

Equity Technical Assistance Session #2: Retention, Promotion, and Staff Support

**Blue Ridge Health District
November 6, 2020**



Agenda

- Review organizational goals of retention, promotion, and staff support
- Review strategies, best practices, and tools
- Discuss organizational successes, challenges, and next steps



What are Your Equity Goals re: Retention, Promotion, and Staff Support?





**Diversity of
people,
perspectives**



Inclusion:
power, voice,
organizational
culture



Equity = results
from policy,
practice,
position



Retention

Use existing information to analyze past successes and areas for growth

- ✓ Review data on staff diversity
 - Diversity across divisions
 - Diversity across levels of responsibility (eg. Frontline, admin support, supervisory, management)



Retention

Use existing information to analyze past successes and areas for growth

- ✓ What retention strategies does BRHD currently use?
- ✓ Can you provide an example of a past or current strategy that has been impactful in retaining employees?
 - Did this strategy impact individuals who were part of underrepresented groups in the same way?
- ✓ Are you aware of examples of successful retention strategies from other organizations?



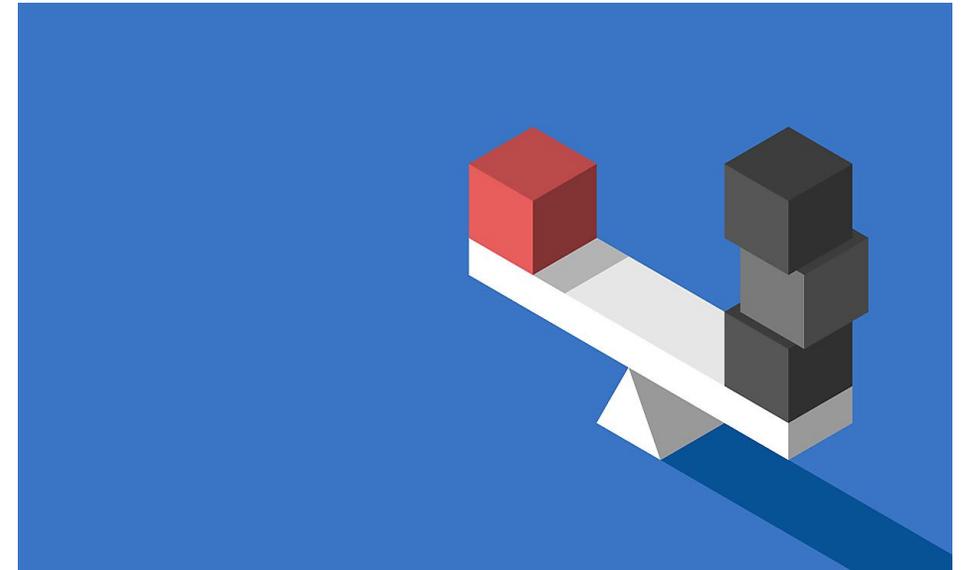
Retention

- ✓ Create opportunities for team building
- ✓ Stay interviews can help assess
 - ✓ Organizational culture
 - ✓ Barriers to success
 - ✓ Connection with team members
 - ✓ Professional goals and development opportunities
 - ✓ Strategies for support



Pay Equity

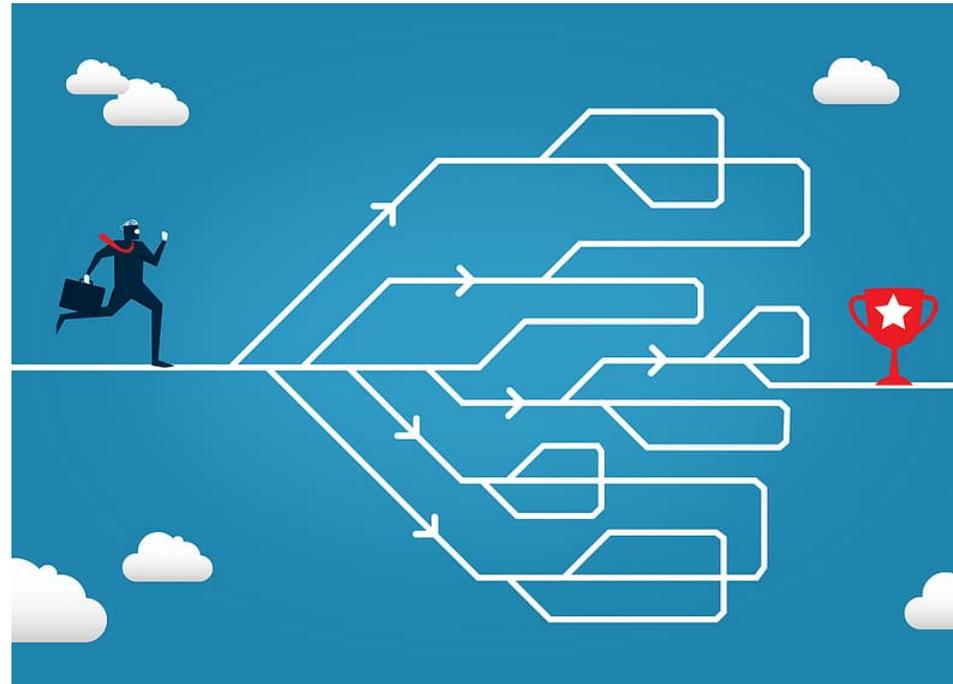
- ✓ Conduct regular salary alignment assessments and adjust accordingly
- ✓ When raises are possible, give raises of equal dollar amounts, instead of equal percentages
- ✓ Create transparent and inclusive wage-setting processes



Promotion

“When you invest in your people, your services will be there”

- ✓ Create a career pipeline:
 - From within
 - Reorganize jobs
 - Support goal-setting
- ✓ Skip-level interview



Staff Support

"People of color can sometimes be expected to be a cultural expert, a trusted community messenger, translator, and provide cultural training to fellow co-workers amongst other unwritten responsibilities. You feel like a tool instead of feeling empowered to make a genuine change or impact."

✓ Staff Supervision

- ✓ Implicit bias self-assessment
- ✓ Build trust
 - ✓ Establish open communication
 - ✓ Create space for conversations about experiences
- ✓ Identify mentors
- ✓ Support professional development



Staff Support

"People of color can sometimes be expected to be a cultural expert, a trusted community messenger, translator, and provide cultural training to fellow co-workers amongst other unwritten responsibilities. You feel like a tool instead of feeling empowered to make a genuine change or impact."

✓ Organizational Policies & Culture

- ✓ Include expectations to promote equity, diversity & inclusion in all EWPs
- ✓ Establish affinity groups/mentoring
- ✓ Supervisory and implicit bias training
- ✓ Assess cultural norms
- ✓ Promote self-care



Discussion



Next Steps

- ✓ Next TA Session
 - ✓ Internal and External Communications
 - ✓ November 13, 2020 1 pm to 2 pm

