



Is the “Great Resignation” Real for All Communities?

Black Professionals' View

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**of Black professionals
quit their jobs in the
last 12 months.**

In November 2021, the U.S. Bureau of Labor Statistics* announced that 3% (4.4 million Americans) of the entire workforce, quit their jobs in September 2021. That is a lot of employees leaving their jobs.

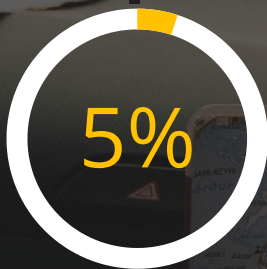
With all the talk about “The Great Resignation,” **one cannot help but ponder - Is “The Great Resignation” real for all communities?**

To better understand if “The Great Resignation” is real for Black professionals, we conducted a survey of Black professionals. The survey revealed that in the last 12 months, 16% of Black professionals surveyed quit their jobs.

* <https://www.bls.gov/news.release/jolts.nr0.htm>

WHO IS LEAVING?

Black professionals between 40 and 55 years old had the highest resignation rate at 9%. Followed by professionals aged between 25 and 39 years at 5%. Resignations among Black professionals aged 56 and older was 2%. Interestingly, younger employees, those under 25 years stayed in their jobs.



25 to 39 years old



40 to 55 years old



55 years and older

What is driving the separation?

According to Black professionals surveyed, the top reasons for leaving their jobs include **career advancement, better compensation, difficult manager/management, desire for a career change**. It is possible, the resignations we see among business professionals is due to them believing the public social justice statements made by corporations last year have lead to hiring practices and organizational cultures that have improved for Black professionals. It is also possible that Black professionals who have been passed over for promotion see this time as a great opportunity to change employer.

The reasons at the bottom of the respondents list, that were the least relevant factors driving professionals from their employers included - **burnout, felt “stretched too thin,” work overload and lack of remote work flexibility**. These reasons at the bottom of their list for quitting their jobs in the last 12 months are not surprising. Being able to work from home may have helped reduce the work-related stress Black professionals feel due to racial trauma experienced in work environments such as microaggressions.

Women

10%



left their jobs within the last 12 months.

Men

6%



left their jobs within the last 12 months.

Reasons Black professionals reported for leaving their job in the last 12 months*

Women	Men
Career advancement	Career advancement
Better compensation	Better compensation
Difficult manager/management	Difficult manager/management
Desire for a career change	Work didn't provide a sufficient sense of meaning
Better work-life balance	Better work-life balance
Better benefits	Desire for a career change
Work didn't provide a sufficient sense of meaning	Better benefits
Burnout	Burnout
Felt "stretched too thin"	Felt "stretched too thin"
Work overload	Lack of remote work flexibility
Lack of remote work flexibility	Work overload

Across industries, the Finance and Financial sector, Healthcare & Pharmaceuticals, Telecommunications, Technology, Internet & Electronics saw the highest resignation rate. Surprisingly, **only 1% of Black Professionals** whose organization's main business is in ***Retail & Consumer Durables sector*** reported leaving their jobs in the last 12 months.

Are Black professionals actively looking to quit?

Black professionals surveyed were asked if they were considering leaving their current job. Twenty percent said yes, they were actively looking for new opportunities, 52% said they are not actively looking, but they are open to the possibility of leaving. Nearly a third of Black professionals (28%) surveyed said they are not actively looking and are not open to the possibility of leaving.



Actively looking for new opportunities



Not actively looking, but they are open to the possibility of leaving



Not actively looking and are not open to the possibility of leaving

Who is considering quitting?



Black professional women (40%) are looking (actively/passively) for new opportunities. Also looking for new jobs are those aged 25 to 55 years old.

Similar to reasons for leaving their jobs in the last 12 months, the top three factors influencing Black professionals to look for new opportunities are

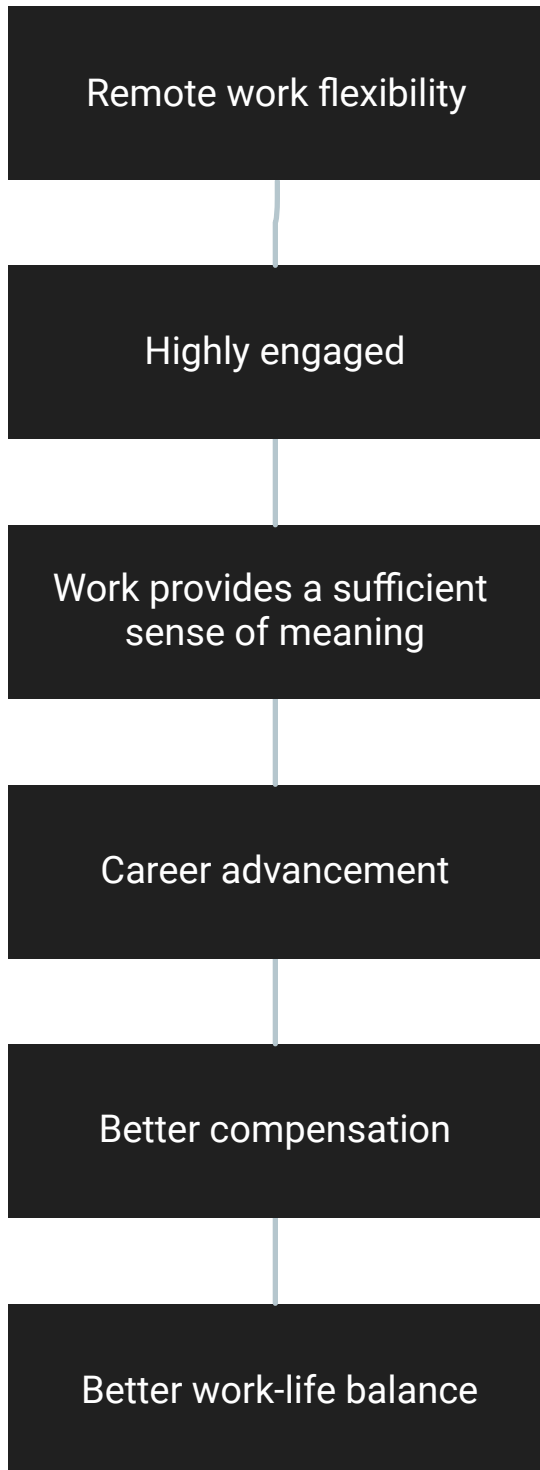
- **career advancement**
- **better compensation and**
- **difficult manager/management**

For those not actively looking but open to new opportunities, again, advancement and better compensation were also at the top with desire for a career change and better work-life balance rounding off their top reasons.

Factors most influencing Black Professionals to consider quitting

Factors most influencing those ACTIVELY looking or being open to new job opportunities	Factors most influencing those NOT ACTIVELY looking BUT open to new job opportunities
Career advancement	Career advancement
Better compensation	Better compensation
Difficult manager/management	Desire for a career change
Burnout	Better work-life balance
Work didn't provide a sufficient sense of meaning	Work didn't provide a sufficient sense of meaning
Desire for a career change	Burnout
Better work-life balance	Work overload
Felt "stretched too thin"	Better benefits
Lack of remote work flexibility	Difficult manager/management
Better benefits	Felt "stretched too thin"
Work overload	Lack of remote work flexibility

Reasons why Black professionals are staying with their current employer



Black professionals want flexibility

What factors are influencing Black workers that are not planning to leave their organization to stay? Interestingly, remote work flexibility was the top factor influencing Black professionals to stay at their current workplace. Being highly engaged and doing meaningful work rounded off the top three factors.

What can employers do to retain Black Professionals?

Disaggregate the Data

Employers can start by disaggregating their employee turnover data. This will help employers understand the segment of employees who are truly at risk of leaving.

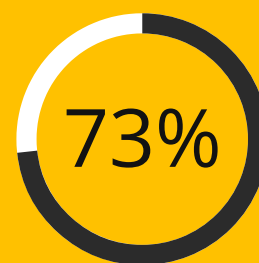
Disaggregating turnover data can save employers effort, money and time. Employers will learn reasons impacting specific demographics' decision to separate from their organization.

Conduct “Stay Interviews”

Employers can get ahead of the mass resignations by conducting “stay interviews” to understand why their employees are choosing to stay. Waiting until employees are out the door to find out why they are leaving is too late.

Offer non-cash benefits

Offering employees more money might help in the short term, but employees are also looking for the ability to work remotely, work that is engaging and meaningful work.



73% of Black professionals are satisfied with their current job.