

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

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



Heather Bender
Vice President of Talent



Sharra Owens-Schwartz
Inclusion, Diversity & Equity
Senior Director



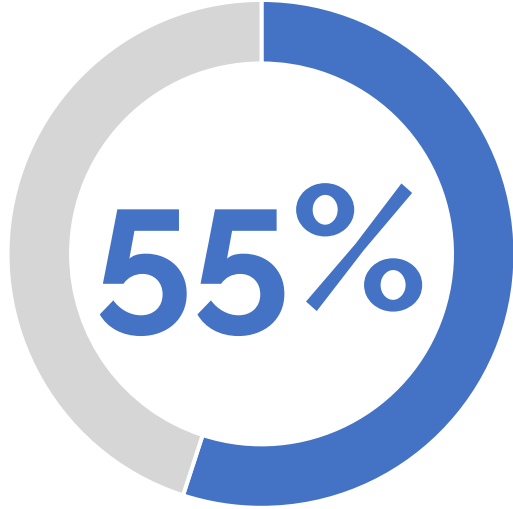
Addie Swartz
CEO



- Current Climate
- Fireside Chat
- Q&A



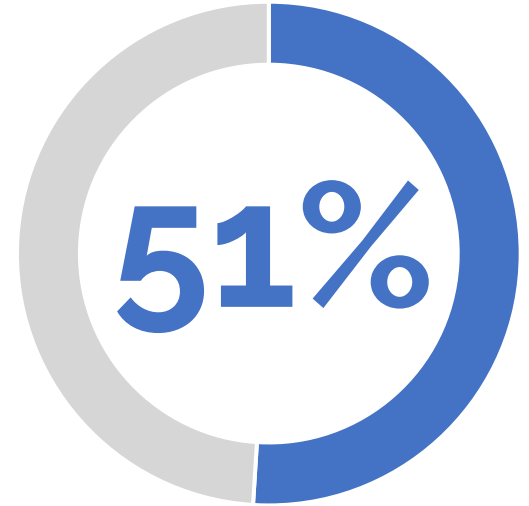
The Great Resignation



of American workers are currently
seeking new job opportunities¹

**15
Million**

Americans have
quit their jobs since April²



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 Drove

2.5
Million+

women **left the U.S. workforce**
during the pandemic¹



1 in 3 working women
have considered downshifting their
careers or leaving the workforce²

Sources: 1. Reuters 2. McKinsey Women in the Workplace 2021

Why Women are Quitting



No childcare



Low wages



Fear of Covid-19



Long commutes



Time with family



Inflexible Hours



New career goals



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

The Broken Rung



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**



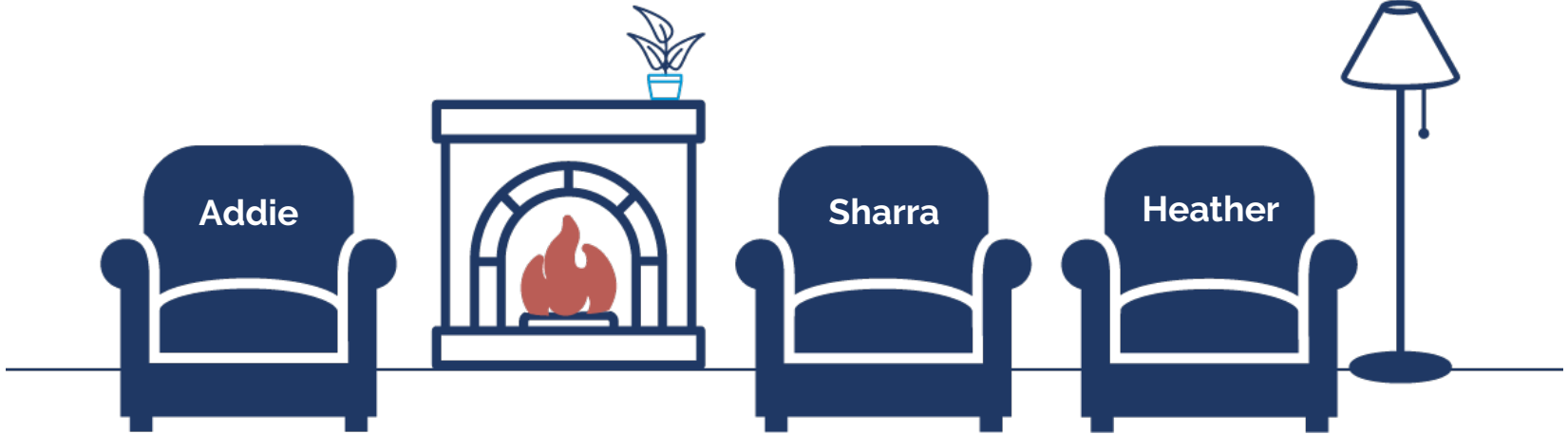
Build communities & peer networks



Offer expert-led mentoring & coaching



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 reachHIRE



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



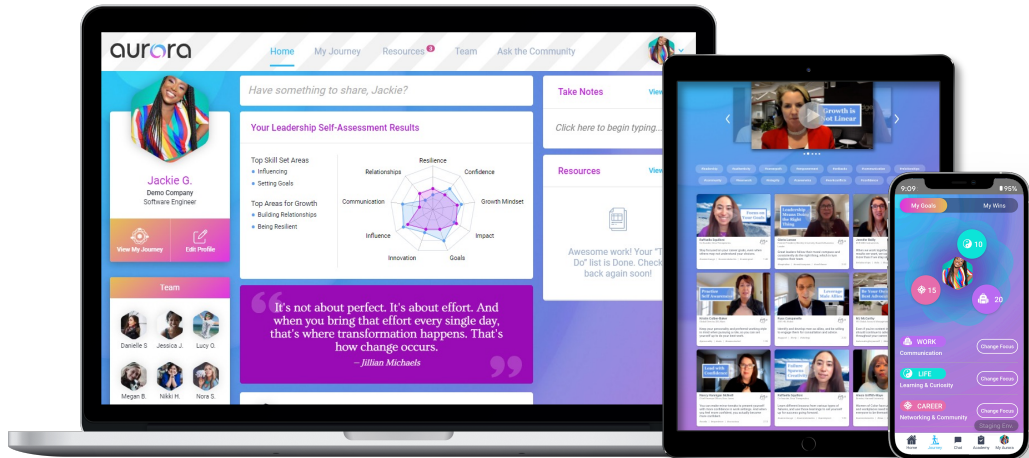
Blog
**Avoid the “Great
Resignation”:**
5 Ways to Engage Women
in Your Workforce
Aurora by reachHIRE



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.



Learn More

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