University of Colorado
Faculty Council

Belonging Matters

Brenda J. Allen, PhD
February 25, 2021
Belonging Poll

I feel like I belong in my department/unit.

• Strongly agree
• Agree
• Somewhat agree
• Somewhat disagree
• Disagree
• Strongly disagree
What would make you feel like you belong at the company where you work?

- Being recognized for my accomplishments: 59%
- Having opportunities to express my opinions freely: 51%
- Feeling that my contributions in team meetings are valued: 50%
- Feeling comfortable with being myself at work: 50%
- Transparent communication about important company developments: 48%
- Feeling like my team / company cares about me as a person: 46%
- Feedback on my personal growth: 39%
- Being assigned work deemed important for the team / company: 39%
- Having the company values align with my own personal values: 37%
- Being a part of important company meetings: 24%
- Seeing executives who look like me: 8%
- Seeing co-workers who look like me: 8%

Belonging

https://www.insidehighered.com/news/2020/01/02/minority-students-sense-place-higher-two-year-four-year-institutions
