

How to Maximize Uniqueness and Belonging to Increase Retention and Promotion of Underrepresented Groups



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Inclusive Companies Perform Better



lower turnover for
teams with
inclusive cultures



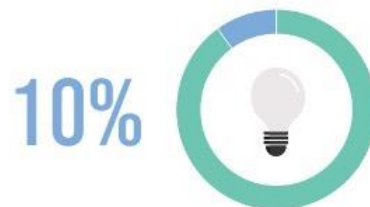
Inclusion boost
work attendance
1 day/year



Inclusive companies
outperform others by



vs



Inclusive cultures saw
company as innovative

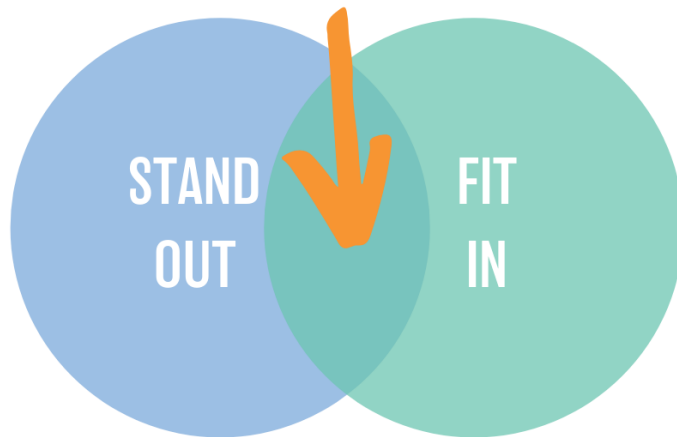


vs

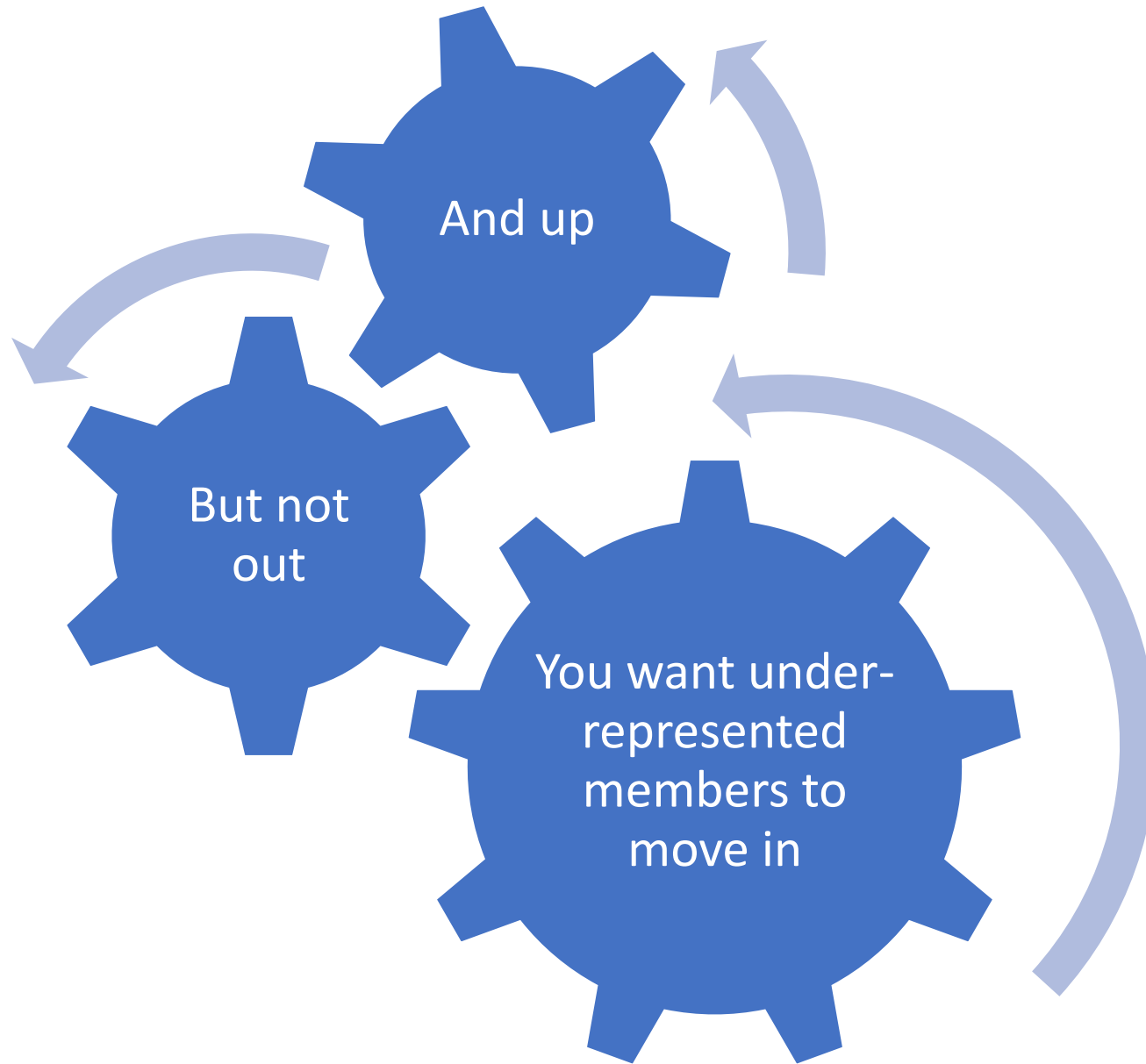


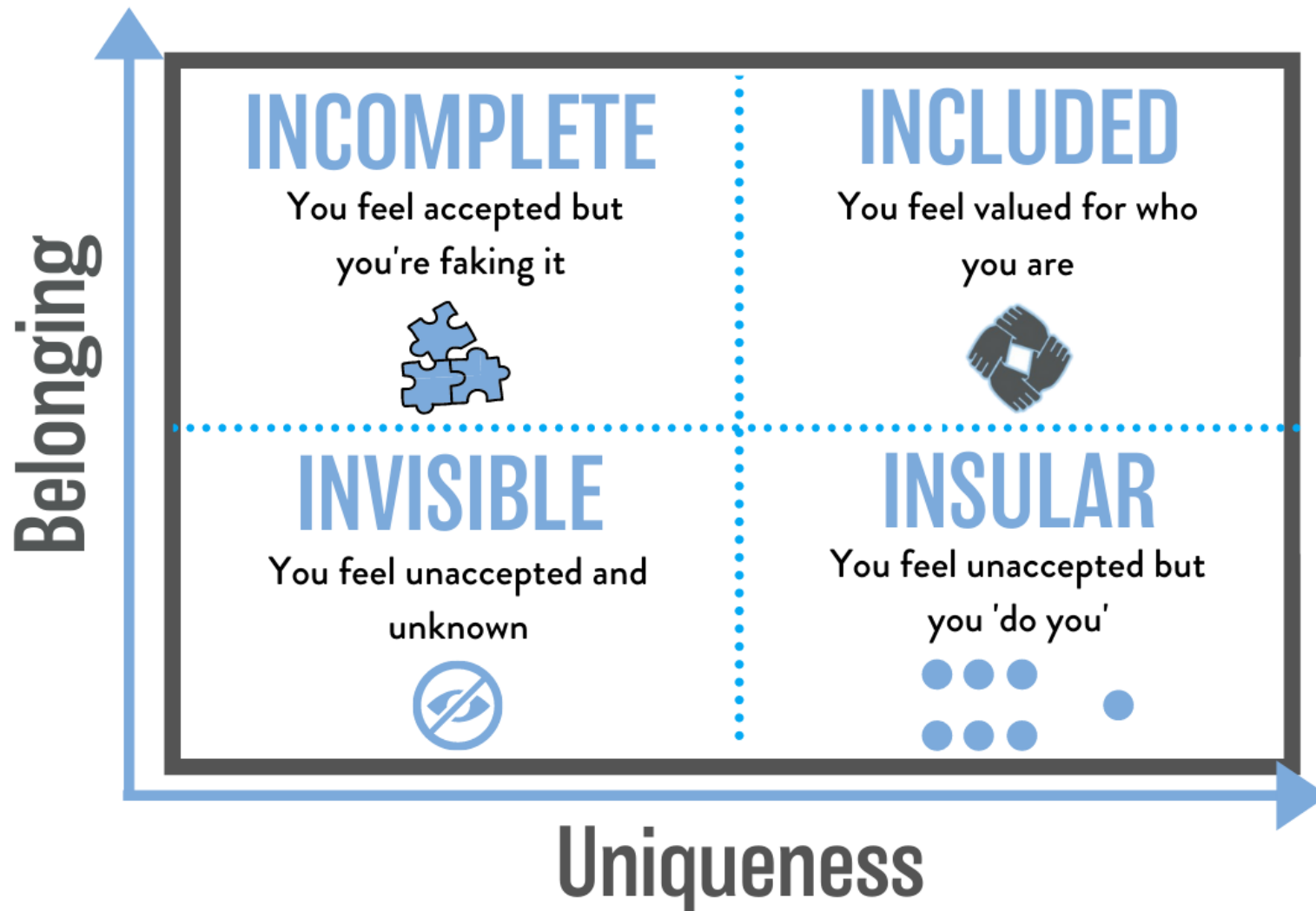
of millennials engaged
in inclusive cultures

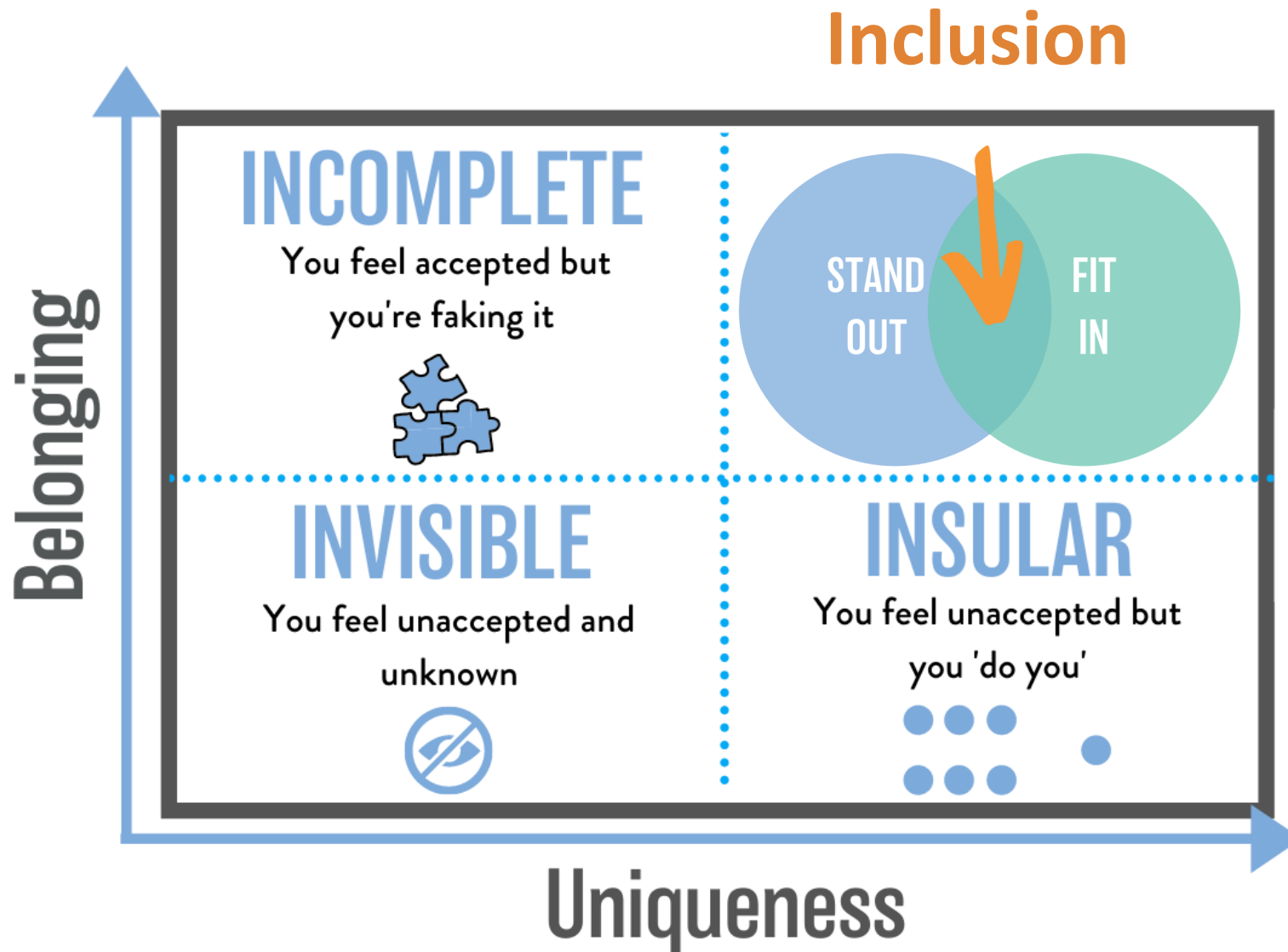
Inclusion



The feeling that you can still be yourself while being an essential, valued member of the team









MPW • 100 BEST WORKPLACES FOR WOMEN

What Makes a Great Workplace for Women? (Not What Most Companies Think)





Career Challenges



What are the challenges that affect your career?

No clear career path

51%

No investment in professional development

47%

Inequality in pay

44%

DEVELOPMENT THEM

Ask about
career goals



Map out key
experiences and
connections

Set a
timeline



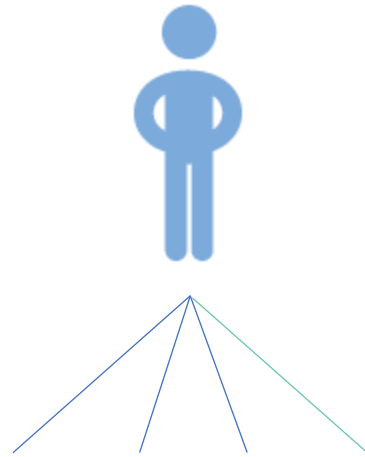
Give feedback
and recognition

Mentoring



36%

of men don't
mentor women
because how it
might look



71% of mentoring
relationships are same race
and sex



Women are

24%

less likely to get
advice from top
leaders

\$ PAY



Mentees were **5X** more likely than **average** to get a raise

RETENTION

49% average

72% of mentees

69% of mentors



PROMOTION

Mentees were **6X** more likely to get promoted than **average**

Mentors were **5X** more likely to get promoted than **average**



EMPOWER THEM



PROUD TO SUPPORT

THE WOMEN'S EMPOWERMENT PRINCIPLES

a joint initiative of the UN Global Compact and UN Women

Learn how to join: www.weprinciples.org

Employees who are empowered to
make decisions are more engaged

79th%

24th% Than those who are not

Women want and need challenging experiences

71% of Executives say stretch assignments key to success

At Cisco, We're Trying to Create Our Own 'Gig Economy' for Employees

By JILL LARSEN MAY 19, 2017

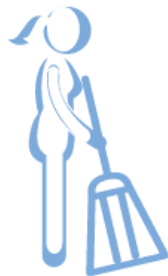


FAIRLY TREAT THEM

Women of Color do
20% more



White women do
18% more



Office Housework
than White men



When White
men do

office housework
they are rated



14% more
favorably

than a woman
would be

SUPPORT THEM

What would make you feel like you belong at the company where you work?



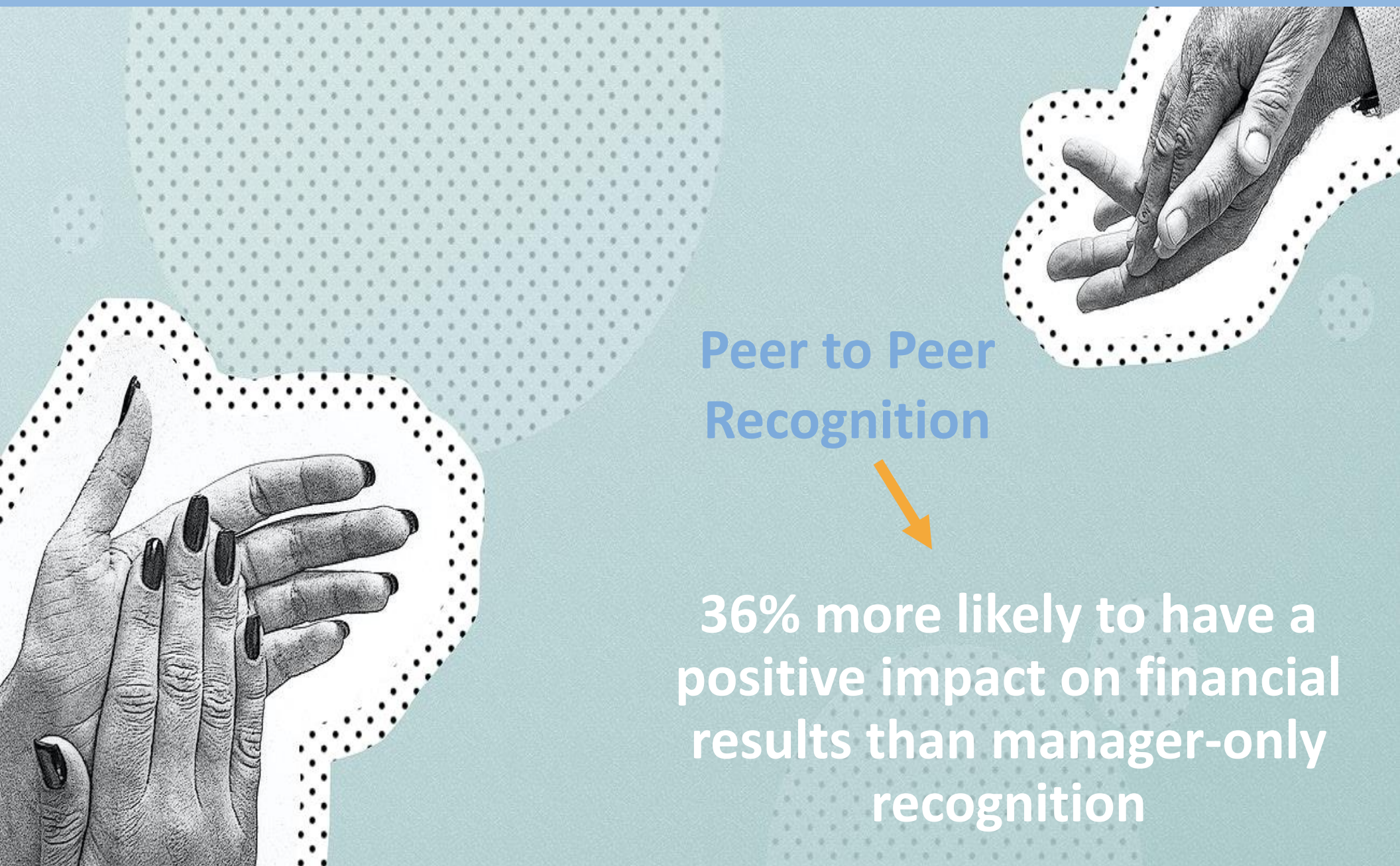


Recognition strengthens **trust**
and **connection** between
between people

High recognition companies have
a **31%** lower turnover rate

2.5X more likely to have
increased engagement





Peer to Peer Recognition



36% more likely to have a
positive impact on financial
results than manager-only
recognition

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