BLACK IN HR™

CONSULTING AND TALENT SERVICES

WHO WE ARE

MAJOR CITY NETWORKS

15+

ACTIVE MEMBERS

5000+

SPECIALTY AREAS

10+

We are a growing community of over **5000** Black HR professionals around the world who share jobs, network, uplift each other and meet for social events in cities like Dallas, Atlanta, DMV, New York, Chicago, Seattle, San Francisco, Houston, Los Angeles and more!

EXECUTIVE LEADERSHIP TEAM

ALAN CAMPBELL
Mobile Auction Support Manager- Cox Automotive
Experienced leader with a track record of transforming underdeveloped businesses into high performing growth channels.

DR. CHRISTAL MORRIS
SVP Diversity, Equity and Inclusion- Peloton
Dr. Christal Morris is a global Human Capital leader who has worked around the world bringing teams together and creating strategies that excel growth. Christal has previously led DE&I strategies for industry giants like Ernst and Young, Time Warner Cable, and Willis Towers Watson.

JUSTIN NASH
Software Developer-USAA
A skilled and exceptional designer and engineer experienced in managing complex projects for Fortune 500 companies in finance, cosmetics and government contracting.

KEVIN WILLIAMS
Software Developer-Anyar
A Skilled software developer experienced with C++, Java and Python. Kevin's talents have taken him across the United States with companies like Intel and Darigold.

KIM BLUE TERRELL
Global Head of People Experience Partners- ZOOM
A strategic and data-focused leader with over 15 years' experience developing and executing human resources strategies for employee populations in Technology, Telecommunications and Entertainment.

KRISTENA HATCHER
VP People and Culture-Acceleration Community of Companies
A strategic executive with a strong background in talent and workforce strategies in the marketing, advertisement and entertainment industry.

LEIDA SPELLER
Certified Financial Planner- Apogee Financial Partners
Leida leads fee-based financial planning growth and strategy for the firm and its 100+ advisors. Leida also serves as a consultant and program manager for The Urban League of Greater Atlanta's Next Level Enterprise Accelerator.

QUENTIN BLANTON
Regional Vice President of Sales- Collective Health
Experienced sales executive with a demonstrated history of working in the insurance industry. Skilled in sales, team building, account management, managed care, and organizational strategy.

SAANA HOLLEY
VP of People Operations Black In HR
An influential, data driven people leader with over 20 years' experience leveraging a background in human resources strategies for large employee populations throughout multiple industries.

THE BLACK IN HR ECOSYSTEM

CAREER COACHING

MIXERS & EVENTS

MAGAZINE

PARTNERSHIPS

THE ACADEMY

TALENT MANAGEMENT & HR CONSULTING

RECRUITING AND STAFFING

Utilize our expertise to execute targeted recruiting; and large or seasonal staffing needs. Our project managers can help you develop your staffing project plan custom to your business needs and timelines. We know how to get things done.

Finance & Accounting

Human Resources

Information Technology

Legal

Administration

Manufacturing

Non-Profit

OUR TALENT PROCESS

1. Your business needs talent and engages with Black In HR.

2. Our Project Managers help you identify solutions and develops a plan for your staffing or recruiting needs.

3. We identify the best talent from some of the top companies for potential fit.

4. Our candidates meet with our recruiters for pre-screening and prep for interviews.

5. You receive only the best candidates and make an offer after your internal interview process.

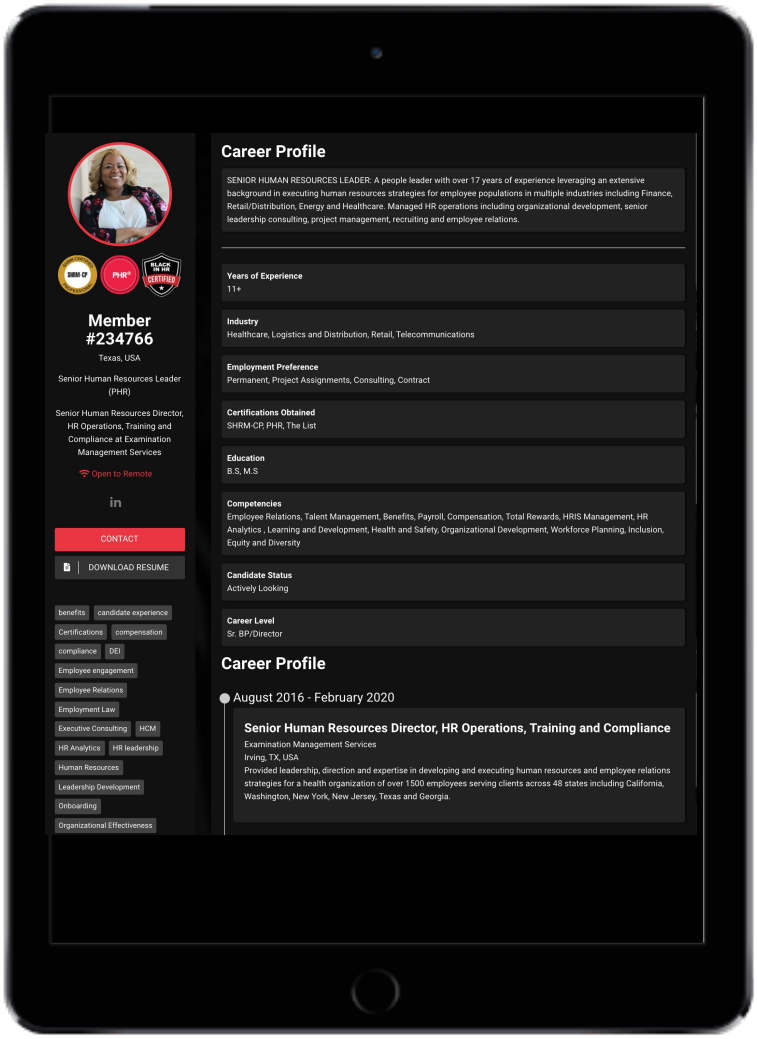
BLACK IN HR

CERTIFIED

TALENT COMMUNITY

Black In HR maintains a talent network with over 800+ profiles of skilled and diverse talent.

Our candidates create profiles and apply directly to roles posted on behalf of our partners. Candidates who have gone through our training receive a special certification acknowledging their skill and preparedness for your roles.



TALENT AND PROJECT MANAGEMENT

Saana Holley, MBA advises Black In HR's talent services. Saana brings a wealth of experience across a diverse range of industries including staffing, healthcare, construction, professional services, transportation, and non-profit businesses where she designed and implemented recruiting, hiring and onboarding strategies.

OUR CLIENTS INCLUDE:

- Amazon
- Red Ventures
- Netflix
- Lego
- BMMA
- Greenslate

SERVICE OFFERINGS INCLUDE:

- Talent Outsourcing
- Staffing
- Talent Search
- HR Consulting

DE&I Training and Consulting

Dr. Christal Morris advises Black In HR's DE&I Strategy. Her 20+ years as an HR executive ensures that our consultants have the proper training and deliver results to our clients. We offer various services including trainings, courses and strategy implementation.

DR. MORRIS' EXPERIENCE:

IDEX Corporation
- VP, Global Inclusion and Diversity

Time Warner Cable
- Director, Diversity Learning Management

Willis Towers Watson
- Global Head, Inclusion and Diversity

Ernst and Young
- Director, Inclusion Consultant

OUR CLIENTS INCLUDE:

- CRISP Health
- Arbella Insurance
- The Second City
- APRIO, LLC
- Boston College High School
- Audacious Inquiry
- Garage Team Marketing

Sample Courses we offer:

- Let's talk about diversity
- How to talk about race
- From Unconscious Bias to Conscious Inclusion
- How to be an effective ally

What We Do

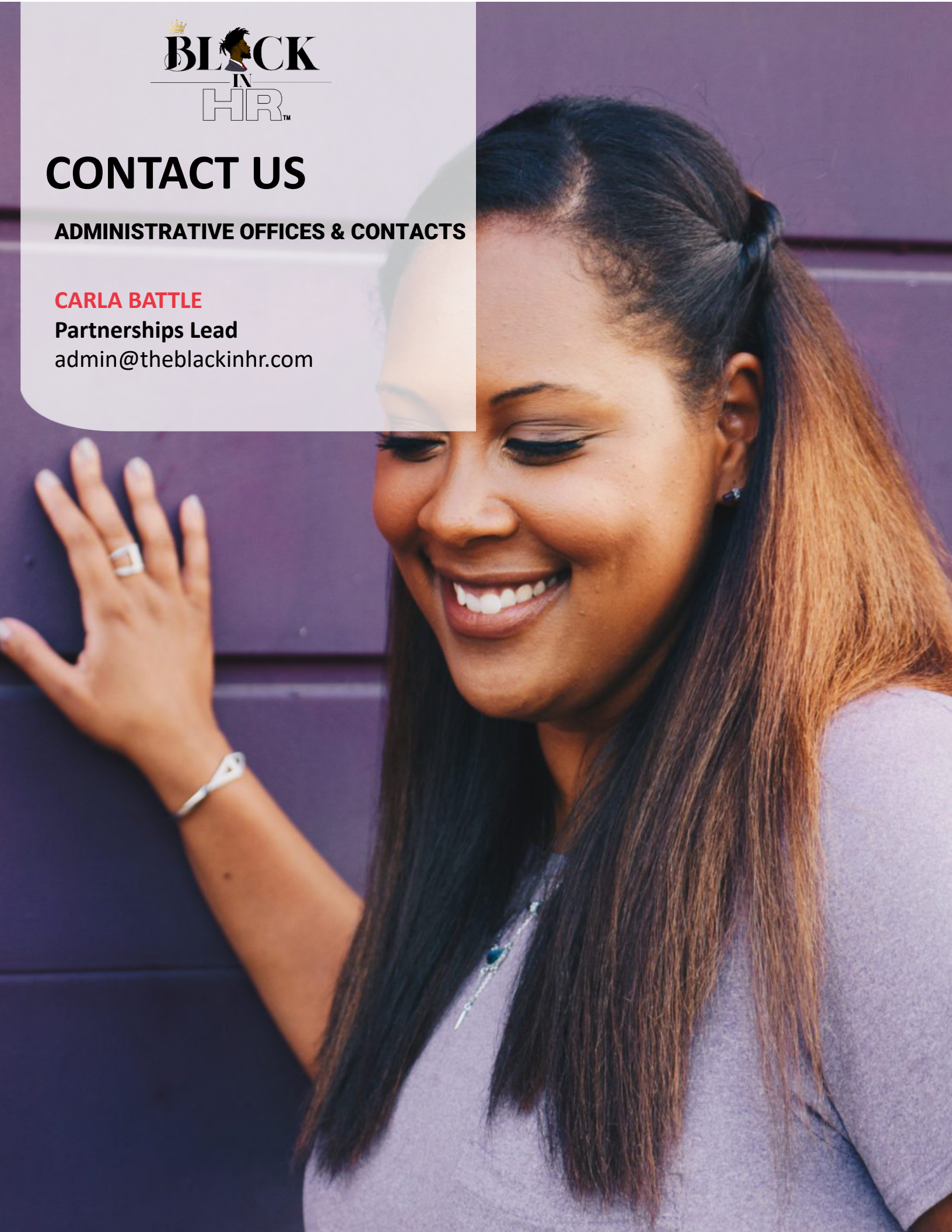
- Diversity Recruitment Strategy
- Sourcing and Pipelining:
  - HBCU connect and Association passive search
  - Black in HR Talent portal
- Diversity Leader/Team Coaching
- ERG leader programming
- Diversity Assessment/Measurement
- Intercultural Development Inventory Coaching

Our Results:

- Client realized an increase in women engineers/VP promotions by **27%** over a **3-year period**.
- Clients decreased turnover of Black directors and above by **10%** after one year mentoring program.
- Clients realized an increase in the conversion of diverse interns to full time by **76%**.
- Clients saw decreased turnover of Latino and Black managers and directors by **19%** after 360-feedback and coaching program.

DELIVERABLE	INCLUDES	QTY
Let's Talk about Diversity – Foundational Course	• Consultation prior to delivery • One facilitator/2 hour/Delivered virtually in Zoom or Microsoft Teams • 40 participants each	30 max
Having Difficult Conversations: How to Talk About Race	• Consultation prior to delivery • One facilitator /Delivered virtually in Zoom or Microsoft Teams • 2 hr. session • 30 participants each	30 max
From Unconscious Bias to Conscious Inclusion	• Consultation prior to delivery • One facilitator/Delivered virtually in Zoom or Microsoft Teams • 2 or 4 hr. session (2 x 2) same or different days • 40 participants each	30 max
Short term Follow-Up	• 45 mins – 1 hour • Diversity dialogs/Focus groups • Activities to follow up on Action plans	30 max

CONTACT US

ADMINISTRATIVE OFFICES & CONTACTS

CARLA BATTLE
Partnerships Lead
admin@theblackinhr.com