

“MAKING THE CASE FOR BELONGING”
COMMITMENTS
September 4, 2025

**WHAT IS ONE ACTION YOU WILL TAKE ON MONDAY TO STRENGTHEN
BELONGING AT YOUR ORGANIZATION?**

- Ask small work teams what belonging looks like to them.
- Become more focused on the person and their needs vs. the task and outcome
- Be committed to measure belonging in a tangible way
- Be more intentional about creating space where employees can weigh-in on decision-making. Ask for their opinions.
- Be more intentional by engaging and making others feel welcomed
- Bring the information I learned in this session to colleagues. Start conversations about belonging with others to hear their experiences
- Check-in with a team member I don't talk to often
- Check on others and assess what I am doing to support my colleagues
- Conduct a survey to understand how staff feel
- Connect with HR to integrate Belonging Tool questions into the regular Employee Experience Survey
- Create a culture of voices to be heard. Be intentional to include the most marginalized/silent voices
- Encourage my colleagues and students to use their voice daily
- Engage the PAF chairperson to reinvigorate their committee for frontline workers
- Expand my team's sense of belonging within the organization!
- Greater discussions w/ C-Suite about what belonging means and the impact.
- Have an honest conversation with my supervisor about how I can be better supported
- Help people feel valued by asking for their opinion
- Implement the Belonging Assessment Survey
- Increase my informal check-ins

- Include the Briefing Book / consider IRAC in decision-making
- Investigate the ways that “belonging” is defined
- I will create a Belonging Survey to assess the level of belonging in our organization
- I will listen more and ask questions for others’ feedback to help deepen their sense of belonging; “What do you need?”
- I will take an informal look at my team to observe areas where belonging may not be happening and work to produce change.
- Keep smiling and speaking to everyone!
- Make a point to check in with people (in person or virtually) and strengthen connections♡
- Make sure everyone feels heard and not quick to judge or take offense when I receive a response
- Present to my inclusion council what I learned and open up a discussion with the council about next steps
- Request feedback from my employees and actively listen
- Request metrics from my exec leaders
- Seek to understand how belonging looks for others
- Share learning from session
- Speak-up at department meetings to add a different perspective
- Use LinkedIn courses for belonging. Share the wealth.
- Visit other teams (in-person/face to face to face) build relationships and let staff know I am accessible to them
- Work to form employee task force