

Retention Strategies for Diverse Staff

Advancement leaders can implement targeted programming to retain diverse staff. Consider using the best practices below at your institution.

Understand the Climate



Climate or Engagement Surveys

Assess places for growth

Administer a climate or engagement survey to identify ways to improve the division's culture. Consider analyzing results by race, ethnicity, or gender to surface nuances for particular demographic groups. Use survey results to drive future policies, activities, and programs.



Exit Interviews

Surface areas for improvement

When an individual leaves the institution, ask human resources to meet with them to better understand why they chose to leave. Keep track of feedback and use the information to make adjustments to policies, activities, and programs.

Targeted Programming



Resource Groups

Create community among diverse staff members

Engage staff by facilitating internal connections. Establish employee groups and programs that are open to all unit staff such as cross-department coffee chats, employee affinity groups, and cross-divisional shadow days. Consider tapping into institution-wide resource groups (if available).



Bespoke Mentoring

Build professional support networks

Develop diverse staff members by creating mentorship programs that provide a professional support system. Create large group opportunities such as leadership cohorts as well as more individualized opportunities for one-on-one interactions.

Divisional Initiatives



Inclusion Programming

Training for all Advancement staff

Offer employees training sessions on inclusion topics such as preferred pronouns, gender fluidity, and other relevant topics. Engage employees with monthly brown bag discussions or by forming working groups to focus on specific inclusion goals.



Quarterly Updates and Proactive Communications

Signal the organization's commitment

Ensure staff know that diversity is important to the division. Highlight diversity efforts in newsletters, quarterly emails, or by including diversity as a standing agenda item for staff meetings.