CPRS

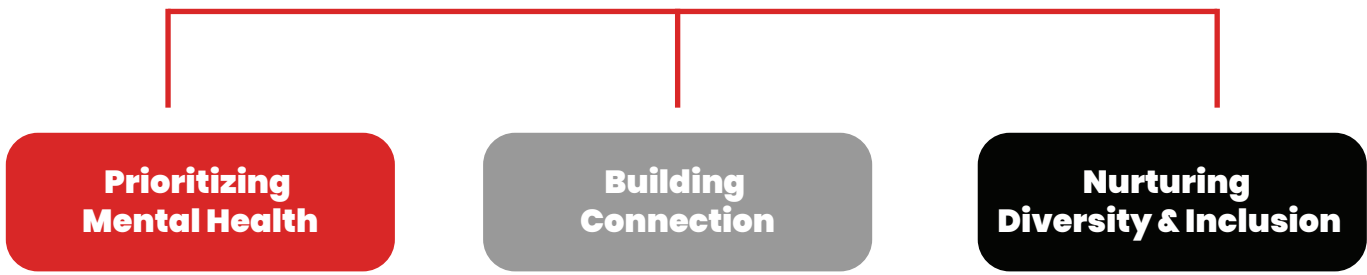# BUILDING A CULTURE **OF BELONGING**

Employees look to their workplace to create community and
keep them engaged. A few ways in to achieve this:

Prioritizing Mental Health

Building Connection

Nurturing Diversity & Inclusion

WHAT YOU CAN **TRY TODAY**

Lead by example - managers should be offline when company gives time	Invest in mental health days and resources	Shift "How are you?" from small talk to real talk; allow time for a real answer
Think of other ways to ask 'How are you" to open up a meeting e.g. "How did everyone sleep last night?"	Limit unnecessary communication outside of work hours and paid time off	Don't dismiss lived & perceived experiences surrounding mental health
Try your own version of an "End of Week Connect" email to showcase who employees really are	Create purposeful moments of connection for in-office days	Book "check-in" meetings or lunch meetings both on and offline outside of regular meeting times
Be sure both online and in-person employees can be seen and heard for all meetings and gatherings	Intentionally carving the time for connection, even during the busiest of times	Encourage CEO/Leadership "Ask me Anything and /or Q&A Sessions
Try an employee hot seat in status - not just for newcomers!	Connect to the larger outside community (i.e.: service days)	Consider employee awards & spotlight opportunities to hear diverse stories
Be open to different working styles & ways of working	Consider an annual EDI survey and BIMPOC specific Mentorship Program	Review current flexible work programs

Formally "Perspective Seek" in meetings so all voices can be heard	Encourage connecting with members of different teams and departments for additional insight on a project e.g. find your "Hidden Heroes"
Acknowledge EDI moments and educate yourself and the team on what employees could need during their time of celebration	Be sure all employees feel included and comfortable during work events and "fun" moments (... & diversify what you offer for 'fun')

ZEN RELATIONS