



## **Effective Retention Strategies**

### **Description:**

There has been a fever pitch level of discussion about DEI and specifically about belonging to boost retention strategies. This panel will share (1) steps necessary to identify an appropriate retention strategy and the impact of that strategy vis-a-vis current economy as well as the disproportionate impact of a contracting economy on racially and ethnically diverse communities; (2) why it is important to measure outcome; and (3) impact the organization would like to have around specific metrics and/or changes in behavior for better retention.

### **Reference Materials:**

- [How To Retain Diverse Talent \(forbes.com\)](#)
- [The Key to Inclusive Leadership](#)
- [Diversity in leadership: Why it matters and what you can do](#)

### **MCCA Reference Materials:**

- [MCCA 2022 FORTUNE 1000 GC SURVEY](#)
- [MCCA U.S. Law Firm Diversity Survey Report 2022](#)
- [MCCA Interrupting Racial & Gender Bias in the Legal Profession](#)
- [MCCA Leading Through Crisis](#)