**Next Meeting**

**1pm. Wednesday Jan 29th at 1pm.**

**Topic:**

**“Employee Retention & Turnover Costs?”**

A blue and black sign with black text

Description automatically generated

**DIVERSITY + EQUITY + INCLUSION = BELONGING**

JANUARY 2025 NEWSLETTER

**Join Zoom Meeting**

<https://us02web.zoom.us/j/8909108163?pwd=NVlxZnRJWmdPQjZ3WHBNV0lZcEQ4dz09&omn=87991197557>

Meeting ID: 890 910 8163/ Passcode: 9UasTG

According to most estimates, the average cost of replacing an employee through turnover is between one-half and two times their annual salary, meaning a company can expect to spend a significant portion of an employee's yearly pay to find and train a replacement when they leave.

<https://www.jobvite.com/blog/cost-of-employee-turnover/>

**The Question** for our meeting is this: How can practicing DEIB increase employee engagement and retention, and reduce turnover costs?

“*Why haven’t we been able to improve employee engagement to any significant degree in the last 20 years despite knowing exactly what drives employee engagement and applying massive amounts of resources toward increasing employee engagement*?”

Matt Tenney.

A group of people in a room

Description automatically generated

**What makes a good life?**

**Lessons from the longest study on happiness**

49,288,115 views| Robert Waldinger |November 2015

Robert Waldinger is the director of the Harvard Study of Adult Development, one of the most comprehensive longitudinal studies in history.

<https://www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness>

**Book of the Month**

A blue and yellow cover with white text

Description automatically generated

<https://www.amazon.ca/Inspire-Greatness-Motivate-Employees-Repeatable/dp/1637745079>

**How Does DEI Affect Employee Retention?**

Employee engagement and employee experience are viewed as drivers of employee retention. This is because an employee’s feelings about their job—feelings of belonging, commitment, motivation, and the sense that their voice is heard and valued—and their experience of the work and their engagement with it all play a major role in employee retention.

<https://peoplethriver.com/how-does-dei-affect-retention/>

Please direct any questions or comment to**:** info@commonsensehr.ca