“They Belong”

Watch

[“They Belong”](https://youtu.be/6P6OK5LJBxA?t=6)

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Performed by Annelyse Ahmad

Reflect

To support your reflections, consider writing or drawing your responses, or talking to a trusted colleague.

* What does this character want from her workplace, and what are the barriers she is experiencing?
* What does this character value about belonging? Why does she value this? For her, what creates a sense of belonging?
* How does belonging and exchange affect the way faculty and staff work together? How does it affect the way you work with others?

Learn

Explore the resources below as a starting point for further learning.

* [Carr, E. W., Reese, A., Rosen Kellerman, G., & Robichaux, A. (2019, December 16). The Value of Belonging at Work. Harvard Business Review.](https://hbr.org/2019/12/the-value-of-belonging-at-work)
* [Fratzl, J., & McKay, R. (2013). Professional Staff in Academia: Academic Culture and the Role of Aggression. In J. Lester (Ed.), Workplace Bullying in Higher Education (pp. 60–73). Routledge.](https://v4.lib.virginia.edu/sources/books/items/u8365310)
* [Selingo, J. (2020, August 1). Colleges Are Deeply Unequal Workplaces. The Atlantic.](https://www.theatlantic.com/ideas/archive/2020/08/colleges-are-deeply-unequal-workplaces/614791/)

Act

You've reflected. You've learned. Now it's time to take action.

* Involve key staff in planning and hiring committees. Consistently including staff opinions can help decision-makers include staff concerns and insights.
* Make sure that faculty understand the scope of staff members' work. You can highlight different departmental staff at department meetings. Be sure to also introduce collaborating staff from other areas.
* Seek out and support [professional development opportunities](https://hr.virginia.edu/career-development/education-and-training-0) for staff colleagues in the same way you might for faculty.