

RETENTION SOLUTIONS

Individual Support & Advocacy

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

Strategies to provide an emotional and mental support system for professionals of color and strategies to address unsuccessful transitions.

1. Understand Oregon and the Pacific Northwest's history of racism.

Provide employees and potential employees with information about Oregon's historical white supremacy structure and how it continues to impact our culture today. Knowledge of history will help current and new employees understand the significance of race and culture in the community and workplace, and hopefully inspire work to change it.

2. Advocate for improving the mental health infrastructure to serve the needs of communities of color.

This could include attracting professionals of color to careers in mental health professions. Address the stress of relocating to a non-diverse community. For example: incorporating a culturally competent EAP service designed for employees of color.

3. Connect employees with culturally-specific organizations.

Creating a template or model for culturally relevant on-boarding that would include resources and best practices. Must be sensitive to the needs or interest of the new employee and family members. Provide resources for social engagement and culturally-specific services. Examples include: [OHSU Center for Diversity and Inclusion's Community Resource Guide](#), [Travel Portland](#) and [Travel Oregon](#) website, and minority-focused newspapers.

4. Create formal mentor and sponsor programs for employees of color that recognize the dynamics of cultural differences between mentor and mentee.

5. Design strategies that may be an umbrella to include smaller companies (members) that don't have the resources to implement.

This may include employee resource groups and diversity, equity and inclusion training, etc.

6. Provide services for the “trailing spouse” (a person who follows their partner to another city because of work).

Help with job search, community connections, and events that focus on activities for new employees, partners and families.

7. Prepare a checklist for employers to use to achieve “a great place to work” status in using diversity, equity and inclusion standards.

8. Train and provide each newcomer with an “onboarding mentor” to assist with the transition to the workplace and community.

Nike has developed this program.

9. Partners in Diversity or another organization could create a directory of member volunteers who offer to meet with job candidates who are curious about the experiences of others who have relocated to Oregon or southwest Washington.

For more information about the Workforce Diversity Retention Project contact:

Partners in Diversity

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