

Retaining and Developing Women of Recreation, Tourism and Hospitality



Solutions to Advocate for Balance and Flexibility

Reprioritize Culture & Expectations <ul style="list-style-type: none"> team building learning employee preferences delegation 	Prioritizing Employee Needs <ul style="list-style-type: none"> boundaries open door policy support sense of purpose listening to employee feedback
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Creating Inclusive Environments to Retain and Develop BIPOC Women

Inclusive Hiring Practices <ul style="list-style-type: none"> language sourcing & recruiting intentional choice of interviewers 	Proactive Actions <ul style="list-style-type: none"> acknowledge barriers, language, policies and procedures invitation to participate 	Joint Committees with inclusive representation to establish internal goals & measurements
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Harassment Free Workplaces for Women

Recognized & Reinforced Training <ul style="list-style-type: none"> in-house training external training and certifications 	Transparent Policy and Investigations <ul style="list-style-type: none"> harassment policies & accountability
Internal Leadership Support and Champions <ul style="list-style-type: none"> committees 	Retention, Health and Safety

Learning on the Job, and Professional Development

1. Flexible and personalized development opportunities
2. **Formal mentorship** to support L&D
3. Funding L&D through transparent budgets and allocations
4. L&D tied to business goals and retention
5. Identify **low cost solutions** through associations & other formats
6. **Outsource training** on company time

Solutions to Retain Women in Leadership

Communicate Opportunities for Growth <ul style="list-style-type: none"> cross train development 	Flexibility for Women in Leadership <ul style="list-style-type: none"> encourage dialogue for leaders to ask what they need
Emphasize Inclusive Culture <ul style="list-style-type: none"> pay transparency 	Modernize Workplace Policies

Other Rewards, Compensation and Benefits

Pay Equity, Recognition, Transparency	Supported Professional Development <ul style="list-style-type: none"> career growth mapping direct benefits 	Flexibility: Lieu Time <ul style="list-style-type: none"> customization of benefits
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Scan To Get Involved!



- @worth.association
- WORTH Association
- @WORTHassoc

Key Takeaways

TRANSPARENCY

Needed: L&D, benefits, policies, career paths, pay

Recommendations

- communicate
- opportunities
- salary bands

INCLUSION LEADERS

Champions for inclusion are absent

Recommendations

- employee resource group
- mentorship programs
- evaluate hiring practices

FLEXIBILITY

One size doesn't fit all

Recommendations

- evaluate benefits
- assess L&D options
- examine scheduling