



# Fostering Belonging: Engaging with Communities of Opportunity

Dr. James B. Golden

Chief Academic Officer, Tarzana Treatment Centers College



# Housekeeping

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# Indigenous Land Acknowledgement

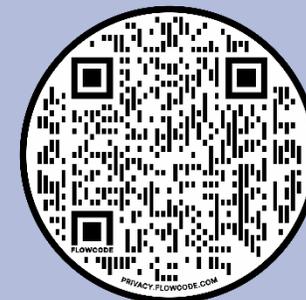
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

## Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at <https://native-land.ca>

Option 3: Access Native Land website via QR Code





# Humility: A Vehicle to Workplace Belonging

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- Chief Academic Officer
- Tarzana Treatment Centers College

# Learning Objectives



Learn how to apply key elements of cultural humility to your work as a behavioral health professional and reflect on your unconscious biases.



Identify core elements of inclusive health care leadership.

# Belonging



A sense of belonging to a greater community improves one's motivation, health, and happiness.



Feeling a sense of belonging is important in order to see value in life and cope with intensely painful emotions.



One way to increase one's sense of belonging is to look for similarities to others rather than focus on differences.

# Build Teams Where People Belong

Design & Values

Policies

Finding the Right People

Feedback

Community Connection



# TTC College Core Values



Excellence



Integrity



Community



Innovation



Intersectionality

# Excellence

- In everything you do, let excellence be the central decision-maker for activities.



# Integrity

- Do what you say you're going to do.
- Maximize project fidelity and be honest about your team culture.

[National Archives photo](#) by Kitty Kouwenhoven)



# Community

- Programs are built with the communities served at the center of decision-making.
- Strategies to build community:
  - Native land acknowledgement
  - Partnerships with community-based organizations
  - Linguistic representation
  - Community advisory councils

[National Archives](#), Records of the Environmental Protection Agency





# Innovation

- Push the boundaries of innovative planning to incorporate millennial and generation Z employees.
- Provide spaces for think-tank-style brainstorming.

# Intersectionality



- Target recruitment strategies to frontload people from different perspectives and backgrounds.
- Intersectional teams drive results and allow prospective team members to see themselves within your team(s).
- Incorporate anti-racism in policy, action, and advocacy.

Be aware of the unique challenges and perspectives of people from marginalized groups on your team.



# Practice Inclusive Leadership

As a behavioral health employee, “you are inherently in a position of power.”

“Don’t just acknowledge the power imbalance, but also challenge its impact.”

“Identify areas where cultural humility and inclusion need to be prioritized.”

“Involve others in decision making by asking for their input.”

Source: San Mateo County Health Behavioral Health & Recovery Services, Office of Diversity and Equity., n.d.

# Policymaking

- Policies are written practices (“laws”) that govern how your teams and employees behave at work.



# TTC, Inc.

Equal Employment Opportunity Policy

Anti-Harassment Policy

Immigration Law Compliance Policy

Workplace Security and Anti-Violence Policy

Whistleblower Protection Policy

# TTC College

Harmonious Workplace Policy

Anti-Racism Policy

Key Statements for Societal Events

**TTC Policies**  
Inclusive &  
Nondiscriminatory  
Work  
Environments



## Additional Ideas & Strategies

- Create a Safe Work Environment
- Engage in Difficult Conversations
- Know Thyself
- Advocate in the Workspace



# References

- San Mateo County Health Behavioral Health & Recovery Services, Office of Diversity and Equity. (n.d.). *Cultural humility at work*.  
[https://www.smchealth.org/sites/main/files/ch\\_work\\_leadership\\_card.pdf](https://www.smchealth.org/sites/main/files/ch_work_leadership_card.pdf)

# Q & A

# Upcoming Events and Important Reminders

<b>March MIP Events:</b>		
Mentor Open Office Hours	3/9/23	12–1 p.m.
Intern Open Office Hours	3/9/23	2–3 p.m.
Learning Collaborative—Behavioral Health EBPs with Historically Excluded Communities	3/14–3/15	Region Specific
Lunch & Learn—Supporting Mentors	3/21/23	12–1 p.m.

<b>April MIP Events:</b>		
Webinar—Sustainability	4/4/23	12–1 p.m.
Webinar Series: Continuing the Conversation—Sustainability	4/5/23	1–2 p.m.