

BUILD A BETTER, FAIRER WORKPLACE WITH HR ACUITY

Drive diversity, equity and inclusion across your organization with HR Acuity, technology designed to root out bias, harassment and inequality

Driven by cultural catalysts like #Blacklivesmatter, COVID-19 and the new remote workplace, today's workplace has never been more unsettled. Employees have high expectations for racial equality, gender parity and inclusive workplaces—and they're looking to their leaders for action.

CEOs, CHROs, Chief Diversity Officers and board members have heard the call and are squarely focused on diversity, equity and inclusion initiatives. They've made powerful commitments. But without fair, consistent employee processes and a data-driven approach, DE&I programs will remain just that—commitments.

You can't measure what you're not tracking. Change starts with a clear-eyed baseline of where your organization stands—and then specific KPIs to track progress. Improved visibility into your employee data drives better—safer, fairer, more inclusive—employee experiences.

Build a better, fairer workplace with HR Acuity, an employee relations technology and analytics platform built to dismantle racism and bias. Get built-in predictive indicators, analytics and reporting so you can:

- **Assess your current state** to see where your racial, gender challenges lie—by geography, performance issue, manager and more
- **Benchmark your organization's employee issues** compared to your peers
- **Set specific goals and KPIs** and then get alerted to changes that impact diversity through ongoing, real-time reporting





The Challenge of DE&I

Today's C-suite leaders are safeguarding their organizations from risk while driving cultures of transparency and trust. Their teams are challenged in building truly diverse, equitable and inclusive workplaces by:

- **Lack of a data-driven baseline**—How many allegations of bias and/or harassment does your organization have? How many should it have?—making KPI-setting and metrics tracking impossible
- **Lack of consistent employee processes/documentation**, exposing organizations to risk of lawsuits and wasting time with ineffective processes
- **Generic software tools, spreadsheets or hotlines not designed to manage and analyze employee data** such as volume of bias and harassment allegations
- **No centralized view of data**, making it difficult to understand behavioral patterns, trends and predictive insights

How HR Acuity Can Help

Addressing these issues requires a standardized and intentional approach—and the right tools.

HR Acuity was designed by HR and business leaders who understand how to use employee relations data to root out bias, harassment and inequality.

Easy to use, access and integrate, HR Acuity's built-in intelligence and best practices ensure a fair, consistent approach across your organization, while in-depth analytics and trend reports provide forward-looking insight and drive informed decisions

HR Acuity's proven solution delivers:

- **Purpose-built, cloud-based employee relations management technology platform** for managing employee issues and investigations
- **Enables consistency and discipline in tracking, investigating and analyzing employee issues** such as bias and harassment
- **Delivers benchmarking**, built-in expertise and extensive reporting and analytics
- **Reduces risk** and related costs of employee litigation and reputation-damaging headlines
- **Creates the foundation for trust** and building dialogue across your organization



Learn More Today

Diversity and equality aren't new issues and progress will take real work to achieve. It starts with fair processes, data and metrics—and a real commitment to change.

See for yourself why businesses depend on HR Acuity to help them protect their reputations and build better workplaces. Visit www.hracity.com/demo today.