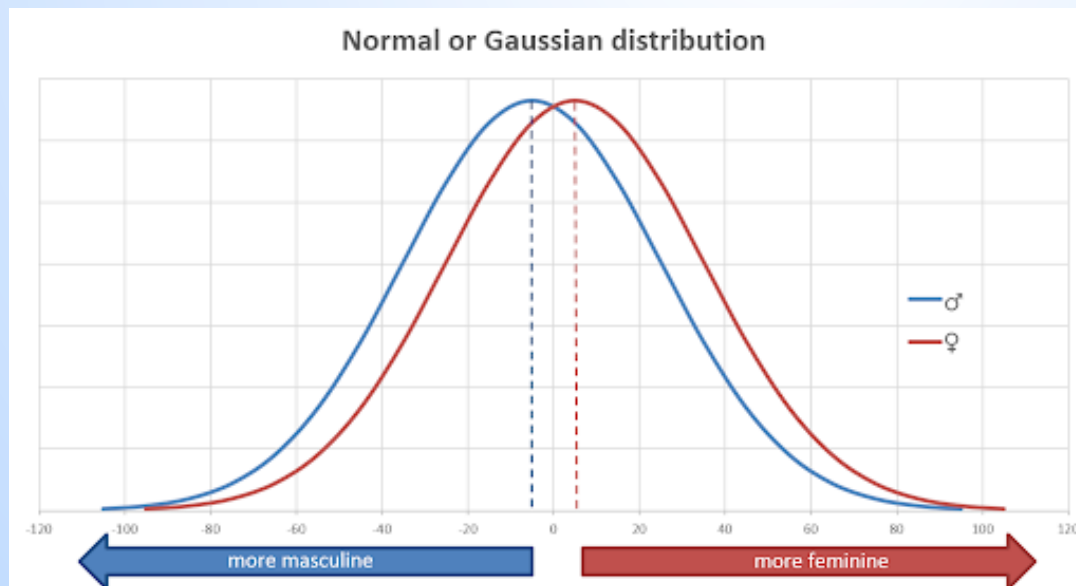
Seeing the Effects

- Regression
- Burnout
- Shutting down and isolation
- Anger, frustration and acting out
- Seeking help, raising the alarm
- **Doing the best we can**



We Belong

- Designed to live in groups
- More similar than different
- Groups function best when everyone belongs



Enjoying Belonging

- Celebrating differences and strengths
 - Everyone is valuable and contributes
- Common expectations
 - Values, habits, norms at home, school and in the community

**“Connectedness has the power to
counterbalance adversity**

**—
BRUCE PERRY**



Common Humanity

- Inclusion and belonging can be complex
- Perfectly Imperfect, works in progress
 - Expected, inevitable, unavoidable
 - Hard to accept in ourselves and others
 - Unevenly paced—popping like popcorn



Not Easy

- Remembering the effects of crises and our imperfections
 - Sometimes belonging is hard

We live in an imperfect world, and imperfect people surround us every day.

Joyce Meyer

Helping Kids Understand and Accept Common Humanity

- Developmental challenges
 - Ego-centrism
 - Magical thinking, if only...
 - Self-awareness and ability to see how they contribute to their own struggles develops gradually



The Wish to Change and Perfect

- Developmental push to perfect the world
- Adolescents are especially focused on comparison and perfection as part of their own value
- Self-consciousness exacerbates their frustration with their own imperfections
- Fundamental Attribution Error—kids and adults
 - We see our own context but not always others'
 - Our accounting system is unique to us



In it Together

- Compassion and grace
 - We all belong

**Belonging doesn't
require us to change
who we are; it requires
us to BE who we are**

Brené Brown

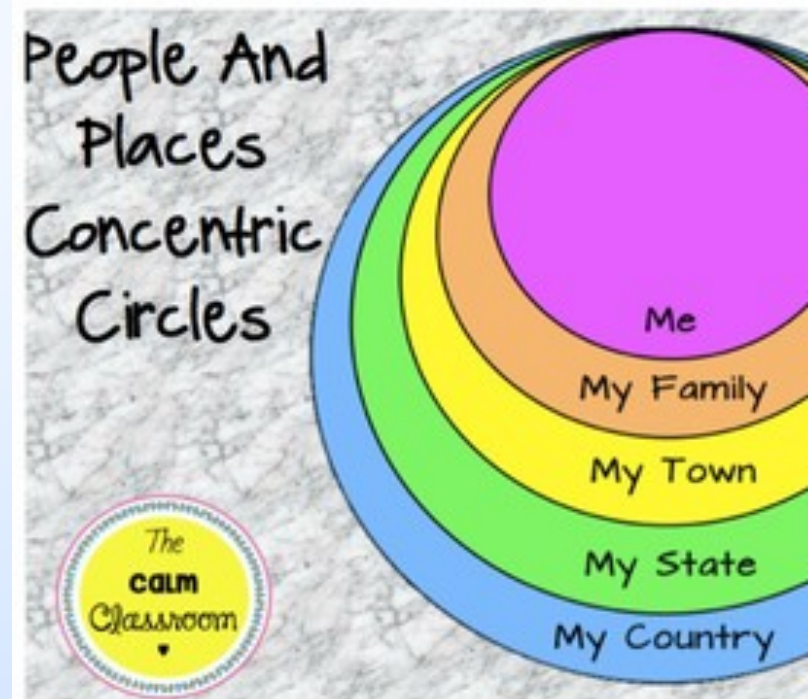


Helpful Responses

- Move towards struggle
 - Recognizing the signs of burnout
 - Reach out for help...or reach out to provide help
- Thriving occurs when we see contextual (no one is perfect) and individual factors (we all can improve and develop)

Concentric Circles of Belonging

- We belong to many groups
 - Family, Classroom, School, Community



Loving Kindness Meditation

May I be safe.
May I be happy.
May I be healthy
May I live with ease.

May you be safe.
May you be happy.
May you be healthy.
May you live with ease.

Lisa A. McCrohan

- Increases empathy
- Easy and accessible
- Friendly wishes
 - Self
 - Family
 - Community members
 - Difficult person
 - All people

Celebrating Belonging at School

- Teacher and Staff Exploration
- Student Activities
- Ongoing celebrations



Strategies for Home

- Starting with the basics
 - **Concrete needs** (sleep, nutrition, exercise)
 - **Self-care**—put on your oxygen mask first
 - **Realistic expectations**—we are all imperfect works in progress



More Strategies for Home

- Flexible Thinking
- Empathy
- Compassion
- Guidelines, norms, values
- Practice



"THE WORLD
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ONLY BY ITS
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ARE WORTH

—Mr

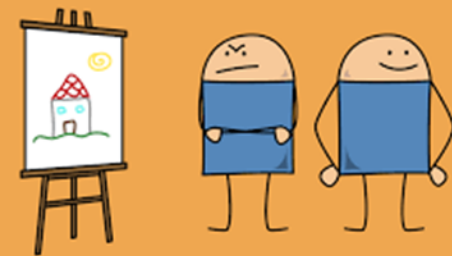
Flexible Thinking

- BOTH...AND
- Start with agreement
 - Yes, you've got a point
 - Validation
- Growth Mindset—struggle is an opportunity, mistakes are part of learning social skills

**Not either
but both a**

Empathy

- Common humanity
 - Just like me...
 - We all belong
- Perspective taking
 - People have reasons for what they do
 - Other people respond and think differently than I do
 - Appreciation



Compassion

- Move towards struggle
 - Context, normalize
 - I notice...I wonder
- See the good
 - I know who you are

**You
come to
love not by
finding the
perfect person
but
by learning to
see an
imperfect person
perfectly.**

Sam Keen



Norms

- ▶ Model and talk about your expectations
 - ▶ Kindness, hospitality, inclusion
 - ▶ Eye contact, tone of voice
 - ▶ Use gratitude and appreciation to connect
 - ▶ Care and protection

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Guidelines and Values

- Clear guidelines and expectations
- Positive reinforcement
 - Ratios matter
 - Collaborate when age appropriate
 - Use (as appropriate) existing norms found at school and in the community
- Model internal standards



Practice

- ▶ Round Robins—highs and lows, favorites, etc.
- ▶ Loving Kindness Meditation
- ▶ Celebrate different styles and skills
- ▶ Gratitude
- ▶ Traditions

“
You! Yes
The one read
You are beautiful,
amazing and sin
best at bein

NEVER FORGET



Break Out Groups