

GLOBAL EMERGE

Monday
April 7, 2025

22 Bishopsgate
London, UK

In Person + Virtual

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2025 Conference

A World of Ideas: Advancing Global ERGs

Seramount's second annual **Global EmERGE Conference** is a unique international event dedicated to supporting Employee Resource Groups (ERGs) both domestically and globally. Seramount has been hosting conferences focused on ERGs for over 15 years, including its flagship U.S. EmERGE Conference.

This year's conference will feature a dynamic keynote, seasoned DEI leaders, and our own team of dedicated ERG experts that will offer insights on how to balance global initiatives with diverse cultural landscapes. Chief Diversity Officers, executive leaders, and sponsors are encouraged to join their respective ERG leaders to build a stronger rapport and seize the opportunity to learn about some of the most pressing issues their global ERGs are working through.

WHY ATTEND?

This event will provide participants the opportunity to:



Participate in dynamic sessions, peer-to-peer discussions, and case studies designed to inspire and empower your ERG efforts.



Build stronger relationships and valuable connections with Chief Diversity Officers, DEI Executives, and ERG Leaders.



Walk away with fresh ideas and actionable solutions to address the most pressing challenges facing global ERGs today.

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Agenda

8:30 – 9:00 am

BREAKFAST & REGISTRATION

9:00 – 9:20 am

WELCOME REMARKS

Bishopsgate Forum | Hybrid
Presenter:

Subha Barry, *President, Seramount*
Shagufta K Iqbal, *Poet in Residence*

9:20 – 10:00 am

OPENING KEYNOTE

Leverage Today's Complexity of Inclusion as a Catalyst

Bishopsgate Forum | Hybrid

Embracing change and innovation is an asset and are necessities in our current global DEI landscape. Often it is met with resistance, but history has shown us that progress stems from those who dare to embrace it. What role does mindset of continuous learning, collaboration, leadership development and resilience play? How do we assess and refine our approaches to DEI, ensuring that inclusion truly means inclusion for all? How have we, in our efforts to include, inadvertently excluded? During his keynote and fireside chat, Lord Hastings will offer insights to the valuable role Global ERGs and ERGs can play.

Lord Dr Michael Hastings, Member of Parliament the British House of Lords, Chancellor of Regents University London, Chair of the London Chamber of Commerce and Industry's Black Business Association, Chair of the Advisory Board of the Black Business Institute and Vice President at UNICEF UK.

Keynote Speaker:

Lord Dr Michael Hastings of Scarisbrick CBE, *Independent Peer in the House of Lords*

Moderator:

Subha Barry, *President, Seramount*

10:00 – 10:15 am

COFFEE BREAK

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10:15 – 10:40 am

STATE OF GLOBAL ERGS: FINDINGS OF THE GLOBAL INDEX REPORT

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The importance of global ERGs has been demonstrated by their key role in Seramount's fifth annual Global Inclusion Index. The report measures DEI impact through demographics, strategies and outcomes in 29 countries in Europe, Asia, Central/South America, the Mideast, as well as Australia and Canada. Results show that ERGs for women, LGBTQ+ employees, and ERGs for employees with disabilities lead the way. Participants will gain insights on ERGs that are gaining traction, learn about the most critical findings, and have the opportunity to engage in a lively Q&A session.

Presenter:

Barbara Frankel, Managing Director, Insights, Seramount

10:40 – 11:15 am

YOUR ROAD MAP

Raising your ERGs to a BRG: How to become a Partner of Choice Leveraging your ERG/BRG to Drive Innovation

Bishopsgate Forum | Hybrid

ERGs are poised to be a critical agent of change to deal with headwinds. During this session participants will gain insights into the full and multilayered role of ERGs, building leadership competencies, maturing ERGs to BRGs, and communicating the vital role that ERGs can play in delivering robust business outcomes while creating inclusive employee-centered organizational culture.

Presenter:

Stephan Klaschka, Strategy Executive & Awarded Innovation Leader, Klaschka & Co

11:15 – 11:20 am

SESSION OVERVIEW

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An overview of the session will be provided in short format. During the sessions participants will have the opportunity to hear case studies, co-create solutions and co-learn from peers. Session presenters share their knowledge from different countries and their unique approaches as they navigate various cultural norms and business goals. Sessions will repeat after lunch and include two tracks, one for ERG Leaders/Members and the other for DEI/ERG Program Managers.

Presenter:

Nichelle Wash, Director, Research Development and Member Advisory, Seramount

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11:20 – 11:30 am

11:30 am – 12:30 pm

BREAK

CONCURRENT SESSIONS

Measurement and Governance

Bishopsgate Forum | Hybrid

Audience: DEI / ERG Program Managers | ERG Maturity: All

Establishing and expanding ERGs across regions requires thoughtful planning and governance. This session will uncover lessons learned from two case studies, showcasing how organizations successfully navigated challenges like securing executive sponsors and running an intentional campaign to advertise their ERG. From leveraging a 4C framework for programming to fostering collaboration through biannual global gatherings, attendees will walk away with actionable tools to support ERG growth and impact worldwide.

Presenters:

Belinda Deridder, Mars Neurodiversity ARG Lead & Legal Co-pilot, Mars, Incorporated

Fu Wei, Senior Director, Micron Semiconductor Pte Ltd

Moderator:

Ripa Rashid, Managing Director, Seramount

Collaboration and Intersectionalities

Leadenhall Hub | In-Person

Audience: ERG Leaders | ERG Maturity: All

This workshop is designed for Executive Sponsors, Chief DEI Officers, and Program Managers to explore how Employee Resource Groups (ERGs) can effectively engage employees across international borders. The session focuses on strategies to enhance global collaboration, foster cultural inclusion, and align ERG initiatives with organizational DEI goals. Through actionable insights, best practices, and success stories, attendees will learn how to support ERGs in addressing regional challenges, leveraging cultural diversity, and creating a unified yet localized experience for employees worldwide.

Presenters:

Alana Hudson, Manager, Employee Resource Groups, St. Jude's Children Research Hospital

Moderator:

Bridgette Scales, Managing Director, Advisory, Seramount

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11:30 am – 12:30 pm

CONCURRENT SESSIONS (Continued)

Launching Global ERGs while Deploying a Local Approach

Threadneedle Hub | In-Person

Audience: All | ERG Maturity: All

Join us for an insightful discussion, exploring how the Black Culture Collective (BCC) is evolving to be more culturally and locally relevant in South Africa. We'll also examine how Wolters Kluwer's global networks grew from grassroots, divisionally led efforts to a more structured global model. Additionally, Boston Consulting Group's global pillars will provide a framework for understanding the evolution of ERGs. This session will offer valuable insights into how organizations can scale ERGs globally while maintaining authenticity and relevance at the local level.

Presenters:

Zeta Benjamin, *South African Black Culture Collective EBG Co-Chair and EMEA Accountant, CSG International*

Sander Dekker, *Director PMO Strategy and Operations, Wolters Kluwer*

Trudie Roiz de Sa, *EMESA Diversity, Equity & Inclusion Director, Boston Consulting Group*

Moderator:

Nichelle Wash, *Director, Research Development and Member Advisory, Seramont*

12:30 – 1:45 pm

NETWORKING LUNCHEON

ERG members and program managers connect, share experiences, and build relationships with peers from other organizations through interactive experiences over lunch. Participants can choose to be seated according to region in order to learn what other groups are accomplishing in different regions of the world.

EXECUTIVE LUNCHEON

Chief Diversity Officers, executive leaders and sponsors are invited to participate in a special luncheon, with special guest Lord Dr. Michael Hastings and Gloria Abramoff, award winning film producer & journalist. (seats are very limited & pre-registration is required)

Moderator:

Ripa Rashid, *Managing Director, Seramont*

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1:45 – 2:45 pm

CONCURRENT SESSIONS

Measurement and Governance

Leadenhall Hub | In-Person

Audience: DEI / ERG Program Managers | ERG Maturity: All
Expanding ERGs outside the U.S. requires a distinct approach to governance, structure, and measurement. This session explores the journey of launching an EMEA-specific chapter, highlighting key differences from North America and how the team tailored its approach while aligning with the broader BRG mission. Whether you're looking to expand an ERG or refine its structure, attendees will gain insights into what ERGs can and cannot do globally and how to create sustainable, high-impact networks in different global contexts.

Presenters:

Jennifer Mackinlay, EMEA Lead for Women's Impact Network (WIN), Wesco

Bianca Saori Kawanami Stringuini, Global Head of DEI, StepStone Group

Moderator:

Bridgette Scales, Managing Director, Advisory, Seramount

Collaboration and Intersectionalities

Bishopsgate Forum | Hybrid

Audience: ERG Leaders | ERG Maturity: All

Disability ERGs are powerful drivers for workplace inclusion, but how can organizations fully harness their impact? This session explores how a company successfully aligned its disability inclusion efforts with business goals while maintaining the ERG's role in fostering community and advocacy.

Presenters:

Christine Vanek, Global Director, Accessibility, Otis Worldwide Corporation

Moderator & Speaker:

Gareth Whalley, Founder & CEO, Big Bang People Solutions Ltd

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1:45 – 2:45 pm

CONCURRENT SESSIONS (Continued)

Leadership Development

Threadneedle Hub | In-Person

Audience: All | ERG Maturity: All

ERG leadership is a recognized pathway for career development, equipping professionals with critical skills to navigate organizational dynamics and drive impact. This session explores ERG leadership as formal leadership development, helping participants strengthen key competencies, share insights across generations, and build a network of leaders. Attendees will engage in a variety of discussions — some among peers focused on building strategic influence and others on early-career professionals who want support navigating organizational hurdles. This cross-collaborative, multigenerational session will ensure relevant, actionable takeaways.

Presenters:

Nichelle Wash, Director, Research Development and Member Advisory, Seramount

BREAK

2:45 – 3:00 pm

AFTERNOON PANEL

Leveling Up for Larger Impact

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Thought leaders will delve into various aspects of how Employee Resource Groups (ERGs)/Business Resource groups (BRGs) are driving the business and identify opportunities where they can gain a larger impact to include contributing to the United Nation's Environmental, Social and Governance (ESG) goals. They will also address how to better equip ERG/BRG program managers with the necessary skills in order to elevate the valuable contributions they achieve for the business. Participants will hear from the tech and pharma industry with examples spanning from mental health to LGBTQ initiatives.

Ripa Rashid, Managing Director, Chief Diversity Officer Collaborative, Seramount

In Conversation With:

Laura Madalina Coman, Instructional Designer, Lenovo
Mark McLane, Director of Diversity and Culture, M&G

3:00 – 3:55 pm

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3:55 – 4:15 pm

CLOSING & CALL TO ACTION

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Presenter:

Subha Barry, *President, Seramount*

Shagufta K Iqbal, *Poet in Residence*

4:15 – 5:00 pm

RECEPTION