

# RETENTION SOLUTIONS

## Accountability for Leaders

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

Leadership buy-in and leadership's understanding of diversity, equity, and inclusion work is critical to be successful. This includes strategies for creating executive-level accountability and ways to measure results.

- 1. CEOs and boards play a critical role in driving diversity, equity, and inclusion efforts in the workplace.**  
They must be accountable in creating an inclusive workplace.
- 2. Tie the compensation of CEO and senior leaders to the adopted diversity, equity and inclusion metrics and goals.**  
Consider implementing a "diversity kicker" as an incentive. The leadership and accountability must start at the top and be embraced throughout the organization. Use networks such as Partners in Diversity's CEO Cohort and other leadership networks to learn and build an equity lens for member employers.
- 3. Implement yearly employee surveys and assessment with the first assessment serving as a baseline.**  
Create an inclusion index using data from assessments (this is similar to quality indexes). This index would include metrics in training, budgets, emotional intelligence, and other measurements that reflect the mindset, commitment, passion and authenticity of top leaders.
- 4. Create a transparent process to advance employees of color into leadership roles.**  
Create formal and informal mentor/coaching/sponsorship programs that recognize that diverse teams require different management skills. Front load all fellowships, internships, and scholarships to get a jump start on recruiting people of color.
- 5. Understand and recognize that discrimination and racism exist and have negative impacts on the organization.**  
It is essential for top leaders and elected officials to embrace their role in building an anti-racist culture.

For more information about the Workforce Diversity Retention Project contact:

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