

The Way of Befriending

Transforming Relationships and Practices for Belonging





Parfait  *Bassalé*
CO-CREATING A WORLD WHERE EVERYONE IS A FRIEND

Parfait Bassalé
Friend, Artist, Reconciler





How do we need to be as
people so that others **belong**
around us or because of us?



Why Are We Here?

Introduce the
Belonging
Framework: The 3 Cs

Introduce and
Understand the
Situational Players of
Belonging and
develop strategies to
navigate these roles
to foster inclusive
relationships

Identify and analyze
the levers of
belonging and how
they apply to personal
and organizational
practices



Agreements

Courage

Curiosity

Compassion

Why Belonging?

1. *Inherent & central human need*
2. *Impact on flourishing and productivity*
3. *Growing diversity in the workplace*
4. *21st century workplace & societal expectation*
5. *History of selective belonging*
6. *A majority of americans report non-belonging (64% workplace; 68% in the nation, and 74% in their local community)*
7. *Workplace Relationships influence retention.*
8. *Investment in culture of belonging is seen positively by younger generations, women and minority groups*





Reflect on a time when someone unexpectedly befriended you. Complete the following sentence with a verb.

I FELT " _____ "



“Friend” comes from the Old English verbs “frēogan” and “freon” which mean “to love, free, and set free”



To befriend is to engage with **courage**, **curiosity**, and **compassion** to build authentic connections that honor the humanity and dignity of the Other. In so doing, It liberates both the befriender and the befriended from the shackles and limitations of our fragmented tribal identities such as race, class, caste, political affiliation, religion, gender etc...



Simply put, befriending is movement towards the Other through **courageous**, **curious** and **compassionate** acts that uphold or restore the dignity and potential of us all.



The Core Commitments to Befriending

The Three Cs





Courage

the resolve (heart), determination and spirit to pursue connection no matter what needs to be confronted internally or externally.



Curiosity

Originally from the Latin word “curiosus” “careful, diligent, curious”. It links back to the latin etymon “cura” akin to “care”, which is a quality to inquisitive thinking such as exploration, investigation and learning with care.

To be curious is to carefully and caringly explore, investigate, and learn.

Compassion



Comes from the Latin prefix 'com' which means 'together with' and the verb 'pati' meaning 'to suffer.'

Hence, compassion means:

"To suffer together with someone;
to meet someone in their story
with the intent of supporting them
through friendship."

The Call to Action



"Be the unexpected friend through small, intentional and unexpected acts of courage, curiosity and compassion"

The Call to Action



- Who do I need the courage to befriend?
- Who do I need the courage to be curious about?
- Who do I need the courage to show compassion to?

The Call to Action



WHAT policy or procedure do we need the **COURAGE** to change?



WHAT policy or procedure impact do we need to be **CURIOUS** about?



Which group do we need to **SHOW COMPASSION** to through policy/procedure change or reform?





Safe house

As you reflect on the song and its lyrics, what do you think we can learn from it?

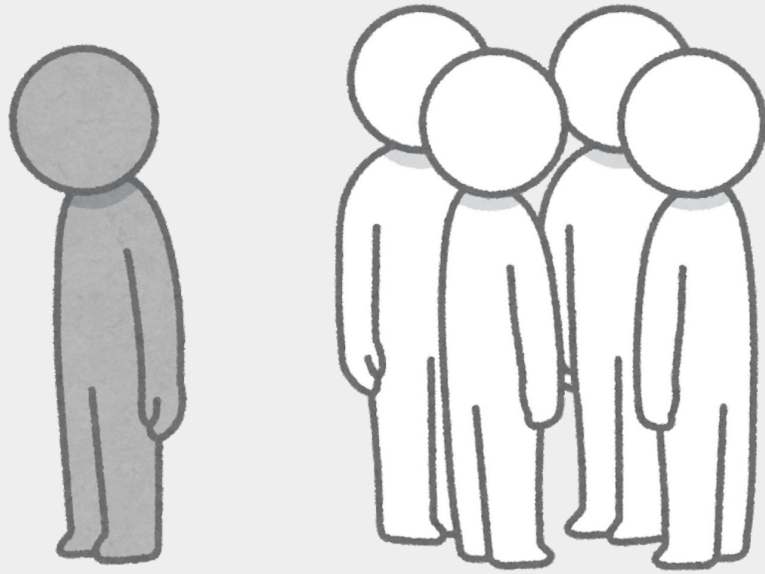




The Unexpected Friend

The Man Standing at the Door





The Outsider

The person experiencing one or multiple barriers to belonging.

They feel left out, unseen, forgotten, unheard, dismissed or isolated.



The Well Adjusted

The person who is comfortable with the status quo, unaware or apathetic to those having and outsider experience.

Their actions reflect comfort, convenience and disregard rather than curiosity or compassion.





The Gatekeeper

The person whose decisions or actions (whether intentional or not) create outsider experiences for others.

They often hold power, without realizing how their choices affect others.



The Friend

The person who **notices** those having an outsider experience, **empathizes** with their situation, and **acts** to support them.





What is Culture?

“The way we do things around here”



- Who within our organization might be having an outsider experience due to the way we have been doing things?

One item per sticky note



- Consider ways we might be The Well-Adjusted. What is one way of doing things that is apathetic or tone-deaf to the outsider experience of some?

One item per sticky note



Reflect on being a Gatekeeper. What is one way of doing things that is impacting others' inclusion or welcome?

One item per sticky note

Ingredients of Belonging



Social Connection

How well do we foster social connection?

Stages of Social Connection

Co-Created Connection

Established connections enable people to cocreate shared experiences and collaborate meaningfully.



Deeper Connection

Opportunities emerge for people to discover shared hobbies or life experiences, leading to deeper, more meaningful connections.

Surface- Level Connection

Individuals start connecting through visible traits, like race, gender, or religion, but connections remain shallow.



Absence of Connection

Individuals are isolated, with no visible signs of connection points or shared attributes.

Social Connection

What workplace policies or practices would improve social connection for our people?

One sticky per policy or practice

Stages of Social Connection

Co-Created Connection

Established connections enable people to cocreate shared experiences and collaborate meaningfully.



Deeper Connection

Opportunities emerge for people to discover shared hobbies or life experiences, leading to deeper, more meaningful connections.



Surface- Level Connection

Individuals start connecting through visible traits, like race, gender, or religion, but connections remain shallow.



Absence of Connection

Individuals are isolated, with no visible signs of connection points or shared attributes.



Social Connection

What can YOU do individually to improve social connection in the workplace?

Stages of Social Connection

Co-Created Connection

Established connections enable people to cocreate shared experiences and collaborate meaningfully.



Deeper Connection

Opportunities emerge for people to discover shared hobbies or life experiences, leading to deeper, more meaningful connections.



Surface- Level Connection

Individuals start connecting through visible traits, like race, gender, or religion, but connections remain shallow.



Absence of Connection

Individuals are isolated, with no visible signs of connection points or shared attributes.



Support & Care

At your table discuss:

How well do we presently provide support and care to our people?

Stages of Support & Care

Follow-Through

Members receive both support *and* follow-up afterwards.



Anticipated

Members do not have to ask for support, as others proactively anticipate needs.



Provided

Members get support for all verbalized needs with no shaming nor judgment.



Not Provided

No support for verbalized needs. Gaslighting or shaming may occur.



Support & Care

What workplace policies or practices would improve support and care for our people?

One sticky per policy or practice

Stages of Support & Care

Follow-Through

Members receive both support *and* follow-up afterwards.



Anticipated

Members do not have to ask for support, as others proactively anticipate needs.



Provided

Members get support for all verbalized needs with no shaming nor judgment.



Not Provided

No support for verbalized needs. Gaslighting or shaming may occur.



Support & Care

What can YOU do individually to improve support & care in the workplace?

Stages of Support & Care

Follow-Through

Members receive both support *and* follow-up afterwards.



Anticipated

Members do not have to ask for support, as others proactively anticipate needs.



Provided

Members get support for all verbalized needs with no shaming nor judgment.



Not Provided

No support for verbalized needs. Gaslighting or shaming may occur.



Agency

How well do we presently provide agency to our people?

Stages of Agency

Transparent

Members can shape how things are done in some matters, and it is clearly communicated why some ideas are not implemented.



Situational

Members can shape how things are done in some matters, but not all. They do not know why some ideas are adopted while others aren't.



Performative

Members have a semblance of agency, but it is purely theatrics and does not actually shape ways of doing.



Missing

Members do not have a say about the way things are run.



Agency

What workplace policies or practices would improve agency for our people?

One sticky per policy or practice

Stages of Agency

Transparent

Members can shape how things are done in some matters, and it is clearly communicated why some ideas are not implemented.



Situational

Members can shape how things are done in some matters, but not all. They do not know why some ideas are adopted while others aren't.



Performative

Members have a semblance of agency, but it is purely theatrics and does not actually shape ways of doing.



Missing

Members do not have a say about the way things are run.



Agency

What can YOU do individually to improve Agency in the workplace?

Stages of Agency

Transparent

Members can shape how things are done in some matters, and it is clearly communicated why some ideas are not implemented.



Situational

Members can shape how things are done in some matters, but not all. They do not know why some ideas are adopted while others aren't.



Performative

Members have a semblance of agency, but it is purely theatrics and does not actually shape ways of doing.



Missing

Members do not have a say about the way things are run.



Psychological Safety

How well do we foster psychological safety to our people?

Stages of Psychological Safety

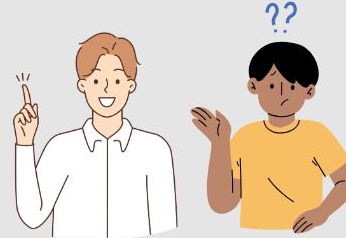


Ability to Challenge

Members can question others' ideas or established ways of doing things without fear of backlash.

Ability to Contribute

Members can contribute their own ideas without fear of embarrassment or ridicule.



Ability to Learn

Members can learn through asking questions, experimenting with new ideas, making mistakes, and asking for help without fear of ridicule.

Inclusion

Members feel wanted and comfortable being present.



Psychological Safety

What workplace policies or practices would improve psychological safety for our people?

One sticky per policy or practice

Stages of Psychological Safety

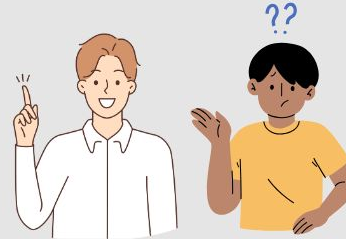


Ability to Challenge

Members can question others' ideas or established ways of doing things without fear of backlash.

Ability to Contribute

Members can contribute their own ideas without fear of embarrassment or ridicule.



Ability to Learn

Members can learn through asking questions, experimenting with new ideas, making mistakes, and asking for help without fear of ridicule.

Inclusion

Members feel wanted and comfortable being present.



Psychological Safety

What can YOU do individually to improve psychological safety in the workplace?

Stages of Psychological Safety



Ability to Challenge

Members can question others' ideas or established ways of doing things without fear of backlash.

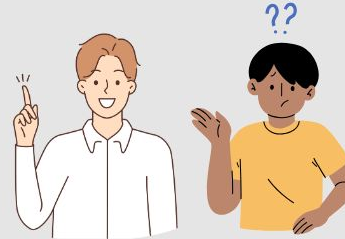
Ability to Contribute

Members can contribute their own ideas without fear of embarrassment or ridicule.



Ability to Learn

Members can learn through asking questions, experimenting with new ideas, making mistakes, and asking for help without fear of ridicule.



Inclusion

Members feel wanted and comfortable being present.



Thank You

"Systems change when hearts change. And hearts change when someone braves to be a friend."

Newsletter



info@parfaitbassale.com
IG: @parfaitonline
www.parfaitbassale.com

