

# Belonging is About Everyone's Experience

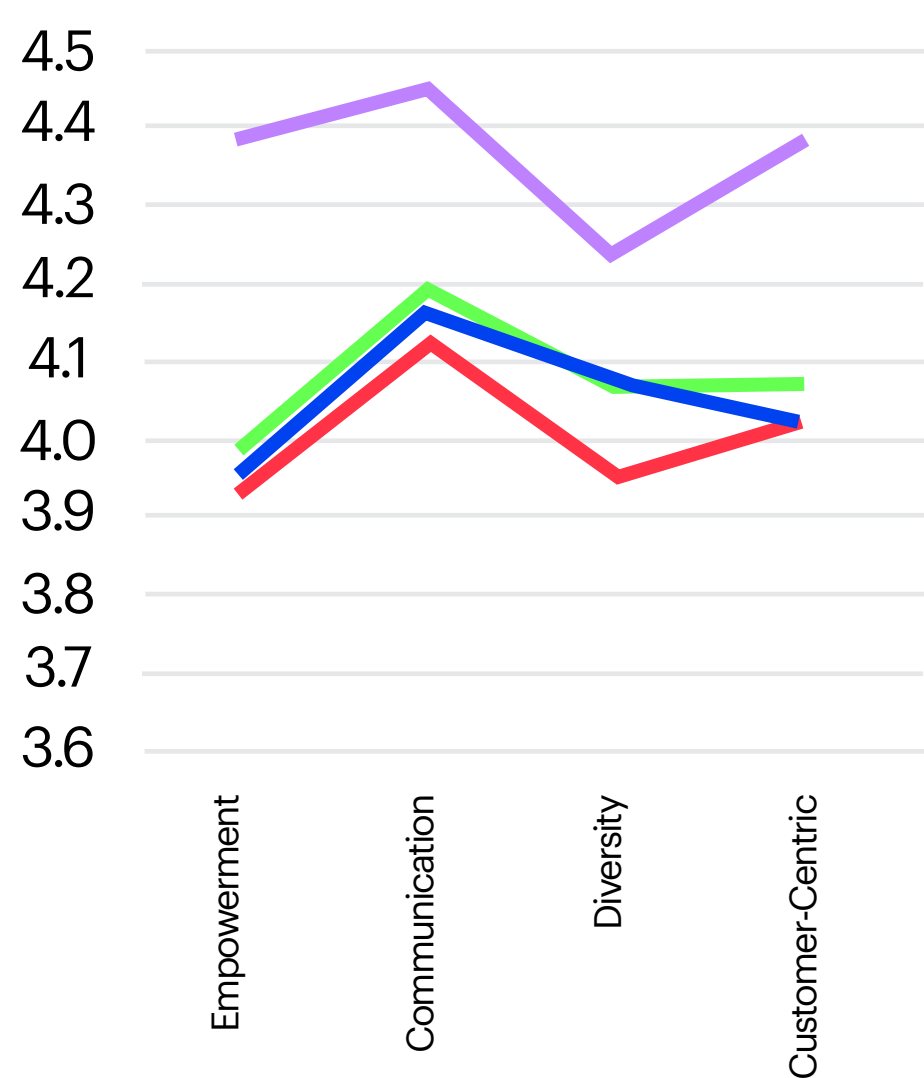


There is no one-size-fits-all approach to creating a sense of belonging in the organization. Leaders who want to leave people Net Better Off (NBO) must recognize that every person's experience is not the same.

Asian workers are more likely to feel they don't belong (**42%**), followed by those who identify as Black (**32%**) or LatinX (**16%**).

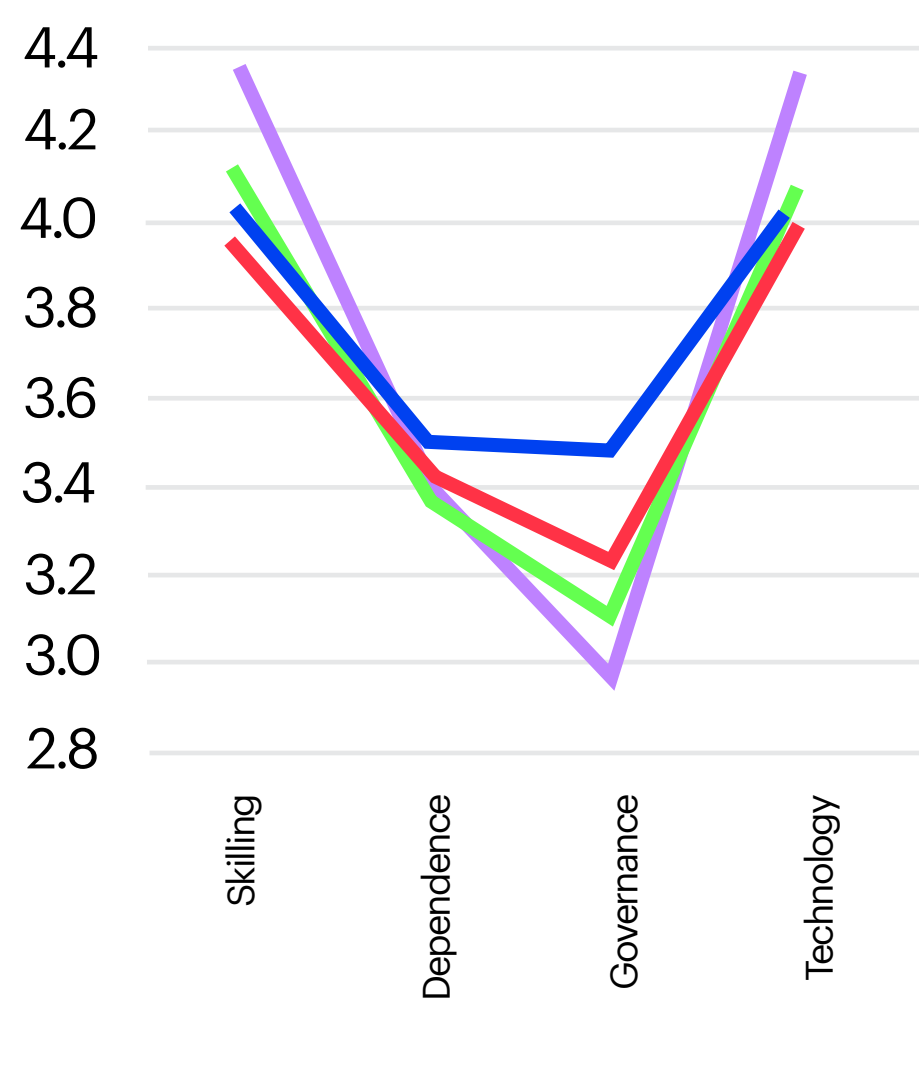
## Leaders lack accountability for diversity

LatinX workers report being in environments with significantly more positive essential experiences, while Asian workers evaluate their environments less positively almost across the board. They are most likely to feel that leaders lack accountability for achieving diversity.



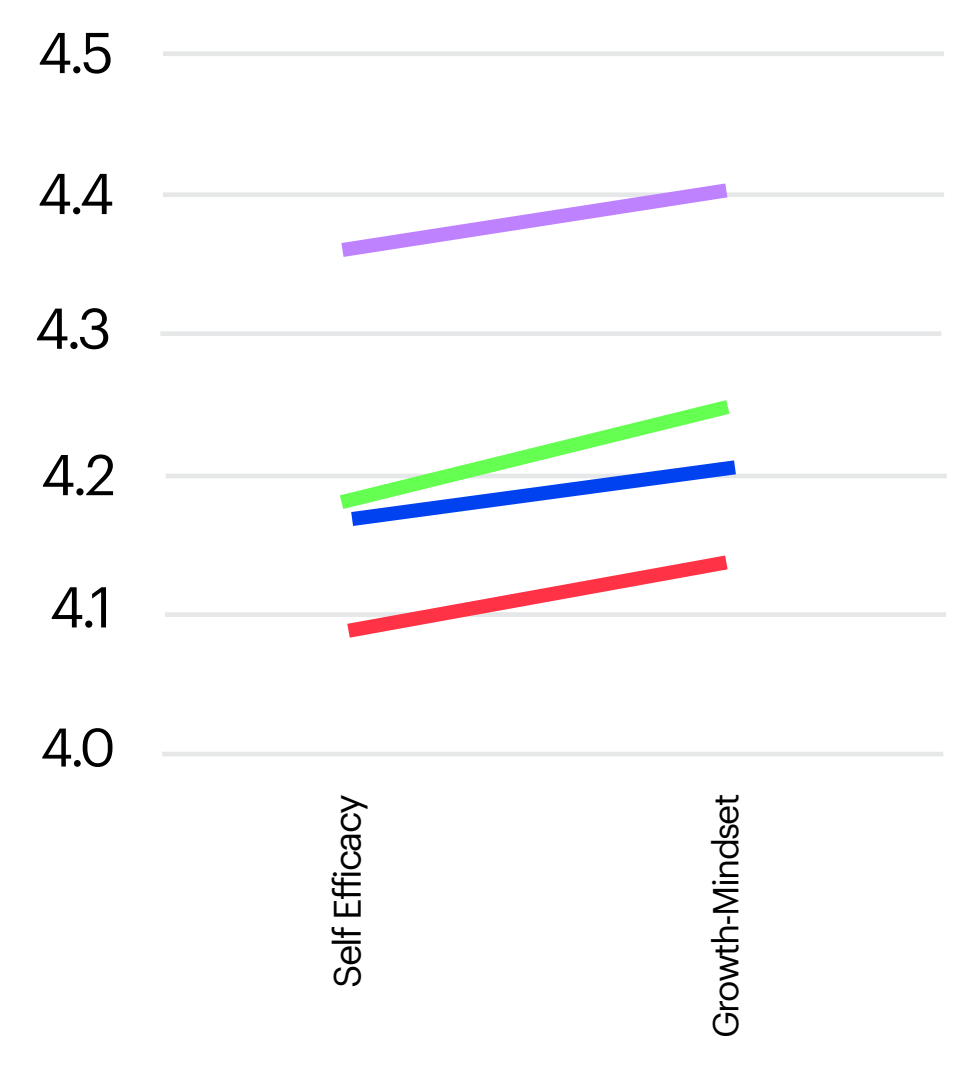
## Employees are running into roadblocks

LatinX workers report having access to more skilling and technology than their counterparts, and experience significantly fewer roadblocks (such as governance) than others.



## Leaders should encourage a growth mindset

LatinX workers rate themselves significantly higher on having self-efficacy and a growth mindset compared to every other minority group. Black, White and Asian workers, rate lower on both measures.



— White — LatinX — Black — Asian

## The bottom line

Black workers who are equipped with the right skills and technology tend to have higher levels of self-efficacy and stronger growth mindsets. That's why they're NBO compared to their Asian colleagues.

The combination of access, opportunity and well-being can create equitable experiences for Black workers that help to heighten their sense of belonging. The journey has only just begun, but now it must be extended to all workers, every day.

Note: The results for LatinX tend to skew more positively than expected which is attributed to the makeup of the LatinX population in this study (such as younger, male and affluent). NBO is measured on a scale of 1 to 7. Higher scores equate to higher NBO. Mean scores are reported at the industry level.