

Belonging, 2.3: Inclusion

Brief Summary

- As humans, we are constantly giving off little signals of acceptance or exclusion that have real impact on the people around us.
- Belonging often forms around the tasks we do - and don't do. Whilst supporting others with their tasks is a symbol of inclusion and togetherness, avoiding tasks that someone else has to do sends a message of difference and exclusion.
- Social inclusion and exclusion happens all the time. This is especially true in neonatal and maternity spaces where there are so many different roles - these provide opportunities for differences and cliques to emerge.
- Being aware of who we are including in our social spaces can create significant change in the way people feel at work.

Exercises

- 1) We all have tasks we don't enjoy at work. Are there any tasks you avoid? What impact does this have on you and others?
- 2) Is there any capacity to support tasks outside your specific role?
- 3) Which 'cliques' and divisions exist in your work space? What behaviours and experiences create the sense of being included or not included? What role do you play in these?
- 4) How could you reach out, just once a day, to help others feel socially included?

Resources and links:

- <https://www.tandfonline.com/doi/epdf/10.5172/hesr.2013.22.3.291?needAccess=true> Evidence on the creation of conflict that can emerge from differential professional identities and practice within teams.

Evaluation:

We would really appreciate your feedback through these short questionnaires on the videos and their usefulness. Your feedback will help us improve future content.

Prior to watching the videos



After watching the videos

