

# GLOBAL EMERGE



## 2025 Impact Report



**seramount**  
Talent Solutions for Better Workplaces

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# GLOBAL EMERGE

Seramount's Global EmERGE Conference is our annual gathering of Employee Resource Group (ERG) leaders and champions from around the world, hosted this year in London. Designed to spark bold thinking and practical action, the event brought together hundreds of participants committed to advancing equity and inclusion across global workplaces.

Highlights included a powerful keynote from Lord Dr. Michael Hastings, who urged attendees to reimagine the role of ERGs as catalysts for systemic change. Through case studies, peer-to-peer learning, and insights from seasoned inclusion and talent leaders, participants gained actionable strategies to align global initiatives with local cultural contexts. Many also found inspiration in the opportunity to connect directly with executive leaders and ERG sponsors, sparking new ideas for partnership and growth.

The conference reaffirmed that ERGs are not only essential to inclusive workplaces but also powerful vehicles for global impact. We are already looking ahead with excitement to bringing the Global EmERGE community back to London in 2026, ready to build on the momentum and continue driving meaningful change.



# 2025 Conference Snapshot



**140+** In-Person Attendees



**80+** Virtual Attendees



**14** Engaging Sessions



**56** Companies Represented



**7** Valued Sponsors



## #SeramountGlobalEmERGE

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Seramount's Global EmERGE Conference couldn't have come at a more crucial time. It's a vital catalyst in empowering diverse groups to also embrace diversity in their thinking. As Lord Dr. Michael Hastings aptly quoted Vladimir Ilyich, "There are decades when nothing happens, and then there are weeks when decades happen." It truly feels like we're in such a period, and the passion and commitment of those at EmERGE to create meaningful change is deeply inspiring.

*- 2025 Global EmERGE Attendee,  
Global Technology Company*



# Speakers & Sessions

 **24  
SPEAKERS**

**Sharing their expertise on:**

Innovation

The Role of Global ERGs

ERG Engagement

ERG Governance

Executive Sponsors

ERG Leadership

LGBTQ+ Support

ESG Goals

Multigenerational ERGs

Strategic Influence

Self ID

Disability ERGs

Advocacy

# **Morning Keynote: Leverage Today's Complexity of Inclusion as a Catalyst**

## **Lord Dr. Michael Hastings of Scarisbrick CBE**

We were thrilled to welcome Lord Dr. Michael Hastings of Scarisbrick CBE to Global EmERGE 2025 as our keynote speaker. Lord Hastings underscored that embracing change and innovation had been vital to advancing inclusion on a global scale. While such shifts were not without resistance, history reminded us that progress had always depended on those willing to act.

He highlighted how continuous learning, collaboration, leadership development, and resilience had strengthened organizational capacity for inclusion. He also prompted thoughtful reflection on the ways well-intentioned efforts to include had, at times, excluded others.

In both his keynote and fireside discussion, Lord Hastings demonstrated how Global ERGs and ERGs had served as essential partners in building inclusive cultures and sustaining momentum.



## **Key Takeaways:**



### **Don't Assume**

- There are things that we know that we know
- There are things we know that we don't know
- There are things that we don't know that we don't know



### **Impact Drives Value**

- Focus on creating long-term value, not short-term wins
- We're in the make business more valuable business



### **Prepare to Adapt**

- Embrace global perspectives
- Look beyond regional practices
- Innovation is not optional, it's a core driver of growth

# Session Highlights



## Launching Global ERGs while Deploying a Local Approach

Attendees saw firsthand how these insights drive organizational strength, build cultural relevance, and create impact across diverse markets—demonstrating the value of supporting conversations that connect inclusion with sustainable business outcomes. This session highlighted how companies are shaping employee networks that resonate both globally and locally. Attendees gained practical strategies from Wolters Kluwer's journey toward a unified model, BCG's global pillars framework, and the Black Culture Collective's efforts to reflect local realities in South Africa.



## Leveling Up for Larger Impact

This forum underscored how ERGs and Business Resource Groups (BRGs) are expanding their influence, from advancing mental health and LGBTQ initiatives to aligning with the UN's ESG goals. Speakers from tech, pharma, and financial services shared concrete ways resource groups can fuel innovation and business growth while strengthening inclusion.

The session highlighted the opportunity to be linked with forward-thinking strategies that not only drive measurable organizational outcomes but also demonstrate leadership in global responsibility.



## Measurement and Governance

This conversation showed how careful planning and strong governance enable employee networks to thrive across regions. Leaders from Mars and Micron shared practical examples of securing executive sponsorship, designing campaigns that raise visibility, and convening global gatherings to strengthen collaboration.

The insights shared in this session made clear how supporting this work drives measurable outcomes, builds alignment with equity goals, and demonstrates commitment to sustainable organizational impact.

# Where Connections Create Momentum

At Global EmERGE, leaders from over 20 countries came together to connect, collaborate, and spark fresh ideas. Across industries, attendees saw firsthand how global organizations are growing and elevating their employee resource groups. The energy in the room was undeniable as conversations turned into meaningful connections and strategies ready to take home. Everyone walked away inspired, equipped with new relationships, and motivated to drive change within their own workplaces.



# Attendee Testimonials

## **"Just wrapped up an incredible experience at Global EmERGE, hosted by Seramount!"**

I had the opportunity to learn from some of the most inspiring and knowledgeable experts from around the world. The sessions were insightful, the conversations powerful, and the energy—truly uplifting.

What stood out the most? The chance to connect with so many brilliant minds who are passionate about driving meaningful change in their organisations and communities.

**I am walking away with a renewed sense of purpose, fresh ideas, and a network of amazing professionals.** A huge thank you to Seramount Subha Barry for putting together such an impactful event! Here's to continued learning, inclusion, and global collaboration."

*- 2025 Global EmERGE Attendee, Global Software Company*

"I had the awesome chance to attend the Global EmERGE 2025 conference this week. This event brought together global ERG leaders, group members, and program leads to share case studies, best practices, open dialogue, and peer-to-peer learning.

This year's conference was extremely insightful, with a dynamic keynote, experienced DEI leaders, and Seramount's team of ERG experts. They shared some fantastic insights on balancing global initiatives with diverse cultural landscapes.

**I'm super excited about the new perspectives and innovative strategies I picked up, which will definitely help our global ERG keep thriving."**

*- 2025 Global EmERGE Attendee, Global Banking Company*

"I'm feeling energised after attending the Global EmERGE Conference 2025 today powered by Seramount! **It was indeed inspiring and motivating to hear how global organisations are enhancing their ERGs — not only by sharing global best practices and inspiring case studies, but also through localised insights that recognise the unique needs of each region.**

One of my biggest takeaways: the power of aligning ERGs to company strategy while nurturing the entrepreneurial spirit and encouraging the development of leadership skills of our people.

In a time where there is so much negative and demotivating noise around DEI, especially in the US, I'm reminded how important it is to lead with hope and abundance. ERGs are not just passion projects or clubs — they're strategic, transformative, and essential for building inclusive workplaces where everyone thrives."

*- 2025 Global EmERGE Attendee, Global Workforce Management Company*



# Thank You to Our Sponsors

 **seramount**  
Talent Solutions for Better Workplaces

# Thank You to Our Premiere Sponsor



We are honored to recognize MSD as the premiere sponsor of Global EmERGE. Their dedication to building an inclusive workplace and expanding opportunity helps make this event possible, and we are deeply grateful for their partnership.

MSD champions belonging through its Employee Business Resource Groups, which bring together more than 25,000 colleagues worldwide to foster connection, provide mentorship, and shape business decisions that reflect the people and communities MSD serves.



# Celebrating Our Sponsors

## Champion Sponsor

**VISA**

## Advocate Sponsors

**BANK OF AMERICA**



**KraftHeinz**

## Supporting Sponsors

**ALLEGIS**  
GLOBAL SOLUTIONS®

**aramark** The Aramark logo, featuring the company name in a bold black sans-serif font next to a red stylized human figure icon.

**tapestry**  
COACH | kate spade | STUART WEITZMAN

May 21, 2026

London, UK

# GLOBAL EMERGE

**Mark your calendars!**

We're excited to be returning to London for Global EmERGE 2026. This year's event will showcase the very best of our world-class research while providing unparalleled opportunities to connect and collaborate across borders, industries, and roles.



## Where Global ERG Strategy Meets Enterprise Results

Global EmERGE isn't just a conference—it's a catalyst for global ERG growth and strategy. Here's what your team will walk away with:

**1** Expanded Global ERG Toolkit

**2** Connections with Global ERG Pioneers

**3** Insights from Global ERG Experts

**4** Turn Talk Into Business Impact

# Ready to Position Yourself as a Global ERG Champion?

Investing in Seramount's third annual **Global EmERGE** Conference highlights your company's commitment to inclusive workplace growth across regions. This event brings together global ERG leaders, executive allies, and talent practitioners who are shaping the future of employee communities.

Your organization will gain visibility with professionals driving culture and change within leading companies. It's a rare chance to connect through practical, honest, and globally relevant content. Join a movement focused on building stronger, more connected workplaces around the world.

## Sponsorship Opportunities

### Meeting Location

Convene Bishopsgate  
22 Bishopsgate  
London, EC2N4BQ,  
United Kingdom

### Who Should Attend?

ERG/BRG Members & Leaders

ERG/BRG Program Managers

ERG/BRG Executive Sponsors

Talent & HR Professionals

For more sponsorship information, contact your Seramount representative or email [events@seramount.com](mailto:events@seramount.com).

### Host Sponsor

*Price: This sponsorship level is ideal for organizations with access to event space and resources*

- 35 in-person tickets and unlimited virtual tickets
- 4 VIP Luncheon tickets to be used by in-person attendees
- 35 seats in an ERG Leader Certification Cohort
- Opportunity to make welcome remarks at the beginning of the event
- Designated area for company networking session
- Opportunity to curate a breakout session in conjunction with our programmer
- Access to attendee contact information from your session for post-event follow-up.
- 5 Country Profile Reports
- Logo on event website and event materials
- Customized Foyer Activation

Investment Opportunities	\$78,750	\$65,250	\$45,000	\$22,500
Package Includes	Platinum	Gold	Silver	Bronze
In-Person Tickets	30	20	15	10
Virtual Tickets	30	20	15	10
VIP Luncheon tickets to be used by in-person attendees	4	3	2	1
Country Profile Reports	4	3	2	1
Seats reserved for your attendees in our ERG Leadership Cohort	✓	✓	✓	✓
Logo on event website and event materials	✓	✓	✓	✓
Opportunity to contribute an item to gift bags	✓	✓	✓	✓
Program Participation *	✓	✓	✓	✓
Customized Foyer Activation	✓			
Company Networking Session	✓			

### \*Program Participation

**Platinum:** Host or contribute to a breakout session—curate it with our programmer or provide a panelist, moderator, or facilitator. Receive attendee contact information from their session for follow-up.

**Gold:** Option to provide a panelist, moderator, or facilitator. Receive attendee contact information from their session for follow-up.

**Silver:** Opportunity to make an in-person introduction.

**Bronze:** Opportunity to make a virtual introduction.

# Driving Belonging

## Globalize Your Inclusion Strategy

April 8, 2025 | London, England + Virtual

Seramount's hybrid Global Member Conference convened inclusion leaders and DEI practitioners from across industries and regions to confront today's most complex workplace challenges. Through research-backed keynotes, insights from the Global Inclusion Index, and executive-led case studies, participants explored strategies to navigate backlash, advance global inclusion, and strengthen organizational resilience. Sessions included practitioner panels, peer-to-peer exchanges, and "next practice" forums that offered actionable frameworks for implementation.

Attendees left with tools to accelerate inclusion strategies, safeguard organizational commitments, and support employee well-being in an increasingly polarized landscape. The conference fostered cross-industry connection, offered space for real-time problem solving, and reinforced Seramount's role as a trusted partner in building inclusive, future-ready workplaces.



# Seramount Global Member Conference

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It was truly inspiring to engage with such a diverse group of thoughtful leaders and speakers who are passionate about driving change and fostering inclusivity in the workplace. Each session offered valuable insights that will undoubtedly shape our approach at Lenovo as we continue to champion diversity and inclusion which is deep in our culture heritage & our values.

*- 2025 Global DBP Member Conference Attendee, Global Architecture and Engineering Firm*



## 2025 Conference Snapshot



**120+** In-Person Attendees



**180+** Virtual Attendees



**7** Engaging Sessions



**56** Companies Represented



**20+** Countries Represented

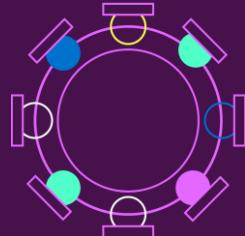
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**It's the everyday conversations that shift mindsets. ERGs that prioritize these conversations—both at the grassroots level and within leadership circles—are the ones that create lasting change.**

*Subha V. Barry, President,  
Seramount*



If you would like to learn more about how Seramount's Global EmERGE Conference and related programming can support your firm's global talent and inclusion efforts, please reach out [at seramount.com/contact-us](http://seramount.com/contact-us)



## Insight-Powered Solutions Trusted by Talent and HR Leaders

### TALENT SOURCING

**Identify, Engage, and Hire High Potential Talent**

Branding and recruiting platform that surfaces engaged, prepared candidates internally, externally and at scale

### ASSESSMENT AND STRATEGY

**Uncover the Real Levers to Unlock Enduring Employee Engagement**

Actionable intelligence into the employee experience powered by innovative technology and over 40 years of workforce data and insights

### RESEARCH AND ADVISORY SERVICES

**Set Strong Best Practices and Build Adaptable Roadmaps**

Expert guidance rooted in research and experience to support and advance your strategic talent and culture priorities in every environment

### LEARNING AND DEVELOPMENT

**Create a More Resilient, Connected Workforce**

Impactful content designed and delivered to inflect productivity and positive behavior change at every level

We partner with **600+** corporations, government entities, and nonprofits **globally**.

Including **~50%** of the Fortune 100 and **~25%** of the Fortune 500.



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