

RETENTION SOLUTIONS

Community Support & Networking

Retention solutions based on findings from Partners in Diversity's Workforce Diversity Retention Project surveys and interviews conducted in 2019.

Ways to leverage existing Partners in Diversity, government, and other community-based programs to support newly-arrived professionals of color.

1. Provide employees with information and access to culturally-specific organizations and resources (at on-boarding and beyond).

This includes social and professional opportunities for employees of color to gather outside of work. Companies need to also invest in these activities and organizations.

2. Not all employers have employee resource groups (ERGs).

Find ways to collaborate with other employers or community groups. For example, companies with large employee resource groups can invite smaller employers to their social gatherings and events. Examples include Community Leadership Academies, Coalition of Communities of Color Bridges program, etc.

3. Create leadership development opportunities by supporting employees of color to join boards or committees in the community, and integrate this into their work.

This mutually benefits the employee, the employer and the community.

4. Support and sustain cultural opportunities in the workplace and community.

Annual heritage months (such as Black History Month, Asian American Pacific Islander Heritage Month, Hispanic Heritage Month, Native American History Month, etc.) are great, but people want recognition and activities throughout the year, not just one month out of the year.

5. Recognize employers for doing great diversity, equity, and inclusion work.

An example would be a community celebration or award ceremony.

6. Create opportunities to invest in the diverse local economy through partnerships.

This includes suppliers and contractors that support minority business groups (e.g., Oregon Association of Minority Entrepreneurs (OAME), Hispanic Metropolitan Chamber (HMC), etc.).

For more information about the Workforce Diversity Retention Project contact:

Partners in Diversity
503-224-8684 | PartnersinDiversity.org