

Supporting the Growth of an Inclusive Society in Germany

Kitty Guo, Ananya Jayamoorthy, Samuel Neves, Joana Ripa, Patrick Robock

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WPI



Start with
a Friend

Meet The Team



Kitty Guo
Biomedical
Engineering '25



**Ananya
Jayamoorthy**
Computer Science &
IMGD '25



Samuel Neves
Aerospace
Engineering '25



Joana Ripa
Biomedical
Engineering '25



Patrick Robock
Mechanical
Engineering '25

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1	Terminology and Background




Well-being is a holistic experience that encompasses vitality (managing our physical, cognitive, and emotional energy and health), meaning and purpose, enjoyment, relationships, and community.

Paula Fitzpatrick, Director, WPI Center for Well-Being

Why is social-emotional well-being important?

Social emotional well-being represents the overall mental health of a society by indicating how effectively the community addresses the needs of all individuals.



An illustration of a diverse group of people in profile, representing an inclusive and cohesive society. The figures are rendered in various colors (blue, orange, yellow, grey, white) and are shown in various poses, some looking towards the right and others towards the left. The background is a light, neutral color.

An **inclusive** and **cohesive** society is one where individuals are respected, take on social roles and have equal rights and opportunities to thrive.

Social-emotional well-being

is the foundation on which NGOs that support societal inclusion build their missions.

- Ensure individuals are represented and recognized
- Encourage empathy and belonging
- Support a more harmonious community





Start with a Friend

SwaF's Mission Logic

Mission Statement: SwaF creates personal encounters between people with and without an immigration history. Through exchange and joint commitment, we strengthen people, social cohesion and democracy.

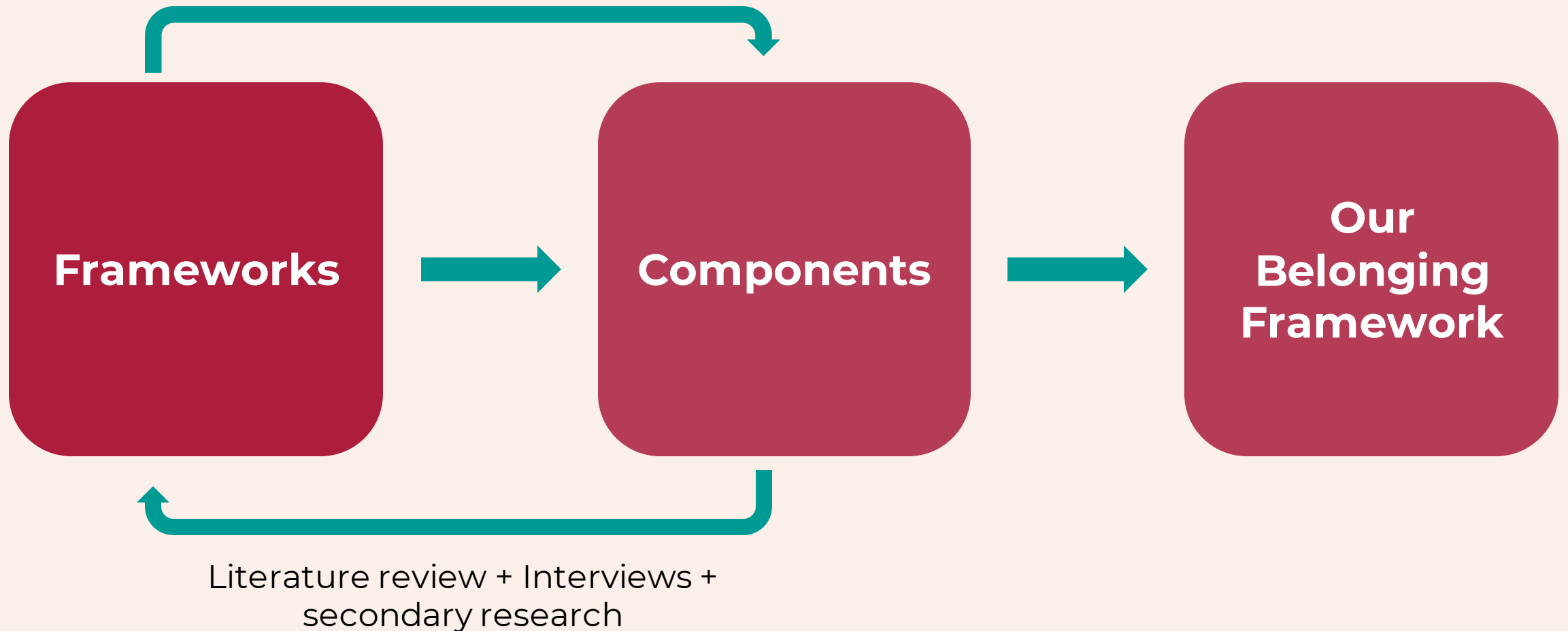
Understanding

Empowerment

Diversity

Equality

Goal: Research and identify components and frameworks to evaluate NGOs that strive to implement inclusion programs to promote a diverse and cohesive society



Why Use Frameworks?

An illustration showing several hands of different skin tones reaching towards the center, where they are touching various colored puzzle pieces (purple, teal, orange, red, blue). The background is a light beige color.

**Frameworks serve
as guides to build
inclusion in
society.**

Belonging Framework

Fosters belonging through various dimensions such as; **competencies and opportunities** for belonging, **motivations** of belonging, and **perceptions** of belonging



TIME Framework

The TIME framework focuses on **self-awareness** to develop empathy for others

The graphic features the acronym 'TIME' in large, bold, blue letters at the top. Below it, the words 'THOUGHTS, INTERACTIONS, MINDSETS, AND EMOTIONS' are written in a smaller, blue, sans-serif font. A blue cursive script below that reads 'A Framework for Developing Empathy'. In the center is a blue clock face with white numbers and hands. Surrounding the clock are five numbered steps: 1. Recognize: Analyzing your thoughts, interactions, mindsets, and emotions; 2. Understand: Asking probing questions about your own situations and experiences; 3. Manage: Controlling your feelings and emotions during social interactions; 4. Express: Demonstrating empathy and compassion in measurable ways; 5. Reflect: Looking back and thinking about changes you have made or need to make.

TIME
THOUGHTS, INTERACTIONS, MINDSETS, AND EMOTIONS

A Framework for Developing Empathy

1. Recognize:
Analyzing your thoughts, interactions, mindsets, and emotions

2. Understand:
Asking probing questions about your own situations and experiences

3. Manage:
Controlling your feelings and emotions during social interactions

4. Express:
Demonstrating empathy and compassion in measurable ways

5. Reflect:
Looking back and thinking about changes you have made or need to make

Flourishing Framework

Flourishing focuses on **positive psychology** and positive emotions to improve lifestyle and promote flourishing

Positive Psychology Framework
FLOURISHING
PERMA Theory of Well-Being

This framework is an approach to evaluating societal well-being, going beyond economic success to include elements that contribute to human fulfillment. Introduced by Dr. Martin Seligman, the model measures four key elements

POSITIVE EMOTION 
BEYOND WEALTH, A COMMUNITY'S JOY, GRATITUDE, AND HOPE ARE MARKERS OF ITS WELL-BEING.


ENGAGEMENT LOOKS AT HOW INVOLVED INDIVIDUALS ARE IN THEIR WORK AND HOBBIES. IT'S ABOUT BEING SO IMMERSSED IN ACTIVITIES THAT TIME FLIES.

RELATIONSHIPS 
PROSPERITY IS MORE THAN WEALTH. IT'S ABOUT POSITIVE RELATIONSHIPS AND SOCIAL BONDS THAT CONTRIBUTE TO COMMUNITY AND INDIVIDUAL HAPPINESS.


HAVING A MEANING IN LIFE IS VERY IMPORTANT. IT CAN INCLUDE CONTRIBUTING TO THE COMMUNITY AND EMBRACING SHARED VALUES.

MEANING

<https://ppc.sas.upenn.edu/learn-more/perma-theory-well-being-and-perma-workshops>

NGO Research



Start with
a Friend



Roots of Empathy
Racines de l'empathie



Forward Thinking

NGO Research

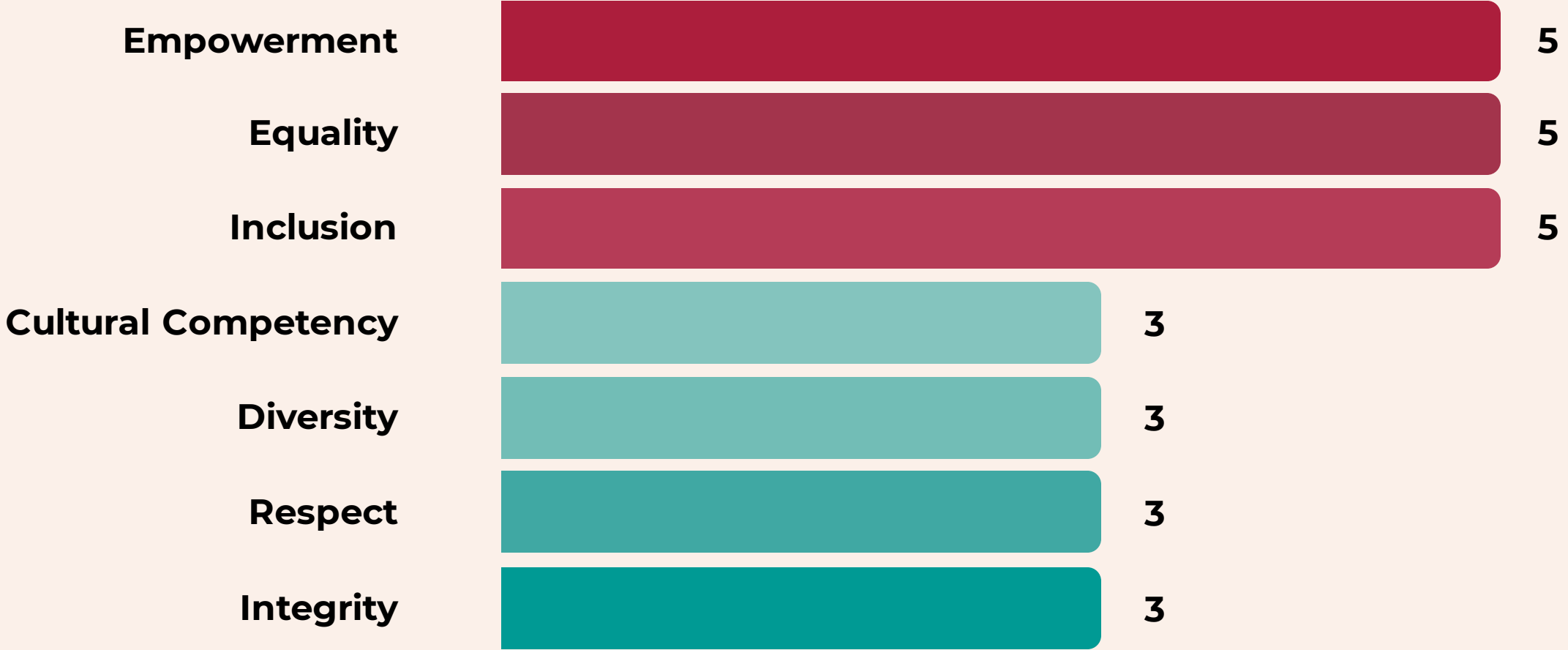


Forward Thinking

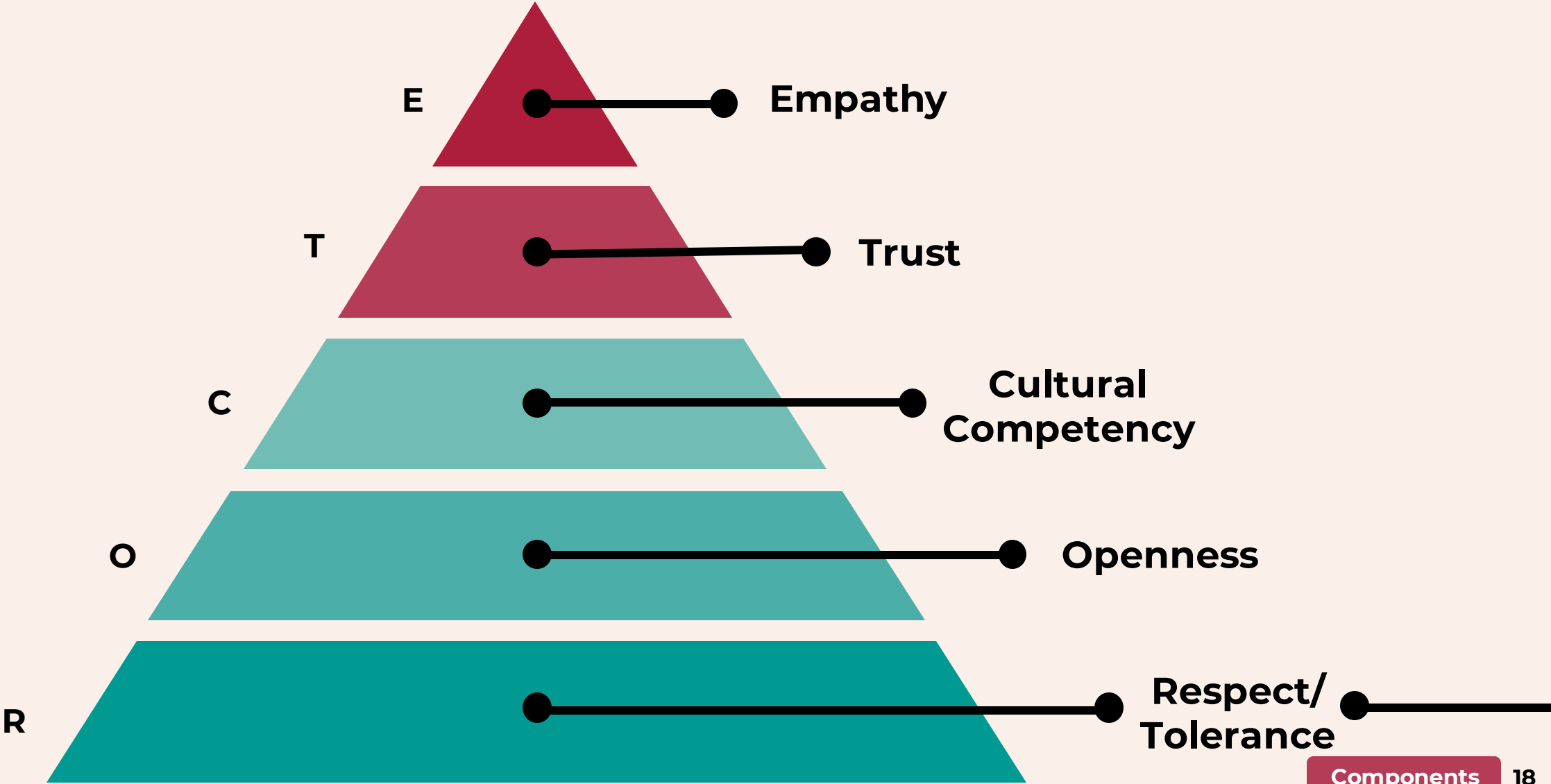
Components Found Through Research



Prevalence of Each Component in Secondary NGO Research



ROCTE Belonging Framework



Respect/Tolerance

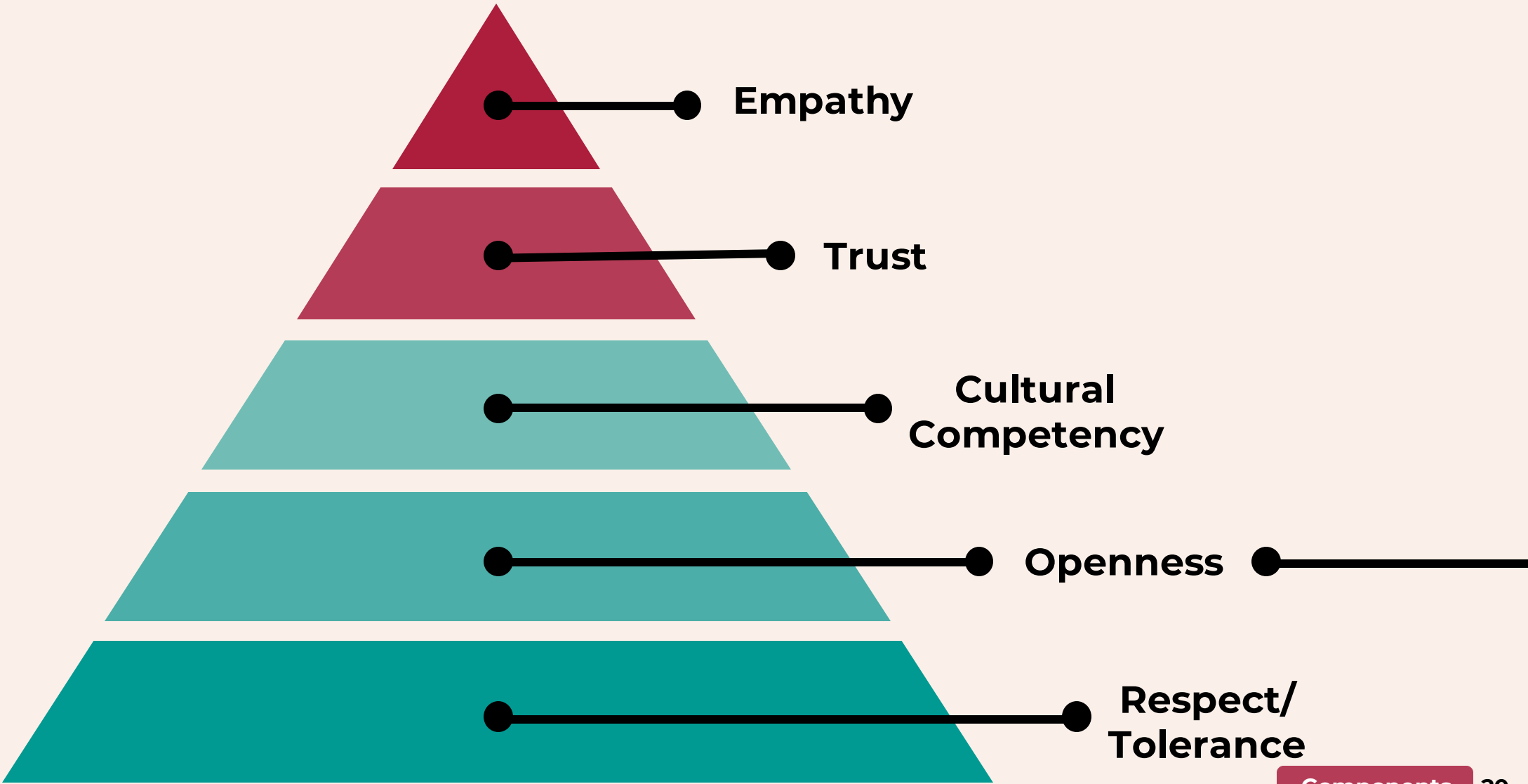
The ability or willingness to condone the existence of opinions or behaviors that one dislikes or disagrees with.

Coexist with another's culture regardless of how you feel or what you understand about it.

(Cambridge Dictionary: *Tolerance*, 2024)



ROCTE Belonging Framework



Openness

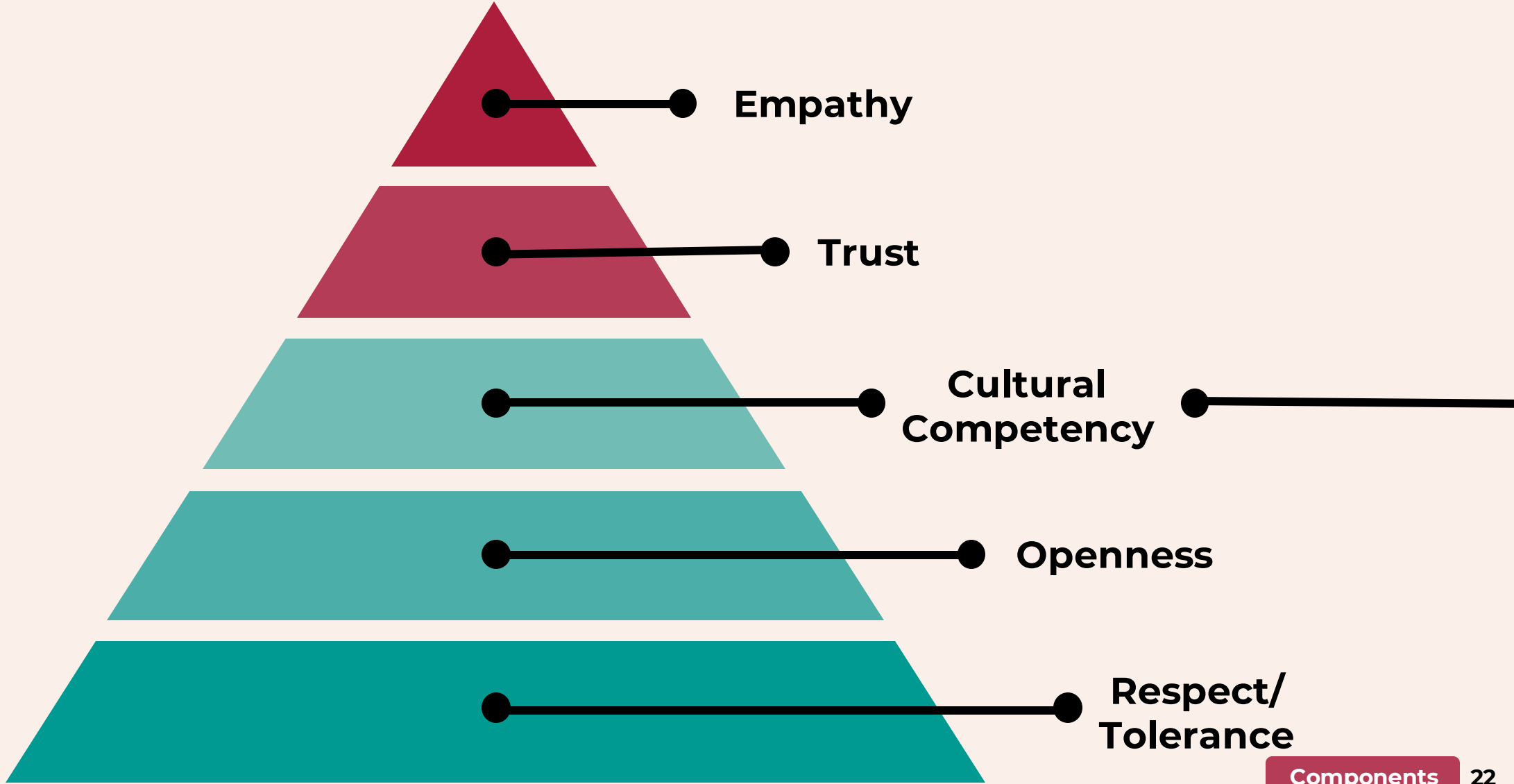
The ability to be receptive to new ideas and viewpoints.

The community must be open to learning and interacting with various cultures to better themselves as a contributor to an inclusive society.

(Openness, n.d.)



ROCTE Belonging Framework



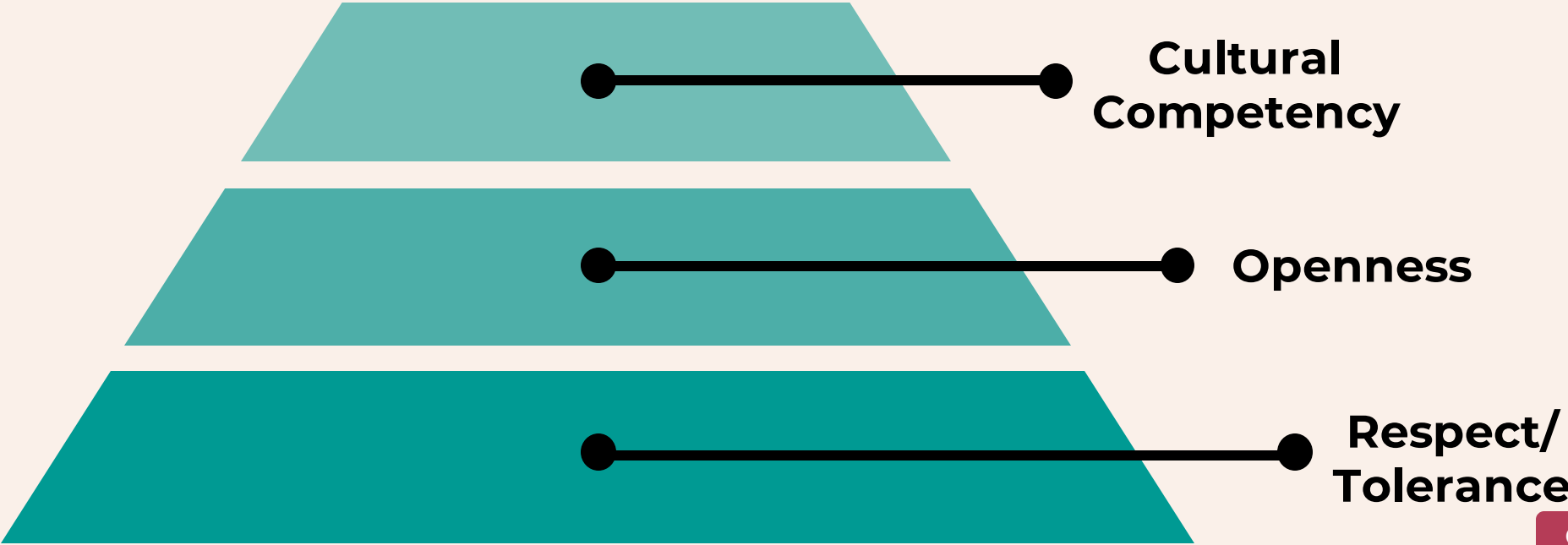
Cultural Competency

The ability of an individual to understand and respect values, attitudes, beliefs, and morals that differ across cultures.

(What Is Cultural Competence and How to Develop It?, n.d.).



ROCTE Belonging Framework



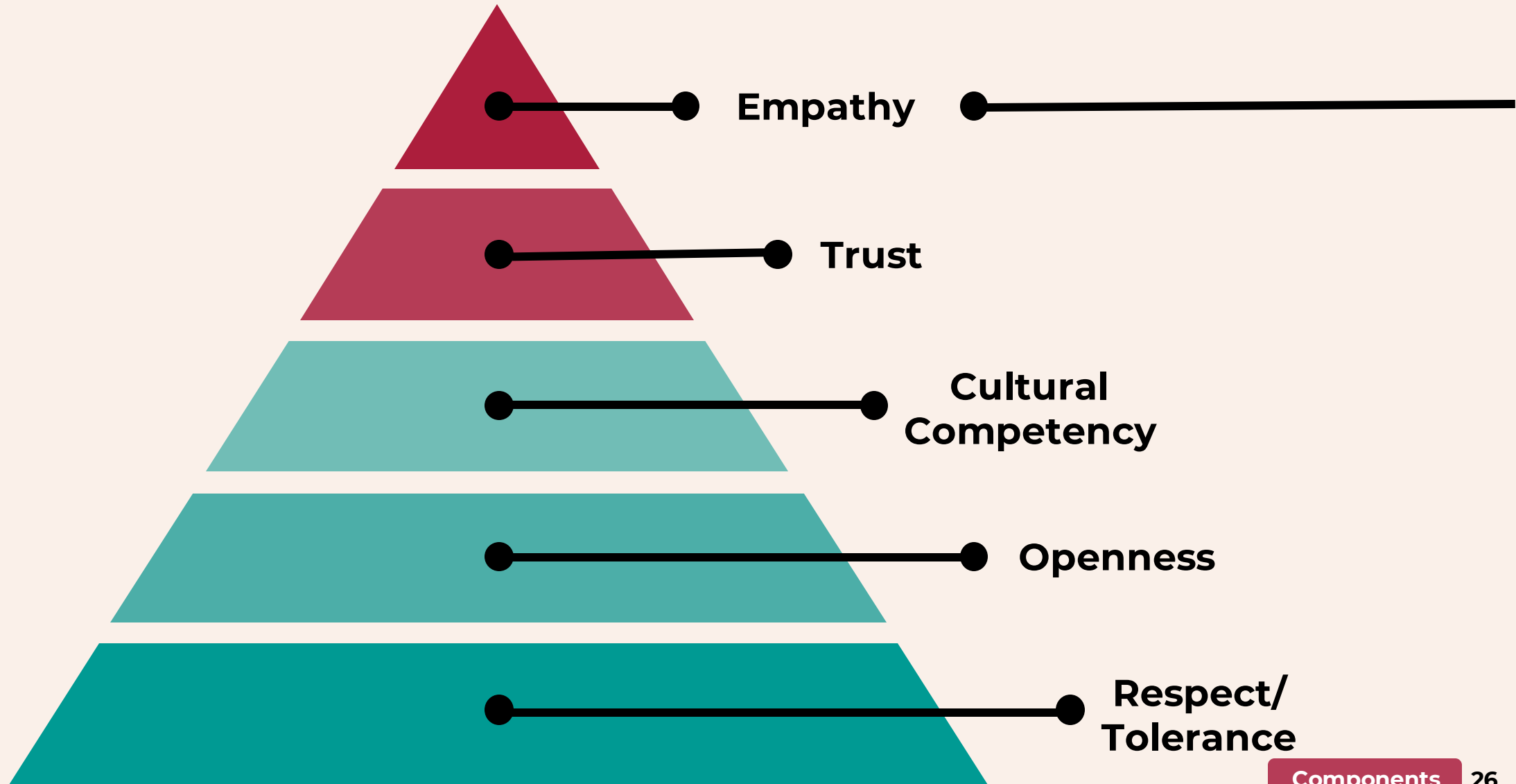
Trust

Trust is an assured reliance on the community around you which leads to the willingness to be vulnerable.

(Building Trust for the Success of Diversity, Equity and Inclusion, n.d.)



ROCTE Belonging Framework



Empathy

Empathy is the ability to understand and share the feelings of another.

It is the act of imagining one's ideas, feelings, or attitudes as fully inhabiting something observed.

(Definition of EMPATHY, 2024).





Handbook



BELONGING HANDBOOK

By Kitty Guo, Ananya Jayamoorthy, Samuel Neves, Joana Ripa, Patrick Robock



Worcester Polytechnic Institute

Interactive Qualifying Project

WHAT IS BELONGING?



Belonging is a subjective feeling that one is an integral part of their surrounding society

Belonging is not only an individual feeling but something a society as a whole should strive for. We can identify belonging as a human need to experience interpersonal connections to one's community while maintaining their cultural identity



5

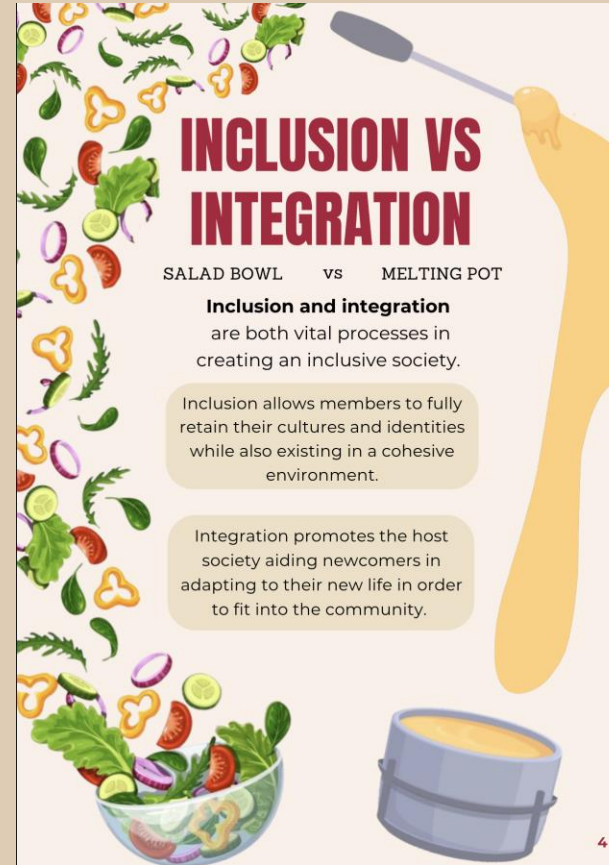
INCLUSION VS INTEGRATION

SALAD BOWL vs MELTING POT

Inclusion and integration are both vital processes in creating an inclusive society.

Inclusion allows members to fully retain their cultures and identities while also existing in a cohesive environment.

Integration promotes the host society aiding newcomers in adapting to their new life in order to fit into the community.



4

Event Ideas



- Cafe Meet & Greet
- Sporting Event (Attending or Playing)
- Group Dinner
- Volunteer Projects
- Music and Dancing
- Trivia Night
- Cultural Potluck



Activity Ideas



- Teamwork based activities
- Build a puzzle
- Arts and Crafts
- Play Video Games
- Watch Movies
- Run Errands
- Walk Through Markets
- Go to Outdoor Spaces



9



Limitations and Challenges

- **Limited psychology background especially regarding inclusivity**
- **Our framework needs to be tested through events**
- **Challenging to obtain interviews or responses from NGOs**



Recommendations

- **Additional research on the socio-emotional components**
- **Experimental trials of the methods and events that address the social emotional components**
- **Collect event data via surveys**
- **More consistent small-scale activities/events**



Concluding Thoughts

- **Understanding a community's emotional and social needs can help NGOs foster belonging and inclusion**
- **Multiple frameworks including ROCTE can be used to guide communities towards inclusion**

Acknowledgements



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Thank you!

Questions?

