

TAKING ACTION 2.0

“WE ASKED. YOU RESPONDED. WE’RE TAKING ACTION.”

WE ASKED.

In June 2021, Finance and Business (F&B) conducted an Inclusion and Belonging survey asking F&B employees about specific concerns they have with trust and accountability in F&B.

YOU RESPONDED.

Inclusion and Belonging survey key take-a-ways and results:

- A portion of F&B employees are not comfortable sharing ideas with senior leaders.
- A portion of F&B employees do not feel valued by senior leaders.
- F&B employees believe that their department is dedicated to creating inclusive and welcoming environments.
- F&B employees shared that their coworkers and direct supervisors respect and value them and their role in the University.

Average Score (all responses, including COM)	5pt Scale
My department is dedicated to fostering an inclusive and welcoming environment.	4.0
My unit (e.g., A&BS, CCO, OPP) is dedicated to fostering an inclusive and welcoming environment.	3.9
Finance and Business is dedicated to fostering an inclusive and welcoming environment.	3.9
My coworkers value me and my role at the university.	4.2
My supervisor values me and my role at the university.	4.1
Senior leaders in my unit value me and my role at the university.	3.5
I feel appreciated for my work.	3.5
I am comfortable sharing ideas with my supervisor.	4.2
I am comfortable sharing ideas with senior leaders in my unit.	3.5
My coworkers respect me.	4.2
My supervisor respects me.	4.2
Senior leaders in my unit respect me.	3.5
I am comfortable being my authentic self at work.	3.8

WE’RE TAKING ACTION.

- Created a planning team to work on the next phase of Taking Action.
- Developing strategic initiatives to enhance a sense of belonging among F&B employees.
- Will continue to monitor and track our efforts to create and implement positive changes.

To monitor our progress and provide suggestions, please visit fandb.psu.edu/taking-action.