



I.D.E.A.'S @ DWHN

Inclusion, Diversity, Equity, Access

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Diversity

Equity

Inclusion

How Belonging Differs from Diversity and Inclusion — and Why It Matters

By LaFawn Davis

Diversity is representation

Diversity is about hiring in such a way that your organization reflects the global communities in which we operate. The benefits of a diverse company are tangible. Teams with diverse members with different work styles, problem-solving techniques, life experiences, backgrounds, perspectives and skill sets are more likely to be innovative. Because if you have nothing but like-minded people on a team, your thinking isn't likely to be challenged.

Inclusion is about actions

Inclusion in the workplace is about the actions and behaviors we take to create a culture in which employees feel valued, trusted and authentic. In an inclusive environment, everyone is encouraged to contribute fully and thrive.

Belonging is a feeling

Belonging at work is a feeling of community with the people and environments that make us feel connected. Psychological safety is what makes us feel we belong. When you feel psychologically safe, you believe others will give you the benefit of the doubt. You can ask questions and raise issues without fear. You can be vulnerable with others and be who you are — which, in turn, helps you connect with others.

How to create a sense of belonging at work

Creating an environment that nurtures a sense of belonging isn't easy — especially during a pandemic and economic crisis. The pandemic has made gatherings more problematic, of course, so accomplishing this connection will require creative thinking as well as adherence to social distancing and other safety precautions.

A sense of belonging can come from working with people with similar interests, hobbies or outlooks and from giving employees the opportunity to come together over shared interests. Creating a sense of belonging is especially challenging during COVID-19, shelter-in-place orders and the rise of remote work. But it can be done.

When employees understand your organization's mission, values, strategies and objectives and key results (OKRs) — and the role they play in achieving those OKRs — they're more likely to be engaged and motivated. They feel a connection to the company. Through that connection, they experience a sense of purpose and belonging, because they know that what they do and say matters.

And so, a sense of belonging at work isn't just about creating psychological safety and driving innovation and moving closer toward equality. It's also a smart business strategy.

Meet the Diversity, Equity & Inclusion Committee



Sam Samaan
Business Intelligence & Analytics
Senior Data Analyst, IT

My name is Sam Samaan, I'm Coptic Egyptian (Ⲛⲓⲣⲉⲙⲛ̀Ⲫⲏⲙⲓ), Which is a direct descendant of the Ancient Egyptian Pharaohs, I speak 3 languages and I can read over 5 languages including Old Greek, and Latin. I have a computer science degree from Egypt. I previously worked for the largest Telecommunications company in Africa and the Middle East for 18 years.

My wife and I immigrated to the USA 5 years ago, I'm an active member of my Middle-Eastern American community and a deacon in my Coptic-Orthodox church, recently I've been elected as a church board member.

I have been at DWIHN for 4 years as a Business Intelligence & Analytics, Senior Data Analyst in the IT Department. During my time here, I have been involved in many projects that have enriched my knowledge of our Detroit-Wayne culture and the people we serve on the business and technical levels, Some of these projects include the all-new online Provider Directory and GEO-Mapping analysis for the HSAG reviews and NCQA accreditations.

I am very honored to be a Diversity, Equity, and Inclusion committee member and proud of all of our committee accomplishments. DEI is the backbone for building a healthier work environment, and I believe by emphasizing the DEI principles we can build the best supportive environment for the people we serve and for DWIHN staff.

Provider Spotlight



Hearts Inspiring, Hands Serving, Homes Enduring Since 1992

Angels' Place offers an environment of love and compassion, coupled with an atmosphere of acceptance, dignity, friendship, and the potential for personal growth and independence. We are a Christ-centered community that enhances the lives of those we serve and their families by providing loving homes and professional support to individuals with intellectual and developmental disabilities.

<https://www.angelsplace.com/>



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