



The Belonging Standard

Component	Description	Criteria	Indicators
Safety	Psychological and emotional security in the workplace.	<ul style="list-style-type: none"> -Leaders create a safe atmosphere, encouraging employees to freely share thoughts and concerns without fear of judgment or retaliation. -Policies and practices to prevent harassment, discrimination, & workplace conflict. -Regular training sessions equip employees & leaders with skills to recognize and address safety & well-being issues. -Support systems, such as Employee Assistance Programs (EAPs), are readily available to all. 	<ul style="list-style-type: none"> -Employee survey results indicate high levels of perceived psychological safety. -Low rates of reported workplace harassment or discrimination incidents. -Participation in workplace safety & well-being programs.
Inclusion	Actively welcoming and integrating diverse perspectives.	<ul style="list-style-type: none"> -Hiring practices emphasize diversity, equity, and inclusion at all levels. -Leaders ensure that voices from all backgrounds and roles are heard and valued during decision-making. -Employee Resource Groups are actively supported & funded to foster community & advocacy. -Bias training and workshops are conducted regularly to build awareness and reduce systemic inequities. 	<ul style="list-style-type: none"> -Increased demographic diversity within leadership and management roles. -Positive feedback from underrepresented groups about their experiences and opportunities within the organization. -Engagement levels in ERG activities and inclusion-focused initiatives.
Support	Providing systems and resources that empower employees.	<ul style="list-style-type: none"> -Access to clear pathways for mentorship, coaching, and professional development is prioritized. -Flexible working arrangements & resources are available to accommodate diverse employee needs. -Leaders actively check in with employees to understand and address their challenges. -Health and wellness initiatives (i.e., mental health support and fitness programs), are promoted. 	<ul style="list-style-type: none"> -High participation rates in mentorship and development programs. -Employee feedback highlights satisfaction with the resources provided. -Retention rates are higher among employees who engage with support systems.
Connection	Building meaningful relationships and community.	<ul style="list-style-type: none"> -Regular opportunities for team-building, cross-departmental projects, & social activities are facilitated. -Communication channels encourage transparency & collaboration across all levels. -Leaders model authentic, open interactions, prioritizing relationship-building. -Platforms & tools provided to enhance connectivity in hybrid or remote work environments. 	<ul style="list-style-type: none"> -Positive employee survey results on feelings of belonging and teamwork. -Active participation in team-building exercises and company events. -Feedback reflects improved communication and relationships across teams.
Purpose	Aligning individual contributions with organizational mission and impact.	<ul style="list-style-type: none"> -Leaders clearly articulate and connect the organization's mission and values to everyday work. -Employees are regularly recognized for contributions that advance organizational goals. -Development programs help employees align career goals with the organization's vision. -Success & milestones are shared to reinforce the impact of individual & collective efforts. 	<ul style="list-style-type: none"> -High engagement scores related to alignment with mission and values. -Increased productivity and innovation linked to a sense of purpose. -Retention rates are higher among employees who feel their work aligns with organizational goals.