

Fostering Belonging in the Workplace – Example Practices

Recruitment:

- **Inclusive Job Descriptions** – Use language that signals openness to diverse candidates (e.g., “We value lived experience and community knowledge”)
- **Diverse Hiring Panels** – Ensure interviewers reflect a range of backgrounds and perspectives
- **Showcasing Belonging in Employer Brand** – Share employee stories on website/social media that highlight inclusion and community
- **Accessible Application Process** – Provide multiple ways to apply, transparent salary ranges, and flexibility in required credentials
- **Community Engagement in Recruiting** – Partner with local groups and networks to source candidates, especially from underrepresented communities

Onboarding:

- **Structured Orientation** – Provide a consistent onboarding program that introduces mission, values, and culture, not just policies. Share the importance of this role and how it helps the business or organization work toward its goals and mission
- **Acronyms** - Share a list of commonly used acronyms to minimize confusion
- **Hidden Rules** - Overtly share unspoken expectations that one might consider “common sense” in your workplace (phone use, drinks/food, norms around communicating via email / text / in person)
- **Peer Buddy System** – Pair new hires with a peer mentor to help navigate the culture and build early connections
- **Welcome Rituals** – First-week team lunch, introduction emails, or welcome packages that reflect organizational values
- **Family/Community Connection** – Invite employees to bring a piece of their identity (e.g., share traditions, interests) in low-stakes activities such as ice breakers, photos near their desk
- **Feedback Loops Early** – Young employees benefit from daily/weekly check ins. Check in at 30/60/90 days to ask “What’s helping you feel like you can be successful? Like you belong here? What’s missing?”

Retention:

- **Regular Stay Interviews** – Conduct 1:1 conversations to learn what makes employees feel valued and what might cause them to leave
- **Normalize Imposter Syndrome** -
- **Recognition & Appreciation** – Celebrate contributions through shout-outs in meetings, newsletters, or peer-to-peer recognition platforms; celebrate birthdays or other personal events
- **Growth Pathways** – Provide professional development, cross-training, or leadership opportunities that show commitment to career advancement; use teachable moments to help newer employees develop skills (rather than blame them for not knowing)
- **Inclusive Policies** – Foster equity with policies supporting flexible schedules, family needs, and employee well-being

- **Employee Resource Groups (ERGs)** – Support spaces where employees can connect and build belonging across shared identities/interests (i.e. young professionals groups)



BELONGING, MEANING, WELLBEING, AND PURPOSE

Fostering Belonging in the Workplace

Reflecting on Your Workplace & Practices

	<i>CURRENT STRATEGIES</i>	<i>POTENTIAL STRATEGIES</i>
<i>RECRUITMENT</i>		
<i>ONBOARDING</i>		

<i>RETENTION</i>		
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