# BELONGING BAROMETER:

## The State of Belonging in America (Revised Edition)

Supplemental Materials

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**On the following pages we provide the results of an exploratory factor analysis as well as charts depicting the percentage of respondents that experience either belonging, ambiguity, or exclusion by a series of demographic and individual factors.**
**If you would like to learn more about any of these results, please contact Over Zero at belonging@projectoverzero.org.**

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## Exploratory Factor Analysis

As previously reported, we performed a series of five factor analyses to determine whether the Belonging Barometer could detect a latent variable that captured the experience of belonging across different life settings and went beyond the distinct experiences of co-creation, psychological safety, and social connection that the scale items specifically addressed.

Across life settings, we found no evidence of latent subscales capturing co-creation, psychological safety, or social cohesion. Instead, responses to all ten items of the Belonging Barometer followed a pattern that suggests that the experience of belonging goes beyond what the items are explicitly measuring.

The following tables provide the component coefficients for each item of the Belonging Barometer, across life settings, in descending order from those that account for the most variability in the data to the least. *Note: (R) denotes that the item is reverse-scored in the tables below.

We also provide the Cronbach's alphas for those that are interested.

| Table 1. Family Belonging | Component Coefficient |
|---|---|
| Family members value me and my contributions | 0.86 |
| When I'm with my family, I feel like I truly belong | 0.86 |
| I feel emotionally connected to my family | 0.84 |
| Family members welcome and include me in family activities | 0.83 |
| I feel like I am treated as "less than" other family members* | 0.79 |
| My relationships with family members are as satisfying as I want them to be | 0.77 |
| I am comfortable expressing my opinions within my family | 0.76 |
| I feel unable to be my whole and authentic self with members of my family* | 0.74 |
| I feel like an insider who understand how my family works | 0.71 |
| I feel unable to influence decisions within my family* | 0.69 |
| *Cronbach's Alpha = 0.930* | |

| Table 2. Friend Belonging | Component Coefficient |
|---|---|
| **My friends value me and my contributions** | **0.85** |
| **My friends welcome and include me in activities** | **0.84** |
| **I feel emotionally connected to my friends** | **0.81** |
| **When I'm with my closest friends, I feel like I truly belong** | **0.80** |
| **I feel like an insider who understands how my friend group works** | **0.77** |
| **I am comfortable expressing my opinions amongst my friends** | **0.77** |
| **My relationships with my friends are as satisfying as I want them to be** | **0.75** |
| **I feel like I am treated as "less than" other friends*** | **0.74** |
| **I feel unable to be my whole and authentic self with my friends*** | **0.68** |
| **I feel unable to influence collective decisions within my friend group*** | **0.61** |
| ***Cronbach's Alpha = 0.919*** | |

| Table 3. Workplace Belonging | Component Coefficient |
|---|---|
| **When I'm with my coworkers, I feel like I truly belong** | **0.85** |
| **My co-workers value me and my contributions** | **0.81** |
| **My co-workers welcome and include me in activities** | **0.79** |
| **I am comfortable expressing my opinions with my co-workers** | **0.79** |
| **I feel emotionally connected to my company or organization** | **0.77** |
| **My relationships with my co-workers are as satisfying as I want them to be** | **0.75** |
| **I feel like an "insider" who understands how my company works** | **0.74** |
| **I feel like I am treated as "less than" other employees at my workplace*** | **0.71** |
| **I feel unable to be my whole and authentic self with my coworkers*** | **0.69** |
| **I feel unable to influence collective decisions at my company or organization*** | **0.65** |
| ***Cronbach's Alpha = 0.915*** | |

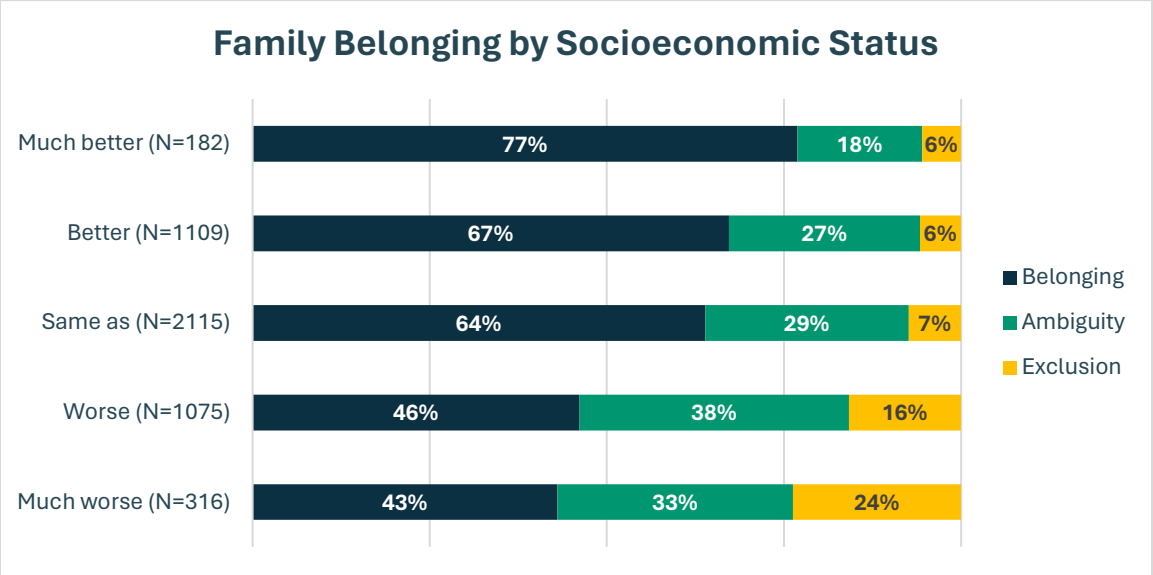
| Table 4. Local Belonging | Component Coefficient |
|---|---|
| When interacting with people in my local community, I feel like I truly belong | 0.84 |
| People in [name of respondent's local community] welcome and include me in activities | 0.81 |
| People in [name of respondent's local community] value me and my contributions | 0.80 |
| I am comfortable expressing my opinions in [name of respondent's local community] | 0.75 |
| I feel emotionally connected to [name of respondent's local community] | 0.75 |
| I feel like an "insider" who understands how [name of respondent's local community] works | 0.71 |
| My relationships with others in [name of respondent's local community] are as satisfying as I want them to be | 0.69 |
| I feel unable to be my whole and authentic self with people in [name of respondent's local community] * | 0.67 |
| I feel like I am treated as "less than" other residents in [name of respondent's local community] * | 0.64 |
| I feel unable to influence local decision-making in [name of respondent's local community] * | 0.58 |
| *Cronbach's Alpha = 0.899* | |

| Table 5. National Belonging | Component Coefficient |
|---|---|
| I am welcomed and included in American activities. | 0.78 |
| Americans value the contributions of people like me. | 0.76 |
| I feel like I truly belong in America | 0.75 |
| My relationships with other Americans are as satisfying as I want them to be. | 0.70 |
| I feel emotionally connected to the United States. | 0.70 |
| I am comfortable expressing my opinions to the average American. | 0.69 |
| I feel unable to be my whole and authentic self when interacting with other Americans* | 0.68 |
| I feel like I am treated as "less than" others in this country* | 0.65 |
| I feel like an "insider" who understands how the country works. | 0.59 |
| I feel unable to influence decisions that affect me in America* | 0.55 |
| I am welcomed and included in American activities. | 0.78 |
| *Cronbach's Alpha = 0.872* | |

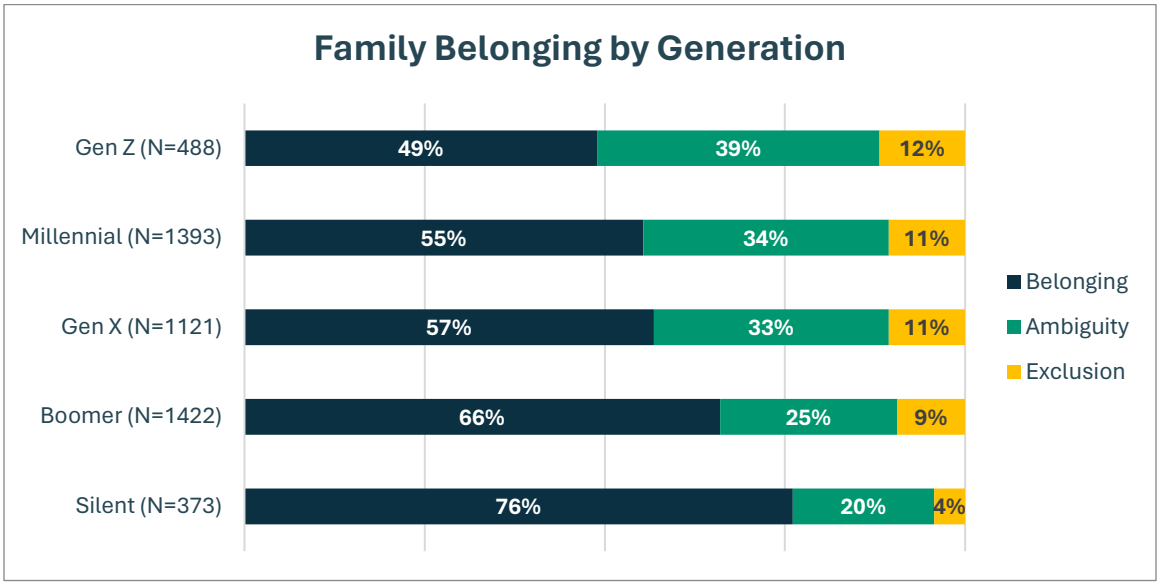
## Family Belonging

**The following charts depict the percentage of respondents that report experiencing family belonging, ambiguity, or exclusion by various demographic and individual factors.**

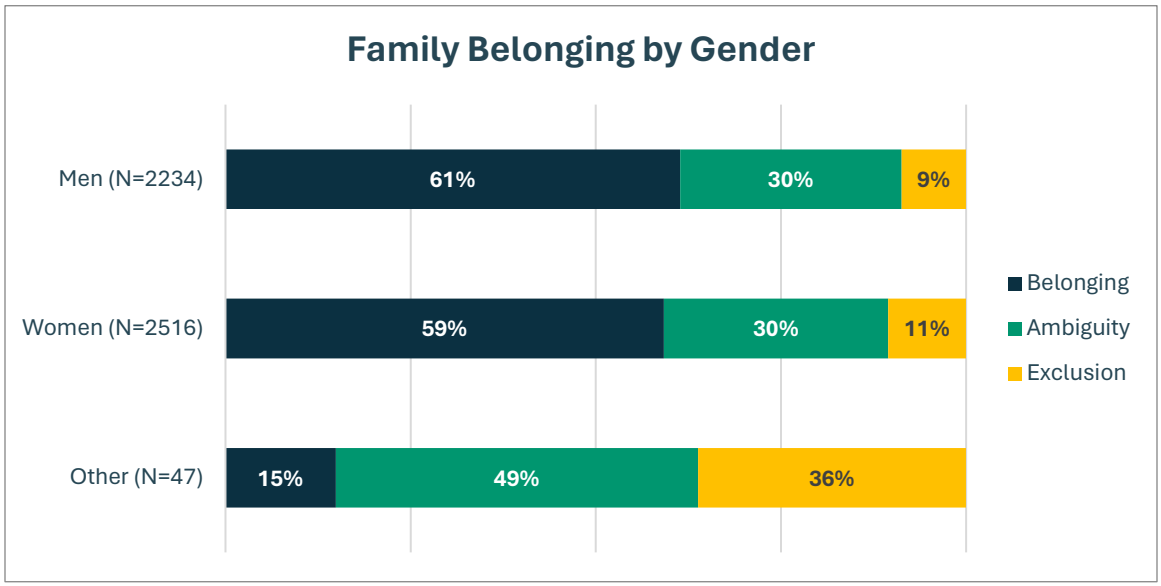
Family Belonging by Socioeconomic Status



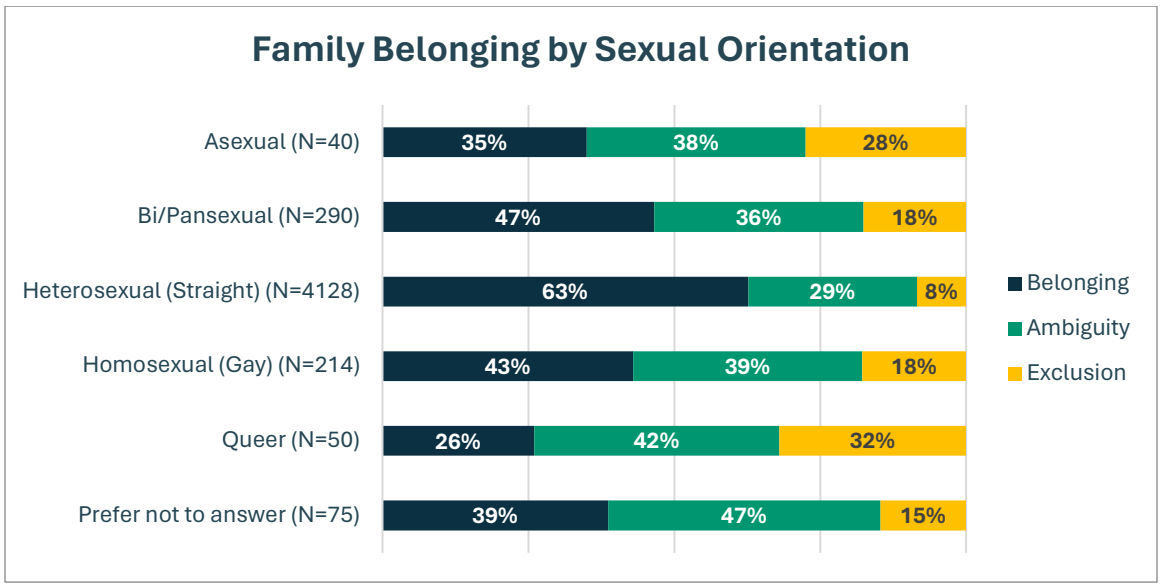

Family Belonging by Generation



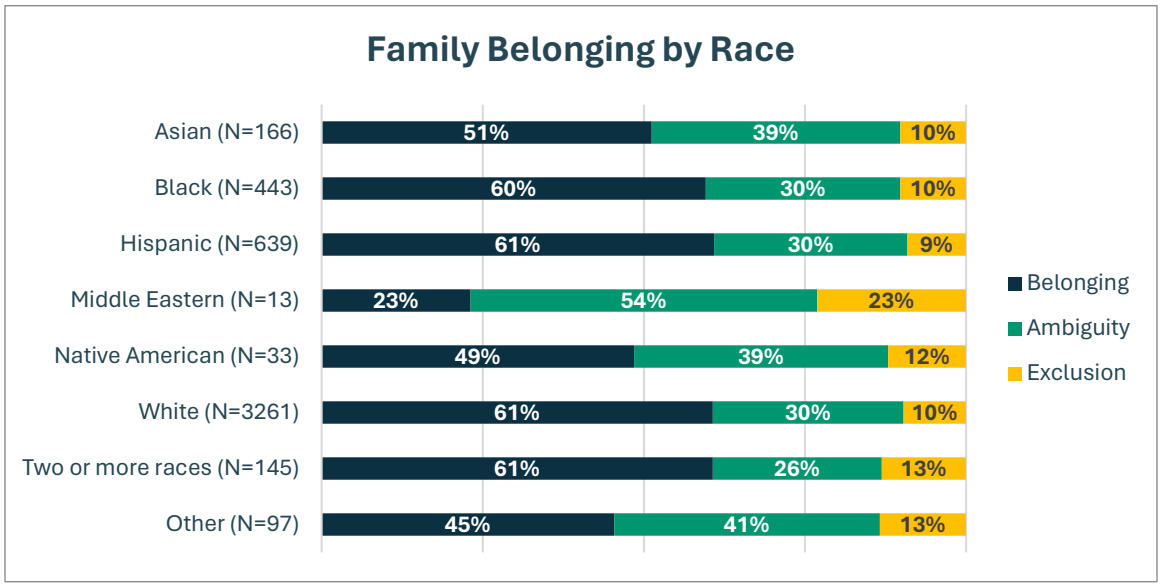
## Family Belonging by Gender



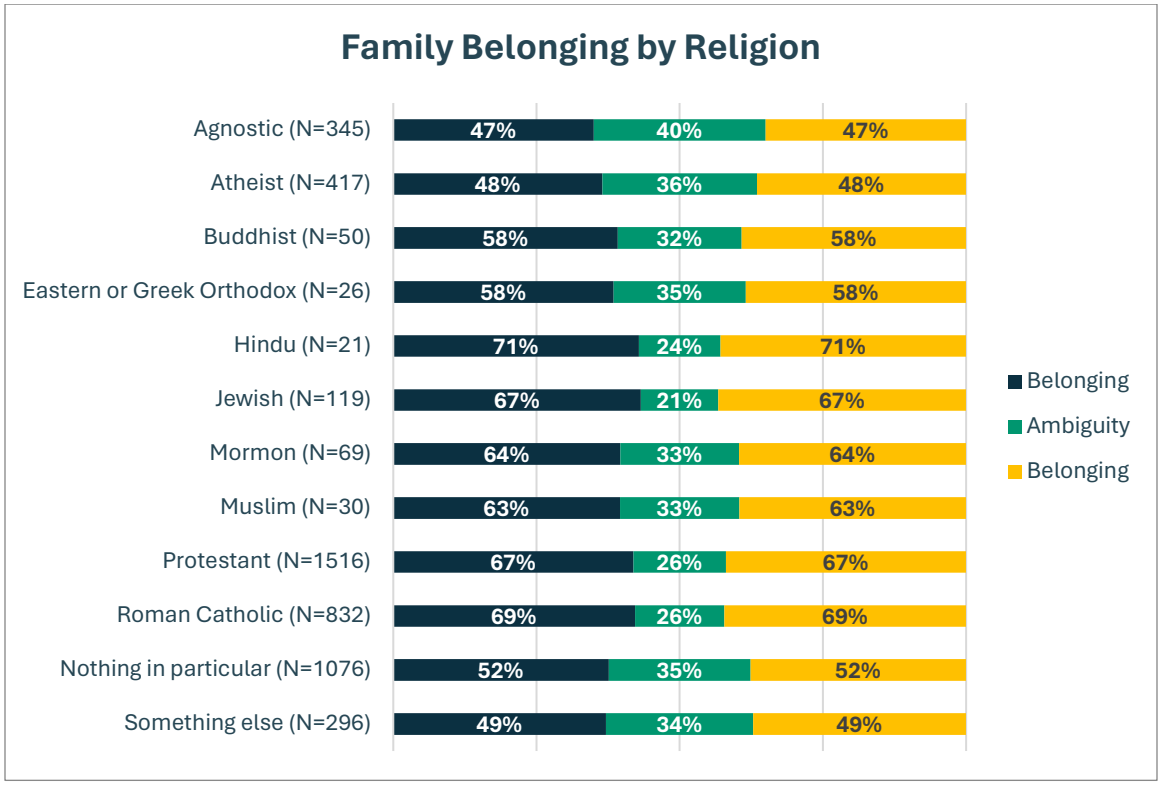

## Family Belonging by Sexual Orientation



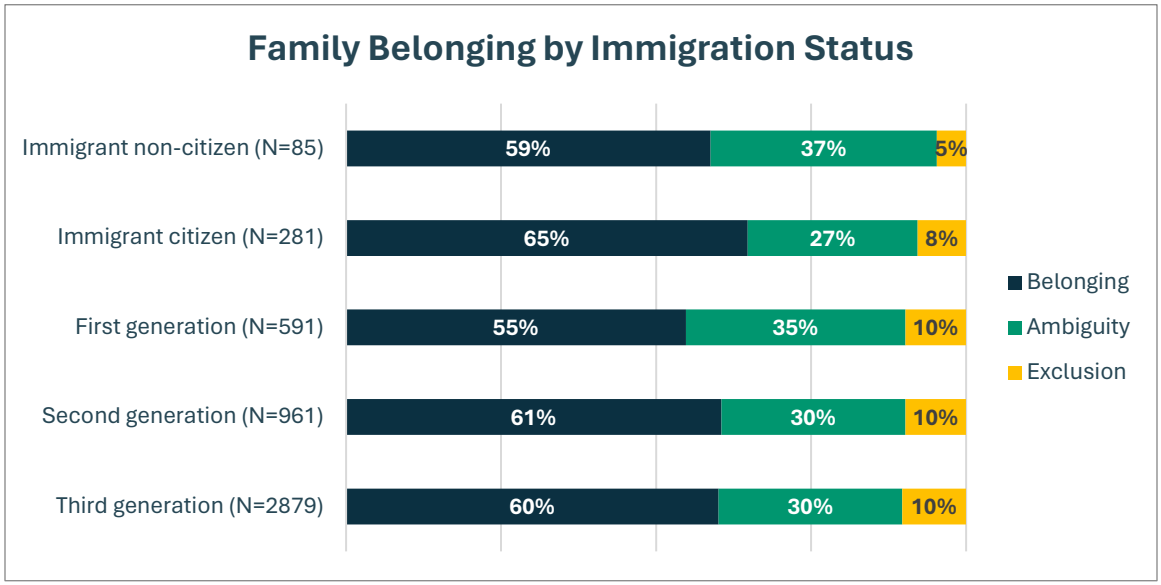
## Family Belonging by Race




## Family Belonging by Religion

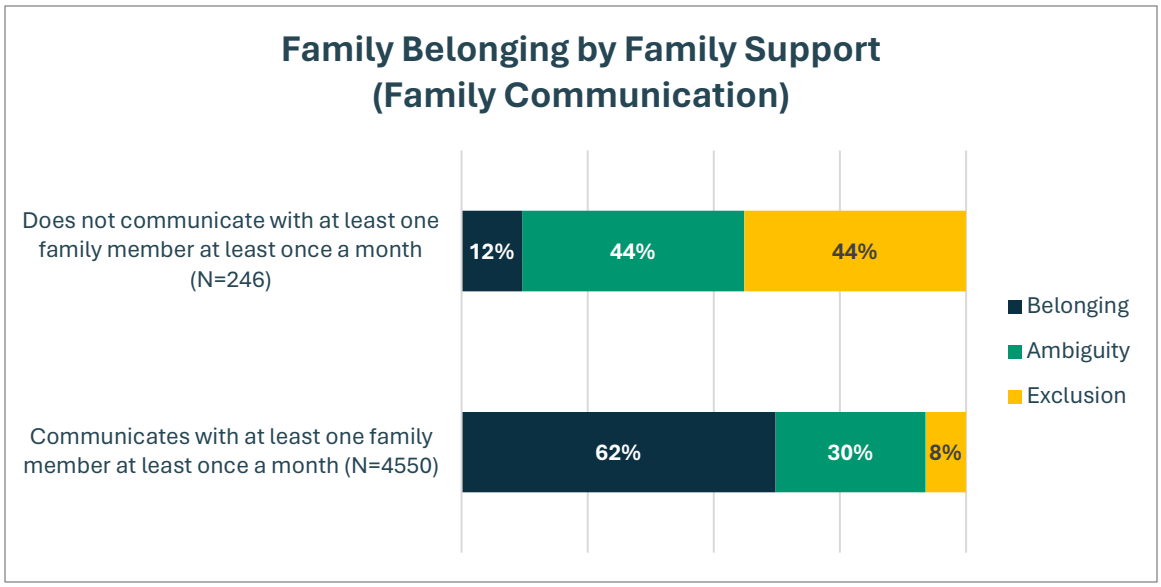


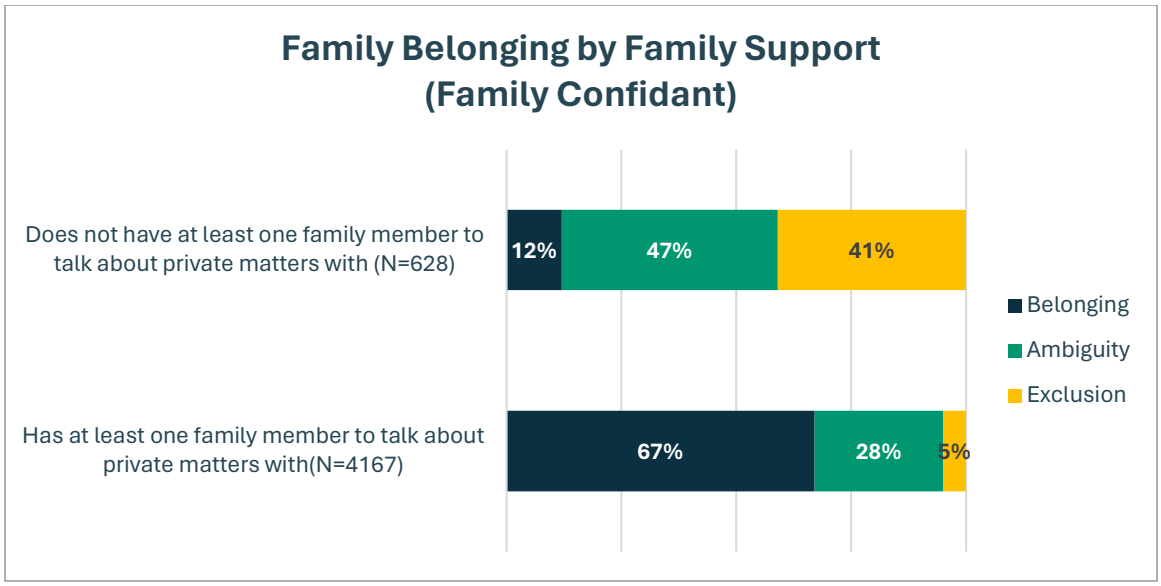
## Family Belonging by Immigration Status

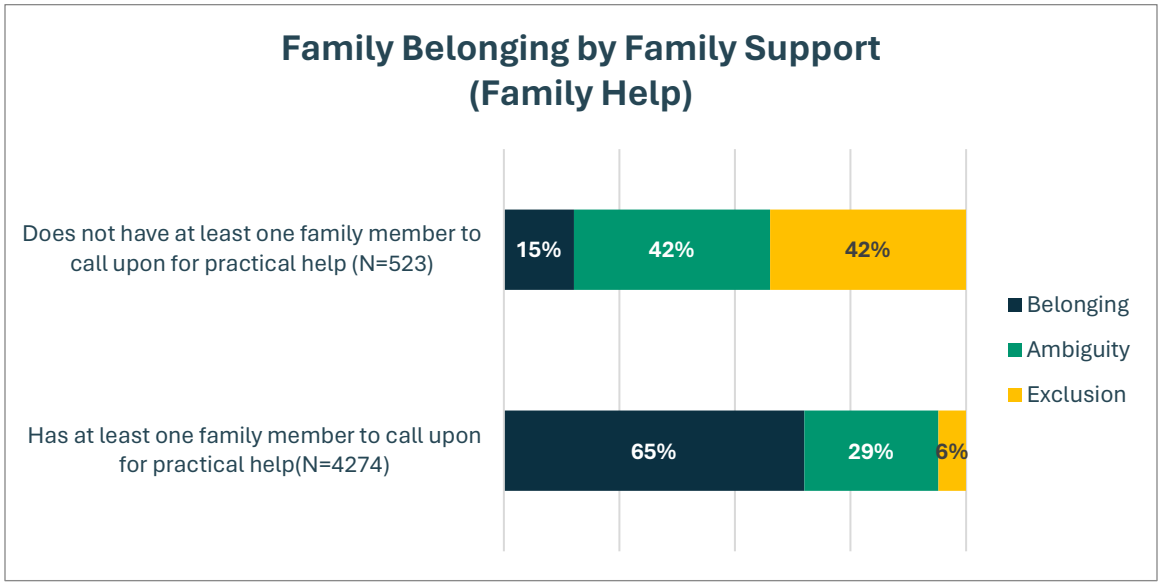



## Family Belonging by Family Support

**Family support was measured using three items that assessed the extent to which respondents had family members that they could communicate with at least once a month, call upon to discuss private matters, and/or ask for practical help. Respondents indicated the number of family members that they had that could provide each kind of support.**

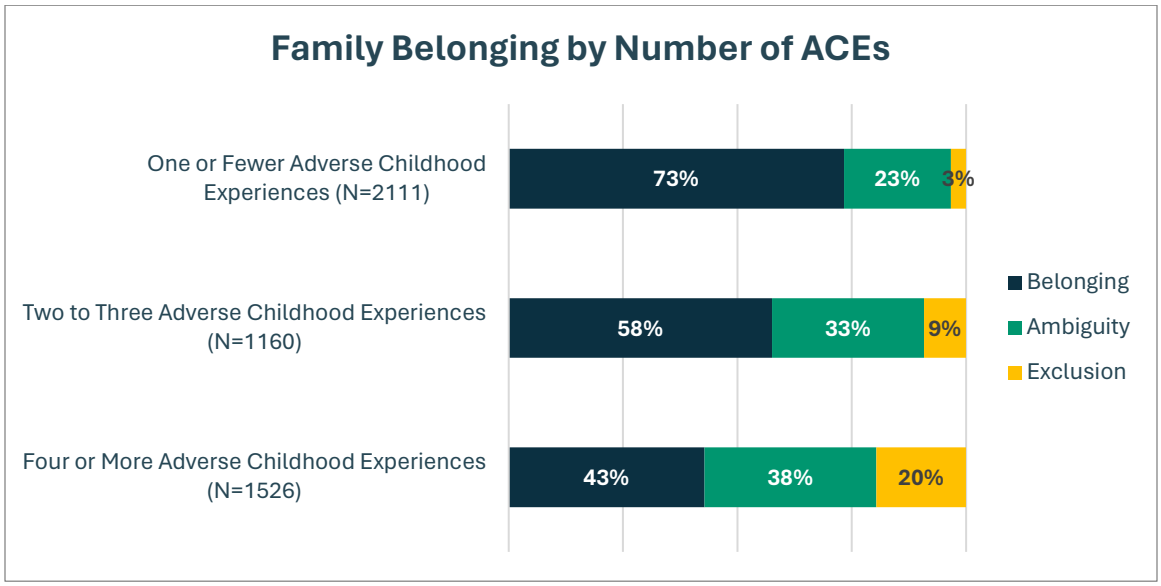



Family Belonging by Family Support (Family Confidant)
Does not have at least one family member to talk about private matters with (N=628)
Has at least one family member to talk about private matters with(N=4167)
12%
47%
41%
67%
28%
5%
Belonging
Ambiguity
Exclusion


Family Belonging by Family Support (Family Help)
Does not have at least one family member to call upon for practical help (N=523)
Has at least one family member to call upon for practical help(N=4274)
15%
42%
42%
65%
29%
6%
Belonging
Ambiguity
Exclusion

## Family Belonging by Number of Adverse Childhood Experiences

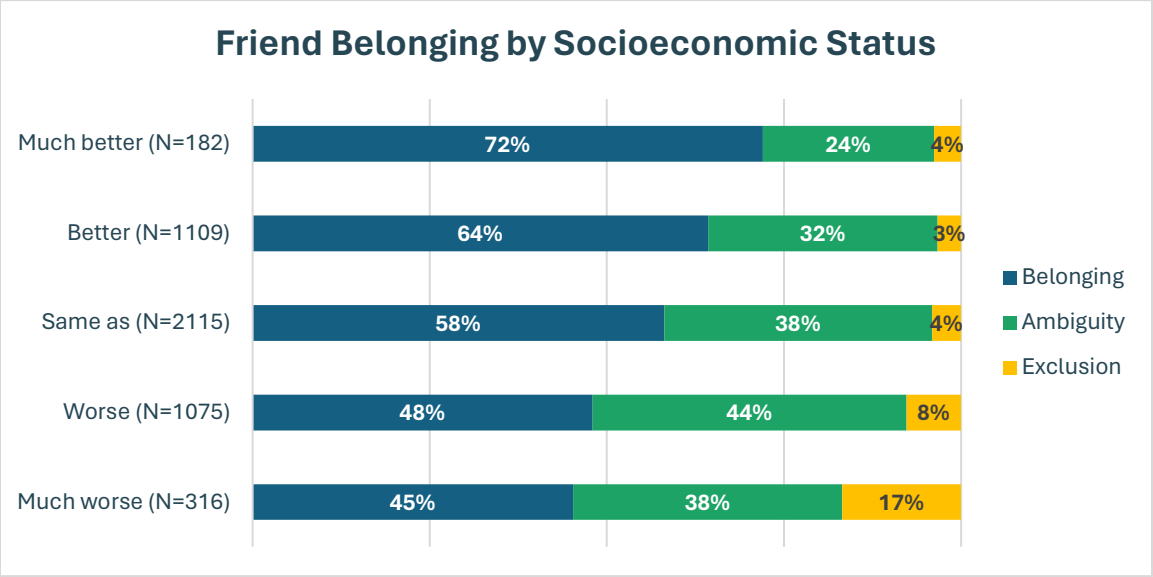
**Adverse childhood experiences (ACEs) are those such as abuse and neglect that are related to negative outcomes later in life (World Health Organization, 2018).**



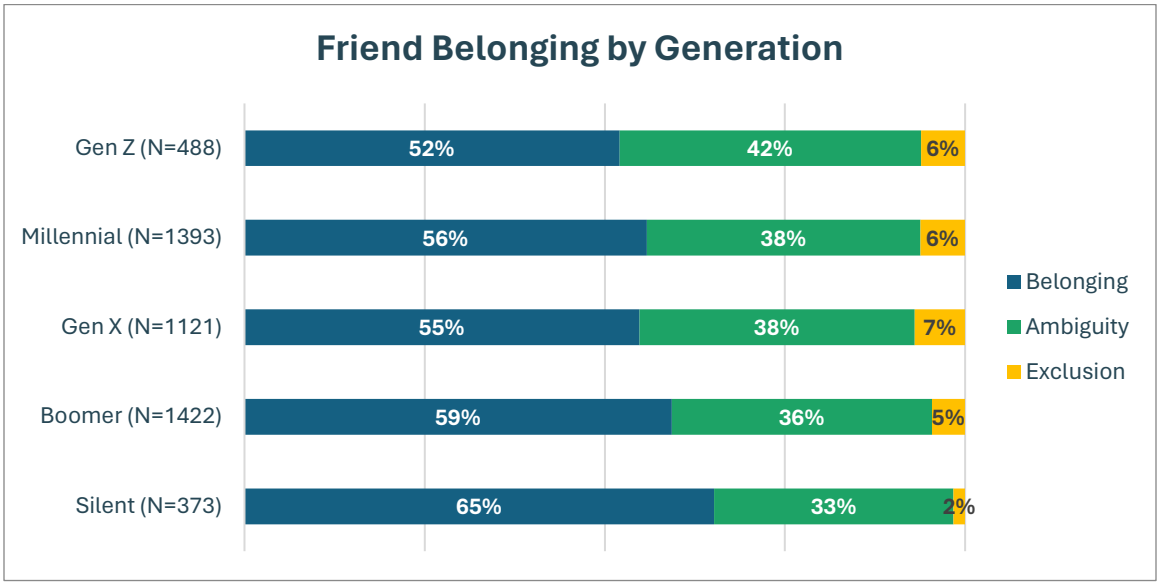
## Friend Belonging

**The following charts depict the percentage of respondents that report experiencing friend belonging, ambiguity, or exclusion by various demographic and individual factors.**

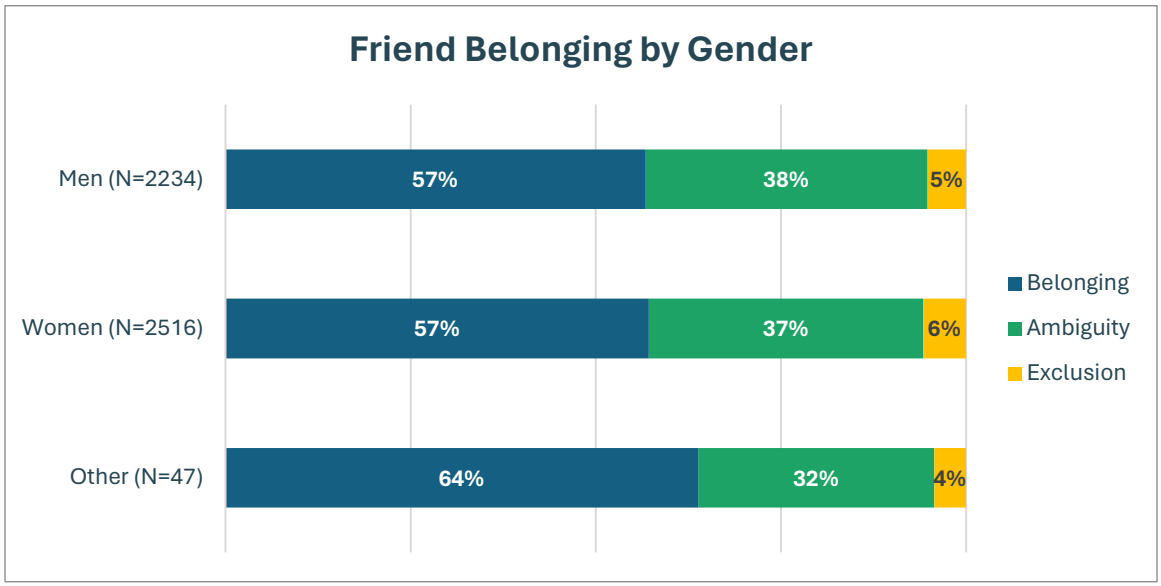
Friend Belonging by Socioeconomic Status



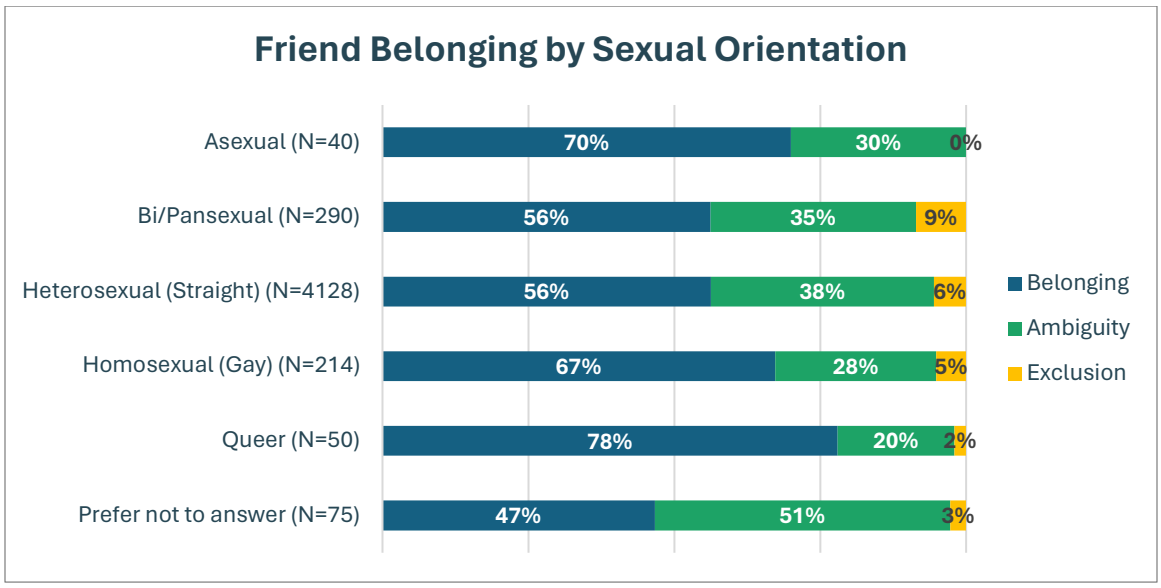

Friend Belonging by Generation



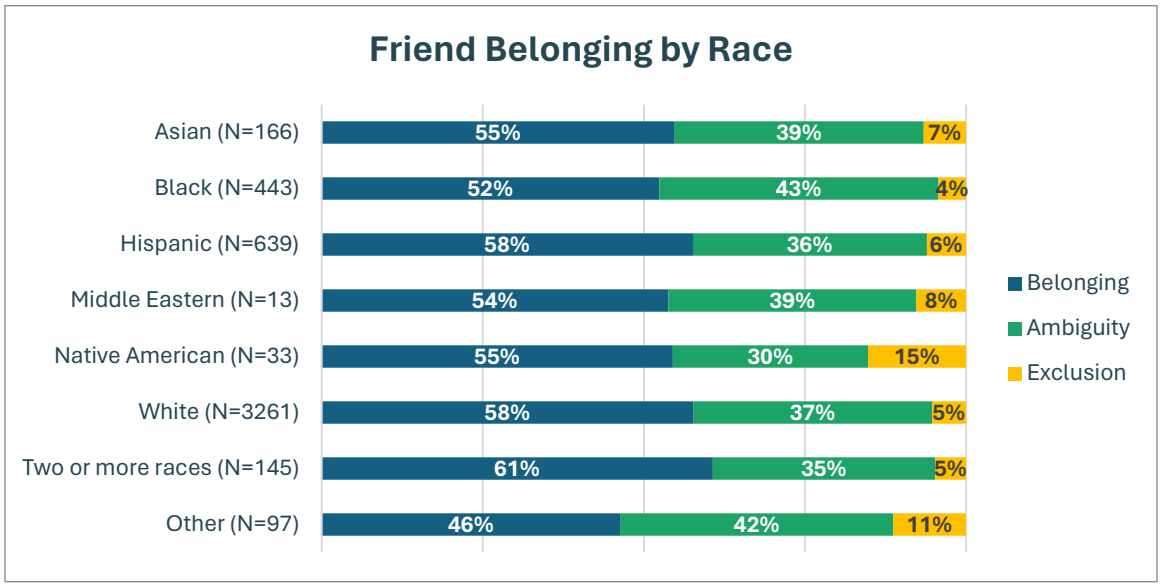
## Friend Belonging by Gender



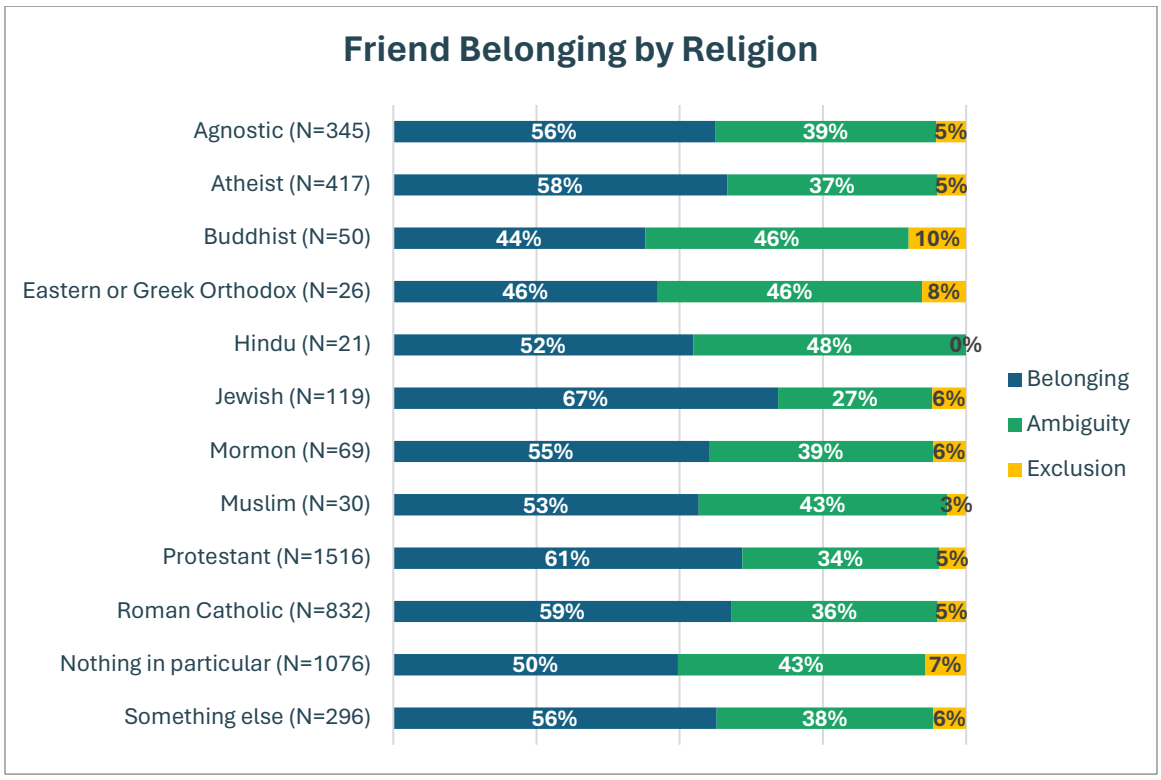

## Friend Belonging by Sexual Orientation



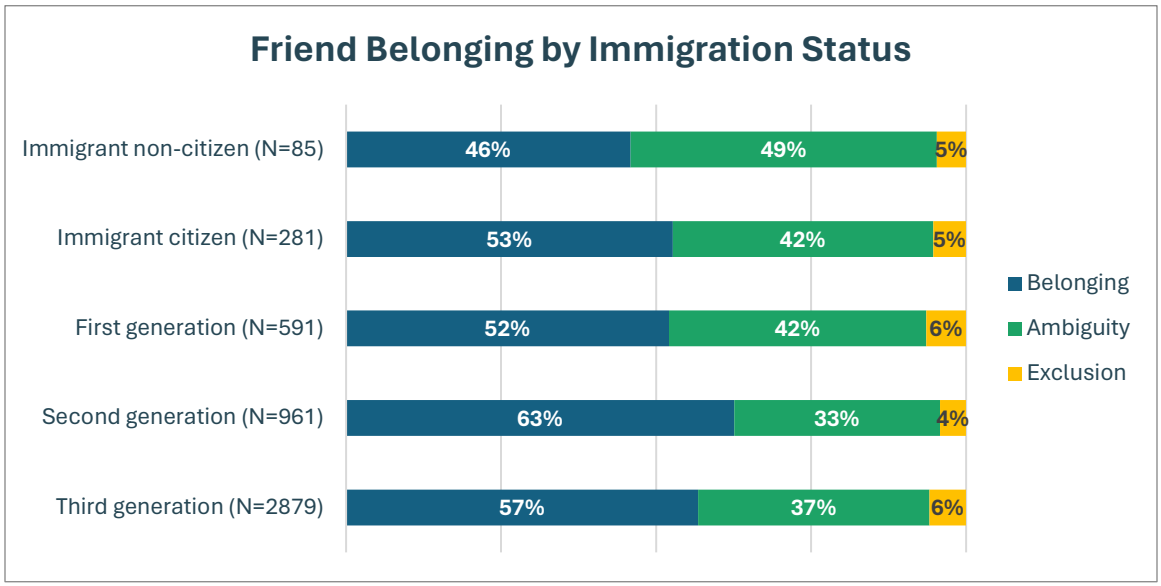
## Friend Belonging by Race



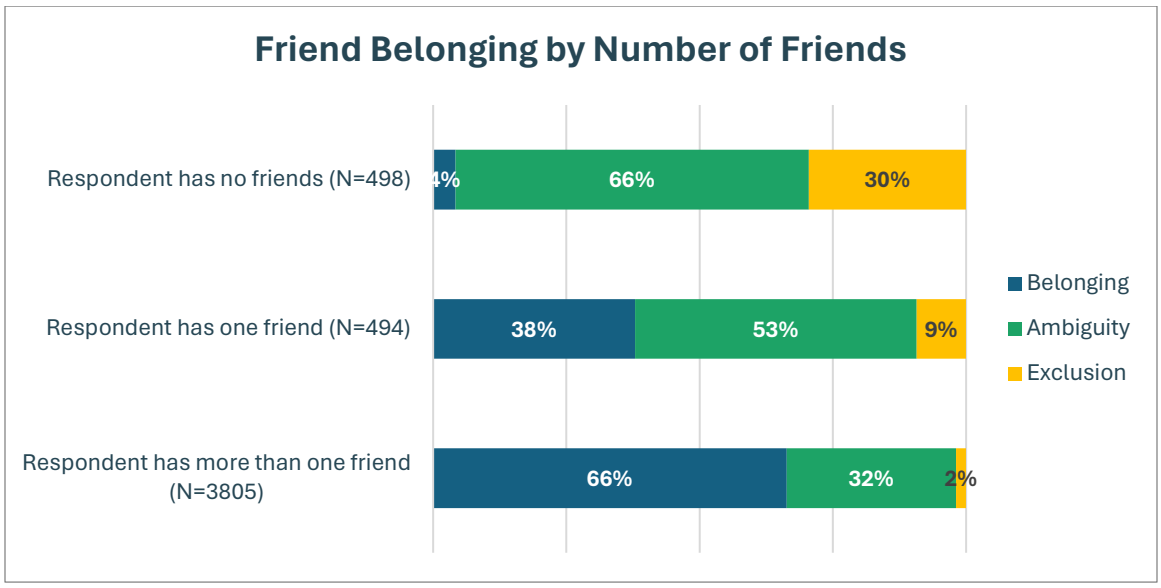

## Friend Belonging by Religion



## Friend Belonging by Immigration Status



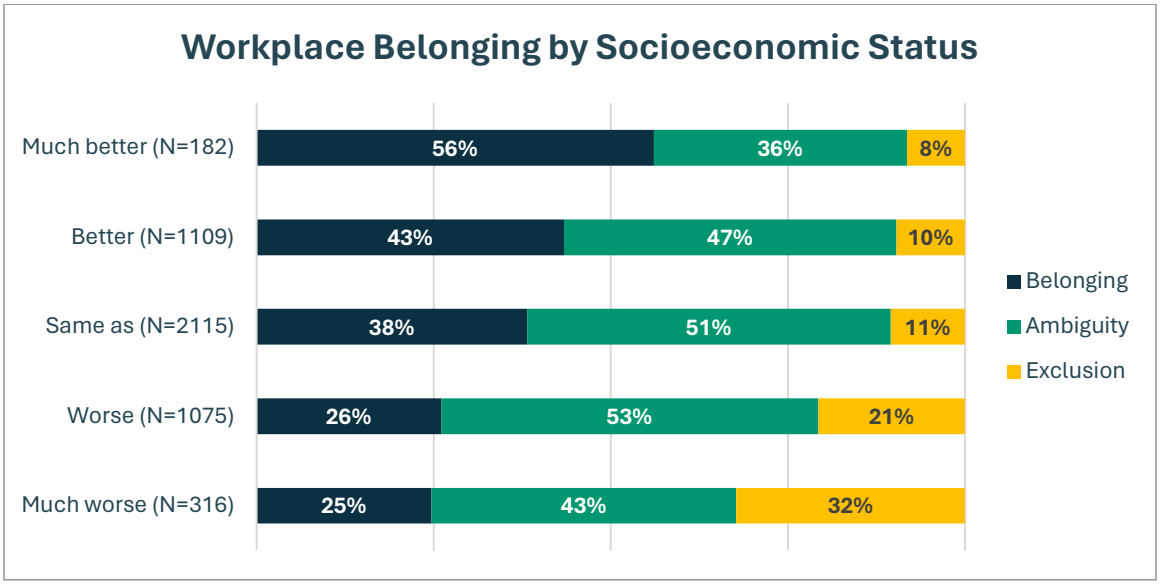

## Friend Belonging by Number of Friends



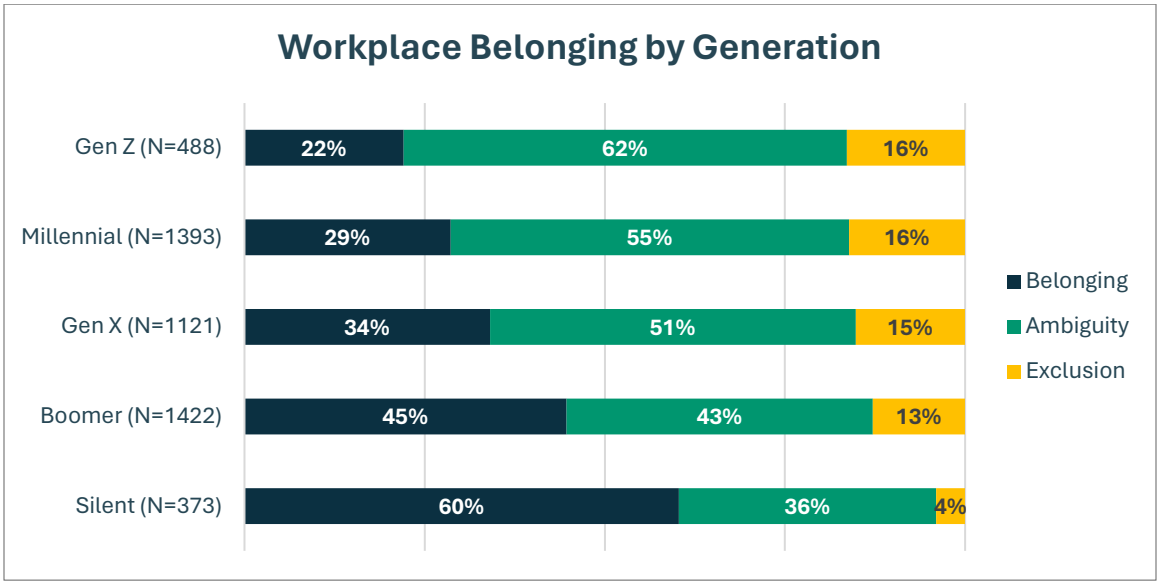
## Workplace Belonging

**The following charts depict the percentage of respondents that report experiencing workplace belonging, ambiguity, or exclusion by various demographic and individual factors.**

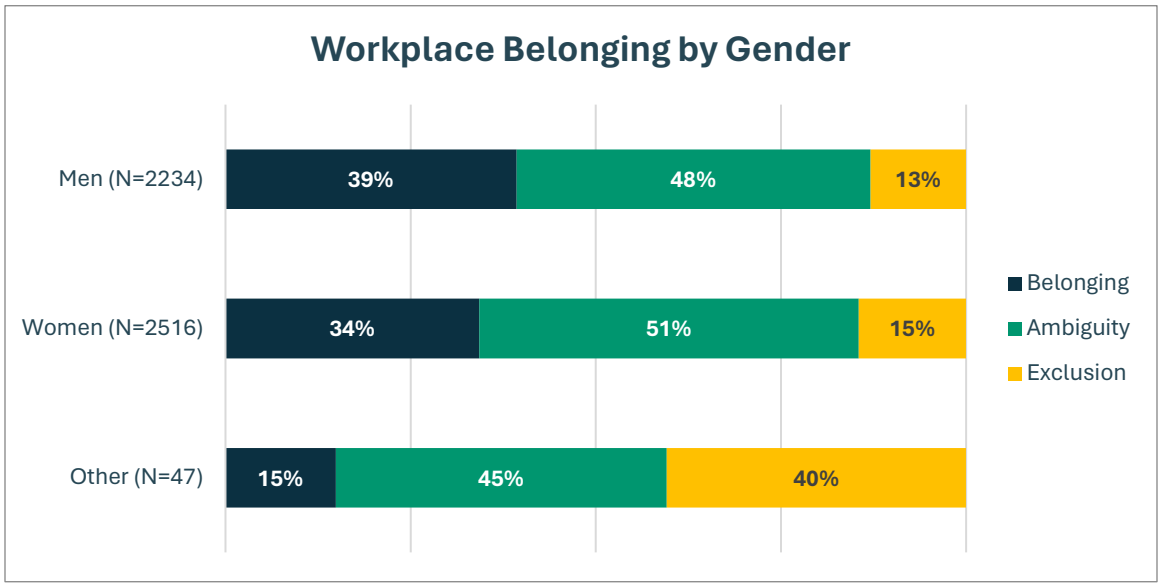
Workplace Belonging by Socioeconomic Status



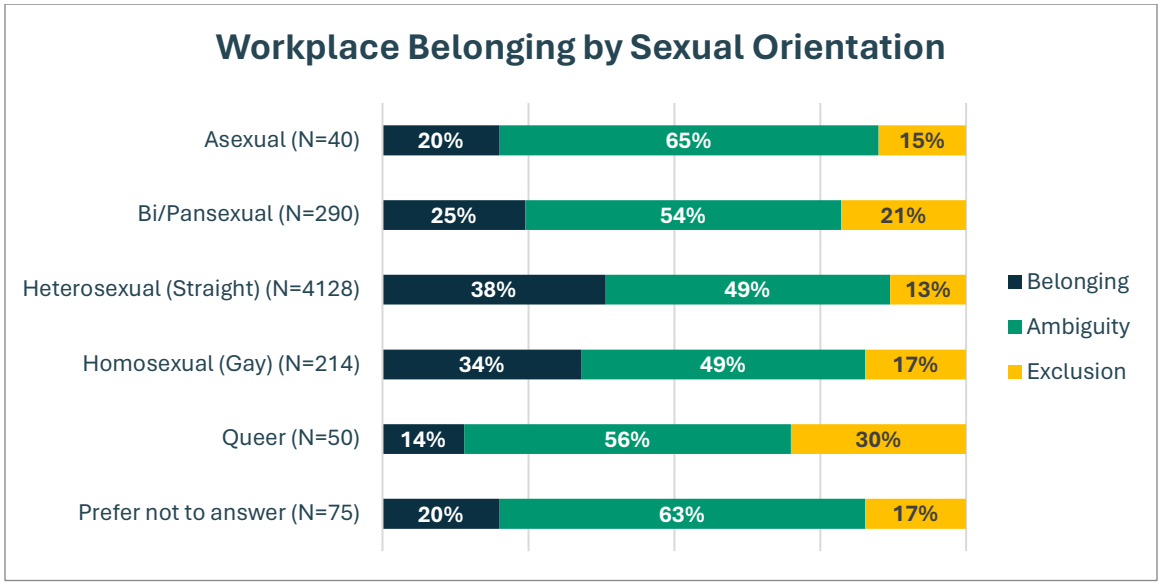

Workplace Belonging by Generation



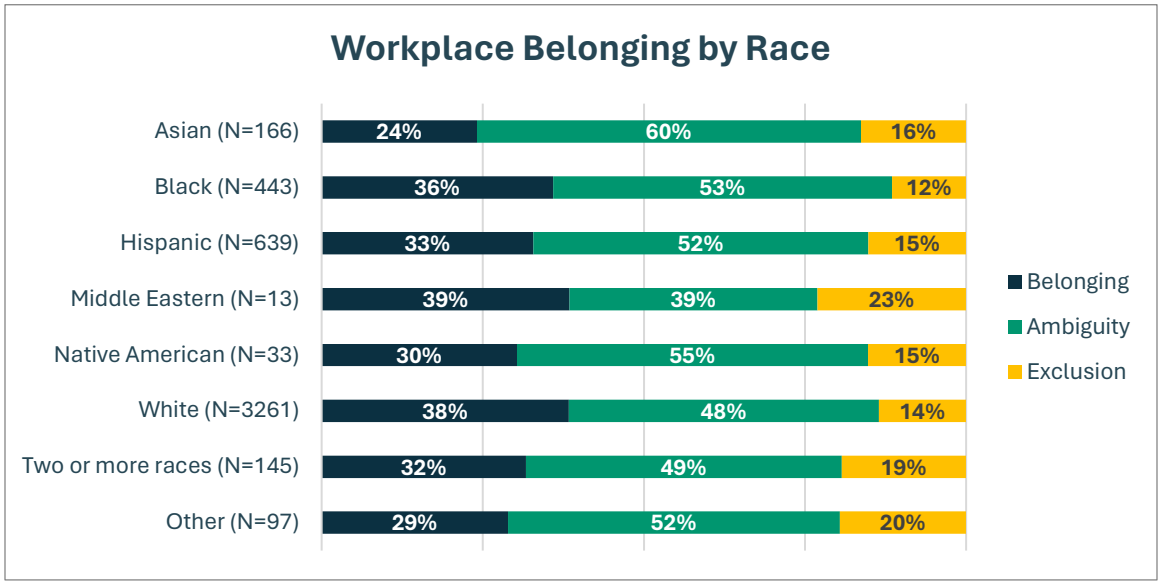
## Workplace Belonging by Gender



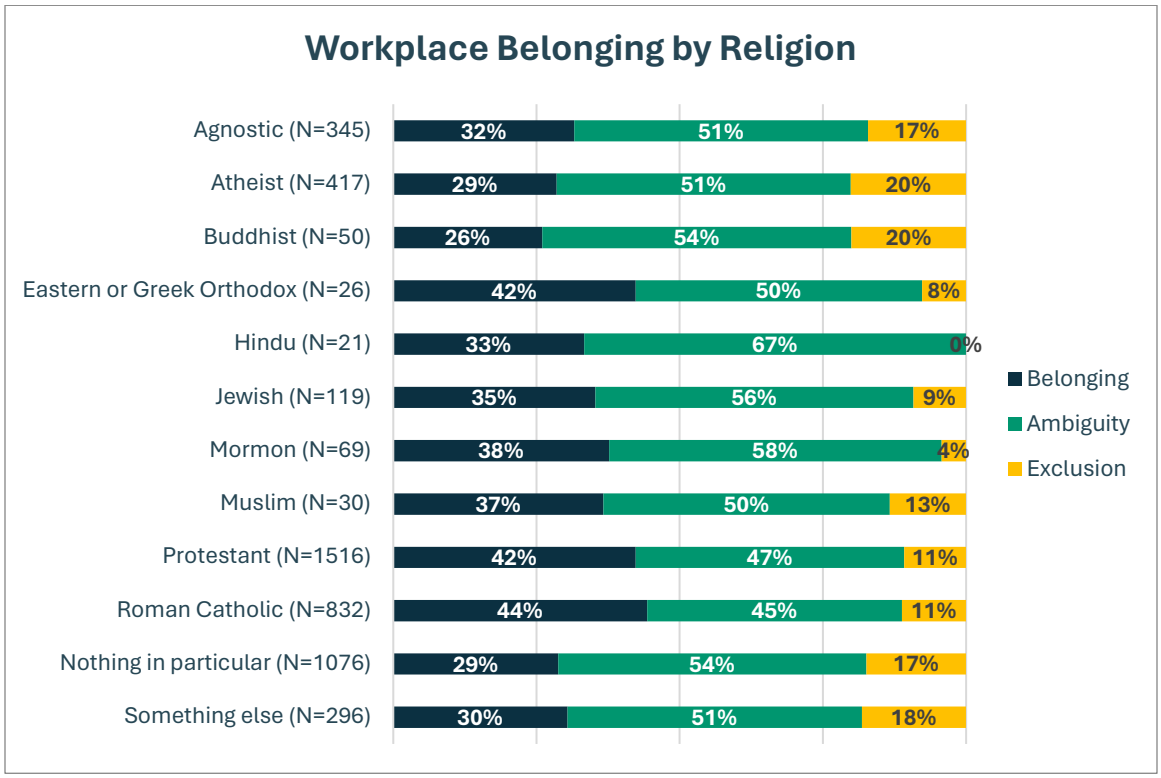

## Workplace Belonging by Sexual Orientation



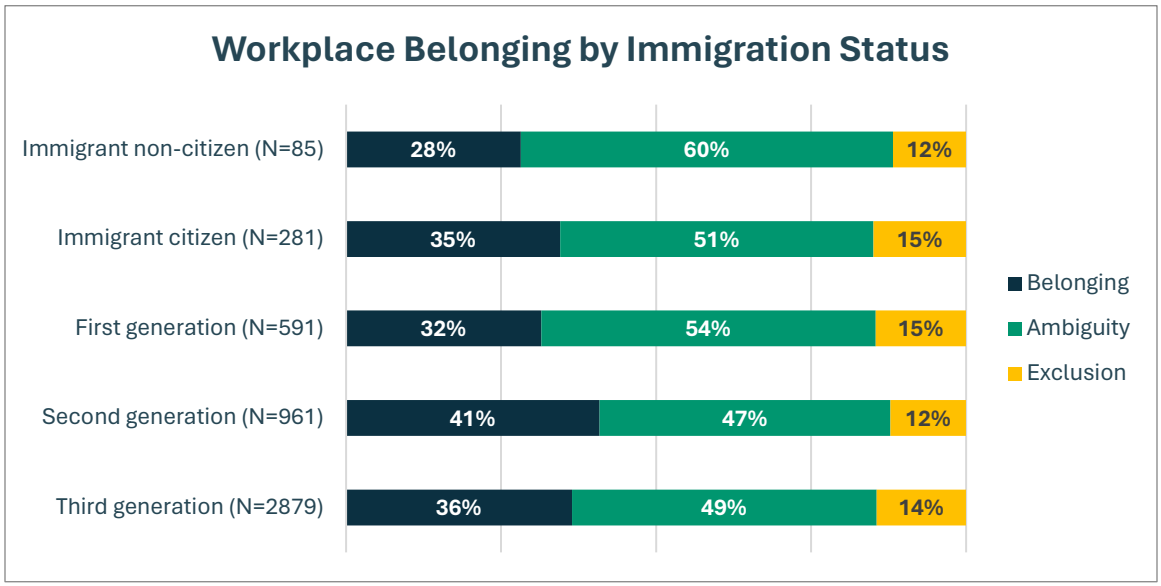
## Workplace Belonging by Race



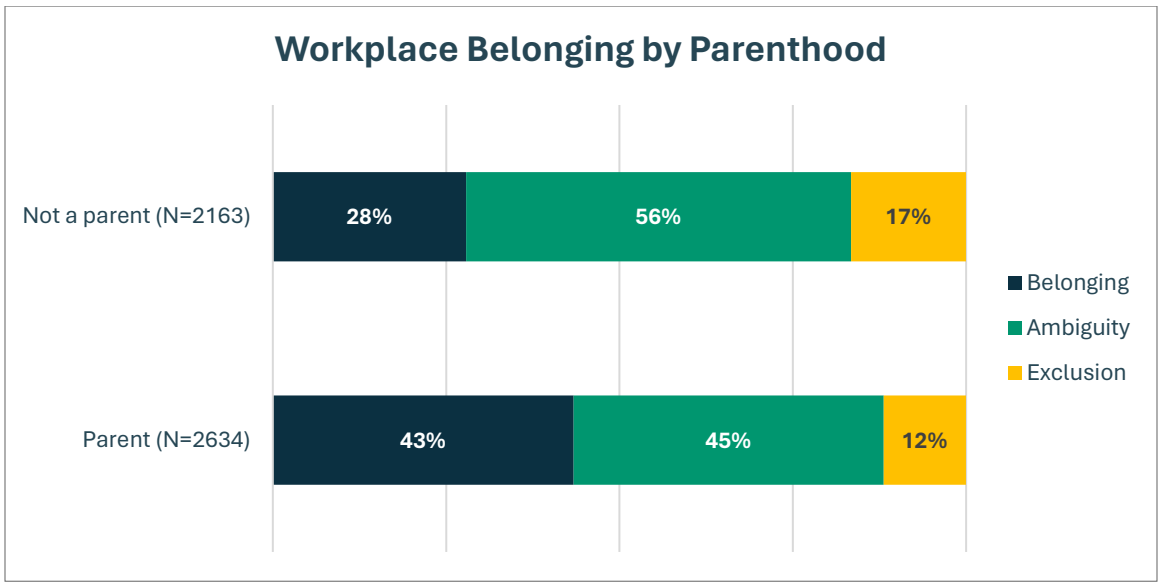

## Workplace Belonging by Religion



## Workplace Belonging by Immigration Status

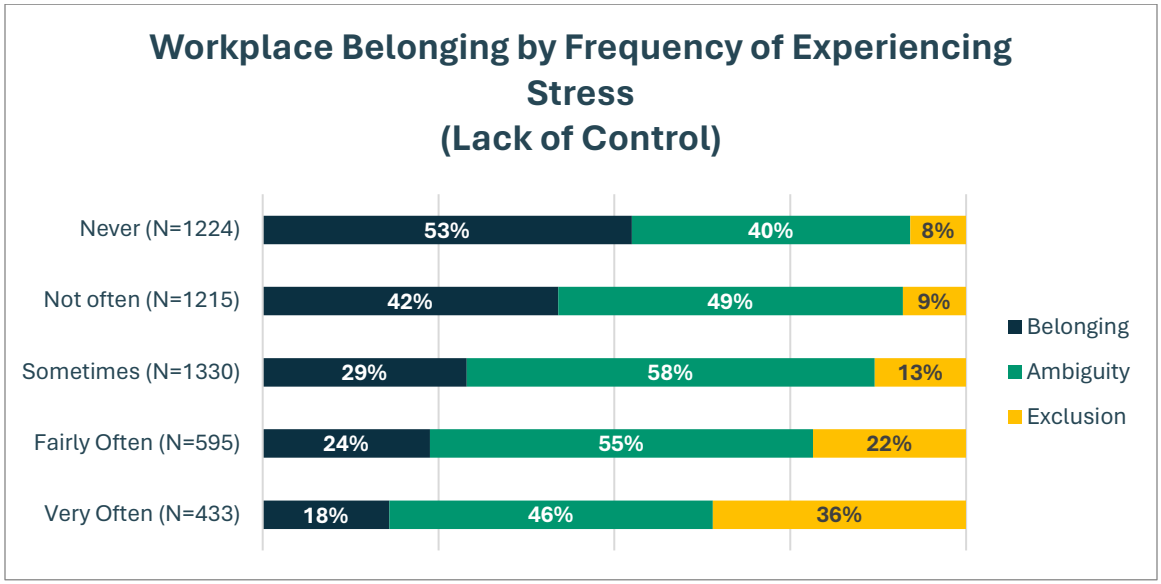


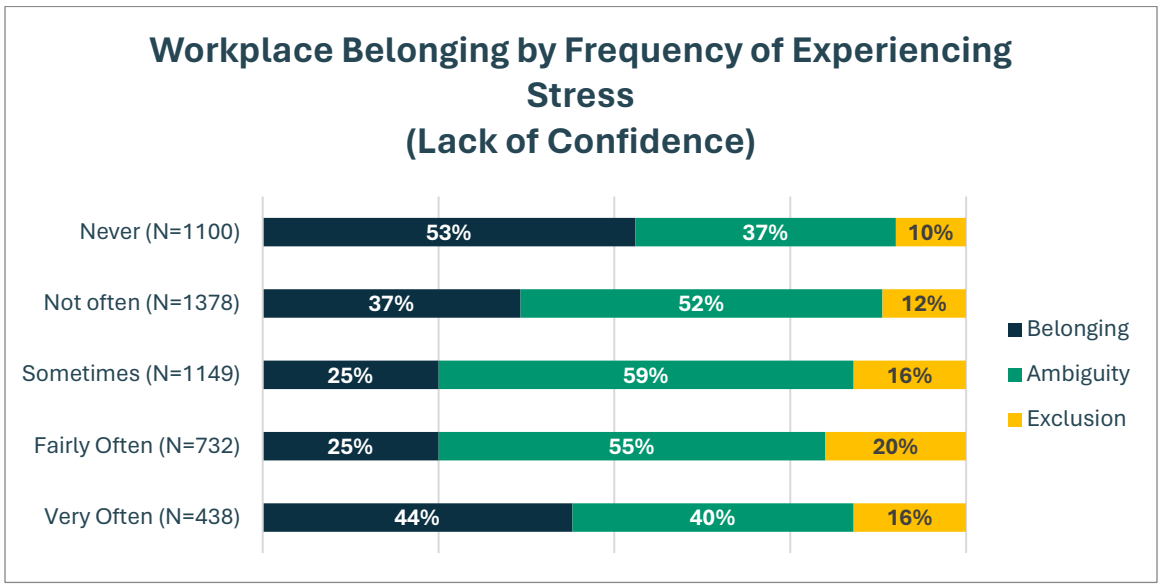

## Workplace Belonging by Parenthood

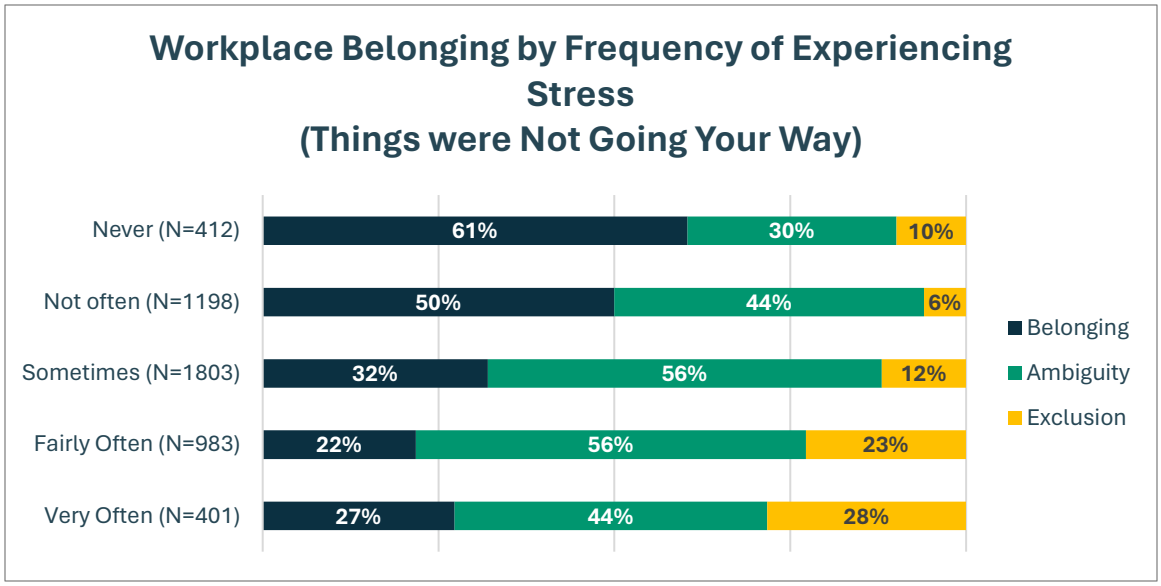


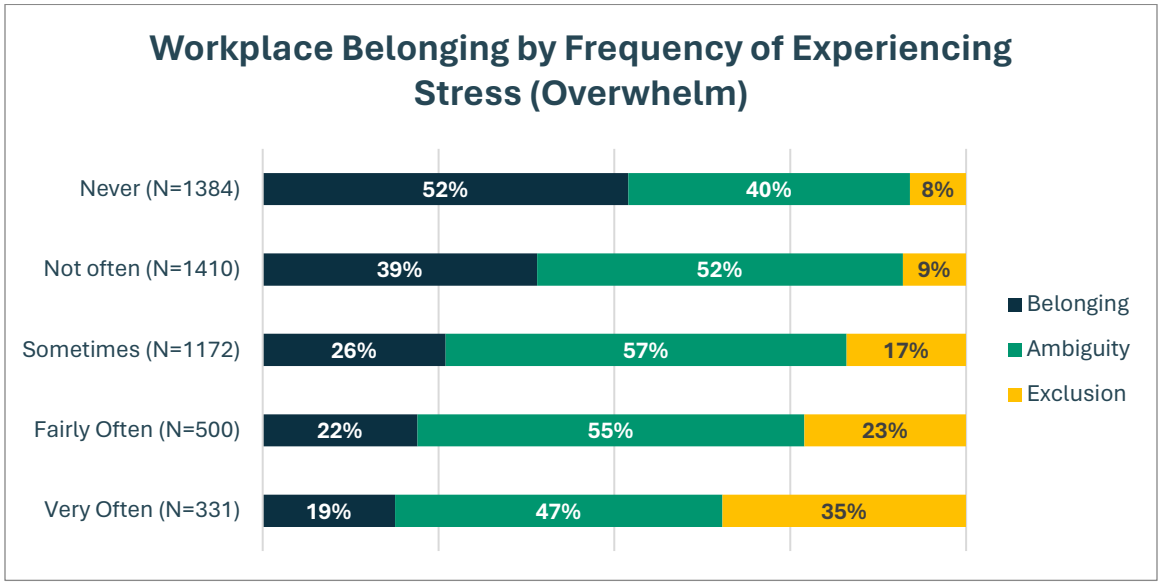
## Workplace Belonging by Frequency of Experiencing Stress

**Respondents were asked to respond to a series of four questions assessing the frequency with which, in the last month, they had experienced stress and/or stressors ranging from feeling a lack of control over important things in their lives to feeling overwhelmed.**



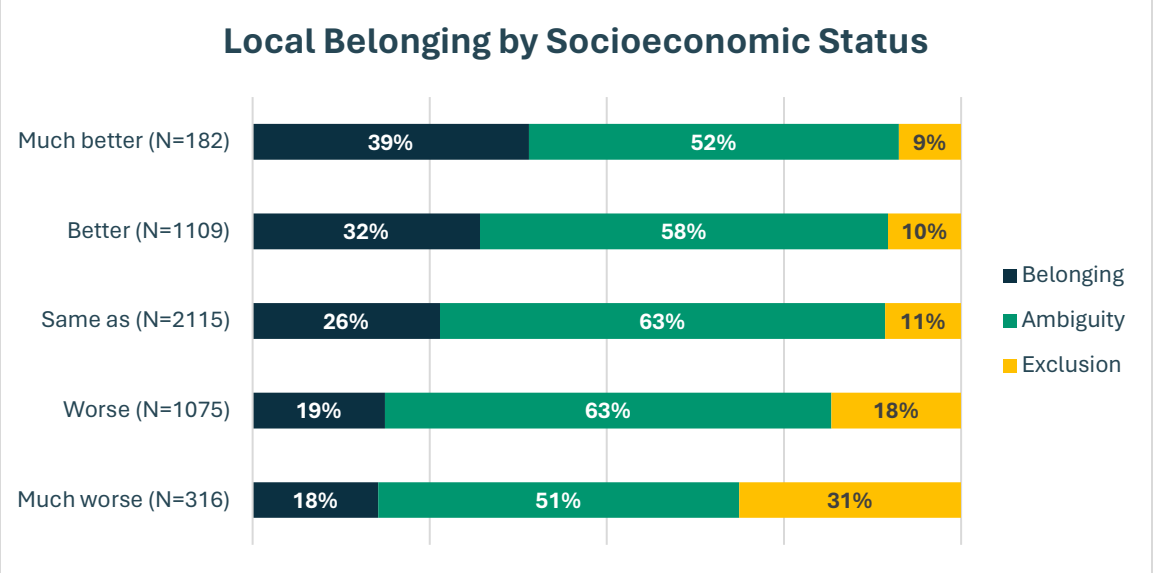

Workplace Belonging by Frequency of Experiencing Stress
(Things were Not Going Your Way)
Never (N=412)
61%
30%
10%
Not often (N=1198)
50%
44%
6%
Sometimes (N=1803)
32%
56%
12%
Fairly Often (N=983)
22%
56%
23%
Very Often (N=401)
27%
44%
28%
Belonging
Ambiguity
Exclusion


Workplace Belonging by Frequency of Experiencing Stress (Overwhelm)
Never (N=1384)
52%
40%
8%
Not often (N=1410)
39%
52%
9%
Sometimes (N=1172)
26%
57%
17%
Fairly Often (N=500)
22%
55%
23%
Very Often (N=331)
19%
47%
35%
Belonging
Ambiguity
Exclusion

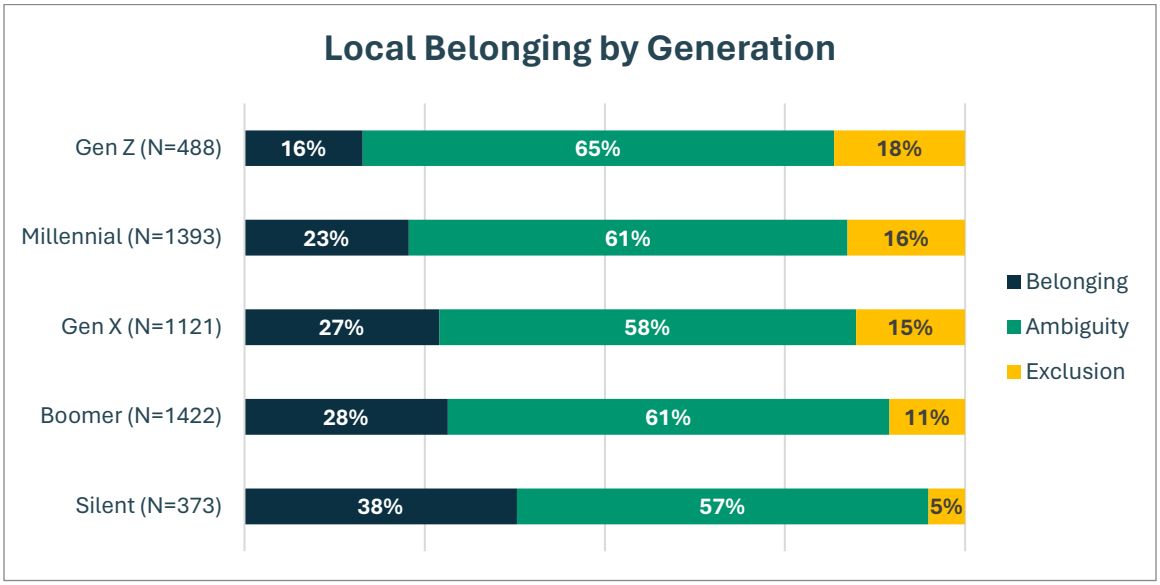
## Local Belonging

**The following charts depict the percentage of respondents that report experiencing local belonging, ambiguity, or exclusion by various demographic and individual factors.**

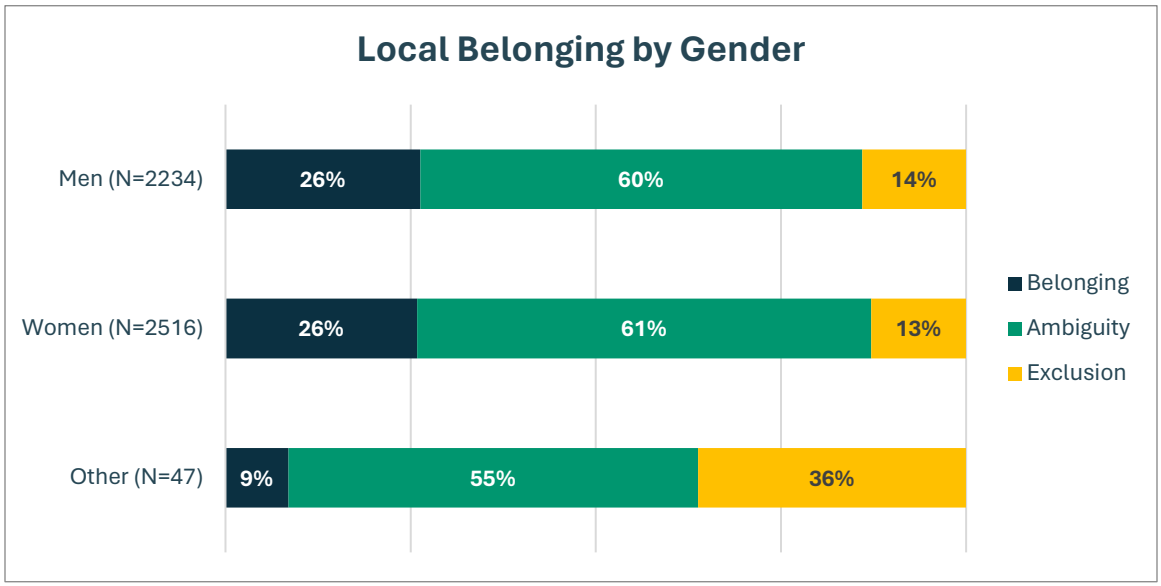
### Local Belonging by Socioeconomic Status



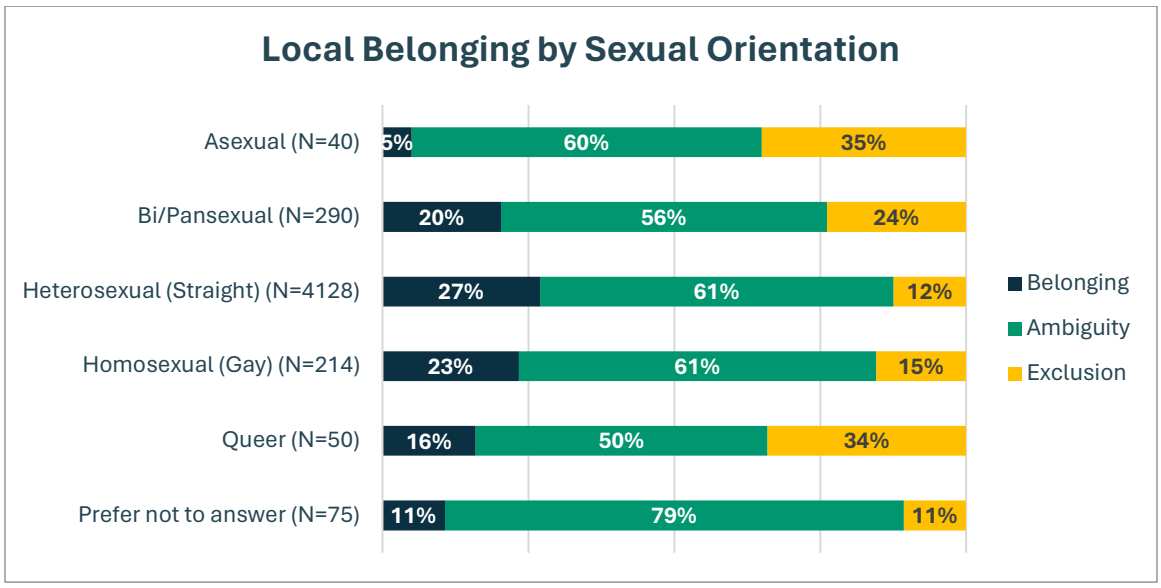

### Local Belonging by Generation



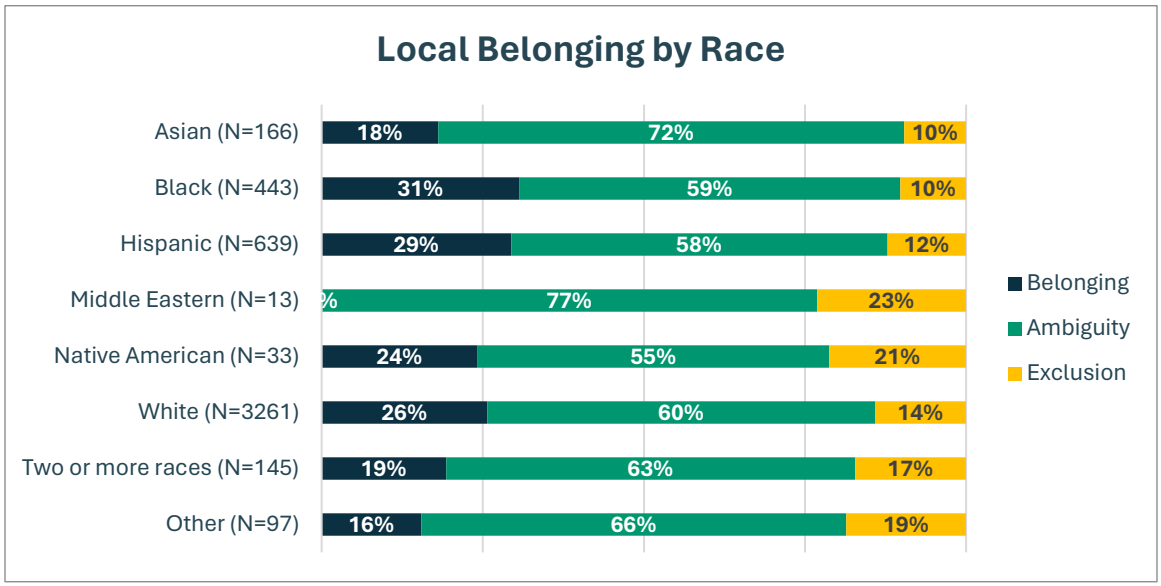
## Local Belonging by Gender



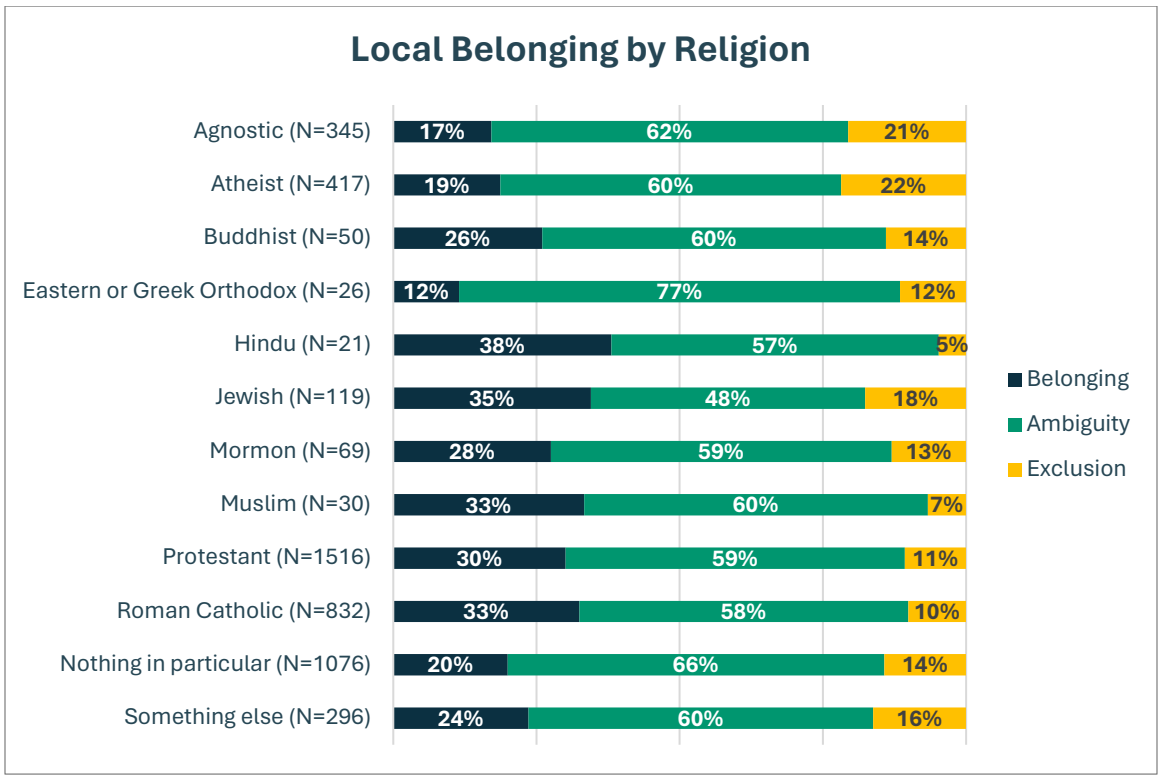

## Local Belonging by Sexual Orientation



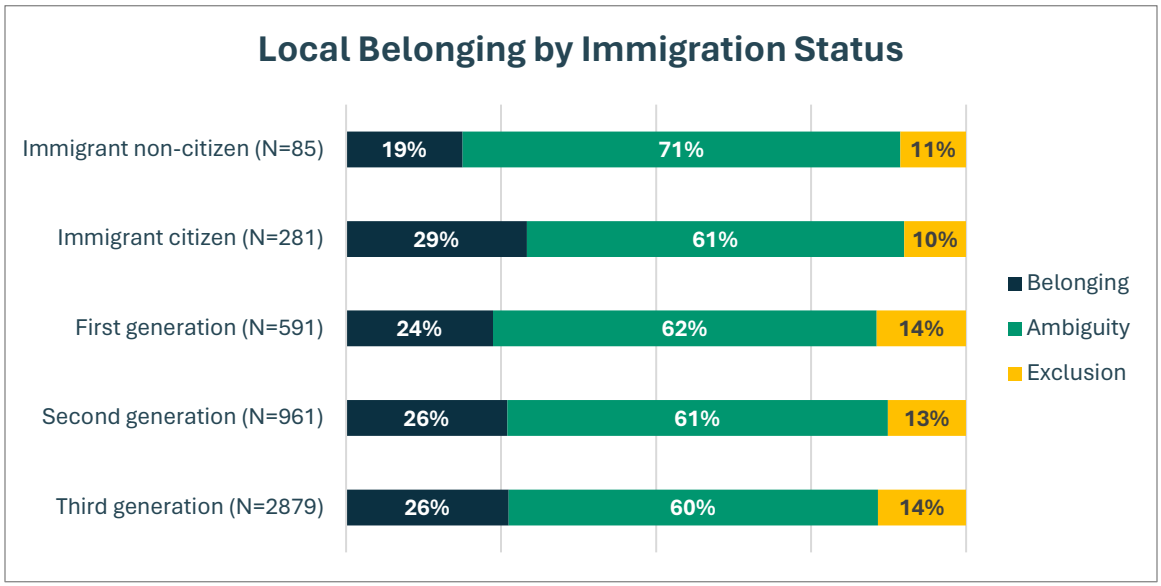
## Local Belonging by Race



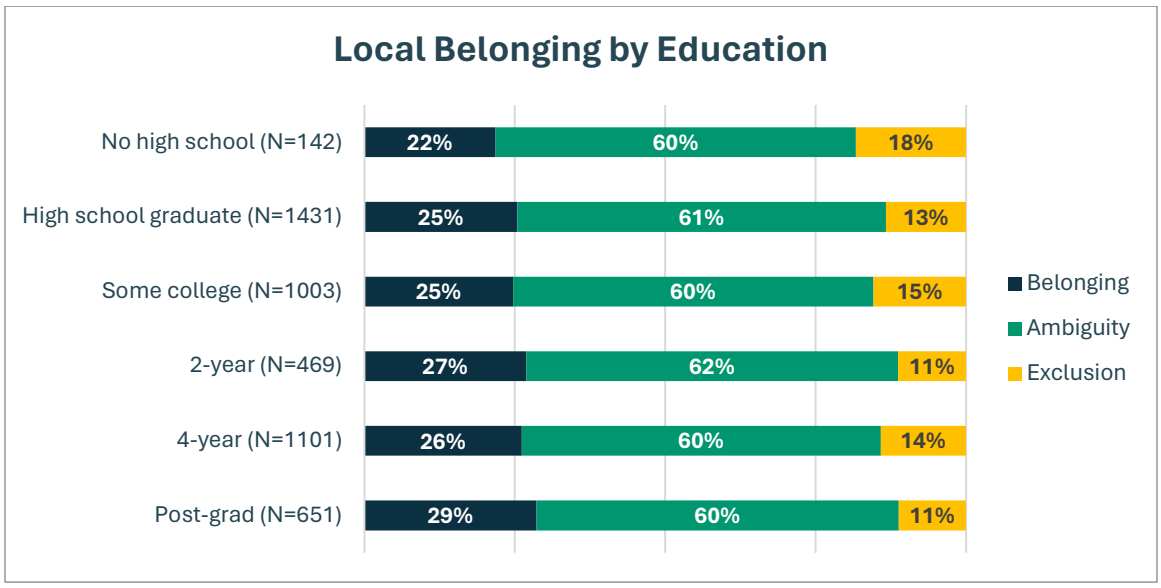

## Local Belonging by Religion



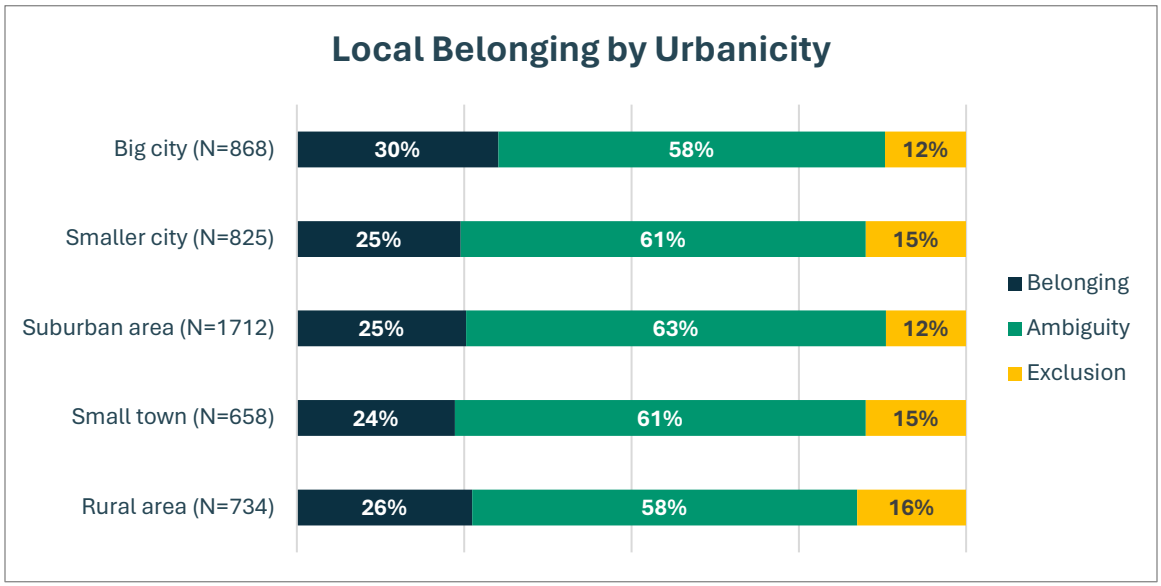
## Local Belonging by Immigration Status




## Local Belonging by Education

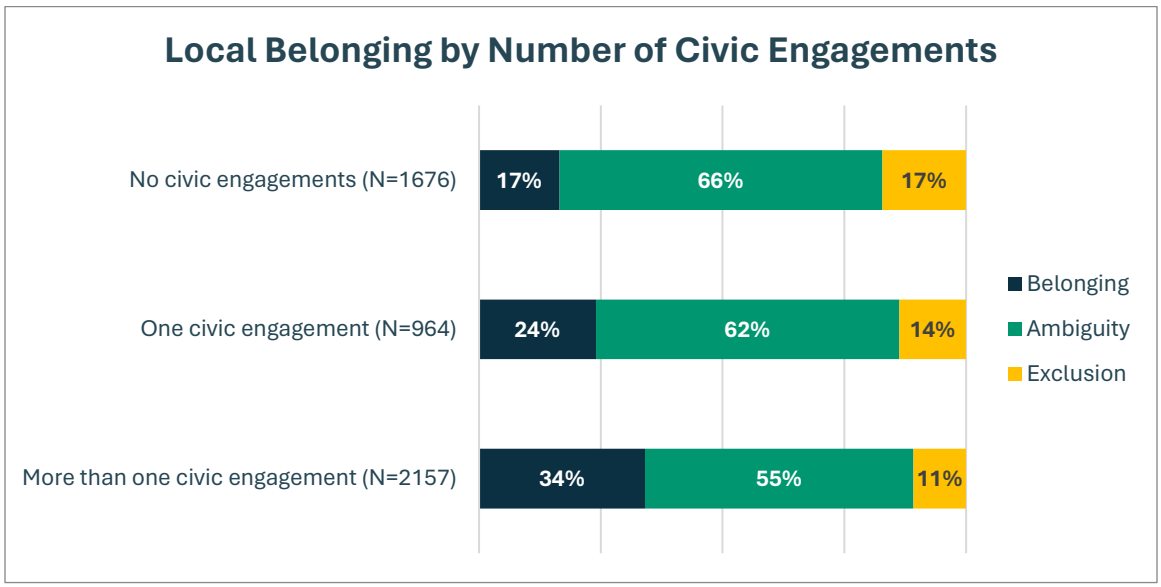


## Local Belonging by Urbanicity



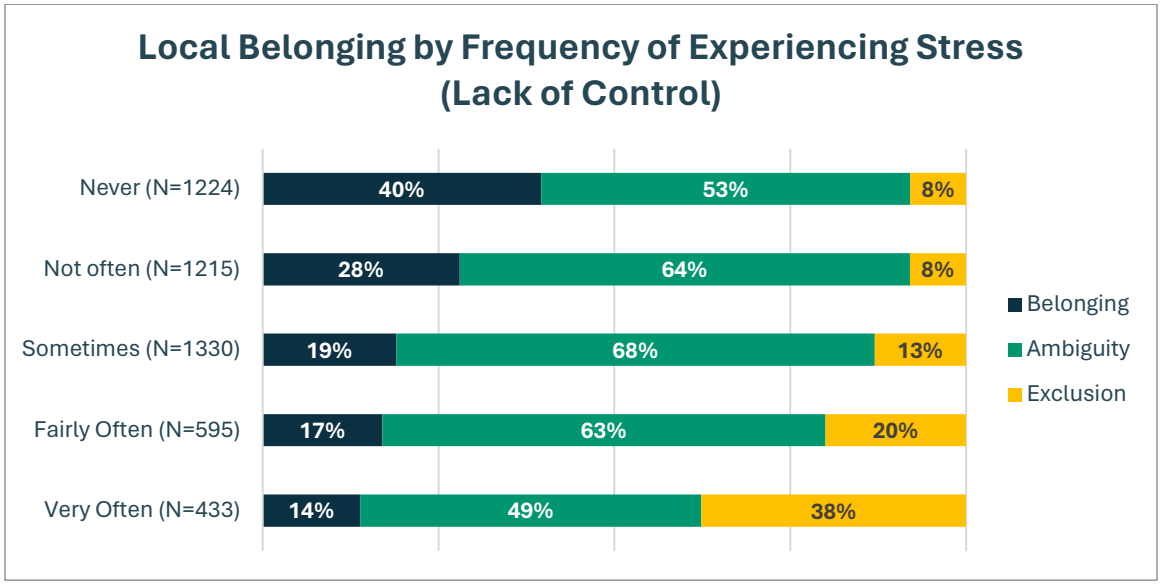

## Local Belonging by Number of Civic Engagements

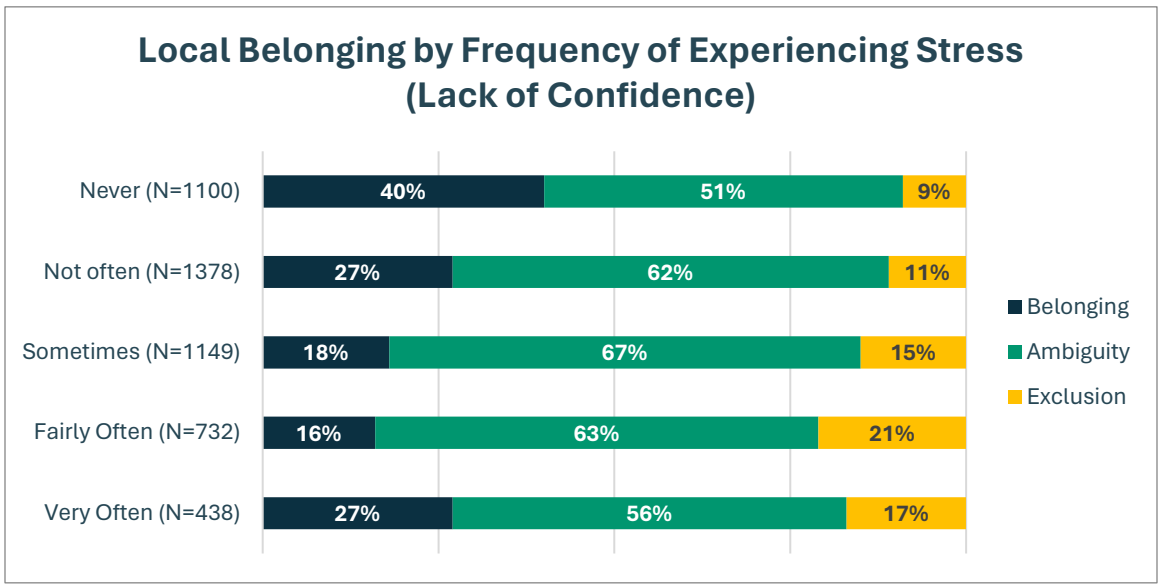
**Respondents were asked to indicate the number of civic engagements (e.g., parent/teacher associations, coaching youth clubs, attending places of worship) that they had participated in within the last 12 months.**

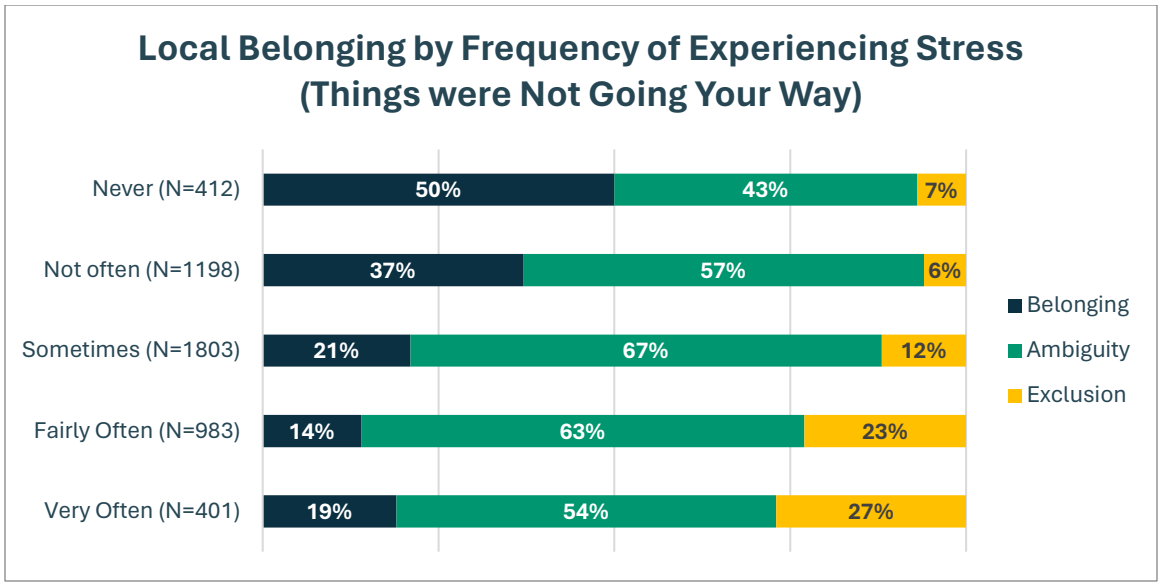


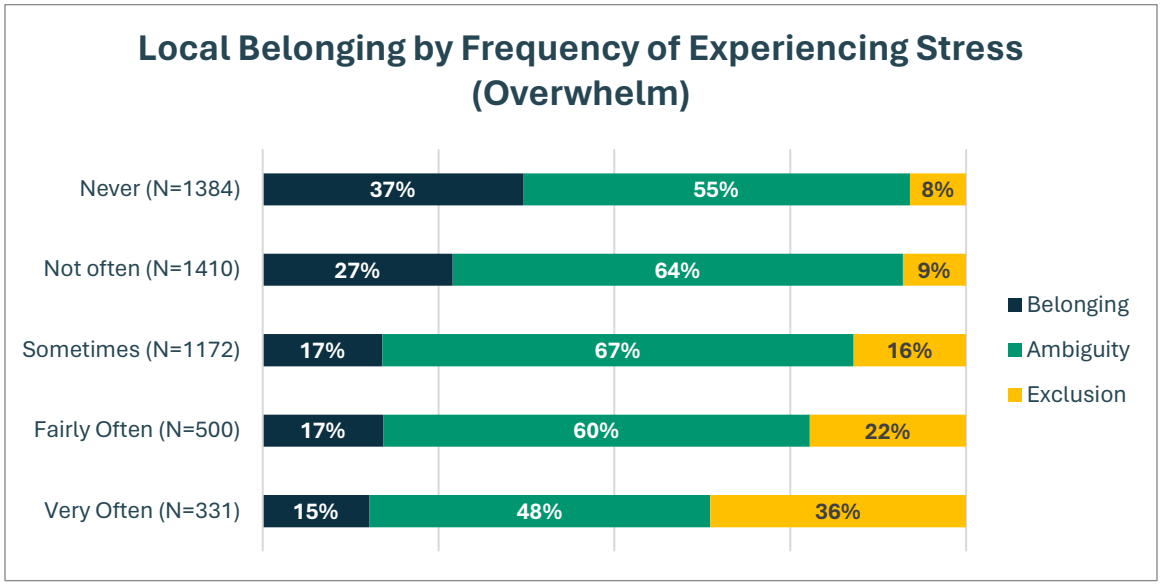
## Local Belonging by Frequency of Experiencing Stress

**Respondents were asked to respond to a series of four questions assessing the frequency with which, in the last month, they had experienced stress and/or stressors ranging from feeling a lack of control over important things in their lives to feeling overwhelmed.**



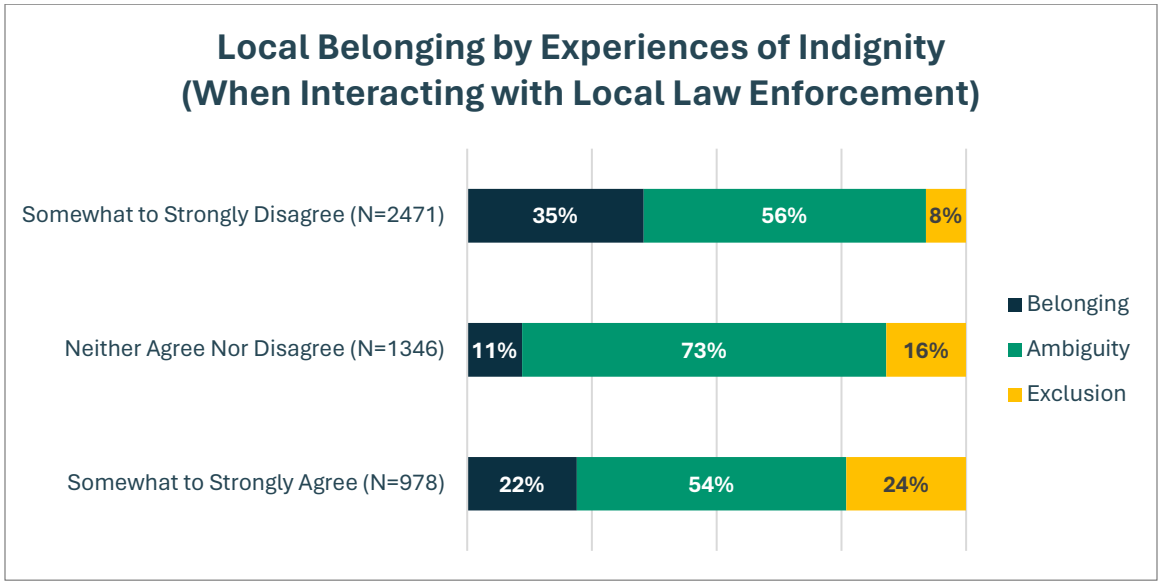



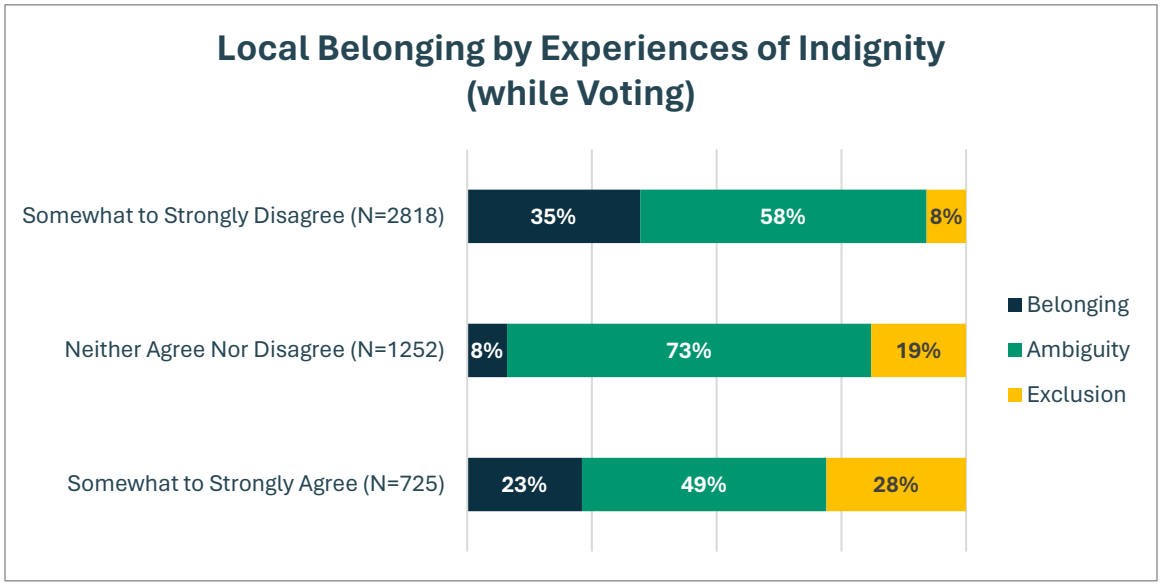

Local Belonging by Frequency of Experiencing Stress (Things were Not Going Your Way)
Never (N=412)
50%
43%
7%
Not often (N=1198)
37%
57%
6%
Sometimes (N=1803)
21%
67%
12%
Fairly Often (N=983)
14%
63%
23%
Very Often (N=401)
19%
54%
27%
Belonging
Ambiguity
Exclusion

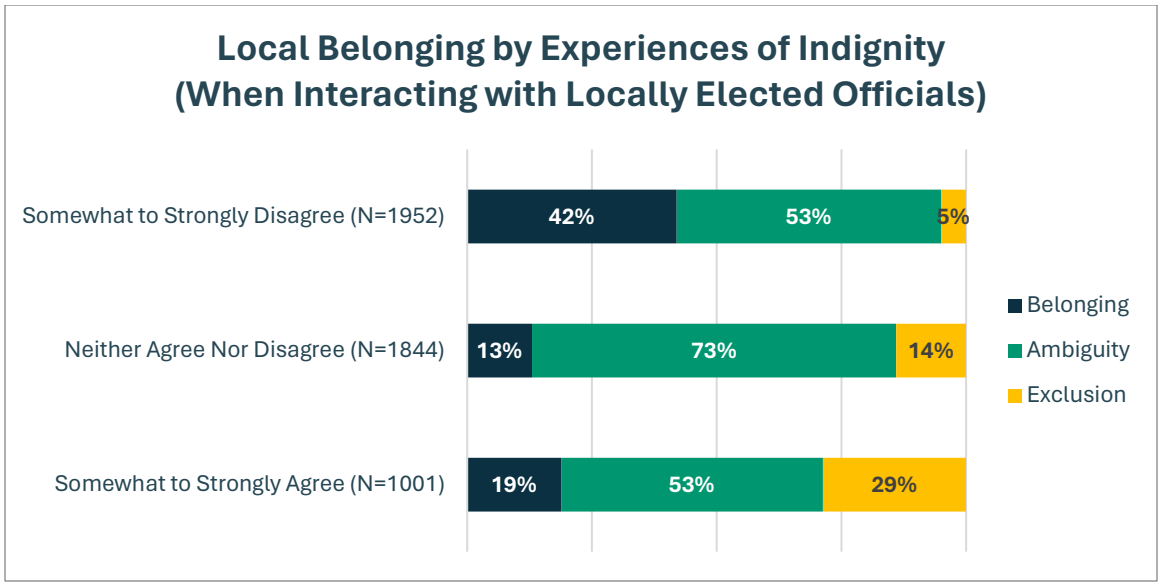

Local Belonging by Frequency of Experiencing Stress (Overwhelm)
Never (N=1384)
37%
55%
8%
Not often (N=1410)
27%
64%
9%
Sometimes (N=1172)
17%
67%
16%
Fairly Often (N=500)
17%
60%
22%
Very Often (N=331)
15%
48%
36%
Belonging
Ambiguity
Exclusion

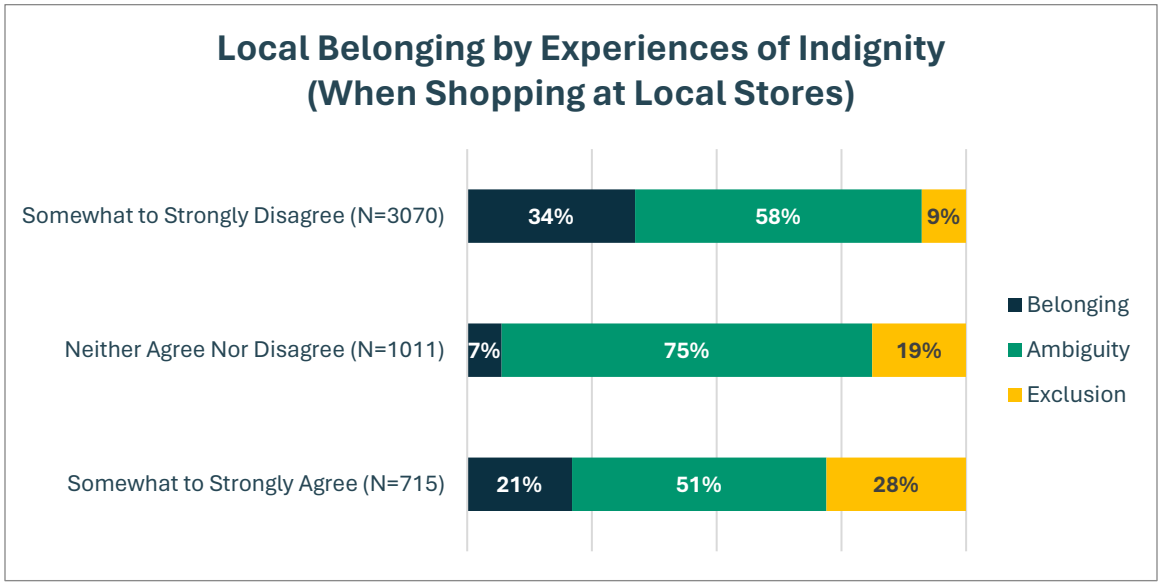
## Local Belonging by Experiences of Indignity

**Respondents were asked to indicate the extent to which they agreed or disagreed with a series of statements assessing whether they had been treated with indignity (i.e., treated as less than others) in local settings.**



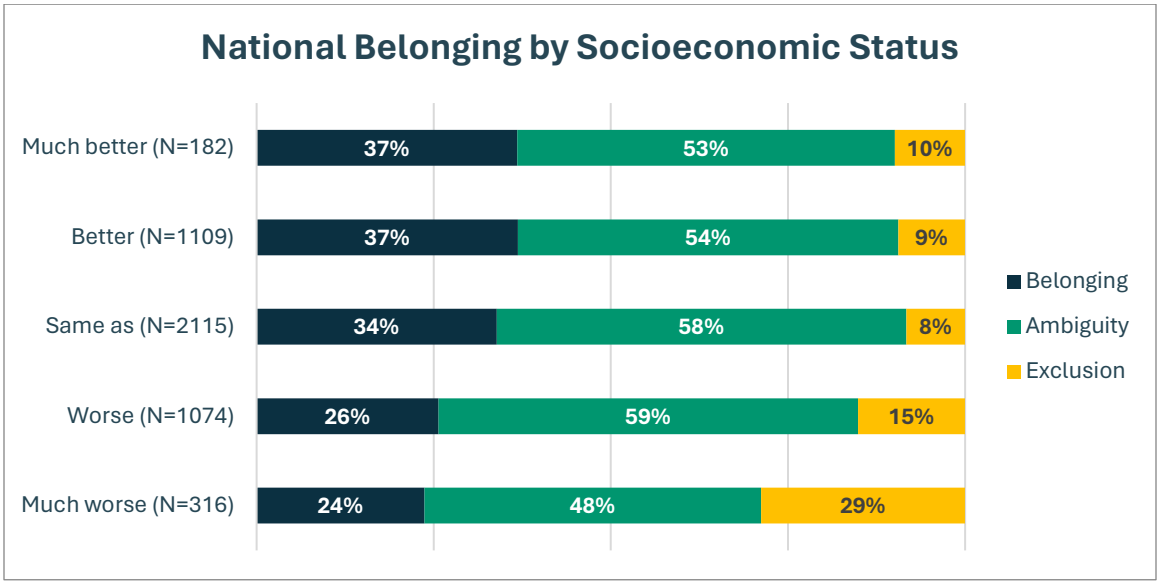

Local Belonging by Experiences of Indignity
(When Interacting with Locally Elected Officials)
Somewhat to Strongly Disagree (N=1952)
42%
53%
5%
Neither Agree Nor Disagree (N=1844)
13%
73%
14%
Somewhat to Strongly Agree (N=1001)
19%
53%
29%
Belonging
Ambiguity
Exclusion


Local Belonging by Experiences of Indignity
(When Shopping at Local Stores)
Somewhat to Strongly Disagree (N=3070)
34%
58%
9%
Neither Agree Nor Disagree (N=1011)
7%
75%
19%
Somewhat to Strongly Agree (N=715)
21%
51%
28%
Belonging
Ambiguity
Exclusion

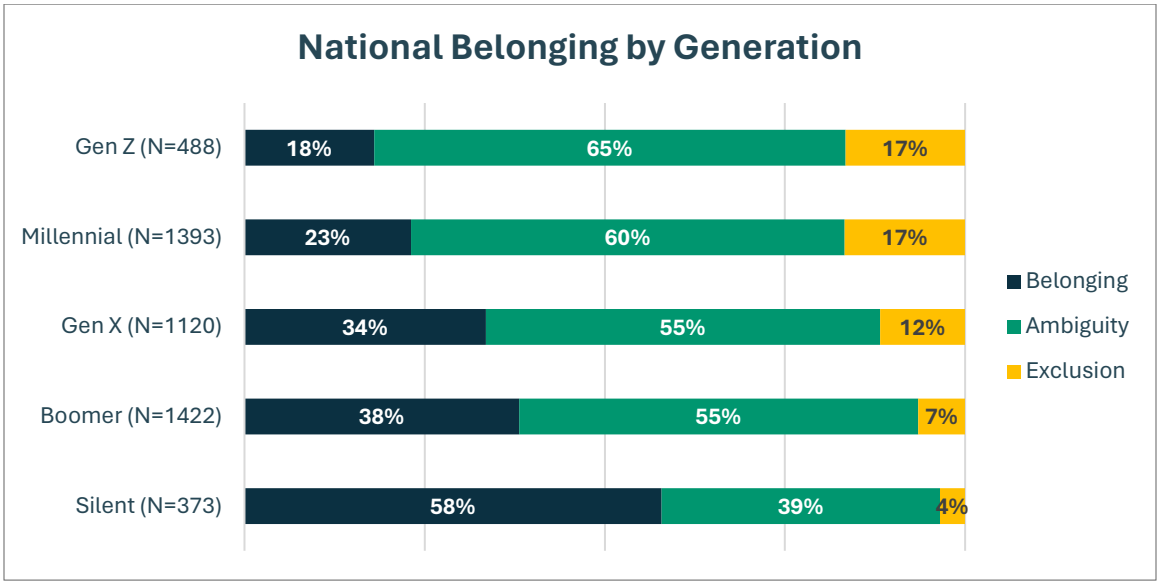
## National Belonging

**The following charts depict the percentage of respondents that report experiencing national belonging, ambiguity, or exclusion by various demographic and individual factors.**

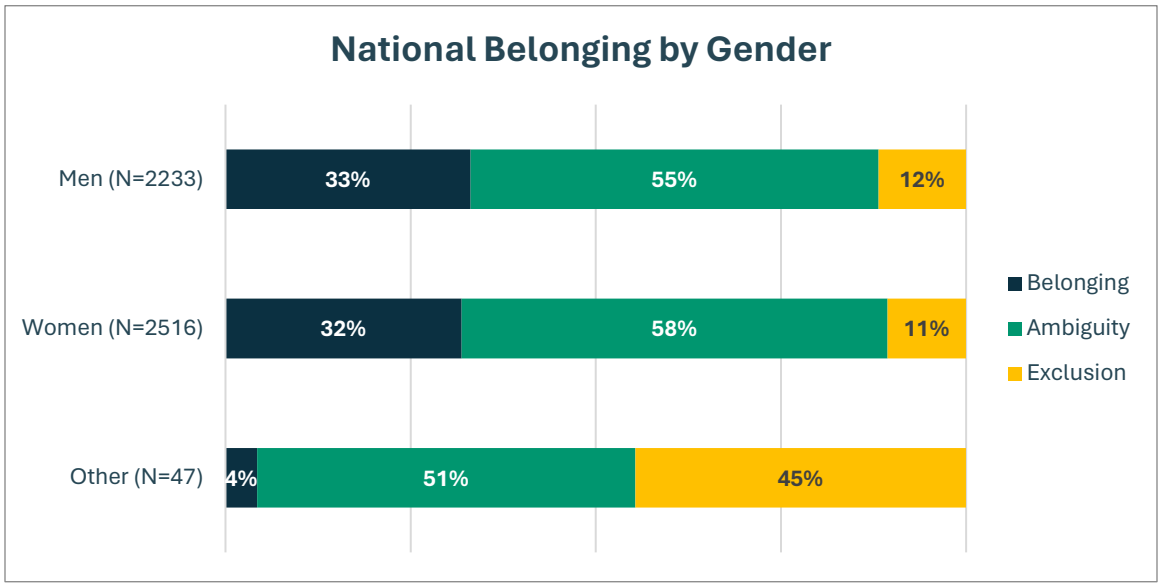
National Belonging by Socioeconomic Status



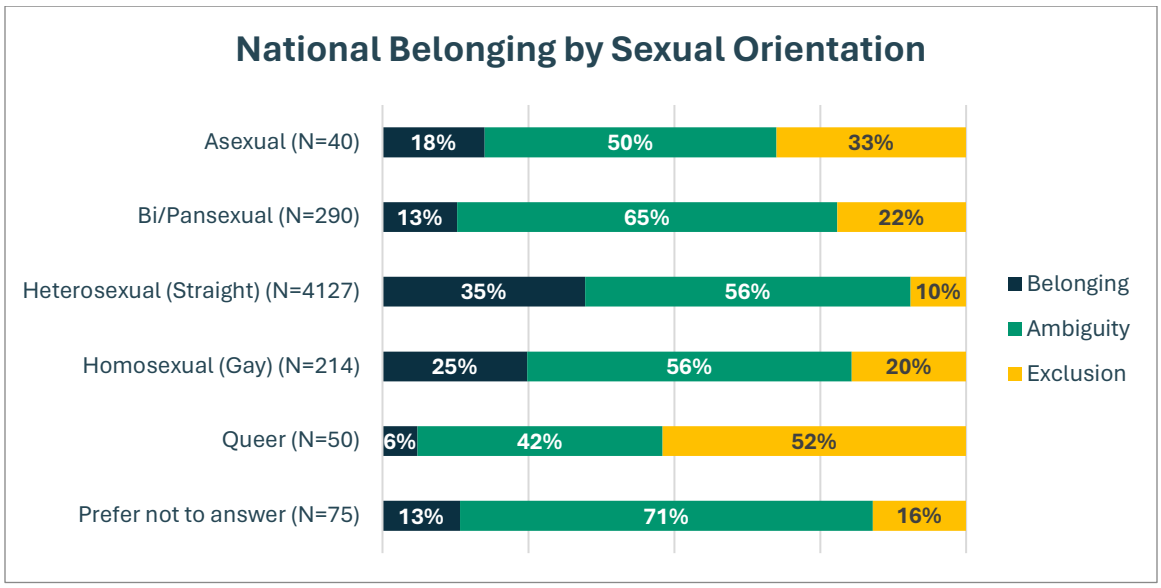

National Belonging by Generation



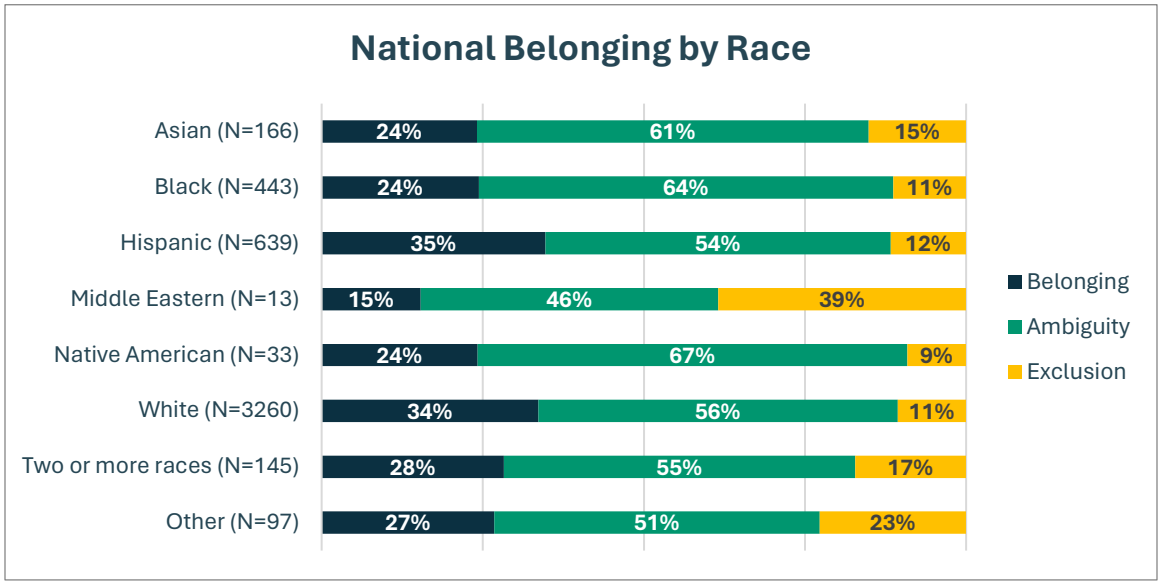
## National Belonging by Gender



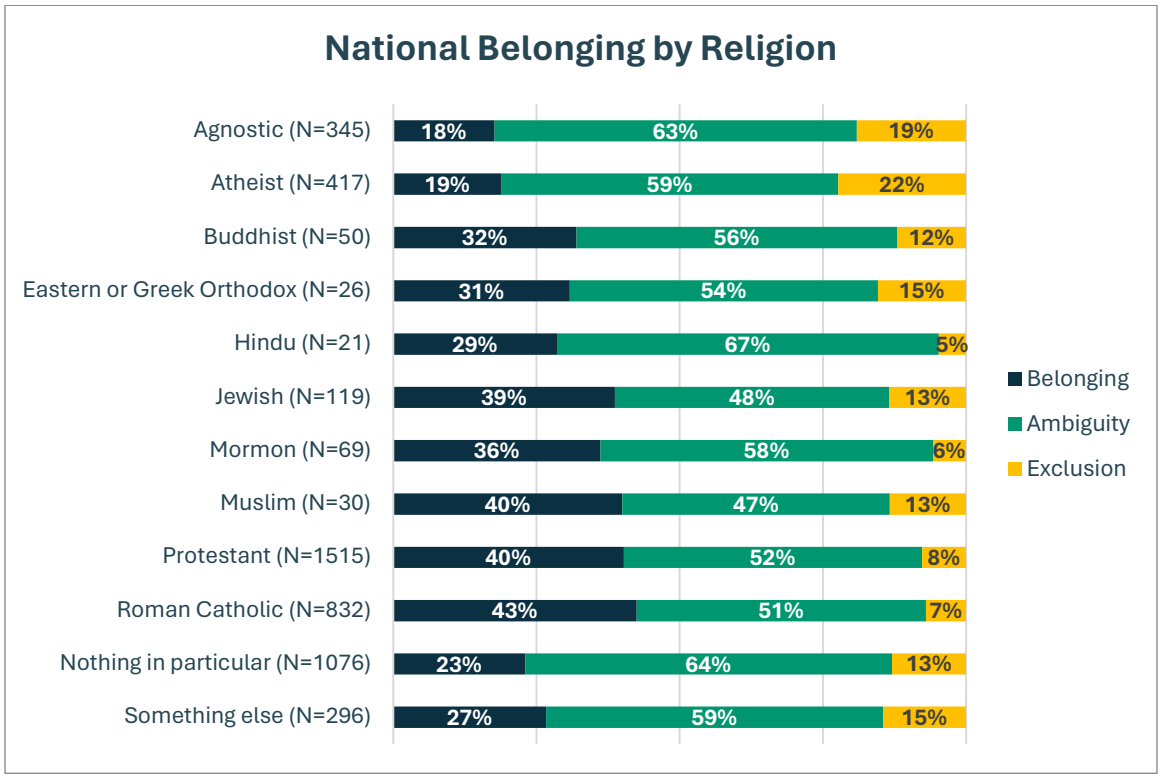

## National Belonging by Sexual Orientation



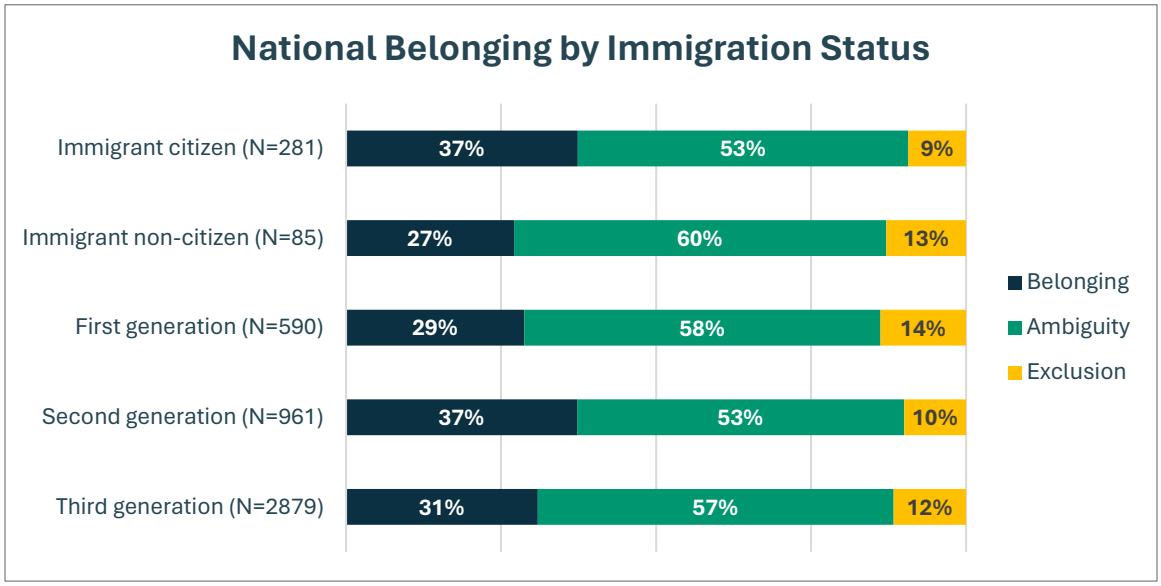
## National Belonging by Race

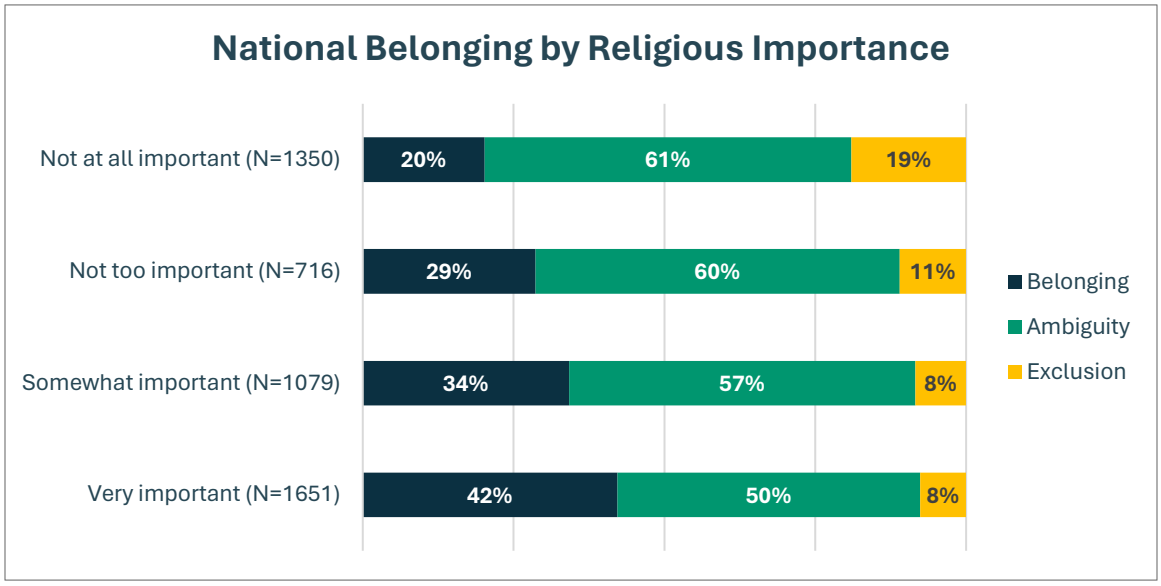



## National Belonging by Religion



## National Belonging by Immigration Status




## National Belonging by Religious Importance

**Respondents were asked to indicate the extent to which their religion was important to them.**