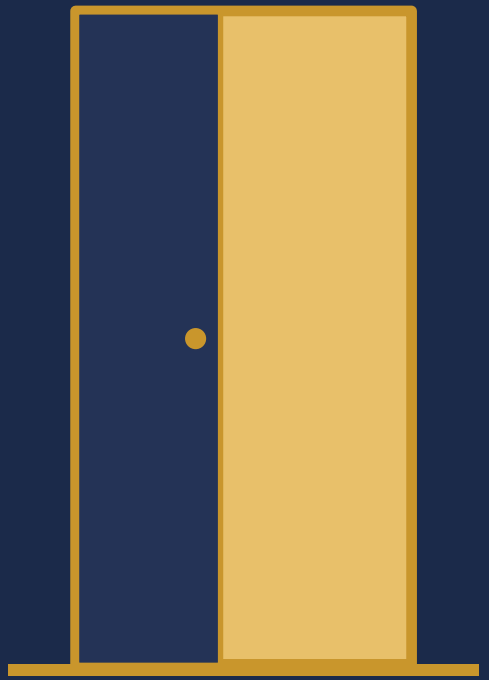
OPEN DOORS: CULTURE, BELONGING & CONNECTION

BEYOND THE WELCOME

Strengthening Belonging Across CUNY



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Monday, November 9, 2026 | 12:00 to 1:00 PM ET

How We'll Work Today



Poll

One quick vote



Chat

Short answers



Reflect

Private notes

Share only what you choose. No names, no specific incidents.

When Did You Truly Belong?

Think of a time you genuinely belonged at work. What mattered most?

- **A** I was warmly welcomed
- **B** My ideas were heard
- **C** My expertise was valued
- **D** I had real influence
- **E** I could be myself without fear

Answer in the Zoom poll

The door is open. Now what?

Who gets invited?

Who gets heard?

Whose ideas shape what happens next?

Welcomed. Included. Belonging.

Welcomed

You are received.

A warm introduction at your first meeting

›

Included

You can take part.

You get the invitation and the information

›

Belonging

Your contribution counts.

Your ideas are weighed and credited

Each one matters. Only the last one is belonging.

Presence Is Not Influence

Attendance

“I was there.”

Participation

“I spoke.”

Influence

“It mattered.”

Belonging does not mean every idea wins. It means every idea gets a fair hearing.

Belonging Is a Retention Issue

61%

dissatisfied with belonging

seriously considered quitting

18%

satisfied with belonging

seriously considered quitting

About 3.4x more likely to consider leaving

Source: SHRM Global Employee Monitor, Q3 2026

WHAT THIS SUGGESTS

Belonging is not just morale. It shapes who stays.

I Integrity: Values in Action

What Quietly Closes Doors?

- **Status and hierarchy**
- **Narrow communication norms**
- **Informal access**
- **Fear of speaking up**
- **Change without input**

CHAT: In one or two words, what makes it hard for people to contribute fully?

The F.A.I.T.H. Factor™



See It. ***Align It.*** ***Live It.*** ***Trust It.*** ***Repeat It.***

A values-based framework for turning culture into everyday results

Live It. Trust It. Repeat It.

I Integrity

Values in Action

Do our actions match our values?

T Trust

Communicating Across Differences

Is it safe to contribute?

H Habits

Turning Intentions Into Behaviors

What will we do every time?

Case Study: Invited to the Table

1. A cross-campus committee is redesigning how CUNY communicates with students.
2. A veteran staff member offers an idea from years of work with students. The chair moves on.
3. Later, a senior faculty member suggests a similar idea. The committee runs with it.
4. The staff member goes quiet. The chair thanks everyone for their contributions.

Through the F.A.I.T.H. Lens

I	Round 1	Where did what we value differ from what we did?
T	Round 2	What made it harder to keep contributing?
H	Round 3	What practice would prevent this next time?

Respond in chat, one round at a time

What Could Someone Say?

A colleague	The chair	Any member
“I want to go back to the idea raised earlier. It connects to where we are now.”	*“This builds on what was proposed earlier. Tell us about the experience behind it.”*	*“Can we agree on how we're weighing these ideas?”*

The Recognition Gap

87%

recognized in the past week

feel a strong sense of belonging

44%

never recognized

feel a strong sense of belonging

Nearly 2x the sense of belonging

Source: Workhuman, Humans at Work Barometer, 2026

WHY IT MATTERS

Recognition shows people their work was seen.

Habits: Turning Intentions Into Behaviors

Five Practices That Open Doors

T	**Invite perspectives on purpose**	*Ask whose expertise is missing.*
I	**Credit ideas accurately**	*Name the source of an idea.*
I	**Make decision criteria clear**	*Say how ideas will be weighed.*
T	**Disagree with ideas, not people**	*Challenge the point, respect the person.*
H	**Close the loop**	*Report back on every suggestion.*

My Open Door Commitment

“One door I can help open at CUNY is…”

By when? Within 7 days | Within 30 days

Too general

“I will be more inclusive.”

Actionable

“At our next department meeting, I'll ask for input from anyone who hasn't spoken before we decide.”

Beyond the Threshold

Welcome opens the door.

Inclusion opens the conversation.

Belonging opens the decision.

Beyond the welcome is where the real work of belonging begins.

Questions & Connection



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