

Making Belonging Real



Belonging is a feeling, a value and an action.
You feel like you belong, you value belonging for yourself and others and you act in ways that let others know they belong.

Washington state agencies are on the journey of **belonging**.



Together, we advance the feeling of belonging and the building of structures that support belonging by:

1. Building relationships: Be relational instead of transactional. Go where community members and state employees – those who have been most impacted by state policies and processes – are and ask for nothing in return. Instead, take time to learn about them – not what they do, but who they are. Learn more from the Relational Partnership Toolkit.

2. Co-creating together: Do things *with* people instead of *to* people. Once you establish relationships, work with people to design, produce, and implement actions, policies, and processes. People must be part of important and critical decision-making processes. The [Pro-Equity Anti-Racism \(PEAR\) Plan and Playbook](#) is the tool [Washington state uses](#) to advance this partnership.

3. Measuring for impact: Evaluate how what we do matters instead of just capturing our activities. What is our impact? Do people feel they had the access, opportunity, and power to inform our processes? How do you know?

We envision everyone in Washington having **full access to the opportunities and resources they need to flourish and achieve their full potential** ([RCW 43.06D](#)).

Join us in transforming Washington to a state where everyone belongs. Together we will achieve equity and justice for all, now and for generations to come.



Photo by Ricardo Ibarra

From Inclusion:

“This is my party. You’re invited, but you’re a guest.”

To Belonging:

“This is our party. We decide the music, we decide the food, we decide the venue, we co-create together ... not showing up as a guest adhering to someone else’s rules and cultures.”

— *john a. powell,*
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