

EMERGE

May 13–14, 2025

Hyatt Recency
2 Exchange Pl
Jersey City, NJ

In Person + Virtual

Attendee Hub



SCAN ME

Day One Agenda

8:00 am - 9:00 am

BREAKFAST & REGISTRATION - Hudson Pre-Function

Participants will check-in for the event, enjoy breakfast and have their first chance to explore our Community Impact Activity in support of "I Got You Girl," part of the NYC Campaign Against Hunger. This initiative is dedicated to improving access to feminine hygiene products, ensuring that people with periods can fully participate in employment, education, and other opportunities without barriers. Attendees will have the opportunity to make a meaningful impact by assembling feminine hygiene kits for individuals in need across the New York City area.

9:00 am - 9:20 am

WELCOME REMARKS (Livestreamed) - Hudson Ballroom **Subha V. Barry** | President | Seramount

9:20 am - 10:20 am

OPENING KEYNOTE: Wild Hope: The Power of People to Create Meaningful Change (Livestreamed) - Hudson Ballroom

Join National Geographic photographer, filmmaker, and writer Ami Vitale, as she takes us on a journey of uplifting narratives which show us how hope and collective action are shaping a brighter future for our planet. Ami's captivating stories are about people learning from wildlife and protecting endangered species like pandas, rhinos, and elephants. These powerful stories that drive change inspire us all to push boundaries and have an impact in our daily lives including in our workplaces and communities.

Ami Vitale | National Geographic photojournalist, documentary filmmaker, educator, writer and Founder | Vital Impacts

In Conversation with

Subha V. Barry | President | Seramount

Introduction by **Nadia Allaudin** | Managing Director and Wealth Management Advisor | Merrill Lynch Wealth Management

10:20 am - 10:45 am

NETWORKING BREAK

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Day One Agenda

10:45 am – 12:00 pm

CONCURRENT SESSIONS

Inclusion/HR Practitioner: Meeting the Moment and Managing the Noise: Continuing to Drive a More Inclusive Environment in Today's Workplace (Livestreamed) - Hudson Ballroom

In today's rapidly evolving landscape, the principles of inclusion are facing scrutiny both from external sources and from within organizations. Corporations are navigating a dual challenge: they encounter a wide variety of sentiments in the broader societal discourse while simultaneously responding to employees who seek a more inclusive and engaging workplace. To effectively address these complexities, we all need to understand how to navigate an increasingly dynamic environment.

As diverse perspectives and values intersect daily within the workplace, it is essential for organizations to develop policies, practices, and strategies that are adaptable, impactful, and aligned with the needs of both C-suite executives and the workforce at large. The presenters will share strategies for leading through challenging times while staying true to the company's global culture and objectives

This will provide attendees with invaluable insights and practical examples for effective management and leadership in today's challenging environment. Key takeaways will include:

- **Monitoring External Trends:** Learn how to effectively track and analyze external trends that could impact your organization, enabling proactive risk mitigation and strategic alignment
- **Adopting a Holistic Approach to Your Inclusion Strategy:** Understand the significance of integrating inclusion into the overall organizational framework to foster a truly inclusive culture.
- **Leveraging Policies and Practices for Inclusion:** Discover various policies and practices that can be implemented to cultivate an inclusive workplace, ultimately enhancing employee engagement and performance.

Moderator:

Laura Sherbin | Managing Director, Research & Consulting | Seramount

Panelists:

Erika Conley / Director, People & Culture / St. Jude Children's Research Hospital

Michelle Thompson-Dolberry | EVP, Chief Diversity, Equity and Inclusion Officer | MFS Investment Management

Celeste R. Warren | Vice President, Diversity & Inclusion | Merck

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CONCURRENT SESSIONS

ERG Leader: Build Intersectional Communities - Palisades 1-3

Explore how to build intersectional, engaged and impactful communities with examples from leaders of interfaith and neurodivergent ERGs.

Moderator:

Shenelle Brooks | Associate Director, Advisory | Seramount

Presenters:

Maqsood Ahmed | Director, Digital Marketing Solutions and Interfaith Organization EBRG Global Co-Lead | Merck

Lindiwe Davis | Founder | Future State Collective and Global Organizational Effectiveness Program Manager Lead | Google

Leadership Development: Branding and Storytelling for ERG Leaders - Harborside 1-2

After unpacking why storytelling is a vital skill, leaders will reflect on their leadership journeys to craft their personal narrative. This is an opportunity for leaders to engage in discussions to surface core values and learn strategies for effective storytelling to deepen professional relationships and organizational impact.

We explore:

- Opportunities to tap into your values that drive your leadership and contribute to your authentic brand
- Tools to reflect on and draw inspiration from your own leadership journey
- Strategies that you could use with fellow ERG leaders on how to build solidarity and broadcast your DEI vision

Facilitator:

Mollie Teitelbaum | Associate Director, Learning Solutions & Advisory | Seramount

Virtual-Only:

Inclusive Leadership Development: Creating a Culture of Care in the Workplace

Join Seramount for an interactive workshop where attendees will:

- Understand the meaning of being an inclusive colleague
- Reflect on the impact of inclusion on individual growth and organizational culture
- Identify strategies and opportunities to contribute to a greater culture of inclusion where colleagues take care of each other
- Create a Plan of Action to implement your learnings utilizing the inclusive colleague toolkit

Facilitator

Thelma Tamez | Director, Research & Advisory | Seramount

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Day One Agenda

12:00 pm – 1:30 pm

NETWORKING LUNCH - Hudson Ballroom, Floor 3 & Manhattan, Floor 9

Participants will be encouraged to meet a variety of peers and sit by ERG affinity to explore common opportunities and challenges.

1:45 pm – 3:00 pm

CONCURRENT SESSIONS

Inclusion/HR Practitioner: Demonstrate ROI of ERGs/BRGs with Strategic Alignment to Business Goals (Livestreamed) - Hudson Ballroom

Business Resource Groups play a crucial role in fostering a culture of belonging and inclusion. This panel will delve into the transformative impact of BRGs, highlighting their contributions to employee engagement, professional development, and organizational success.

Participants will gain insights into how to build a robust infrastructure across ERGs with clear governance and connected goals. They will also explore how BRGs have evolved from networking groups to integral components of company strategy, driving innovation, attracting top talent, creating a sense of community and belonging, and driving business success.

Attendees will walk away with:

- Insights into building sustainable infrastructure at scale for ERGs/BRGs
- Effective strategies for investing in leadership development
- Expanding inclusion initiatives globally with regional distinctions
- The role of employee resource groups in driving organizational change
- Methods to measure the impact of workplace initiatives on employee engagement and productivity
- Strategies for effectively communicating the ROI of inclusion and belonging investments to stakeholders

Moderator:

Chantel Smith | Associate Director, Advisory | Seramount

Panelists:

Rob Behar | Partner | KPMG

Reed Harris II | North America Inclusion Lead | Kenvue

Ashley St. Preux | DEI & Culture Program Consultant | MFS Investment Management

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1:45 pm – 3:00 pm

CONCURRENT SESSIONS

ERG Leader: Collaborate Across ERGs and the Business for Impact - Palisades 1-3

Discover strategies of success of cross-ERG and cross-functional collaboration for business impact with powerful examples:

- Ionis' Blend (Black & Latinx) ERG developing a health equity strategy
- CSG's WE LEaD (women's), Mental Health, and Caregivers Employee Belonging Groups collaborating to create their first-ever Parenthood Support Site with support from their Benefits and HR teams
- Mizuho Americas' five ERGs partnering to develop and implement "MVP University" – a six-month junior development training initiative centered on Mentorship, Visibility, and Professional Programming.
- Merck's Asia Pacific Association EBRG's Time Harmony Initiative creating a playbook to provide real-life stories and practices to address the challenges of working across time-zones and finding work-life balance with night calls and global collaborations, highlighting the impact of multi time zone teams and bring pointed best practices for inclusive collaboration.

Moderator:

Victor Villegas Regional | Regional DEI Manager | DPR Construction

Presenters:

Karen Kramer Horning | Executive Director, Human Resources and **Victoria Sanjurjo** | Medical Director, Clinical Development and Co-Lead, Blend | Ionis Pharmaceuticals

Teresa Krammer | Client Business Executive and WE Lead Member | CSG

Jean Lam MacInnes | Managing Director, Head of Americas Diversity, Equity and Inclusion | Mizuho

Pam Wong / Responsible AI Steward Lead and Asia Pacific Association Global Co-Lead / Merck

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1:45 pm – 3:00 pm

CONCURRENT SESSIONS

Leadership Development: ERGs Unleashed: Amplify ERG Leadership Impact - Harborside 1-2

In this interactive workshop, we will explore the powerful role of Employee Resource Groups in driving business value, enhancing diversity, equity, and inclusion initiatives, and leveraging executive sponsorship for maximum impact. Attendees will explore:

- Leveraging key stakeholders
- Using intersectional campaigns
- Best practices for engaging and utilizing executive sponsors to champion ERG initiatives effectively
- Successfully running an ERG committee
- Celebrating key moments to build personal brand and drive engagement
- Understanding how ERGs contribute to organizational goals and bottom-line performance
- Strategies to integrate ERGs into broader DEI efforts to create a more inclusive workplace

Facilitators:

Kizmet T. Moore / AVP, Diversity, Equity, Inclusion + Belonging / NFP

Ian Shaw | Global DEI Manager | Arm

Presenter:

Malori Carr | Senior Information Developer, Pride@Arm Global Operations Lead and Austin Chapter Lead | Arm

Virtual-Only:

Leadership Development: Addressing Burnout and Fatigue for ERG Leaders in Our Current Political Climate

Join us for a candid, high-impact discussion about the realities of DEI burnout, along with practical dialogue about processing challenges and forging ahead. This conversation is for those who are motivating others—internal DEI and/or employee resource group leaders and people ops professionals—who could benefit from a connection point with others to hear concrete strategies for sustaining vital work while building solidarity across groups.

Facilitators:

Viva Asmelash | Co-Founder | Liberation Labs

Michael Gregor | Co-Founder | Liberation Labs

3:00 pm – 3:15 pm

BREAK

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3:15 pm - 4:00 pm

ERG IMPACT AWARDS CELEBRATION AND PANEL DISCUSSION *(Livestreamed) - Hudson Ballroom*

Join us for an afternoon of inspiration and connection at the ERG Impact Awards Celebration! This special event honors the remarkable achievements of Employee Resource Groups that have made significant contributions to their organizations and communities.

Celebrate the power of diversity and inclusion as we recognize these trailblazers for their innovation, leadership, and positive impact. We will also hear from a panel of some of the award winners on the strategies of their success. Together, we'll toast to the collective efforts that drive change and foster inclusive workplaces!

Moderator:

Richelle Caday | Senior Associate, Advisory | Seramount

Panelists:

ERG Collaboration: CSG

Sara Alston | Executive Administrative Assistant and Caregivers Co-Chair

Teresa Krammer | Client Business Executive and WE Lead Member

Hannah Veri | Sr Compliance Program Specialist and Mental Health Lead

Trailblazer

Indhira Arrington | CDO | Ares

Valued Partner

Daniel Nguyen | Sr. Manager, DEI & Programming | Formerly Chegg, Now at Tinder

Workplace Culture Impact

Emily Bauer | Emergency Preparedness & Employee Concerns Specialist and WLA President | PSEG

ERG Leadership

Fu Wei / Senior Director and and Capable Global Lead / Micron Semiconductor Pte Ltd

4:00 pm - 5:00 pm

NETWORKING RECEPTION - Hudson Pre-Function, Harborside 1-2, Holland 1-2

Mix and mingle with fellow conference attendees with refreshments and entertainment.

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8:00 am - 9:00 am

BREAKFAST & REGISTRATION - Hudson Pre-Function

9:00 am - 9:15 am

WELCOME REMARKS (Livestreamed) - Hudson Ballroom
Bridgette Scales | Managing Director, Advisory | Seramount

9:15 am - 10:10 am

OPENING KEYNOTE: The Future of Work: Smashing Stereotypes, Forging Change, and Building a Disability-Inclusive World (Livestreamed) - Hudson Ballroom

All around the world, there is a huge disability employment gap. In most countries, the unemployment rate for people with disabilities is twice that of people without disabilities. Often, it's as high as 80%. There are over a billion people in the world living with a disability. To have 80% of them unemployed? That's a lot of untapped potential. We're in what some call the "Great Resignation," hiring people with disabilities is a huge opportunity. Research shows 89% of employers who've embraced disability as part of their talent strategy have seen increases in employee retention. In this keynote, Tiffany will outline the steps that every workplace can take to truly welcome people with disabilities.

Tiffany Yu | CEO & Founder | Diversability and Author | *The Anti-Ableist Manifesto: Smashing Stereotypes, Forging Change, and Building a Disability-Inclusive World*

In Conversation with:

Bridgette Scales | Managing Director, Advisory | Seramount

10:10 am - 10:30 am

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10:30 am – 11:45 am

CONCURRENT SESSIONS

Inclusion/HR Practitioner: Navigate Change Management and Activate ERG Leaders *(Livestreamed) - Hudson Ballroom*

Explore how to navigate change management and activate ERG leader with case studies spotlighting a unique belonging circle strategy with CommonSpirit Health and an ERG Governance Model and ERG guidebook launch with Husch Blackwell.

Moderator:

Nichelle Wash | Director, Advisory | Seramount

Presenters:

Mika Ford | System Manager, Inclusion & Belonging | CommonSpirit Health

Dr. Nathan Elias Ziegler | System Vice President, Diversity, Leadership & Performance Excellence | CommonSpirit Health

Will Verchereau | DEI Manager - Programs & Communications | Husch Blackwell

ERG Leader: Engage Front Line Workers with Low-Tech, High-Impact Solutions *- Harborside 1-2*

This session will unpack how Amtrak, Otis, and Coca-Cola Consolidated's ERGs extend their reach beyond the office, designing programs and strategies that resonate with employees on the ground. Participants will learn how to tailor DEI initiatives for the unique needs of frontline workers, amplify their voices, and celebrate their essential contributions. Together, we'll explore how ERGs can bridge the gap and ensure all employees feel valued and included. Attendees will explore how to

- Tailor DEI initiatives to engage frontline employees effectively
- Amplify voices and recognizing contributions of frontline workers
- Create inclusive programming for diverse environments

Moderator:

Mija Lieberman | Associate Director, Advisory | Seramount

Presenters:

Joshua Dantzler | Sr. Employee, Experience, and Culture Specialist | Amtrak

Kelly Fuller | Director, Modernization Field Operations Leader, North America; Global Forward BRG Board Co-Chair; and Forward North America Chapter Co-Chair | Otis

Bess McGee | Engagement and Experience Manager | Coca-Cola Consolidated

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CONCURRENT SESSIONS

ERG Leader Workshop: ERGs as Your Secret Weapon in the Talent Lifecycle- Palisades 1-3

This interactive workshop is designed for Employee Resource Group (ERG) leaders who want to play a pivotal role in driving diversity, equity, and inclusion (DEI) throughout their organization's employee life cycle. Attendees will learn how ERG leaders can partner with HR and leadership teams to influence key processes, such as recruiting, onboarding, training, performance management, reward and recognition, leadership development, and promotions. By identifying opportunities where ERGs can advocate for diverse talent, provide valuable insights, and shape policies and practices, participants will discover practical strategies for enhancing diversity at every stage of the employee journey.

A leader from PSEG's Women's Leadership Alliance will share highlights from their award-winning initiatives focused on fostering a culture of inclusion, support, and purpose in their workplace. These efforts – including brand ambassadorship at recruitment events, the launch of a new hire buddy initiative, and the hosting of roundtables and development programs – are all designed to inspire and motivate employees, foster deeper connections, and help their workforce envision and achieve their full potential.

Through other case studies, group discussions, and actionable takeaways, ERG leaders will leave equipped with the knowledge to help foster a more inclusive workforce and advance their organization's DEI goals. After an introduction of key concepts, participants will have the opportunity in group discussions to explore how they can apply these concepts in their organizations and share their conclusions and recommendations with the full audience in a debrief.

Facilitator:

Kevin England, Ph.D. | Founder and CEO | Infinito Associates, LLC

Presenter:

Elaine Bellew | Senior Project Manager | PSEG

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CONCURRENT SESSIONS

Virtual-Only:

ERG Leader Workshop: Strategies for Transforming Your ERG to a BRG

The session will feature a case study of how Otis transformed their disability-focused ERG to a BRG along with a spotlight on AARP's NextGen ERG playing a critical role in the company's digital transformation. Participants will receive a worksheet to help them identify strategies applicable to their ERG/BRG transformation and work on their transformation individually and in small groups.

- Articulate the importance of business resource groups vs. employee resource groups.
- Identify strategies for becoming a business resource group.
- Identify strategies for maintaining elements that focus on the "employee" support of an ERG.

Facilitator:

Christy Vanek | Director, Global Disability Accommodations & Accessibility | Otis Worldwide Corporation

Presenters:

Walter Harris | SVP Enterprise Performance Measurement and Business Analysis, Enterprise Performance Management and NextGen ERG Executive Sponsor | AARP

Isreal Hernandez | Associate State Director for Advocacy & Outreach and California State Office, NextGen ERG Chair | AARP

12:00 pm - 1:00 pm

NETWORKING LUNCH - Hudson Ballroom, Floor 3 & Manhattan, Floor 9

Participants will be encouraged to meet a variety of peers during each networking meal by their organization's industry. They will also be provided with a list of discussion questions to guide the conversation, including inquiries such as "How are ERGs unique or different in our industry?", "What is the best thing about ERGs within our industry?", and "How can ERGs improve our industry outside of the 'four walls' of our individual company?", fostering meaningful interactions and networking opportunities.

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1:00 pm – 1:45 pm

ERG MATURITY MODEL LAUNCH: Unlock the Full Potential of Your Employee Groups *(Livestreamed) - Hudson Ballroom*

Learn about Seramount's exciting new ERG maturity model assessment tool at this launch presentation! The Seramount Employee Group Maturity Model Assessment is a brand-new strategic tool designed to help organizations evaluate, strengthen, and maximize the impact of their employee groups. This assessment provides ERG leaders, DEI teams, and executive sponsors with an insight-driven approach to measuring ERG effectiveness across nine critical areas, including governance, leadership development, business impact, and community engagement. By identifying strengths and opportunities for growth, organizations can create high-performing ERGs that drive meaningful cultural and business outcomes. Hear more about how to empower your ERGs to move from engagement to impact!

Moderator:

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

Panelists:

Shenelle Brooks / Associate Director, Advisory / Seramount

Richelle Caday / Senior Associate, Advisory / Seramount

Jayde Schmoyer / Senior Associate, Insights / Seramount

1:45 pm – 2:45 pm

Fostering Wellbeing and Cultivating Competencies in Tumultuous Times Panel *(Livestreamed) - Hudson Ballroom*

As organizations navigate the impact from the political climate on organizations' DEI structures, there is a need to ensure DEI practitioners and ERG leaders are not pouring from an empty cup. Explore how to strengthen organizational competencies needed in this moment – from overall strategy, contingency planning, and getting executive leadership buy-in – as well as strategies on supporting personal well-being and avoiding burnout.

Moderator:

Ripa Rashid | Managing Director, CDOC | Seramount

Panelists:

Yulonda Burris | Director: Diversity, Equity, Inclusion & Belonging - Americas | DP World

Chante Butler | VP of DEI | Diageo

Marta Pateiro | Head of Talent Management, D&I and Culture | Pernod Ricard

2:45 pm – 3:00 pm

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3:00 pm – 4:00 pm

ASK SERAMOUNT SESSIONS

Empowering ERG Leaders with Insights – Manhattan, Floor 9 *In-Person*

Seramount Insights will share ERG-related data from [Employee Voice Sessions](#) where hundreds of senior leaders anonymously discussed what they are witnessing within their organizations. Attendees will have the opportunity to work through challenges and opportunities to support colleagues in this environment with an opportunity to ask the advisor any questions they may have to navigate this moment.

Facilitator:

Diana Forster | Senior Director, Insights | Seramount

ERG Survival Guide - Hudson Ballroom *In-Person*

Seramount Advisory will share highlights from the [ERG Survival Guide](#) on the top threats ERGs face in 2025 with actionable solutions to help your ERGs not only survive but thrive. Attendees will have the opportunity to work through challenges and opportunities to support colleagues in this environment with an opportunity to ask the advisor any questions they may have to navigate this moment.

Facilitator:

Shenelle Brooks | Associate Director, Advisory | Seramount

Empowering ERG Leaders with Insights

Virtual

Seramount Insights will share ERG-related data from [Employee Voice Sessions](#) where hundreds of senior leaders anonymously discussed what they are witnessing within their organizations. Attendees will have the opportunity to work through challenges and opportunities to support colleagues in this environment with an opportunity to ask the advisor any questions they may have to navigate this moment.

Facilitator:

Devean Owens-Toler | Associate Director, Insights | Seramount

ERG Survival Guide

Virtual

Seramount Advisory will share highlights from the [ERG Survival Guide](#) on the top threats ERGs face in 2025 with actionable solutions to help your ERGs not only survive but thrive. Attendees will have the opportunity to work through challenges and opportunities to support colleagues in this environment with an opportunity to ask the advisor any questions they may have to navigate this moment.

Facilitator:

Nichelle Wash | Director, Advisory | Seramount