BOUNDARIES FOR BELONGING™
## A GUIDE TO SETTING YOUR TEAM UP FOR EDI SUCCESS

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Why This Tool Works

When we first started using this tool with teams, we noticed something remarkable: I**t dramatically sped up the process of building trust.** What used to take three meetings to achieve can now be fast-tracked in just 20 minutes.

This tool works by making it crystal clear what's allowed and not allowed in your team's conversations.

We're going to spend the next 20 minutes creating a shared set of boundaries for how we'll work together. This will help us establish trust, build clarity, and ensure everyone feels comfortable engaging in our EDI work.
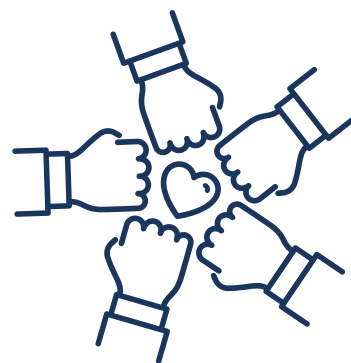
Even better? It fits seamlessly into packed agendas. In just 20 minutes, you'll create the conditions for deeper conversations and still have plenty of time for regular business.

This simple, effective tool is a game-changer for teams looking to move forward with confidence and trust.

How to Complete this Activity

This activity is designed to quickly build trust and collaboration by setting clear boundaries for how your team will work together. In just 20 minutes, you'll create the foundation for more open, productive EDI conversations and give every voice at the table the confidence to contribute.

1 Introduce the Activity (1 minute)

Start by explaining the purpose of the exercise to your team.
- *Example Script*: "We're going to spend the next 20 minutes creating a shared set of boundaries for how we'll work together. This will help us establish trust, build clarity, and ensure everyone feels comfortable engaging in our EDI work."

2 Anchor the Group (5 minutes)

Set the tone by brainstorming the group's shared goals, focusing on their vision for equity and inclusion. Begin by framing equity:

"Equity is when everyone has what they need to succeed and be well."

Ask the group to reflect on the following:
- "What are some of the inequities our clients and community face?"
- "What are some of the inequities our staff face?"

Keep the discussion brief and capture key ideas on a flip chart or shared document. This step helps align the group around a shared equity vision before diving into the next activity.

③ Individual Reflection (2 minutes)

Ask team members to reflect on their own and jot down their thoughts about group boundaries:

- "What behaviours do we want to encourage in our group? (It's OK)"
- "What behaviours might create challenges or hold us back? (It's Not OK)"

Encourage participants to think honestly and personally about what they need to feel comfortable and engaged.

④ Group Brainstorm (10 minutes)

Facilitate a group discussion to compile the team's "It's OK" and "It's Not OK" behaviours.

- Start with "It's OK" behaviours and then move to "It's Not OK" behaviours.
- **Example Framing:**
  - "What do we want to make space for in our work together? What behaviours will help us do our best work?"
  - "What kinds of behaviours might create challenges or prevent us from achieving our goals?"
- Write all contributions in real-time on a flip chart, shared document, or whiteboard so the group can see the list as it develops.
- Encourage everyone to share, but don't pressure anyone who isn't ready.

It's OK:	It's Not OK:

Tips for Facilitators

- Encourage participation: Invite quieter voices to contribute, but respect individual comfort levels.
- Balance the discussion: If the group focuses too much on "It's Not OK" behaviours, gently guide them to think about positive behaviours they want to encourage.
- Stay on time: Use a timer to keep the exercise within 20 minutes, so there's time left for regular business.

Examples of Boundaries

To help spark ideas, here are some examples of "It's OK" and "It's Not OK" behaviours:
- It's OK:
  - Ask questions, even if you feel unsure.
  - Share your thoughts respectfully, even if they challenge the group.
  - Admit when you don't know something or made a mistake.
- It's Not OK:
  - Interrupt or talk over others.
  - Make assumptions about someone's experiences.
  - Avoid engaging in the conversation out of discomfort.

Outcomes & Next Steps

By the end of this exercise, your team will have a shared set of boundaries that:
- Create a framework for trust and psychological safety.
- Empower everyone to engage, contribute, and take risks.
- Can be revisited over time to adapt to your evolving work.

Use these boundaries as a guide to navigate difficult conversations, foster collaboration, and ensure your EDI efforts are impactful.

About Connect2Knowledge

We're on a mission to support teams in achieving measurable equity-driven change by empowering them to create inclusive environments and align their efforts toward their organization's vision.

Ready to dive deeper than this 20-minute activity? Contact us to explore resources and support tailored to the unique needs of your organization.

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