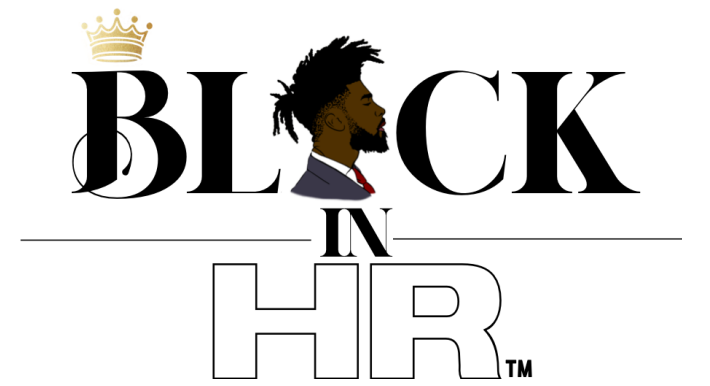


Expert Panel

Black In Employee Relations

HRACUITY®



There are *thousands* of employee interactions happening in your company every day

Work
conflicts



Employee
behavior

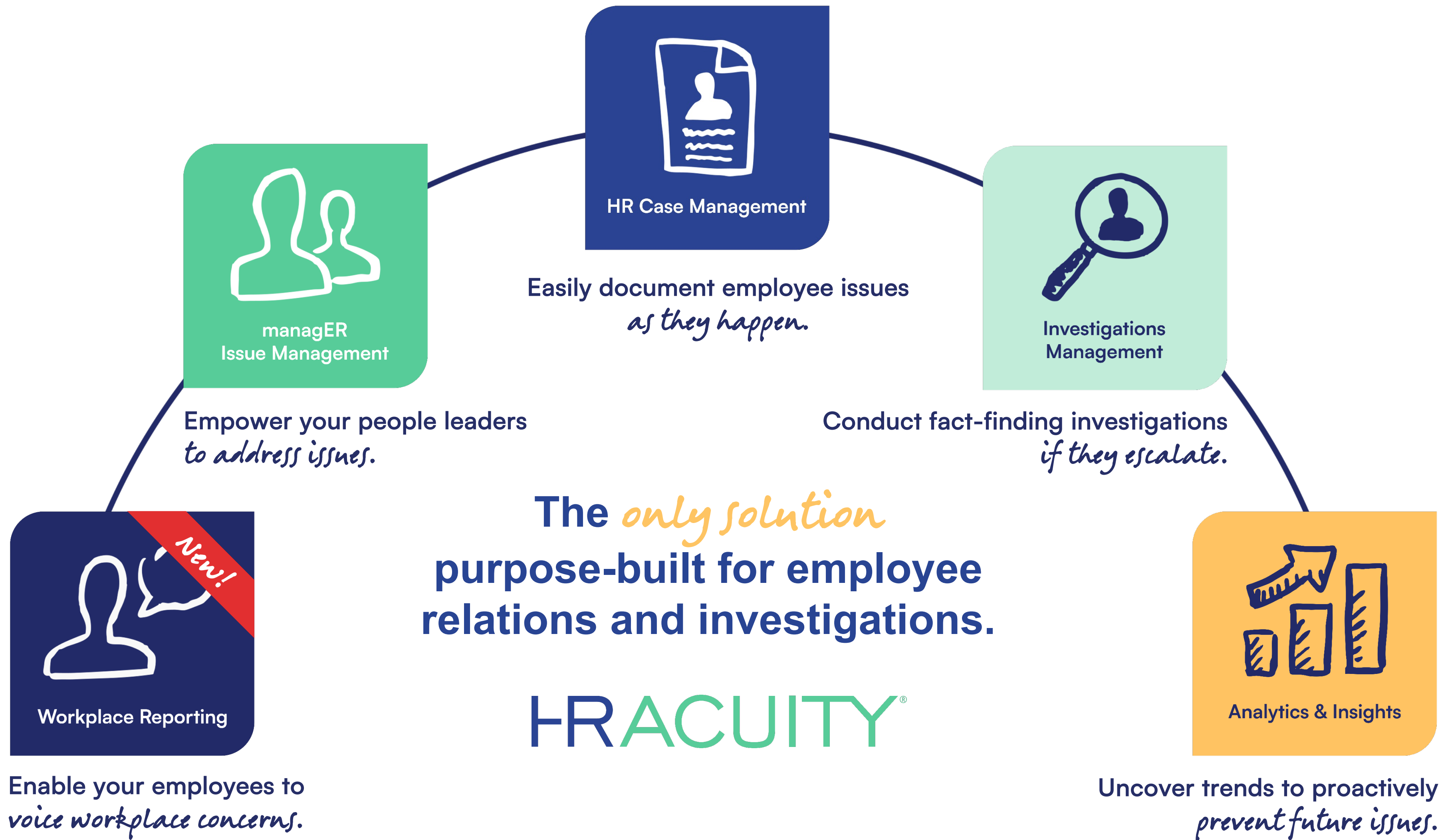


Performance
concerns



Societal
navigation





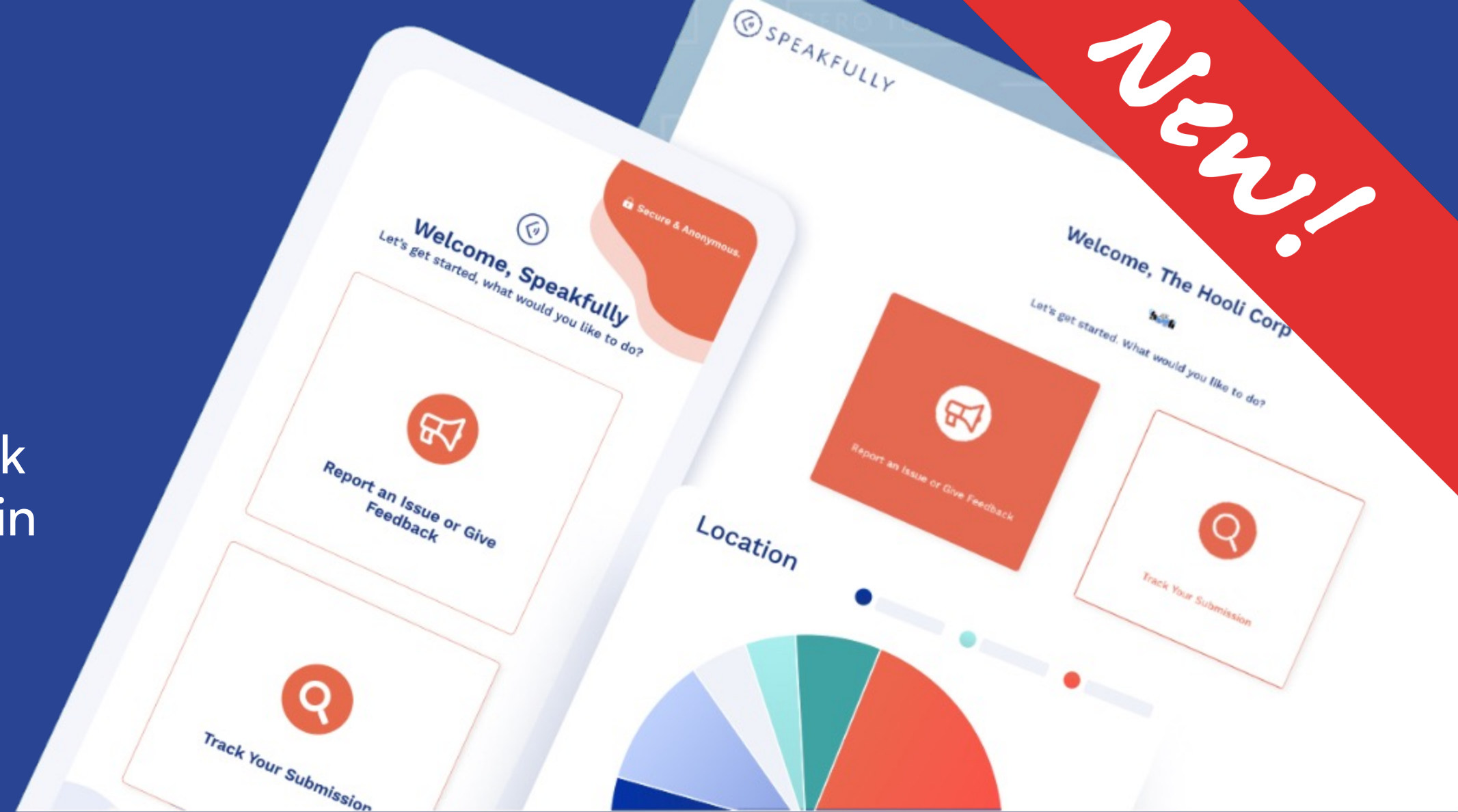
FRACUITY®



SPEAKFULLY™

POWERED BY HRACUITY

Looking to create a safe, transparent, communicative work environment that encourages your team to speak up? Whether your employees are at their desk or out in the field, Speakfully provides a simple, easy way to anonymously report any issues or concerns.



New!



Anonymous Reporting

Anonymous employee reporting going directly to the organization, in real-time, allowing them to take action as soon as possible.



Messaging

Messaging for employees and organizations to communicate on submitted anonymous reports.



Easy Reporting

Simple and easy reporting process that quickly guides employees through submission.



Status Tracking

Employee status tracking of reports submitted to show transparency on where the organization is at with the investigation.

The *Leader* in Strategic Employee Relations



Built by HR — founded by **HR visionary** with over 25 years investigatory and employee relations experience.



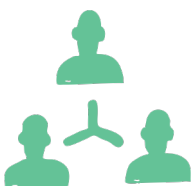
Awarded numerous accolades for continuous innovation and enhancements in ER technology.



Publish annual HR Acuity Employee Relations **Benchmark Study** covering over 6 million employees.



Creator of first-ever Employee Relations Maturity Model, **ER/Q**.



Lead **Employee Relations Roundtable Community** with over 300 Global ER leaders.



Founder of **empowER**, a 3,000+ online member community dedicated to employee relations and investigations professionals.



Introducing **ER/Q**: The Maturity Model for ER



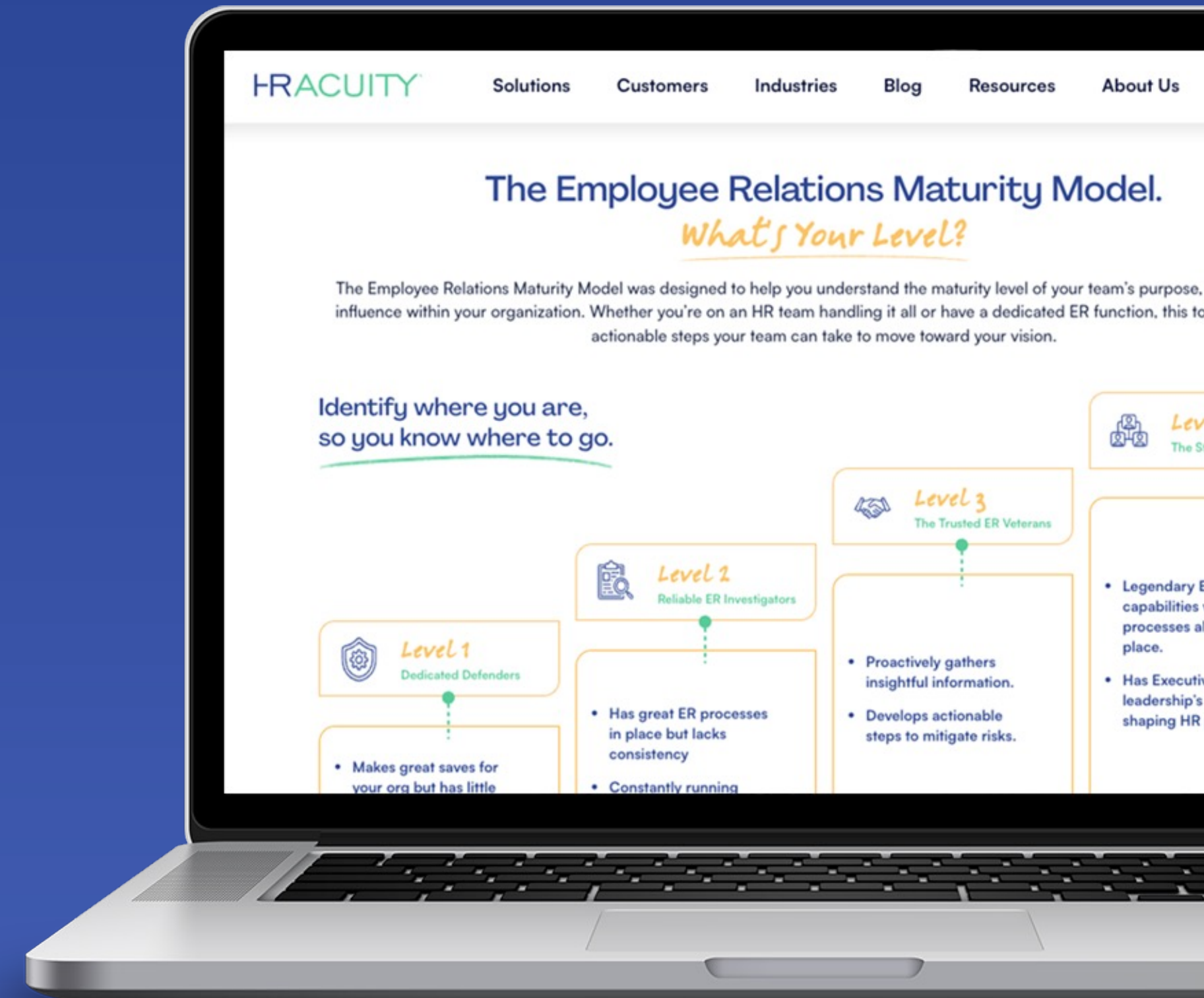
To be an industry leader, companies need to have industry-leading **Employee Relations Quotient**, or ER/Q.



ER/Q provides a baseline and **actionable steps** your team can take to move towards your vision.



See how your organization measures up at hracuity.com/erq



Donations

NOLIJ Foundation

- Servicing the community through the founding principles of Education, Scholarship, Leadership, Awareness and Strengthening Communities.
- In 10+ years, Nolij has provided scholarships for students who not only excel in the classroom but also within their community. We seek and encourage students to envision change and action to understand that true leadership has the power to break barriers.

Black In HR

- A one stop shop for professionals of color to learn, grow and network. Black In HR leverages the amazing skills of our membership to offer coaching, courses and leadership development opportunities.

NOLIJ
FOUNDATION, INC.



HRACUITY®

BLACK
IN
HR™

**How has Membership with
Black In HR Benefited you?**

Today's Moderator



Erica Parker

Global Director of Employee
Relations, **Doordash**

Today's Panelists



Dr. Andria Johnson

Director of People Operations,
Red Ventures



Kershia Johnson

HR Business Partner,
United Airlines



Serena Barnett

Director of Employee Relations,
Adobe



Tiffany Alvoid

Senior ER Business Partner,
Intuit



Thank you



for attending **Black In Employee Relations — 23-E22JF**
offered by HR Acuity and The Black In HR.