# BELONG

A journal for creating a culture of belonging



#### Dear fellow PSEA member:

I set a personal goal of using this journal to build self-awareness, and I invite you to do the same.

As an educator, I know learning is a lifelong process. As PSEA's president, I am committed to discovering how my own social-emotional learning might help me to communicate a welcoming spirit within our PSEA community.

In the last few years, I have had the honor of working with PSEA members to strengthen diversity, equity, and inclusion within our union. I have listened to many members share their lived experiences with inequities within our union and our communities.

These stories were hard to hear. However, I am deeply grateful to those who had the courage to share them with me.

By processing my feelings of discomfort, hurt, and anger, I build my own self-awareness and social awareness. This process also helps me consider how I might make different choices. It informs my actions to create and sustain a diverse and inclusive union with equitable opportunities for all our members.

This journal is an invitation for each of us to do our own internal exploration, consider other people's perspectives, and reflect on how other perspectives change our own.

Ready to join me? Turn the page and get started.

And when you see me at a PSEA event, I encourage you to keep me accountable. Ask me about my progress. And, if you feel comfortable, please share some of your learning with me.

In solidarity,

Aaron Chapin, PSEA President

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# How to Use This Journal

Use it any way that works for you! Seriously, there's no "right" way to do it. There are no wrong answers, no deadlines, and no expectations.

This journal is an invitation to use social-emotional learning (SEL) to help create a culture of belonging in those areas of your life where you choose to cultivate acceptance, respect, and maybe even a little joy.

As you journal, be gentle with yourself. All of us have unconscious bias. It is part of being human. All of us also have a choice about whether we want to invest time in becoming aware of our biases.

If we acknowledge that our biases can deter diverse engagement, we have the opportunity to challenge ourselves to grow beyond our biases. And this growth allows us to consider our individual roles in creating a culture of belonging.

When we are aware of our biases, we have another set of choices: Do we want to learn how to mitigate our biases? Do we want to talk to or learn about people or colleagues who have different backgrounds from us?

This journal could help you to "build strong, respectful relationships founded on an appreciation of similarities and differences, learn to critically examine root causes of inequity, and develop collaborative solutions to community and societal problems." (CASEL, 2018)

Building strong relationships is an important component in your journey of well-being. As with any journey, there are multiple steps and pathways one can take. This journal is intended to be one of those helpful steps in your journey – rooted in research and tailored for the unique needs of educators.

The practice of journaling helps us process the moments of our lives, allowing us to be present and more mindful. Science shows us that being mindful and present in the moment helps us more fully experience gratitude and joy in our lives. Let's support each other in creating more joy!

The next few pages include helpful information and prompts for reflection, specifically designed for PSEA members as part of our ongoing collaboration with Ascension Worldwide and CREATE (Creating Resilience for Educators, Administrators and Teachers), to develop and strengthen our own social and emotional competencies in ways that create a culture of belonging.

https://createforeducation.org https://ascensionworldwide.com/ The last page includes resources for additional support. For practices to support your work, check www.psea.org/wellbeing.

#### Tips for writing:

- Find a time and place where you won't be disturbed.
- Write continuously for at least 20 minutes.
- Don't worry about spelling or grammar.
- Write only for yourself.
- Write about something extremely personal or important to you.
- Deal only with events or situations you can handle now that is, don't write about a trauma too soon after it has happened if it feels too overwhelming.
- Optional final step: After responding to a prompt, try writing from the perspectives of other people involved in the event or situation.

#### A NOTE ON INTENTION SETTING

Intentions are different than goals. While goals have specific actions and outcomes and can be crossed off our to-do lists, intentions are more about how we want to live, and how we want to grow. Intentions help us to frame our thinking. Intentions can be achieved, and then not achieved, and achieved again. When you reflect on your success in living up to your intentions, offer yourself some compassion and remember you are human.

# Building Social and Emotional Competencies

According to CASEL, the leading authority on social-emotional learning (SEL), social-emotional learning is the process through which we "acquire and apply the knowledge, skills and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions."

While SEL shares some similarities with frequently used terms such as emotional intelligence, resilience, well-being, and self-care, there are specific components of SEL, especially for adults, that are unique.

Some of you may think of these as skills just for children simply because so much emphasis has been placed on SEL for students over the years. But the truth is that these are human skills and essential for each of us — children and adults alike — to learn, develop, and practice every day to help us thrive and live more fully in the moment.



https://casel.org

The pages in this journal section include prompts and intentions for each of the five interrelated competency areas tailored to the unique needs of our educators and support professionals:

- Self-Management
- Self-Awareness
- Relationship Skills
- Responsible Decision-Making
- Social Awareness

We invite you to explore the following pages to learn more about each of these competencies and the specific skills we can employ to support our overall well-being. And visit <a href="https://www.psea.org/wellbeing">www.psea.org/wellbeing</a> for practices to support your journaling.

# Self-Management

#### What it is:

The ability to manage our own emotions, thoughts, and behaviors effectively in challenging situations.

#### **Skill Sets/Capacities:**

- Managing your own emotions, especially in times of stress
- Identifying, using, practicing stress-management strategies
- Exhibiting self-discipline and self-motivation
- Setting personal and collective goals
- Using planning and organizational skills
- Showing the courage to take initiative
- Demonstrating personal and collective agency to accomplish goals

#### **Ouestions for Reflection:**

- How do you behave differently when you are surrounded by people who are similar/different to you?
- How do you manage emotions when someone from a different background says or does something you don't understand or that feels uncomfortable?
- What stands in the way of feeling comfortable expressing your thoughts and feelings on topics such as academics, age, race, nationality, and religion?
- Think about a time when you expressed your thoughts and feelings on topics such as academics, age, race, nationality, and religion. How did it feel? Would you change anything about how you handled the topic for future conversations?
- What self-management skills have helped you to develop relationships with people of different backgrounds?
- What does a culture of belonging look like to you?
- Be observant of the times you are using your self-management skills in situations where you have a different background or a different identity than others. During this next week, make a note to yourself when you intentionally chose to use your self-management skills. How are you creating a culture of belonging?

**Weekly Intention:** How would you like to use your self-management skills to create a culture of belonging in the world?

Visit www.psea.org/wellness for a practice on intention setting.

### Self-Awareness

#### What it is:

The ability to understand your own emotions, thoughts, and values and how they influence your behavior across contexts.

#### **Skill Sets/Capacities:**

- Identifying your own emotions naming them
- Recognizing your own strengths and limitations
- · Developing your own interests
- Demonstrating honesty and integrity
- Linking feelings, values, and thoughts
- Examining prejudices and biases
- Experiencing self-efficacy
- Having a growth mindset
- Integrating personal and social identities
- Identifying personal, cultural, and linguistic assets

#### **Ouestions for Reflection:**

- How do you identify your own emotions?
- What does belonging feel like to you?
- How does your own self-awareness help in your interactions with others (family, colleagues, friends, students)?
- How does self-awareness allow you to recognize how your identity impacts your relationships with others?
- What does it feel like when you don't experience a sense of belonging? How does this impact your relationships?
- Think of a challenging time when you were self-aware. What did you realize
  were your strengths and how did you use these strengths during this
  challenging time? How did you process limitations during this time?
- Acknowledging we all have biases, how can you build awareness about your own implicit, unconscious biases?
- How do you feel when you realize you have judged someone? How can you
  offer yourself some compassion and also observe your reactions to people
  who are different?

**Weekly Intention:** How would you like to use your self-awareness skills to create a culture of belonging in the world?

# Relationship Skills

#### What it is:

Having abilities to establish and maintain healthy and supportive relationships and to effectively navigate settings with diverse individuals and groups.

#### **Skill Sets/Capacities:**

- Communicating clearly and effectively including active listening
- Practicing teamwork and collaborative problem-solving
- Resolving conflicts constructively
- Resisting negative social pressure
- Demonstrating cultural competency and navigating settings with differing social and cultural demands and opportunities
- Leading groups
- Seeking or offering support and help when needed
- Standing up for the rights of others

#### **Ouestions for Reflection:**

- How do you create and sustain relationships with people with whom you have a lot in common? What about people with whom you don't have much in common?
- Consider an experience when you stood up for someone else's rights. How did you feel?
- Why is teamwork important to you? What is your strength as a team member?
- How do you handle conflict? Is it important to you to ensure that other viewpoints are heard?
- How does it feel to approach someone who is different from you? Can you think of anything that would make the experience feel more comfortable, for you or for the other person?
- Think of a time when you were in a conversation where you were aware of another person's bias, or of your own bias. How did that feel? What did you do/say?
- What does inclusion feel like in your family? In your workplace? In your union? In your community?
- Think of one relationship that you are going to "nourish" this week. Identify
  if this was a positive or negative experience or impact.
- Pay attention to stories that you are making up in your mind about someone
  you see or meet for the first time. Are the stories positive or negative?
   Practice using your deliberate (conscious) brain to squash the stories that
  you are making up in your head about this person and take a fresh approach
  to noticing what they are saying or doing instead.

**Weekly Intention:** How would you like to use your relationship skills to create a culture of belonging in the world?

# Responsible Decision-Making

#### What it is:

Having the ability to make caring and constructive choices about personal behavior and social interactions across diverse situations.

#### **Skill Sets/Capacities:**

- Considering ethical standards and safety concerns
- Evaluating the benefits and consequences of various actions for personal, social, and collective well-being
- Demonstrating curiosity and open-mindedness
- · Identifying solutions for personal and social problems
- Learning to make a reasoned judgment after analyzing information, data, and facts
- Anticipating and evaluating the consequences of one's actions
- Recognizing how critical thinking skills are useful both inside and outside of school
- Reflecting on one's role to promote personal, family, and community wellbeing
- Evaluating personal, interpersonal, community, and institutional impacts

#### **Ouestions for Reflection:**

- Have you made a decision that helped someone to feel welcomed into a group? How did that feel? Would you act differently in the future?
- Have you made a decision that negatively impacted someone's feeling of belonging? How did that feel? Would you act differently in the future?
- What do you do when you recognize that you have a bias about something or someone?
- What do you do when you recognize that someone else has a bias about you?
- How do your biases impact others?
- Have you ever chosen to invite someone new to share a celebration of your culture? How did that feel?
- Have you ever made a decision to learn more about another culture/group?
   Why or why not?
- Pay attention to how often you express curiosity about another person or group. How does it feel? What do you learn about others and about yourself?

**Weekly Intention:** How would you like to use your responsible decision-making skills to create a culture of belonging in the world?

# Social Awareness

#### What it is:

The abilities to understand the perspectives of and empathize with others, including those from diverse backgrounds, cultures, and contexts.

#### **Skill Sets/Capacities:**

- Demonstrating empathy and compassion for others
- Understanding broader historical and social norms for behavior in different settings, and recognizing family, school, and community resources and supports
- Taking others' perspectives
- Recognizing strengths in others
- Understanding and expressing gratitude
- Identifying diverse social norms, including unjust ones
- Recognizing situational demands and opportunities
- Understanding the influences of organizations/systems on behavior

#### **Ouestions for Reflection:**

- What do you appreciate about other people?
- How do you express gratitude to yourself and others?
- How do you rely heavily on first impressions? How has that impacted your relationships?
- How do you encourage others to express their opinions? How do you receive opinions that are different than your own?
- How has recognizing strengths in yourself helped you to see others' strengths? How has recognizing strengths in others helped you to see your own strengths?
- How do you use your own social awareness to exhibit compassion to yourself and others?
- Think of a current event that exposed cultural and social differences. How can this event help you to expand your awareness about others?
- How do you demonstrate an awareness of cultural factors and respect for individual differences?
- Use your social awareness skills to express gratitude to someone who
  creates a culture of belonging. Be specific when you express gratitude.
  What are the specific actions this person takes, and how do those actions
  positively impact you and others? Write them down and consider sharing
  your thoughts verbally or in writing.

**Weekly Intention:** How would you like to use your social awareness skills to create a culture of belonging in the world?





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## **RESOURCES FOR ADDITIONAL SUPPORT**

#### **National Suicide Prevention Lifeline**

**Call** 988

### **National Help Resource**

Call 211

#### **Mental Health America**

1-800-969-6642 www.mhanational.org

#### **Center for Community Resources**

1-855-284-2494

## PA Department of Human Services toll-free, round-the-clock support line 1-800-692-7462

#### **Disaster Distress Helpline**

1-800-985-5990

#### **National Domestic Violence Hotline**

1-800-799-7233 (TTY: 1-800-787-3224)

#### **National Crisis Text Line**

Text HOME to 741741 to connect with a crisis counselor via text for free 24/7 https://www.crisistextline.org

# **Substance Abuse and Mental Health Services Administration (SAMHSA)** 1-800-662-4357

#### **Veterans Crisis Line**

Call 988 and press 1 or text 838255 https://www.veteranscrisisline.net





www.psea.org/wellbeing