

Our People: Visibility & Belonging

What is Belonging?

- A sense of oneself in relation to a community or an institution
- A sense of belonging means that people can bring their full selves to work, and not feel like they're a different person there than at home.

It's about how staff feel...

Like I should be here

That my perspective, insights and opinions matter

Recognized and cared for

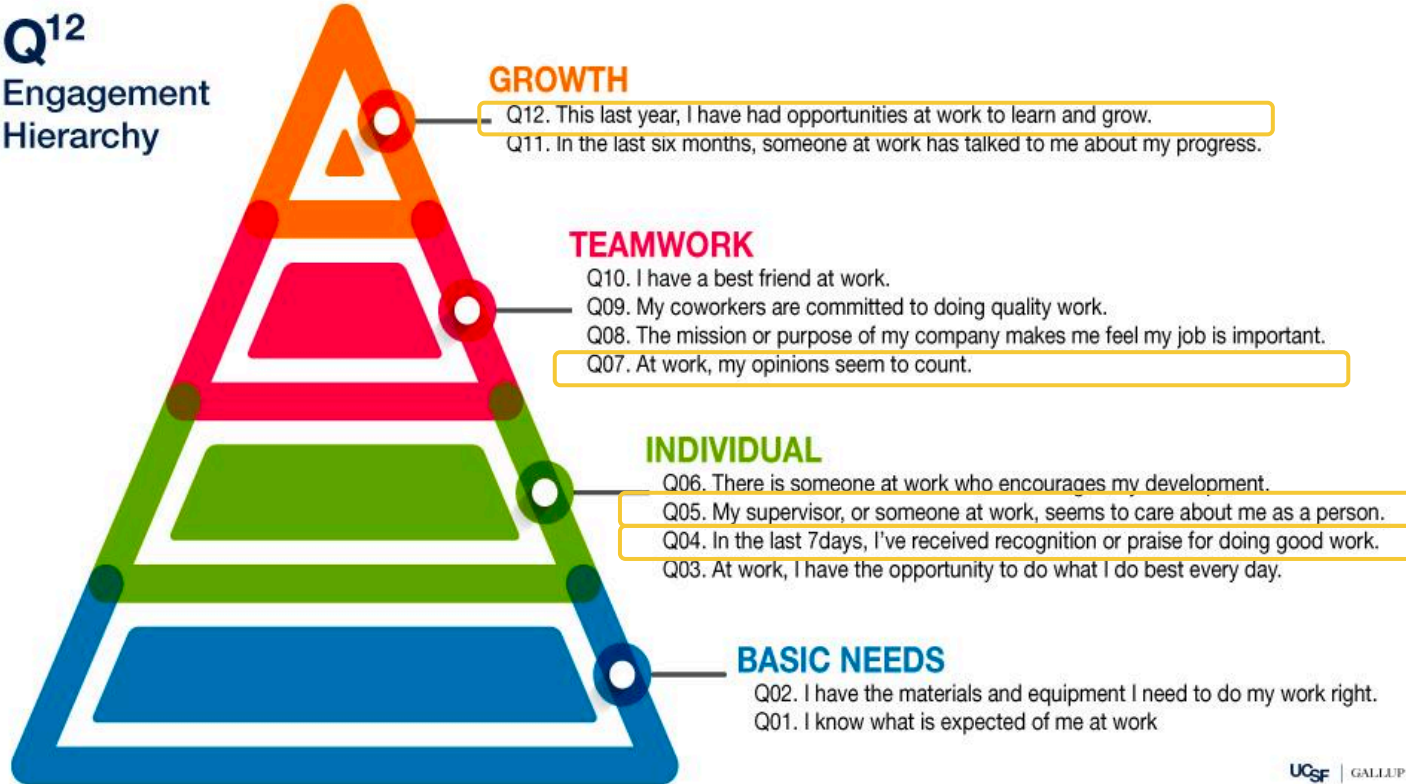
Like I have opportunities to learn and grow

Valued

Q12 Engagement Questions

Q¹²

Engagement
Hierarchy



UCSF | GALLUP

Fostering “belonging”

The Belonging Index = 10 questions



Engagement*

Q04. In the last 7 days, I have received recognition or praise for doing good work

Q05. My supervisor or someone at work, seems to care about me

Q07. At work, my opinions seem to count

Q12. This last year, I have had opportunities at work to learn and grow



Roadmap

A clear **roadmap** that helps employees navigate UCSF's complex structure

I know where to find information and resources that I need to be effective

I have a clearly defined path for development and growth



Manager Advocate

Strong **support** and **advocacy** from managers to drive growth and progress

My manager or supervisor serves as a strong advocate for our unit/department

My manager or supervisor is consistently trying to help me progress in my role



Unconscious Bias

Breaking **unconscious bias** and driving respect for **diverse** backgrounds and viewpoints

I am respected for who I am as a person

I have the same opportunities for advancement as other employees at my organization with similar experience and qualifications

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Learning & Organization Development at UCSF

UCSF

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In FY21, the SVC Office conducted a quick assessment of the types of staff engagement activities FAS departments implemented and the focus areas they hoped to impact.

~126

FAS activities to support staff engagement

→ 44% (56)

Impact Belonging Index



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Q12. This last year, I have had opportunities at work to learn and grow

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UCSF Recognize

Kim Lapean

Log Out

GETTING STARTED

TOOLKIT

FOLLOW PEOPLE

OTHER RECOGNITION PROGRAMS

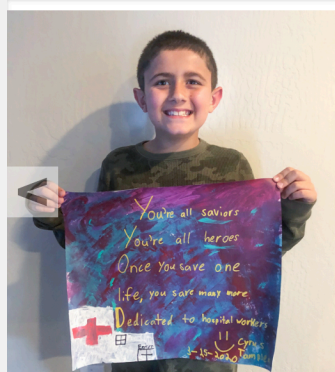
OVERVIEW VIDEO



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Respect
Integrity
Diversity
Excellence

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UCSF Health
PRIDE
EXPERIENCE
Awards

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