

Designing for Belonging in Scientific Workplaces:

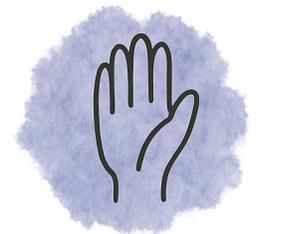
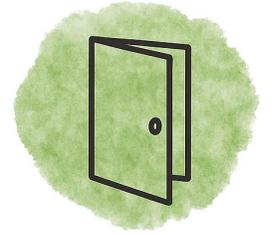
Prioritizing Well-being in Research
and Innovation



Presenters

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HOK | Senior Laboratory Planner

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HOK | Sustainable Design Leader



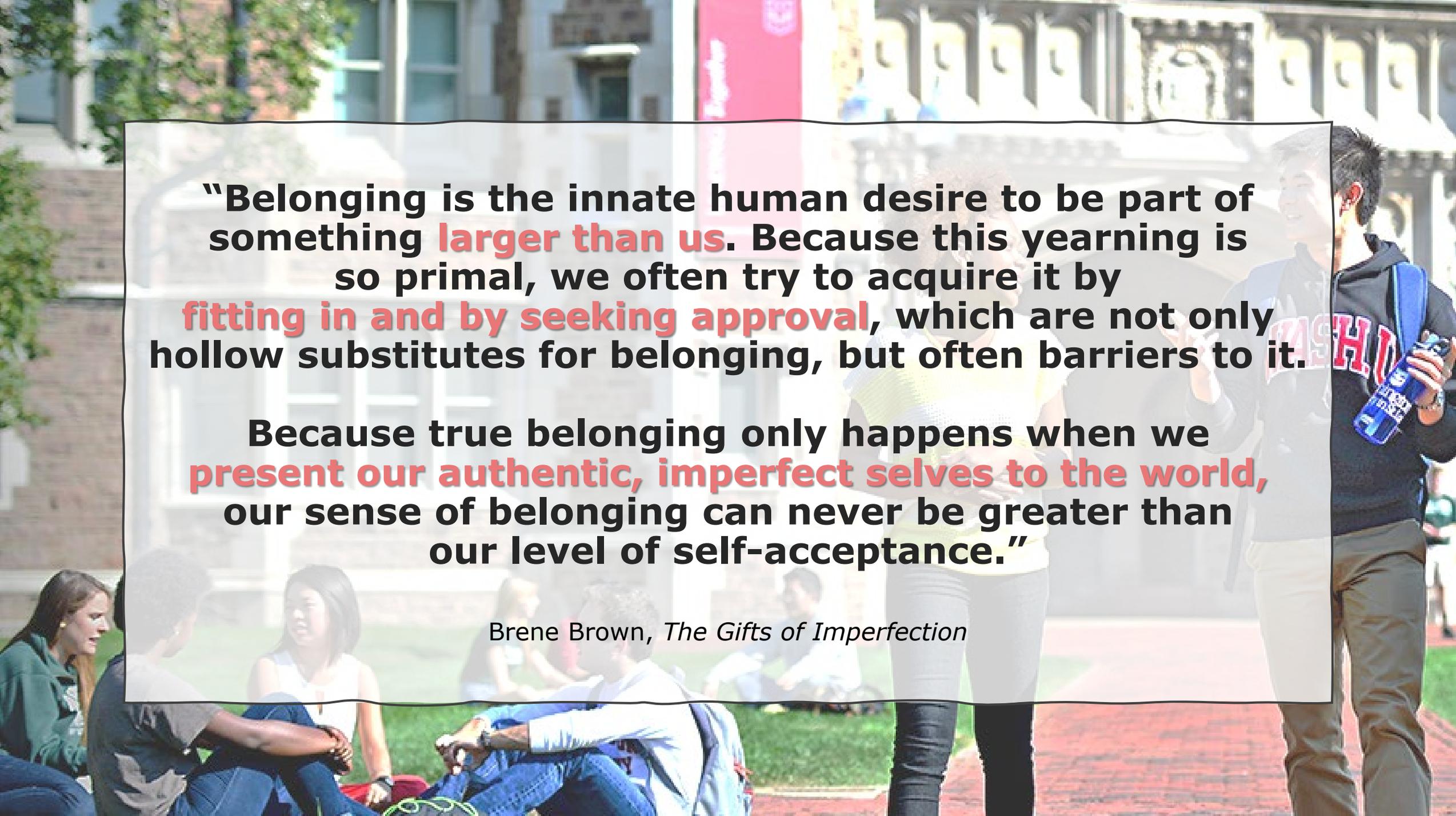
Learning Objectives

Identify Opportunities for Universal Design: Working with key stakeholders during the initial programming/planning stages can identify opportunities for lab and office ergonomics and solutions to reduce strain. Learn how adaptable, activity-based work solutions can help limit exposure to stressors such as noise, lighting, and social isolation.

Design Communal Spaces: Recognize the need for rich communal spaces outside the lab that encourage collaboration and social interaction. Learn how to create informal break areas with access to natural light and spaces for team members to meet outside the laboratory, promoting mental and physical activity.

Implement Circadian Lighting and Wellness Policies: Explore the impact of irregular work hours and exposure to blue spectrum light on sleep patterns. Learn how to install task lighting that follows circadian rhythms and create policies and spaces that encourage naps and reduce burnout, such as nap or wellness rooms.

Support Optimal Learning/Working Ecosystems: Understand the importance of creating optimal working ecosystems. Learn how connections to nature and exterior views can positively impact cognitive functions and reduce stress. Kinetic workspaces encourage movement and creativity - enhancing the physical/mental health of staff and researchers.



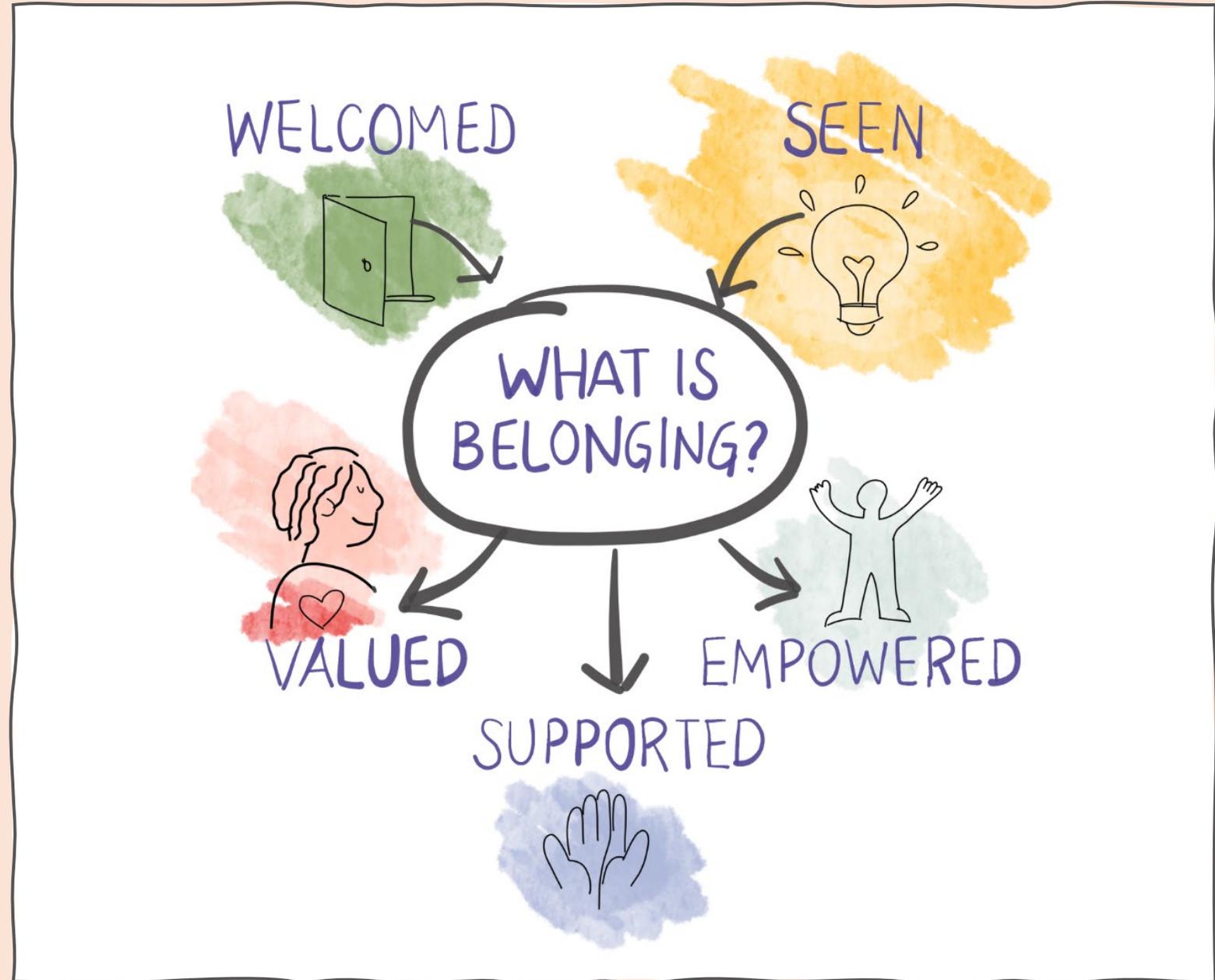
“Belonging is the innate human desire to be part of something **larger than us. Because this yearning is so primal, we often try to acquire it by **fitting in and by seeking approval**, which are not only hollow substitutes for belonging, but often barriers to it.**

Because true belonging only happens when we **present our authentic, imperfect selves to the world, our sense of belonging can never be greater than our level of self-acceptance.”**

Brene Brown, *The Gifts of Imperfection*

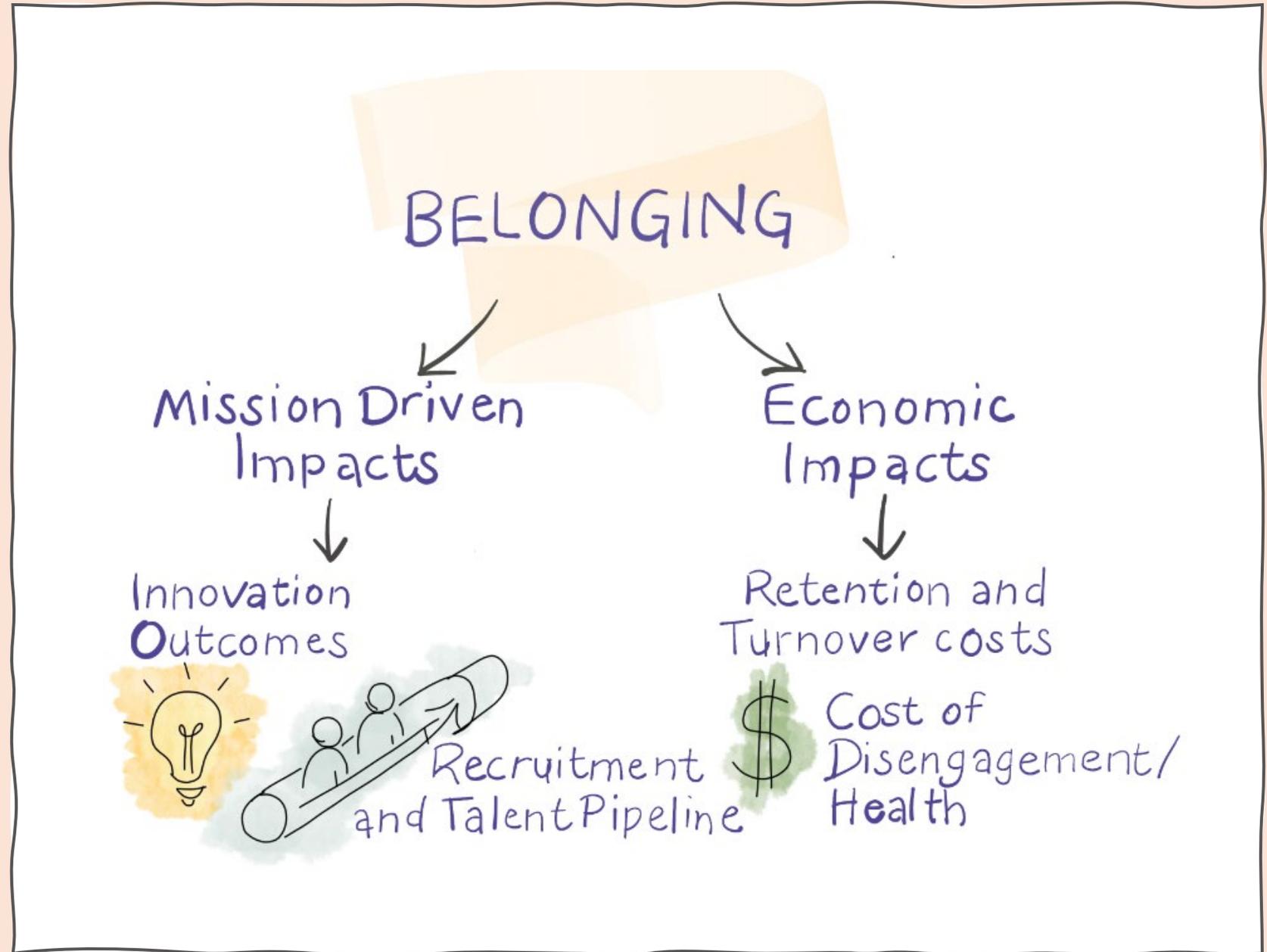
What is Belonging?

It's a Sense



Why does it matter?

Scientific
Mission



Why does it matter?

Intellectual
Labor

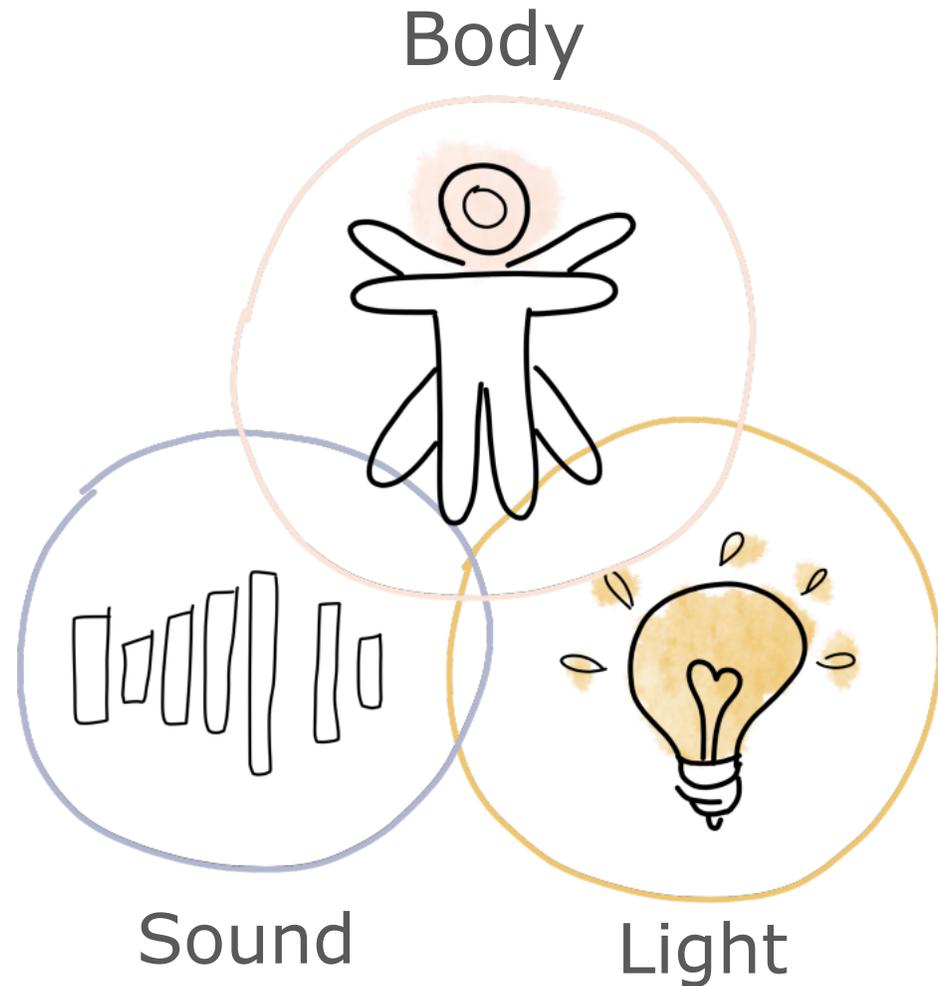


2024 Data

- Productive Salaries & Benefits
- Rent
- Energy
- Absenteeism
- Presenteeism

Source: US Bureau of Labor Statistics, BLS (ECEC 2024), BOMA

People-Focused Scientific Planning



- Reduce strain, noise, and isolation



- Implement strategies to help reduce burnout



- Encourage creativity and cognitive well-being



- Provide for nourishment/ alleviate hunger

Creating Personal Experiences



Rituals



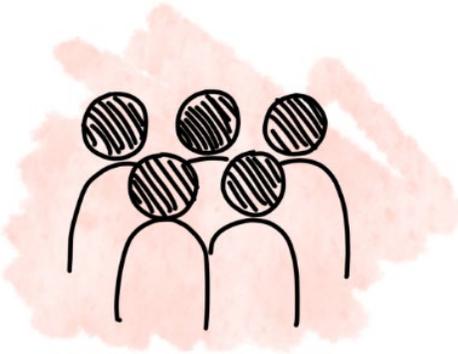
Roles



Stories



Nourishment



Congregation



Artifacts

Case Study: UPMC Mercy Pavilion



Users: Patients, Scientists, Doctors, Researchers



Case Study: UPMC Mercy Pavilion

Design For Collaboration



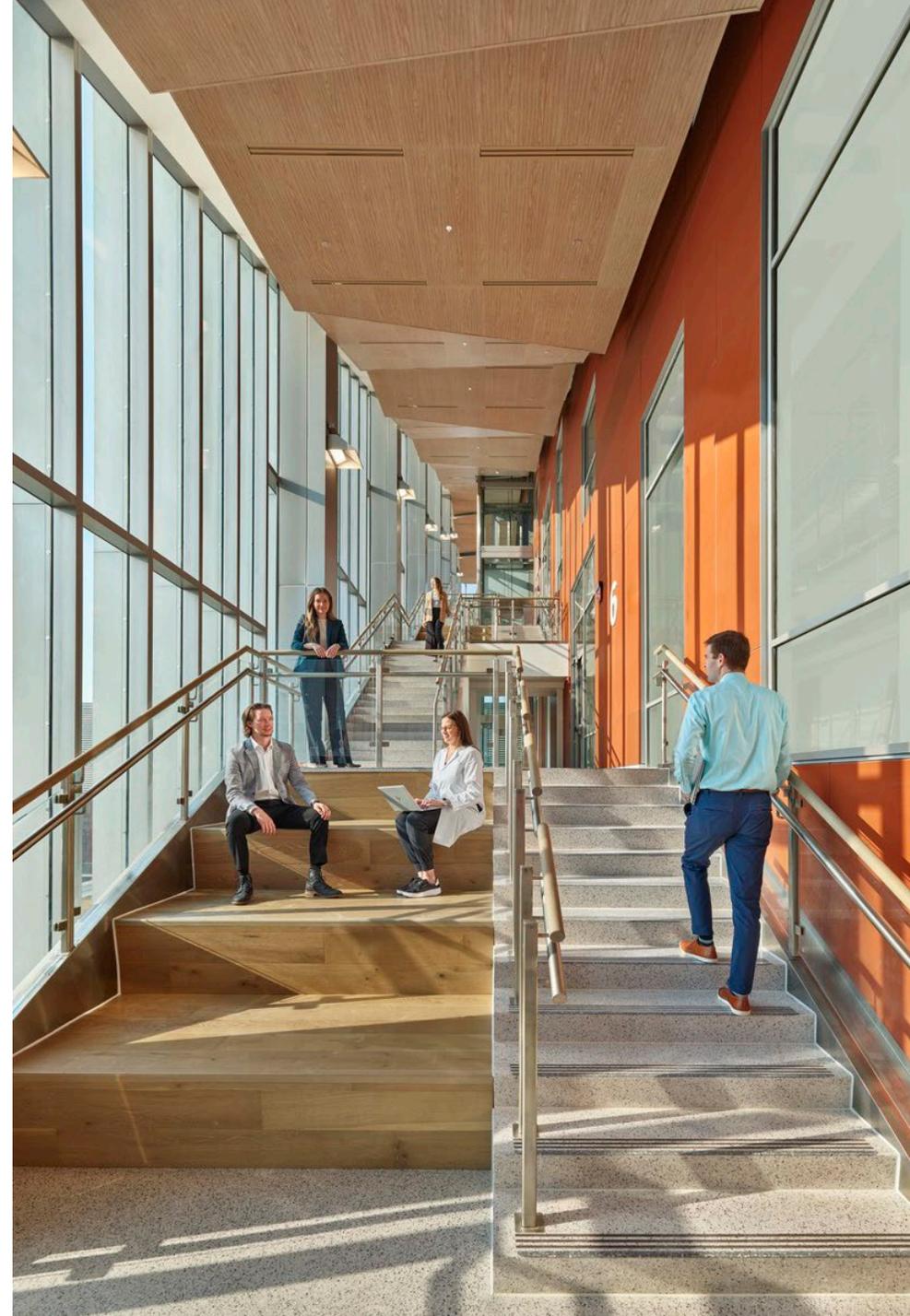
RESEARCH



COLLABORATION



CLINICAL



Case Study: UPMC Mercy Pavilion

Universal Design Strategy



SIGHT

Lighting for Destinations
Contrasting Colors

SOUND

Terrazzo for Circulation (Tap)
Carpet for Dwelling (Soft)

SMELL

Native Planting
Pollinator Environment

TOUCH

Braille Way-finding
Guiding Textures

DETAIL

Catering to Patient Needs
Design for Low Vision

ART

Mental + Physical Health
Community Engagement



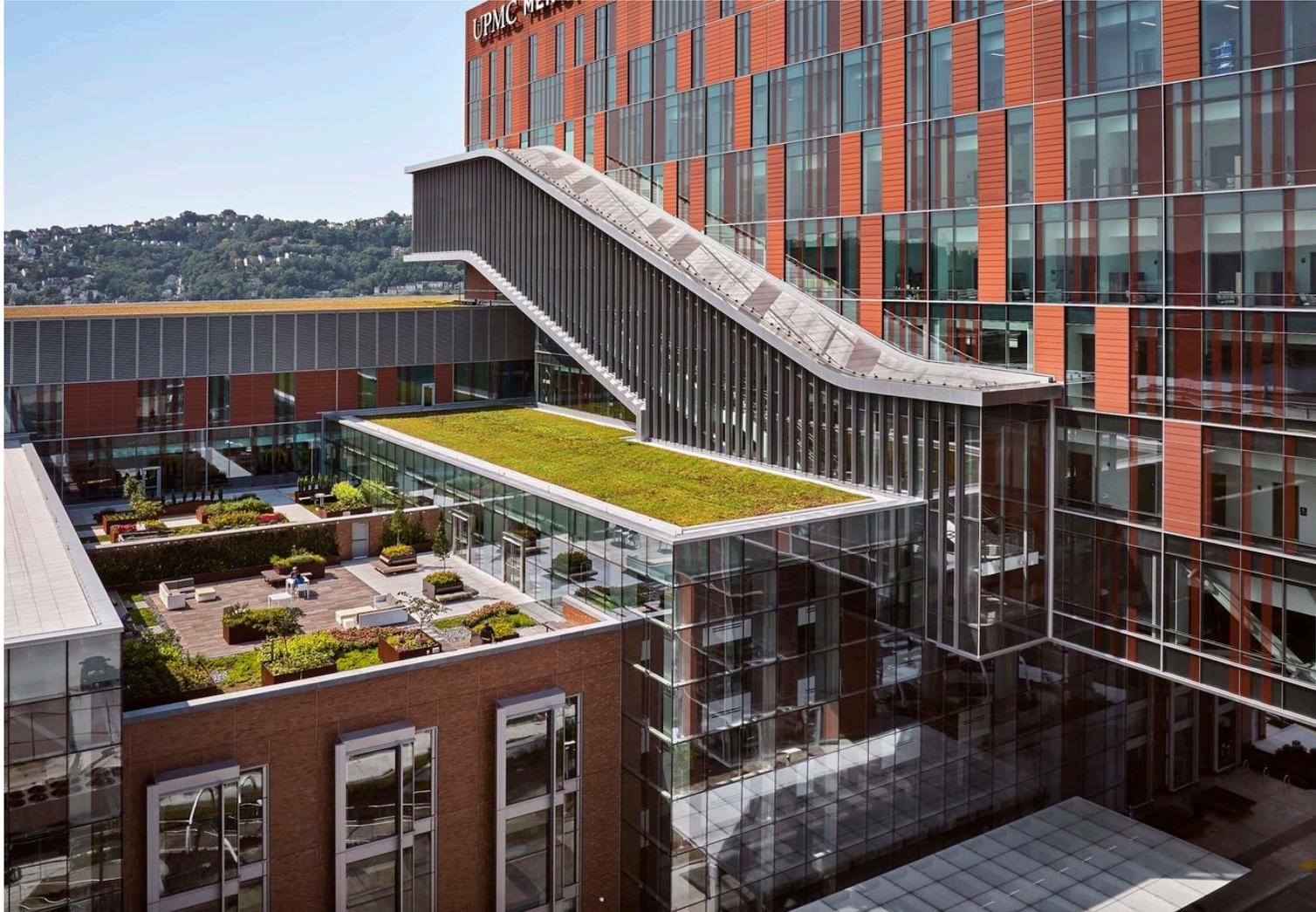


- ^ Vision Institute
- Urgent Eye Care
- Outpatient Testing
- Comprehensive Care
- Optical Shop
- Pharmacy
- Restrooms
- Uptown Café
- Valet
- < Rehabilitation Institute
- Low Vision

REHABILITATION

Case Study: UPMC Mercy Pavilion

Design for Nature + Movement









Case Study:

Morgan State University Health + Human Services Center



Case Study: Morgan State University HHSC Design Drivers



Workforce
Readiness



Addressing Health
Disparities



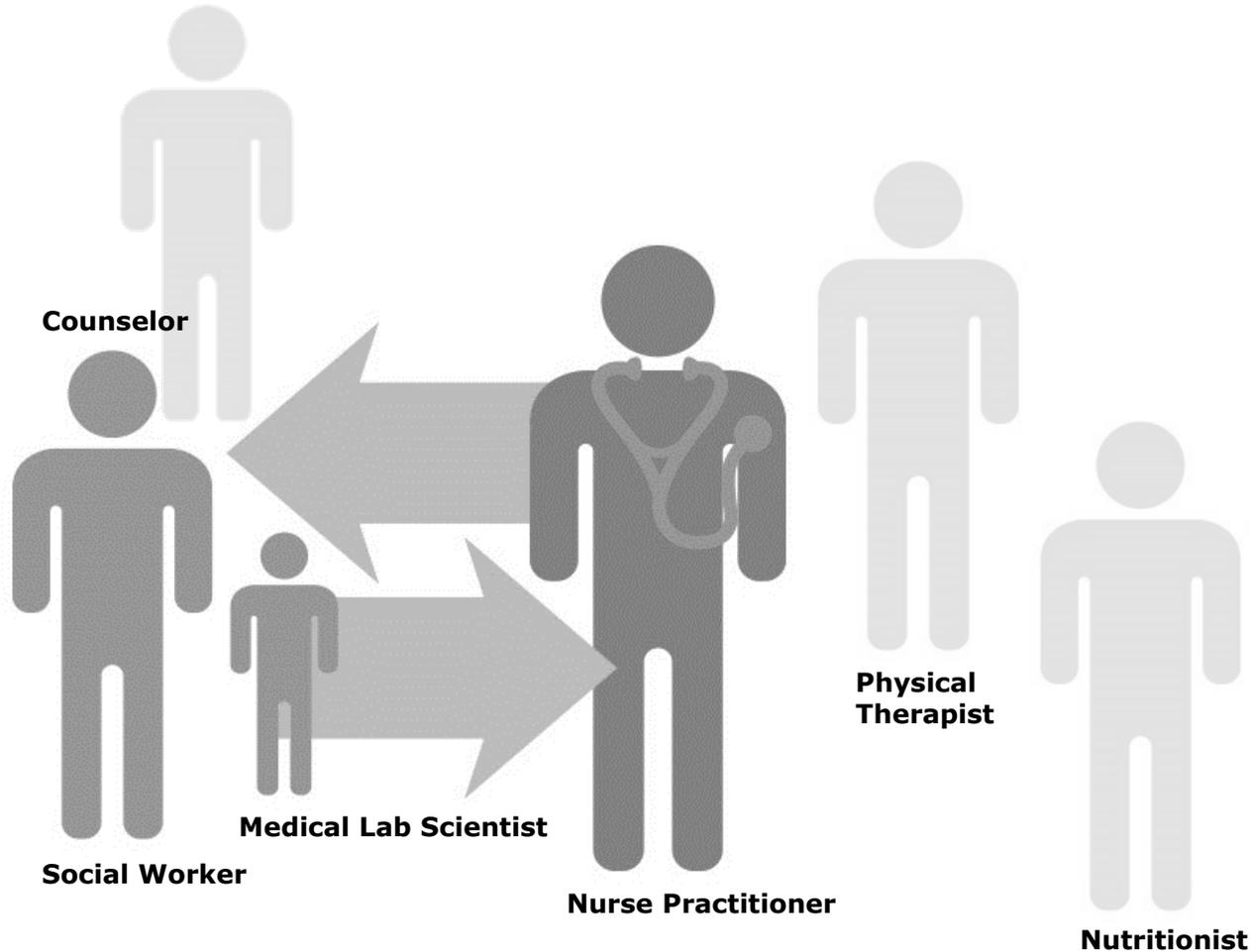
Occupant Health &
Wellbeing

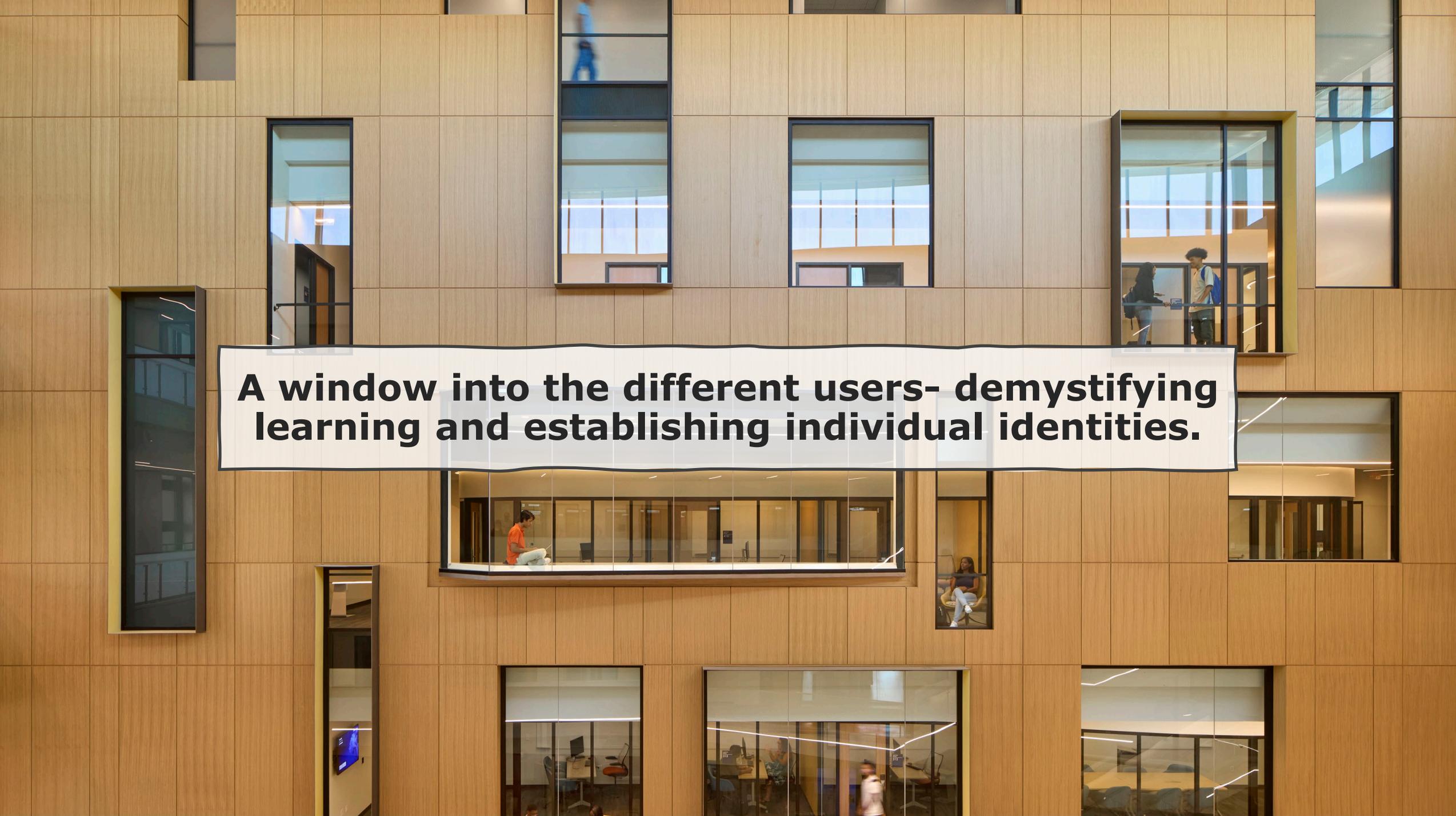


Serving the
Community

Case Study: Morgan State Univ. HHSC

Diverse Learners, Diverse Activities





A window into the different users- demystifying learning and establishing individual identities.



JEWEL-TONED LANDSCAPE



BIOPHILIC COOL TONES

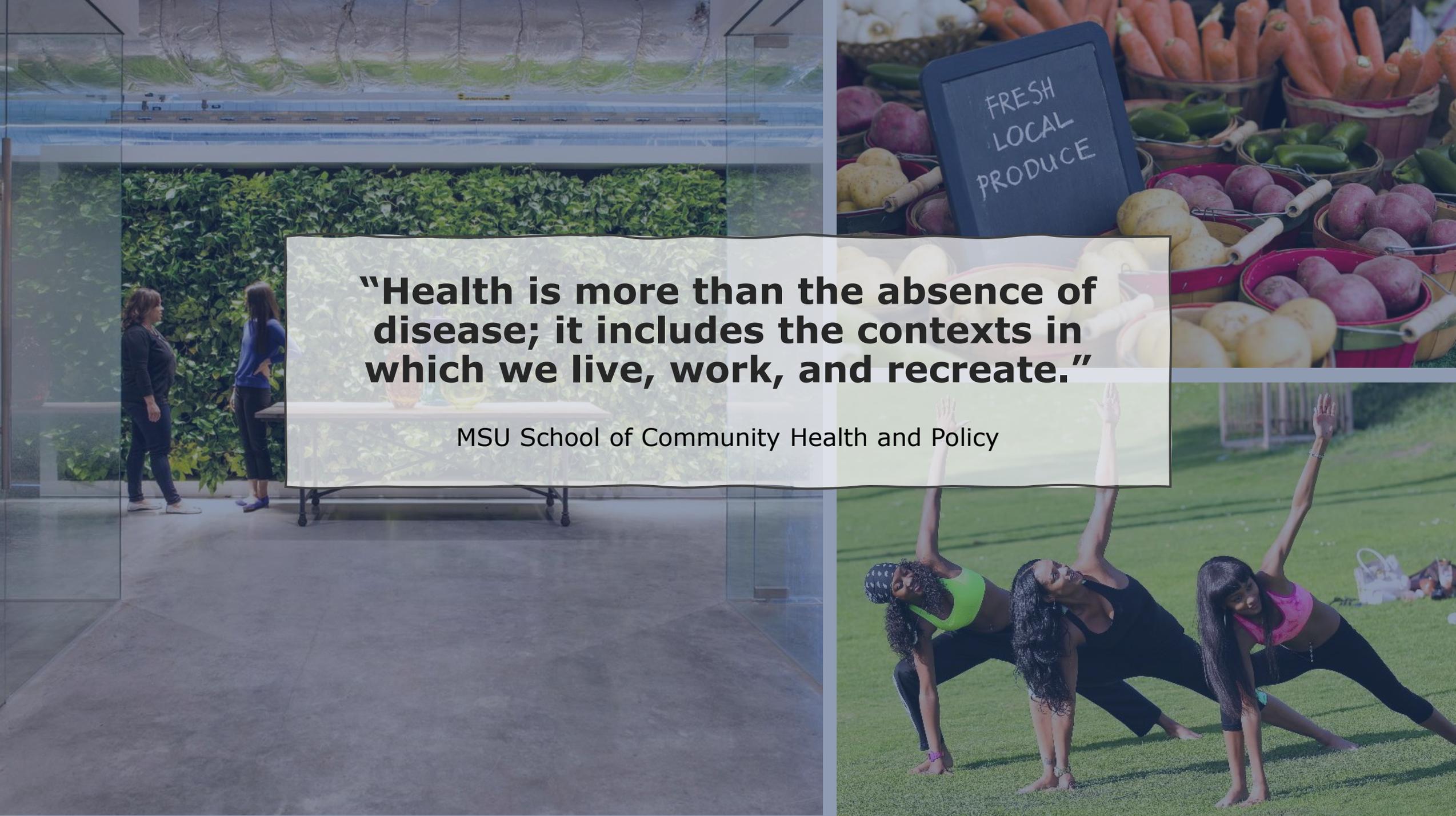


INTERWOVEN PATTERNS



TECHNOLOGY





“Health is more than the absence of disease; it includes the contexts in which we live, work, and recreate.”

MSU School of Community Health and Policy

Case Study: Morgan State University HHSC Atrium - Living Room



Active Design



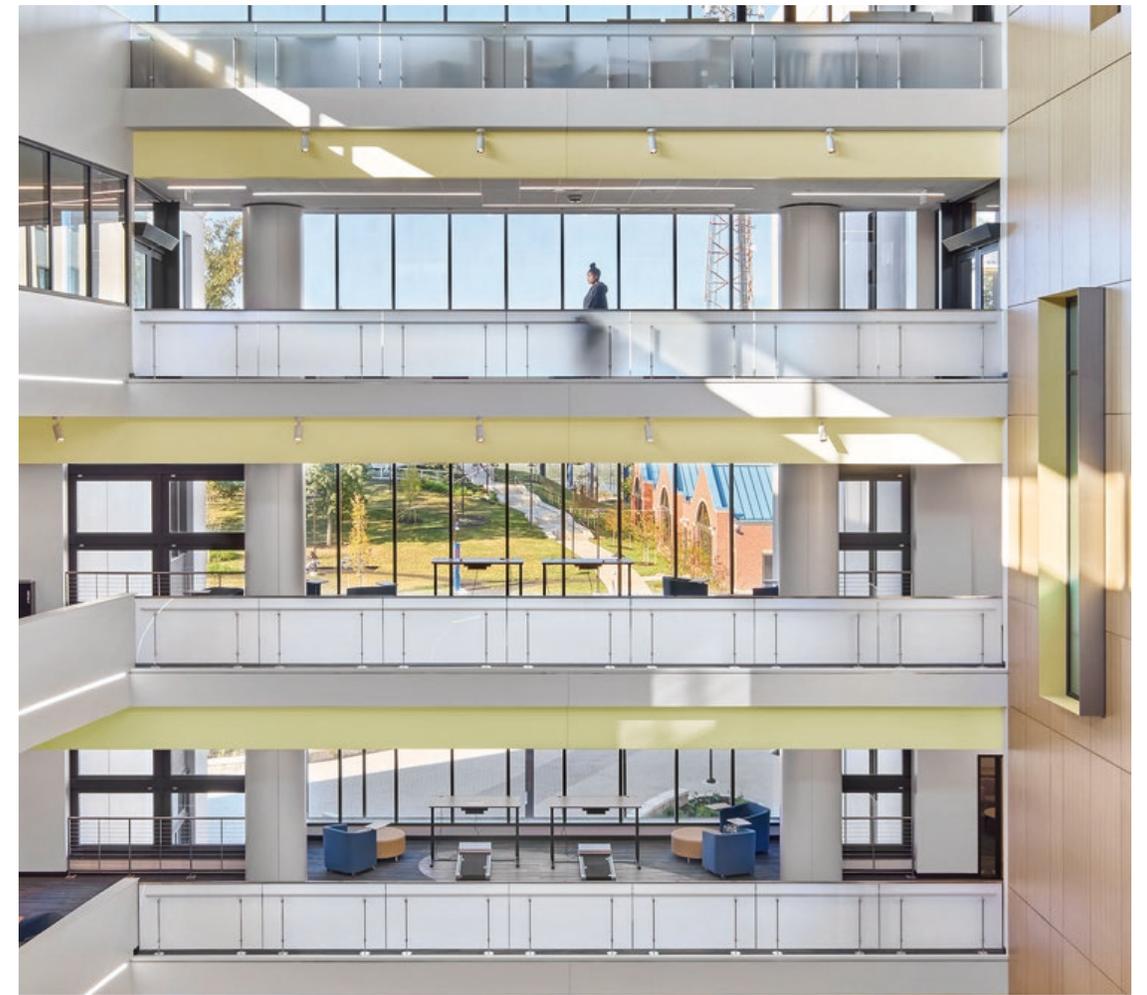
Biophilic Design



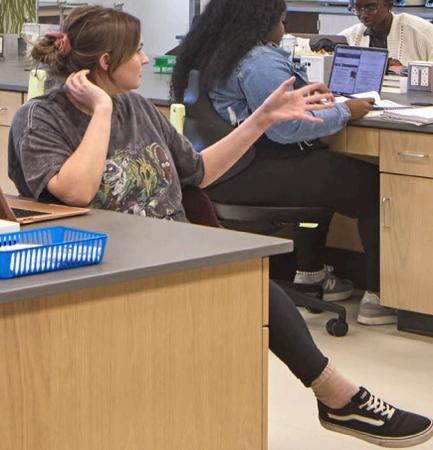
Nutrition



Mindfulness











Thank You!

