



Dr. Akilah Cadet

CEO & Founder,
Change Cadet

SESSION:
**Beyond Recruitment:
Retaining a Diverse Workforce**



AGENDA

- What is the goal of Belonging?
- Employee Lifecycle
- The 4 Rs
- Best Practices for Belonging

Belonging means a person is an accepted member of group who is valued and appreciated for who they are.

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BELONGING

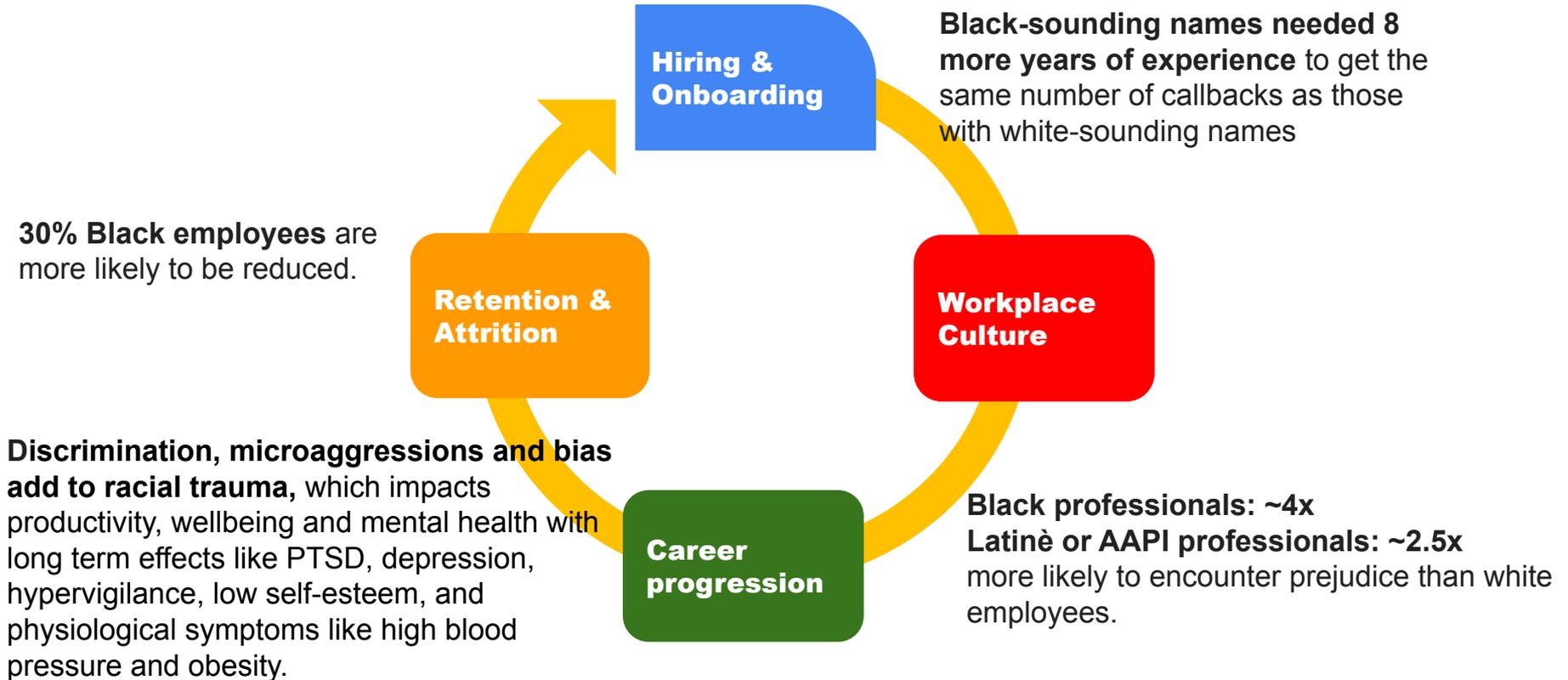
- BIPOC
- Disabled
- LGBTQ+
- Veterans
- Women

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The pandemic provided a beautiful opportunity to pivot from remote to in-person and hybrid work environment but it doesn't change workplace data.

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EMPLOYEE LIFECYCLE



THE 4 Rs

- Recruitment
- Retention
- Rewards
- Reflection

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RECRUITMENT

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ONE Pipeline is a MYTH

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RECRUITMENT

Are you looking for...

- Transferable Skill set
- BIPOC Recruiting Firms
- HBCUs, Hispanic Serving Institutions
- State Schools, Liberal Arts Schools
- Partnerships

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More than entry level...

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Management/Leadership too

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RECRUITMENT

Job Description

- DEI Efforts
- Accommodations
- Transparent with salary/benefits
- Hiring process
- Point of contact

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RECRUITMENT

Interview Process

- Are your questions inclusive?
- How do you ask how candidates learn/unlearn?
- Accommodations
- Unbiased ranking/scale
- Standardized process

RETENTION

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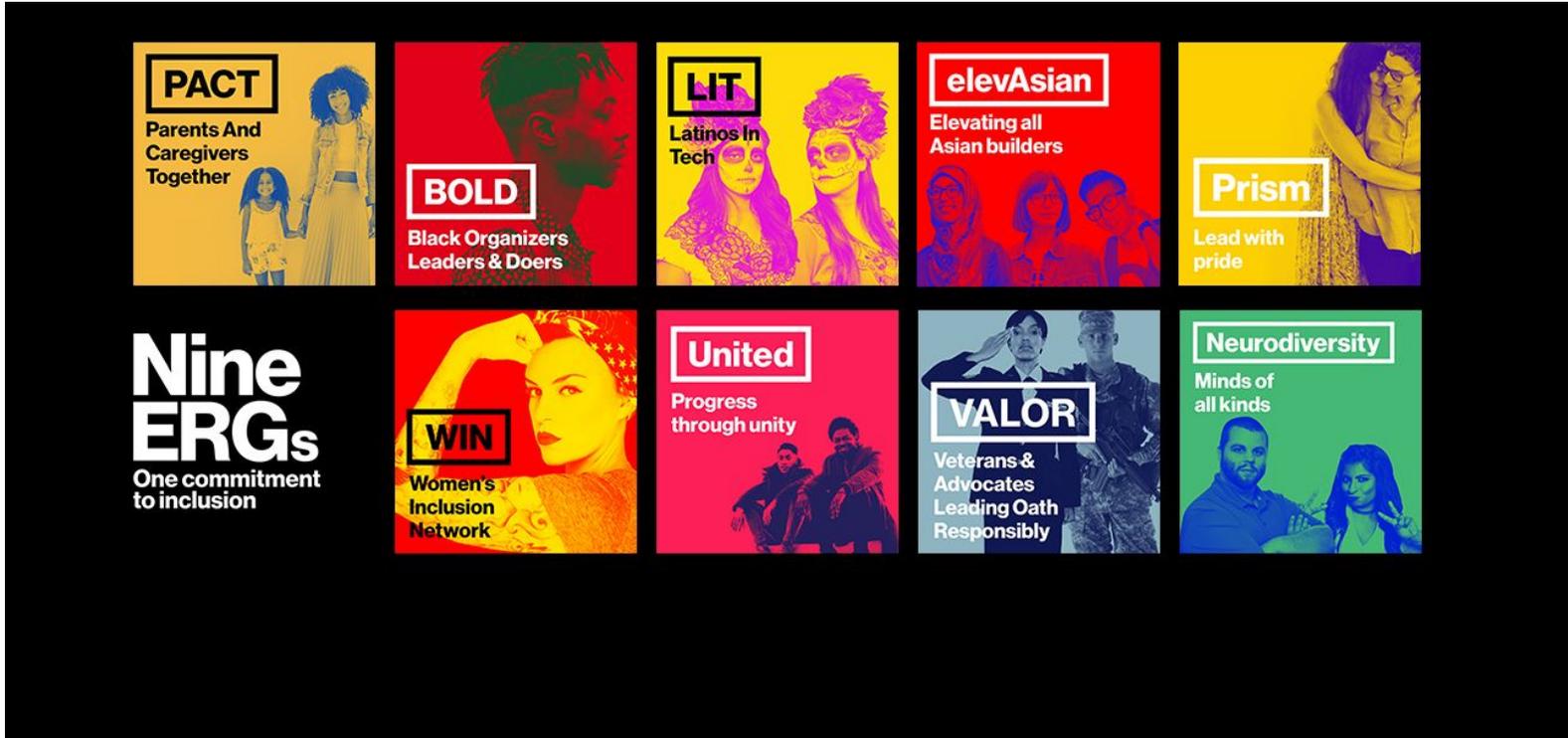
**Ask yourself, what are you
doing to keep BIPOC in
your workplace?**

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Heritage Months?

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Employee Resource Groups?

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**We hired
BIPOC!**

Retention typically looks like this

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...but should look like this

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**Retention is not a middle
management ceiling.**

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**Retention is not “you
should be happy we hired
you.”**

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RETENTION

- Learning & Development
- Executive Coaching
- Use Survey Data
- Pathways to Promotion
- Employee Reviews/Evaluations
- Be critical of your employee life cycle

Invest in retention!

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RETAIN YOUR STARS

Culture

Culture is the sum of all of the experiences that people have within a company and is by far the most important factor. Without this, retention is impossible.

Create and maintain a culture of belonging that is emotionally and physically supportive, inclusive, and welcoming for all.

Career Path

People want purpose, to feel like they're contributing to something worthwhile and moving forward in their career.

Create individual growth plans that are rooted in OKRs/KPIs, Metrics or Goals for self and the company.

Compensation

The Great Resignation/ Pandemic has shifted employee expectations for what their work is worth – and companies need to keep up to maintain top talent.

Greater clarity and transparency around what it will take to get bonuses, pay increases, and upward mobility/opportunities.

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REWARDS

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REWARDS

- Pay Equity
- Compensation/Benefits
- Transparent salary/scale
- Process for promotion
- Internal vs external hires
- Incentives
- Offsites/Travel
- Speaking/Interview Opportunities
- Learning & Development allowance/fund

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REWARDS

- Pay Equity
- Compensation/Benefits

ACKNOWLEDGEMENT (is free99)

- Incentives
- Offsites/Travel
- Speaking/Interview Opportunities
- Learning & Development allowance/fund

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**In what ways can your
employees give or receive
feedback?**

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How is the feedback used? What does it uphold?

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Feedback from WOC, BIPOC employees and ERGs

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REWARDS

Incorporating feedback into

- Processes
- Procedures
- Evaluations
- Surveys
- Metrics
- Accountability
- Terminations
- Promotions

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REFLECTION

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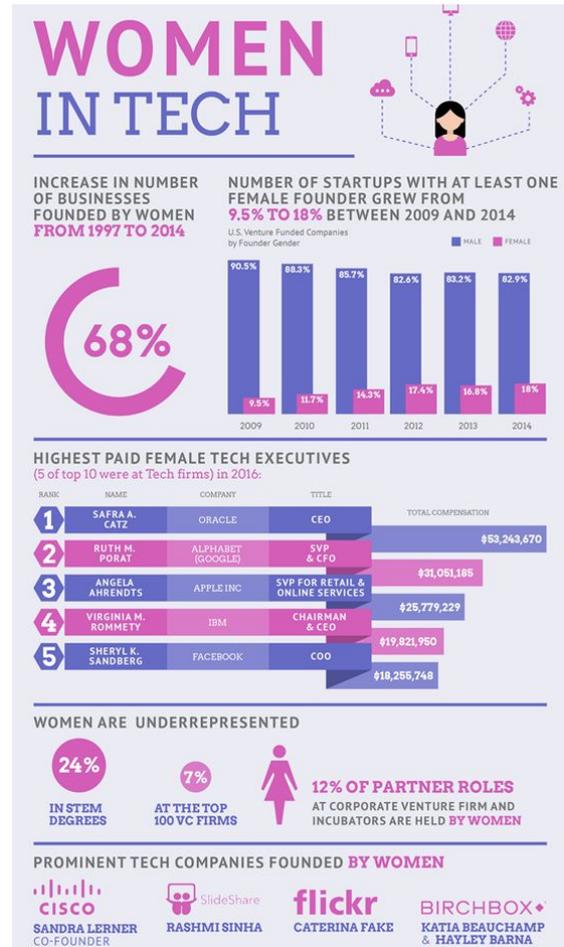
REFLECTION

Tools

- Survey
- Evaluation
- Anonymous Feedback Channel
- Strategic Planning
- DEIB Plan
- Metrics

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Data. Goals. Metrics.



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Belonging is constant change

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BELONGING BEST PRACTICES

ACT

- Accountability
- Communication
- Transparency

QUESTIONS SLIDE IN MY DMs

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Soft Black Woman Podcast @betches_news

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THANK YOU



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