



Belonging

Belonging is the feeling of security and support when there is a sense of acceptance, inclusion and identity from a member of a certain group.

Belonging is an employee's sense that their uniqueness is accepted and even treasured by their organization and colleagues. Belonging is not simply that employees feel appreciated for the work they do or the role they

play in the organization – belonging runs deeper. Employees who feel treated as an insider and are encouraged to retain their uniqueness within the workgroup, feel a high level of belonging.

Belonging at work builds on psychologist's Abraham Maslow's research and his hierarchy of needs. The need for belonging and love sit in the middle of the pyramid of human needs, above basic physical needs but required before reaching the peak human need of self-actualization.



Employees who said they were experiencing belonging in the workplace are:

- 3 times more likely to look forward to coming to work
- 3 times more likely to say their workplace is fun
- 9 times more likely to believe people are treated fairly
- 5 times more likely to stay at their company for a long time

"If you want people to thrive and be at their best, it's simple... create the conditions for belonging"

-Carin Taylor

Examples of what Marquette does to create a sense of belonging:

- Providing Mpowered™ 4 hours to each employee to utilize volunteering for a cause that matters to them
- Highlighting employees volunteer efforts on our social media
- All employee calls with the CEO to provide updates on the bank

Do you have any suggestions of ways to help foster the sense of belonging for all employees at Marquette?
Let us know by emailing the DEI Council at DEICouncil@marquettesavings.bank.