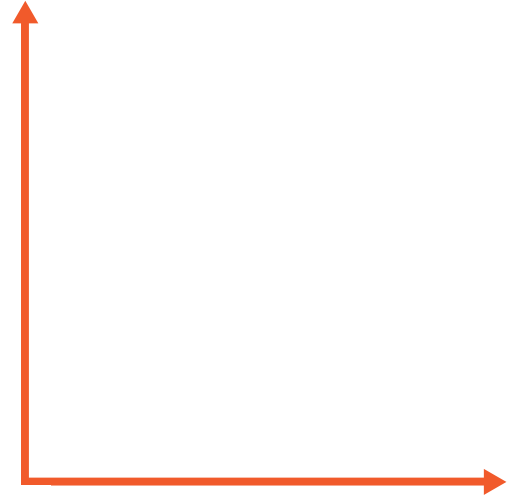# Belonging as a Key Employee Retention Strategy

Identity Affirmation Strategies

1. Ensure diverse representations of people in physical and virtual spaces, and ensure these representations are trusted by and accountable to stakeholders

2. Ensure inclusive, accurate language is incorporated into practices internally and externally

3. Model inclusive language, including the use of pronouns

4. Offer ERGs (Employee Resource Groups); create space for ERGs to weigh in on broader issues; do not place the full burden of response, education, and action on them

amazeworks

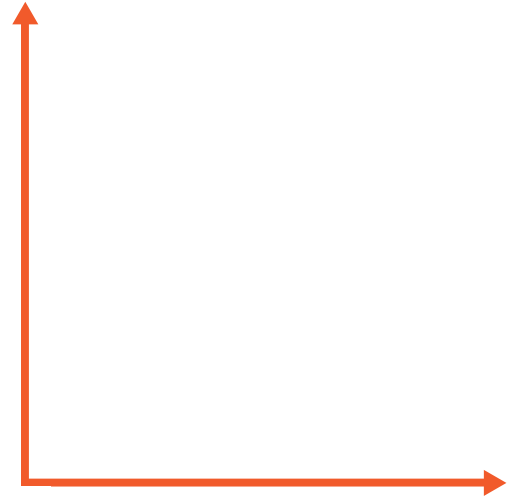# Belonging as a Key Employee Retention Strategy

Equity Strategies

1. Hold meetings in spaces and at times where all participants can actively participate, be heard, and feel supported (and rotate when and where if needed)

2. Build in time for onboarding new staff on workplace culture and communication, including the tools/digital platforms used

3. Prioritize accessibility in virtual spaces; anticipate what folks may need, so they don't have to request accommodations

4. Provide training on inclusive language and practices for all staff

5. Audit performance review process to ensure equitable metrics and mitigate bias; include "ability to support belonging" as key metric for managers

amazeworks
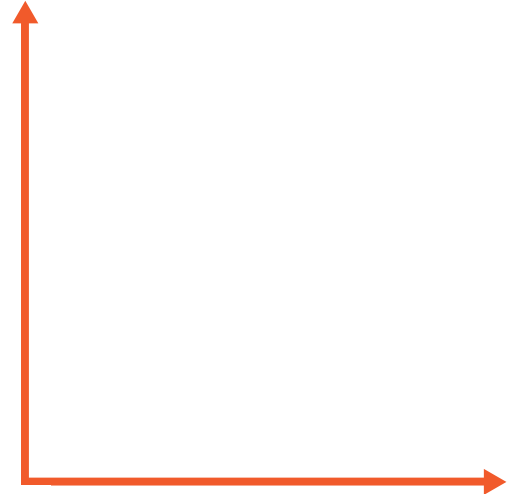
Belonging as a Key Employee Retention Strategy

## Relationships Strategies

1. Build in time for small talk before meetings to create connectedness

2. Start team meetings with personal prompts to build community

3. Offer opportunities for staff to broadly connect and build community; ensure these are accessible and inclusive of all abilities, cultures, family roles, and personalities

4. Establish mentoring programs to foster relationships/community

amazeworks

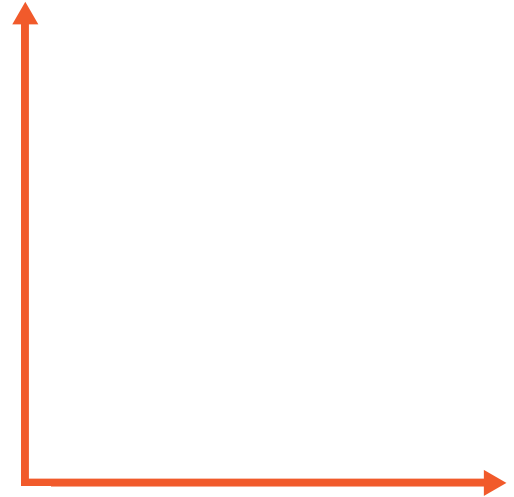# Belonging as a Key Employee Retention Strategy

Respect Strategies

1. Agree on expectations, discuss communication preferences; allow multiple ways of communicating; establish agreed upon processes to navigate miscommunication and conflict

2. Ensure there are accessible, private, and comfortable spaces for things like breast pumping, prayer, or meditation

3. If working across time zones, be mindful of when virtual meetings are scheduled

4. Limit distractions during meetings and model being fully present

5. Normalize protected time for employees' mental well-being, learning, and development; encourage taking breaks and reject an always-on mentality

amazeworks
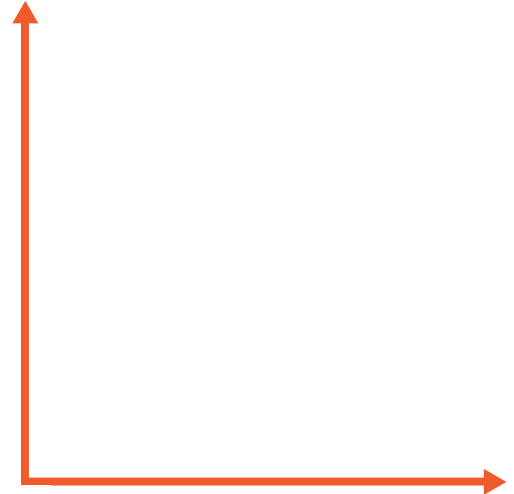
Belonging as a Key Employee Retention Strategy

Responsiveness Strategies

1. Redirect when someone is interrupted in a meeting or their idea is overlooked

2. Connect the mission/vision/purpose to day-to-day work and objectives; support employees in eliminating work that is not aligned with the mission/vision/purpose

3. Update job descriptions as roles develop or shift, and mitigate bias in descriptions

4. Create avenues for employees to anonymously share feedback and challenges; hold leadership accountable for responding

5. Practice transparent communication, including the sharing of survey results

amazeworks

Belonging as a Key Employee Retention Strategy

Agency Strategies

1. Ask those who haven't had a chance to speak if they have anything they'd like to add

2. Offer opportunities for innovation and collaboration while fostering psychological safety in those opportunities

3. Give recognition and reward people for work contributions and behaviors that advance belonging

4. Ensure transparency in career development opportunities to support employees in growth

5. Model and encourage healthy boundaries between work and personal life

amazeworks