

**VernaLee:** I decided to get involved in the Black Inclusion Group based on how I felt I was treated when I initially started working at Indeed. I had to answer and be the speaker for a lot of things that are just normal to my culture like my hair style, people wanting to touch my hair and all these weird questions that I know had hopefully good intentions, but made me feel very uncomfortable.

**Bright:** Everything that I do has a story behind it, the way I dress myself, the way I might react to a colleague's opinion about how I look. I really like them to understand why is Bright so colorful today. Yeah, because in Ghana for instance, our culture is full of colors.

**Francis:** I think IRGs as a whole that one of my fears was is this important to the business or or are they just trying to tick a box and so what I did was I called it out. I asked for something that I thought this would make real change in a real way and it's gonna cost real money (laughs). And they came through and they said "yes, we are gonna do it. We can't do everything, but we can do AB and C right now and then we can come back and double around and do the rest.

**VernaLee:** I'd have to say that one of the biggest accomplishments is being a part of Afrotech, which is the largest black tech conference globally.

**Francis:** The great thing is more people applying for more jobs and to work for Indeed, but we're also helping individuals get promoted in the organizations that they work with.

**VernaLee:** I'm hoping next year we can move into the space of offering our insight into our products and how we can help black people get jobs by essentially using Indeed.

**Bright:** We need every single person in the team, in the company to believe in what we're doing. If everyone is at least willing to take part in the discussion and we have that collaboration with each other, I think we can make Indeed an even bigger and nicer place to work.