How to Engage Women and Turn the “Great Resignation” into the “Great Retention”

Thursday, October 7 | 12:00pm - 1:00pm ET

Heather Bender
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Sharra Owens-Schwartz
Inclusion, Diversity & Equity Senior Director
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Addie Swartz
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reachHIRE
• Current Climate
• Fireside Chat
• Q&A
The Great Resignation

55% of American workers are currently seeking new job opportunities¹

15 Million Americans have quit their jobs since April²

51% of employees leave because they don’t feel a sense of belonging at work³

Sources: 1. CNBC 2. NBC 3. McKinsey Women in the Workplace 2021
Women are Leaving the Workforce in Droves

2.5 Million+

Women left the U.S. workforce during the pandemic

1 in 3 working women have considered downshifting their careers or leaving the workforce

Why Women are Quitting

- No childcare
- Fear of Covid-19
- Time with family
- New career goals
- Low wages
- Long commutes
- Inflexible Hours
- Values changed

Source: SCORE
“We need to double and triple down on the broken rung – it’s a numbers game.”

Rachel Schall Thomas
Co-founder & CEO of LeanIn.Org and OptionB.Org
For every **100 men** promoted to manager, only **86 women** are promoted

Between the entry level and the C-suite, the representation of Women of Color drops off by **more than 75%**

Women of Color account for only **4% of C-suite leaders**

Source: McKinsey Women in the Workplace 2021
The Solutions

- Provide family-friendly, flexible work environments
- Offer expert-led mentoring & coaching
- Build communities & peer networks
- Foster a sense of belonging
Resources

- **Report**
  - Top Companies for Women Technologists 2021
    - AnitaB.org

- **eBook**
  - Islands of One: The Importance of Community & Connection to Retain Women in Tech
    - Aurora by reacHIRE

- **Report**
  - Women in the Workplace 2021
    - McKinsey & LeanIn.org

- **Blog**
  - Avoid the “Great Resignation”: 5 Ways to Engage Women in Your Workforce
    - Aurora by reacHIRE

- **Report**
  - Resetting Normal: Defining the New Era of Work 2021
    - The Adecco Group
TURN THE GREAT RESIGNATION INTO THE GREAT RETENTION

Aurora is a multi-dimensional talent engagement platform that fosters belonging, engagement and retention of female talent.