Belonging & Wellness

The need to belong is universal and fundamental. Making conversation is critical to increasing your sense of belonging. It is important to mutually ask questions, make small talk, self-disclose skillfully, and listen to people’s responses.

One way employers can demonstrate care is through benefits and initiatives. Research supports that being a giving, others-focused person is linked with a longer life, and can buffer the effects of stressful events on mortality risk. Specifically, kindness can reduce risk factors for cardiovascular disease, including counteracting high blood pressure. Kindness and compassion may also help us maintain vitality and cognitive function as we age.

Leveraging wonder and igniting your curiosity can build more authentic connections and deepen your relationships. Helping employees feel Seen, Connected, Supported, and Proud can increase a sense of belonging in the work environment.

When employees experience belonging in the workplace they are:
• 3 times more likely to feel people 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 regardless of their race
• 5 times more likely to want to stay at their company a long time

When we feel we have support and are not alone, we are more resilient, often coping more effectively with difficult times in our lives.

Key Terms

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

**Compassion**: the feeling that arises when you are confronted with another’s suffering and feel motivated to relieve that suffering.

**Mindfulness**: maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment, through a gentle, nurturing lens.

**Kindness**: benevolent and helpful action intentionally directed toward another person.
BELONGING:
RESOURCES AT IU

Get to know the resources at IU that can help employees feel seen, connected, and supported. Check out the webpage of the groups below to learn more about their missions, or attend one of their workshops or programs to strengthen your own sense of belonging at IU!

Healthy IU: Indiana University’s workplace wellness program invites you to “Live Your Best YOU” by offering programs and resources that are free for all IU employees. (And spouses on an IU-sponsored medical plan, too!)

IUHR Benefits: Offering supportive benefits is one way employers show they care about employees. Learn about benefits at IU, including child & adult care, telehealth, the Employee Assistance Program, and much more.

IUHR Talent and Organization Development: This team works to inspire employees, develop leaders, and build organizational effectiveness across all IU campuses.

Office of the Vice President for Diversity, Equity, and Multicultural Affairs (OVPDEMA): Learning from people with different backgrounds, values, and perspectives enriches the student experience and benefits everyone involved.

LGBTQ+ Centers: IU Bloomington and IUPUI LGBTQ+ Centers are inclusive campus communities that welcome people of all identities and provide support, resources, and advocacy.

Accessibility at IU: Indiana University is committed to maintaining an inclusive and accessible environment across all of its campuses.

Veterans Services: Making the transition from the military to college can be challenging. At IU, Veterans Services helps ease the transition by providing a place for the military community to come together in a supportive environment.

Center of Excellence for Women & Technology: This initiative encourages and promotes the participation, empowerment, and achievement of women students, faculty, staff, and alumnae with technology tools and skills.

CARE TALKS BY CARE.COM

IU Benefits Partner Care.com offers 7 new Care Talks each month! Check out the July lineup below.

Sign up for a webinar at care.com/business/care-talks.

All webinars take place at 1:00 p.m. ET

- July 6 — Emotional Wellness
  “Lighten Your Life with Laughter”
- July 11 — Raising Children with Disabilities
  “Balancing Full Family Needs”
- July 12 — Financial Wellness
  “Overcoming Debt”
- July 19 — Caring for Aging Loved Ones
  “Sleep Science & Relaxation to Calm Caregivers”
- July 20 — Succeed at Work
  “Concentration”
- July 26 — Confident Parenting
  “Helping Your Kids Get Active”
- July 27 — Your Healthy Lifestyle
  “Dealing with Sleep Issues”

WW SUMMER PROMO

From now until July 31, 2023, join WeightWatchers® at no cost — and get a $25 credit to spend in the WW Shop, plus free shipping. Use it on cookbooks, snacks, kitchen tools, and more! Go to WW.com/IU. Then, look for an email with your WW Shop credit.