BONUS MATERIALS

ASSESSING SAFETY, BELONGING & MATTERING IN SOCIAL IMPACT ORGANIZATIONS

Monthly Webinar Series #5

Nonprofit HR

REALITIES
A DEI Education Series by Nonprofit HR

EMPLOYEE ENGAGEMENT & BELONGING PRACTICES IN NONPROFITS

#SocialSectorStrong

TUESDAY, OCT. 20, 2020 | 2-3:30 PM ET
Free but registration required

Realities is a monthly webinar series highlighting courageous conversations about listening, understanding and taking action.

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Assessing Safety, Belonging and Mattering

Christine Comaford has developed a Safety, Belonging, and Mattering Index. Organizations can have their employees complete this questionnaire to gain an understanding of how safe employees feel at work.

Here are the true-or-false questions:

1. It is safe to try new approaches, to innovate, to be vulnerable, to share my ideas at work.

2. When I make a mistake, I am corrected with respect, and the desire to help me improve.

3. I have the tools and resources necessary to perform my work to the best of my ability.

4. I understand the expectations of me and my performance.

5. I trust my team members and colleagues to support my and the company's success.

6. I am motivated by, and find meaning in, the company's mission, vision, and values.

7. I receive acknowledgement and appreciation at work.

8. I have a career development path that the company supports.

9. I feel I matter to the company. I am making a difference here.

10. Would you refer your friends to work at your company?

REALITIES

Fostering Belonging & Engagement

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Belonging

1. **Focus on Purpose**: Communicate the intersection of your organization's purpose with your employee's contributions.

2. **Be Intentional About Inclusion:** Deliberately and with calculated efforts to bring your staff's voices to the table and seek to learn about them.

3. **Embed it Into the Organizational Culture:** Creating memorable experiences, personalized interactions, tailored motivators, fast feedback.

Engagement

1. **Mitigate Burnout**: Burnout blocks the opportunity for engagement to occur, check in with our staff to see how they are managing, identify ways to shift workloads.

2. **Build Team Trust**: Building trust takes time, providing informal opportunities for people to get to know each other can function as a foundation for trust.

3. **Celebrate Contributions**: Create a culture that celebrates your employees' contributions for advancing organizational goals.

REALITIES

(Re)Designing Physical Space to Support Community

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- Physical space is more decisive in creating community than we realize.

- Most meeting spaces are designed for control, negotiation and persuasion.

- We always have a choice about how we rearrange and occupy whatever room we are handed.

- Community is built when we sit in circles, when there are windows and the walls have signs of life, when every voice can be equally heard and amplified, when we are all on one level – and the chairs have wheels and swivel.

- When we have an opportunity to design new space, we need the following:
  - Reception areas that tell us we are in the right place and we are welcome.
  - Hallways wide enough for intimate seating and casual contact.
  - Eating spaces that refresh us and encourage relatedness.
  - Meeting rooms designed with nature, art, conviviality, and citizen-to-citizen interaction in mind.
  - Large community spaces that have the qualities of communal intimacy.

- The design process itself needs to be an example of the future we are intending to create.

- Authentic citizen and employee engagement is as important as good design expertise.

Block, P. (2008). *Community: The structure of belonging.* Berrett-Koehler Publishers, Inc.

REALITIES

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