



# KeyAnna Schmiedl

**Vice President, General Counsel  
and Data Protection Officer,**

## Vision

With a heart dedicated to fostering belonging and a mind focused on forging meaningful connections, I have the honor of elevating the human experience at Workhuman. My personal mission is to actively engage our humans by establishing brave spaces for open dialogue and making significant strides in fostering inclusion and belonging through equity in our processes. I firmly believe that people join or leave a company based on their experience, and that is where leaders have the opportunity to make transformative and sustainable change.

Our mission strongly resonates with my own values and passions - to make work more human for every individual on the planet. Humans are the foundation of the workforce, and I am thrilled to witness firsthand how the connections created through giving and receiving recognition contribute to a greater sense of inclusion and a better work experience for all.

## Expertise

- People Strategy
- Diversity, Equity, Inclusion & Belonging
- Leading transformational and sustainable change
- Social & Environmental Impact
- Creator and champion of brave spaces

## Biography

KeyAnna Schmiedl is Workhuman Chief Human Experience Officer, responsible for guiding all of the organization's human experience strategy, including talent, total rewards, learning and development, culture and employee experience, organizational design, corporate social responsibility, and DEI initiatives.

## Linkedin Profile

[KeyAnna Schmiedl](#)

## Speaking topics

- ROI of Recognition
- Driving Culture Change
- Diversity, Equity and Inclusion

# KeyAnna Schmiedl

Previously, KeyAnna was the VP of Social and Environmental Impact (SEI) at Mozilla, the global head of Culture & Inclusion at Wayfair, and worked with top organizations such as Harvard University, Santander Bank, and IBISConsulting.

KeyAnna has received the industry's esteemed Diversity Leader Award granted by the Diversity Journal® due to her stand-out work in creating an open, equitable, and inclusive workplace culture. KeyAnna was also featured on Fortune's 40 Under 40 list and was named a DEI Trailblazer by Business Insider in 2021.

Her superpowers include navigating complex structures to grow relationships and opportunities, connecting key stakeholders, assessing organizational readiness to allow for dialogue on DEI and people process topics at appropriate levels for all constituencies, and challenging/equipping leaders to move from careful to thoughtful conversations.

KeyAnna holds an Advanced Graduate Certificate in Organizational Learning & Development from Suffolk University, an MBA in Human Resource Management, and a Bachelor of Science in Human Services from Fitchburg State University. KeyAnna resides in the Greater Boston area with her husband, two boys, and a growing menagerie of pets.



Humans are the foundation of the workforce and ensuring they feel seen, heard, and appreciated for who they are and all that they do is paramount. Recognition can help people find their voice in a way that allows them to show up and be awesome. Everyone deserves to feel awesome.