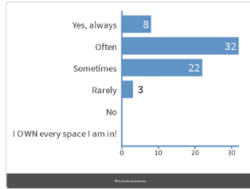


## Have you ever felt that you don't belong in a particular academic and/or professional space or place?



Response options

Yes, always

**Often**

Sometimes

Rarely

No

I OWN every space I am in!

Count Percentage

8 12%

**32 49%**

22 34%

3 5%

0 0%

0 0%



Engagement

**65**

Responses

# What does 'Belonging' mean to you?

"being asked for my input"

"It is a feeling that you have a right to be there. You feel comfortable with being there and with those around you."

"not having to hide not knowing"

## Responses

- Feeling supported in your most vulnerable moments
- I can stay as long as I want.
- Being included important conversations, or at least kept in the loop
- being respected by others   respected   Comfortable
- It is a feeling that you have a right to be there. You feel comfortable with being there and with those around you.
- Not wondering if I belong   Heard   Heard   thriving
- opinion respected   confident   equity   being known & still respected
- not having to hide not knowing something   Equal   listened to
- I can be myself fully   recognized as an equal   respected
- not feeling like I have to represent my entire identity   having a voice
- Listening to each other   Respect   seen heard respected
- To feel welcomed, acknowledged and listened to.   Being respected
- not questioning or defending my own presence   Having a voice
- Not having to explain my identity of things I care about
- that people will give you the benefit of the doubt, that they will do the work to understand where you are coming from and seek what you have to offer
- being accepted   comfortable   Comfortability   being heard   valued
- I bring something unique   not feeling invisible
- Not being hyper-aware of myself being a representative of my group.
- Feeling safe, and that I'll be listened to   Support. Mentoring.   Respect
- contribution valued
- The ability to participate in a decision-making way and be comfortably visible with others
- Being valued   Being heard   respect   people listening to me
- psychological safety   safe   Not being afraid   Being believed
- A respected part of a group   feeling accepted and listened to   safe
- valued   valued   Being supported   safety
- When I feel the tension is gone and the people around me have enough shared experience that I'm not on guard/explaining.



Engagement

64

Responses

# What are some impacts - professionally and personally - when you don't feel a sense of Belonging?

“less productive”  
 “Question abilities”  
 “Feel totally alone”  
 “Depression”

## Responses

Depression    fear of adding to the conversation    you don't speak up  
 Give up    I become fearful of criticism    frustration    not speaking up  
 have fewer resources to work    not contributing to the conversation  
 anxiety    Quit    Find another job/community    alienation    Avoidance  
 Question abilities    don't contribute    Stop contributing  
 Squandering talent, ideas, ...    reluctance to contribute    less productive  
 feel disconnected from colleagues    Feel totally alone  
 You feel intimidated.    Don't speak up, don't advocate  
 Become defeated    peace out    missed opportunities  
 I tell myself I should quit    I clam up    Unable to give 100%    anger  
 feeling ashamed, downplaying some parts of my identity  
 I'll be manipulated more easily    falling behind    Isolated and alone  
 collaboration doesn't happen    I contribute less    Burnout  
 not asking questions    Lose motivation    withdrawl    Invisible  
 Not reaching for leadership roles    guardedness    Social withdrawal  
 Don't have control over my own career    Blunted    retreat  
 think about leaving the field    Unable to be myself    burning out quickly  
 selling yourself down    limited growth    Loss of confidence  
 loss of confidence    exhaustion    miss opportunities  
 scared to contribute    You shut down/feel small  
 not wanting to go to work    not enjoying the work    not speaking up  
 don't bring your full self to work    feel anxious all the time  
 loss of self-confidence    mental breakdowns    Stay quiet    I stop talking

68%

Engagement

68

Responses

# What are the impacts when you DO feel a sense of Belonging?

- "ability to nurture others"
- "Empowerment"
- "Sleep better"
- "Not afraid of asking for help"

Responses

"I have an idea..." Can support others. Confident.

I feel valued and am more creative gain more confidence

Better mental health I contribute meaningfully the team works better

reigniting passion for the work Excel progress is possible

Empowering offer more to group Thriving not surviving

better understandind ability to nurture others

more courageous in taking chances Empowerment

more creativity and confidence You feel energized! Excel

I can make my own choices empowered

confidence in my contributions I feel like a whole person I feel valued

motivation original ideas for the organization

Not afraid of asking for help happy productivity

excited, energized, inspired I can learn more

feel part of the conversation I achieve my goals and contribute to my field

Confidence to be the best I can be i get reconized confidence

Feeling strong and confident More efficient

I interact unselfconsciously with others creativity and innovation

Take more risks connections Creativity abounds!

not overthinking every small action/word I do/say sense of control

I can reach my potential comfortable

feel able to focus on my tasks and contribute able to rest

wanting to go to work i feel happy Willing to take risks

empowerment Being a leader productivity! safety

Able to speak freely and be myself. Empowered and active

Sleep better



Engagement

59

Responses



# What can you do to help others? What are some tools, skills, resources, opportunities you can share.



## Responses

- attend career fairs to encourage more young women to enter my field
- 5 Ally Actions Experience in the academy
- Access to people in leadership positions at my institution
- watch "Picture a Scientist" (informative 2020 movie)
- social justice training APS-IDEA APS Bridge Mentorship
- I am good at helping others edit their CV's and proposals to make them successful
- advocate for others and help them connect to others in their field
- perspective Sharing my skills, experiences and gained wisdom
- mentoring, sponsoring education
- expanding wikipedia to include underrepresented people Mentorship
- help with reframing shameless self promotion
- How much of these problems do you think are systemic and how much are cultural?
- share campus resources with students - e.g. student groups, diversity and inclusion office, etc.
- You are not the problem. Don't forget the passion that led you to pursue this field
- Self care practice Lift others up The women in astronomy newsletter
- first-gen student how-to's for applying to grad school Skype a Scientist
- Build a network, connect with friends and family
- Social science literature including cultural change
- Putting pronouns on websites/accounts to normalize that gender identity/expression is a spectrum!
- concentrate on others strengths not weaknesses
- Guidance on how to handle conflict resolution
- Organizing in the workplace LSAMP Program Opportunities

36%  
Engagement

33  
Responses