



From Membership to Belonging

Breakout: Building an inclusive alumni community

Activity: In breakout groups, develop an Inclusive Membership Map using the 5As Framework.

5 As Framework



Awareness and Access

Consider: In what ways are scholars and alumni made aware of the association and its objectives? How are all members invited to participate easily and fully?

Discussion questions

- Who are the different members you are trying to engage and what could be their barriers to engagement?
- What information do you need to share to ensure they feel represented and welcome in the association?
- How will you communicate this?

Acceptance

Consider: How are members made to feel welcome, respected, and represented?

Discussion questions

- How will members be made to feel welcome, respected, and represented in your association?
- What activities, policies, or actions does your leadership need to take to achieve this?

Activity and Advocacy

Consider: In what ways are opportunities made meaningful and encourage everyone to engage and contribute? In what ways are members made to feel connected? How does the community encourage others to join or participate?

Discussion questions

- What type of activities will appeal to the largest and smallest groups represented in your membership?
- What type of activities will meet their needs and provide meaningful engagement?
- What will be the impact of these changes to existing and new members?