

EMERGE

May 6–7, 2024

Convene 360

360 Madison Avenue
New York, NY

In Person + Virtual

As of April 26, 2024

*Please note, all times listed
are in Eastern Daylight
(EDT)*

REGISTER NOW

2024 EmERGE Conference

Activating Employee Resource Groups

Seramount's EmERGE conference empowers Employee Resource Groups (ERGs) and their leaders to increase their impact through trainings, workshops, and educational seminars. From presentations focused on the most pressing DEI challenges to panels covering ERG structures, EmERGE offers sessions for all ERG leaders to learn regardless of industry, company size, or ERG maturity.

Whether you're an ERG leader, a program manager, a DEI or HR leader - EmERGE has sessions for you! With customizable agendas, attendees have the option to choose the sessions best fit for you and your specific needs.

In addition to the educators, activists, and leaders, attendees will have the opportunity to learn from one another! EmERGE features various opportunities for coordinated networking and peer-to-peer learning so leaders can meet their counterparts doing similar work in different companies.

You won't want to miss the ERG Impact Awards as we celebrate ERGs and ERG leaders doing incredible work across the country and throughout various industries.

In-person tickets are SOLD OUT, but we are maintaining a waitlist. Please contact your Relationship Director to be added. Virtual tickets are still available!

For details of past EmERGE conferences please click [here](#).

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Agenda

DAY ONE

8:00 – 9:00 a.m.

REGISTRATION AND BREAKFAST BY ERG AFFINITY

In-Person

Participants will check-in for the event, enjoy breakfast where they are encouraged to sit by ERG affinity, and will also have their first chance to explore our Community Impact Activity.

9:00 – 9:15 a.m.

OPENING REMARKS

Hybrid

Presenter: **Subha Barry**, President, Seramount

9:15 – 10:15 a.m.

OPENING KEYNOTE & FIRESIDE CHAT BY FARZANA NAYANI

Hybrid

Farzana Nayani will bring her more than 20 years of DEI work and passion to the mainstage of EmERGE to kick-off the conference. Her keynote focuses on impactful and authentic change through leveraging intersectionality and individuals' full identities. As a multi-racial woman and a mother to bi-racial children, she will bring her personal and relatable story along with her professional experience to help attendees understand how to be catalysts for good within their organizations.

Presenter: **Farzana Nayani**, DEI Consultant, ERG Specialist & Author, Farzana Nayani Consulting & Training

Moderator: **Katie Mooney**, Managing Director, Seramount

10:15 – 10:30 a.m.

BREAK

10:30 – 11:30 a.m.

CONCURRENT LEARNING LAB SESSIONS

Resilience in the Face of Uncertainty

In-Person | Audience: All | ERG Maturity: All

In this session, we'll dive into the complexities of managing the stress response cycle, combating outrage exhaustion, and navigating the divisive issues that come with global conflict and election seasons without burning out. Join us to gain valuable perspectives, share experiences, and collaboratively develop solutions to promote resilience, well-being, and cohesion in the face of uncertainty.

Presenter: **Nikki Innocent**, CEO, Lead Coach & Facilitator, Inclusive Leadership Collective

Using ERG Leadership to Catapult Your Career

In-Person | Audience: ERG Leaders | ERG Maturity: All

ERG leaders who understand the career-defining opportunities available upfront can maximize the chance more intentionally and set themselves up for a more significant impact in and out of the workplace. This session will highlight how ERG leaders and those interested in leadership can more intentionally leverage their roles for career advancement & fulfillment. They will leave with a plan to put their T.A.G.S - talents, abilities, gifts & skills to work in service to others & self.

Presenter: **Chelsea C. Williams**, Founder and CEO, Reimagine Talent Co.

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10:30 – 11:30 a.m.

CONCURRENT LEARNING LAB SESSIONS (Continued)

Future Proof Your Career

Virtual | Audience: All | ERG Maturity: All

It's time to use mentorship to future-proof your career. This fast-paced, action-packed session will inspire you to take action and give you the tools on how to navigate the mentorship journey successfully, strengthen self-reflection, and hear real-life stories of how others have used mentorship to advance their careers.

Presenter: **Lily Woi**, Executive Coach and Culture Change Catalyst, Lily Woi Coaching

11:30 a.m. – 12:30 p.m.

NETWORKING LUNCH BY ERG MATURITY

In-Person

Participants will be encouraged to meet a variety of peers by seating themselves based on their ERG Maturity. They will also be provided with a list of discussion questions to guide conversations and enhance networking opportunities, including inquiries such as "Are we more or less advanced than other ERGs at our company?", "Who can we learn from and/or who can we help to teach?", and "What challenges do we face because of our ERG maturity?", to guide conversations and enhance networking opportunities.

12:30 – 1:45 p.m.

CONCURRENT PANEL PRESENTATION SESSIONS

Crafting Mental Health Support Communities

Hybrid | Audience: All | ERG Maturity: All

In this session, expert panelists will share insights on creating tailored mental health spaces through formal and informal ways. Learn strategies for addressing diverse audience needs and explore innovative approaches on designing supportive environments that foster open dialogue and offer culturally sensitive resources.

Presenters:

Adrienne King, External Manufacturing Operations, Merck

Barbara Klug, Senior Counsel, Commercial & Real Estate, Kohler Co.

Anne Lawrence, Director, Process Transformation, Alight Solutions

Moderator: **Katie Mooney**, Managing Director, Seramount

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DAY ONE (CONTINUED)

12:30 – 1:45 p.m.

CONCURRENT PANEL PRESENTATION SESSIONS (Continued)

Effective Partnerships in the Corporate Ecosystem

In-Person | Audience: All | ERG Maturity: Moderate to Advanced

In this session, you'll have the opportunity to learn from ERGs that have successfully fostered cross-functional collaborations, demonstrating how DEI initiatives can serve as catalysts for building strong partnerships across different areas of the organization. By showcasing their experiences in navigating the corporate ecosystem, these ERGs will highlight the importance of DEI in forging effective partnerships and driving impactful change within the company and beyond.

Presenters:

Tracy Jupiter, Associate Director, EEDI Enterprise Initiatives, AbbVie

Christy Vanek, Director, Global Disability Accommodations, Otis Worldwide Corporation

Omar Velaochaga, Senior Manager, DEI, Kohl's

Moderator: **Zavi Bailey**, Senior Manager, DEI Business Support and Engagement, Constellation Brands

ERGs 2.0: Launching Specialized ERGs

In-Person | Audience: All | ERG Maturity: Moderate to Advanced

Learn how to create specialized ERGs on topics like sustainability and neurodiversity to meet the evolving needs of your workplace. Gain practical insights, best practices, and actionable strategies for identifying organizational needs, designing specialized ERGs, and sustaining their impact. Whether you're an ERG leader, HR professional, or passionate advocate, join us to redefine diversity and inclusion through the launch of dynamic ERGs tailored to your workplace.

Presenters:

Sushima Assi, Senior Archivist, Spin Master

Shane Lloyd, Chief Diversity Officer, Baker Tilly

Moderator: Senior Director, Advisory, Seramount

Kamina Young

Building Blocks: Crafting a Strong ERG Framework

Virtual | Audience: All | ERG Maturity: All

In this session, participants will learn proven methodologies for designing and implementing an effective ERG framework that maximizes impact and sustainability. We'll discuss the importance of defining clear objectives, establishing governance structures, and developing your ERG leaders. Additionally, attendees will explore models and approaches used by successful ERGs to create strategic plans, develop leadership skills, and drive measurable outcomes.

Presenters:

Jessica Heron, DEI Specialist, Public Consulting Group

Stefanie Nguyen, Women's ERG Chair, Public Consulting Group

Kaela Blanks, Associate Director, Advisory, Seramount

Moderator: **Megan Pierouchakos**, Senior Director, Advisory, Seramount

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DAY ONE (CONTINUED)

1:45 – 2:00 p.m.

2:00 – 3:15 p.m.

BREAK

CONCURRENT PANEL PRESENTATION SESSIONS

Launch of the Open To All ERG for Retail Guidebook in Partnership with Michael Kors and Seramount

Hybrid | Audience: All | ERG Maturity: All

As part of Open to All's programming for our corporate partners, Michael Kors partnered with Seramount to create an ERG Guidebook that aims to support organizations in both establishing new ERGs and refining existing ones to bolster their business influence. It is a repository of tools, templates, and resources curated to aid organizations at any stage of their ERG journey. After adapting much of the initial content from the Seramount ERG Leadership Handbook (2017), this updated guidebook features support to further engage store and warehouse teams through unique case studies and best practices. This session will showcase an overview of what is in the ERG for Retail Guidebook and feature insights and case studies from Seramount and Michael Kors. This guidebook is available exclusively for 2024 EmERGE registrants, Seramount partners and Open to All Retail Charter corporate members.

Presenters:

Allegra Brochin, Manager, Global Internal Communications and Retail Liaison for EmpowerHER, CapriHoldings Limited

Tshombe Laughman, Deputy Director, Open to All

Beverly Passos, Global Diversity and Inclusion Specialist, Capri Holdings Limited

Kathryn Williams, Senior Manager, Retail Communications and Co-Lead for BOLD, Michael Kors

Katie Mooney, Managing Director, Seramount

Moderator: **Shaina Bonheur** / Senior Manager, Global Diversity & Inclusion and ERG Program Manager / Capri Holdings Limited

Frameworks for Success

In-Person | Audience: All | ERG Maturity: Moderate to Advanced

Get ready to be inspired as experienced ERG and DEI program managers reveal tried-and-true strategies that have not only elevated impact but revolutionized efficiency within ERGs. We'll delve into cutting-edge training methods and chart the course for professional development tailored specifically for ERG leaders to set them up for success. Finally, we'll also shine a spotlight on the vital aspect of succession planning within ERGs and DEI programs, ensuring continuity and growth for the future.

Presenters:

James Cheng, Global Head, Inclusion & Diversity, Zimmer Biomet

Kevin England, CEO, Infinito Associates

Cora Okine, DEI Global Lead, Verizon

Moderator: **Mollie Teitelbaum**, Associate Director, Learning Seramount

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DAY ONE (CONTINUED)

2:00 – 3:15 p.m.

CONCURRENT PANEL PRESENTATION SESSIONS (Continued)

Intersectionality and Cross-Collaboration

In-Person | Audience: All | ERG Maturity: All

ERGs aren't a zero-sum game and identities aren't single checkboxes. In order to serve your ERG members and their various dimensions of diversity, it's critical to work with other ERGs. This session will highlight successful collaborations between multiple ERGs.

Presenters:

Karen Horning, Executive Director, HR, Ionis Pharmaceuticals

Susie Wagner, Co-President for HeadsUp, Kohler

Katie Spitzel, Co-Chair for Pride, Freddie Mac

Moderator: **Luz Cuevas-Santos**, Advisor, Diversity & Inclusion, Canon

3:15 – 3:30 p.m.

BREAK

3:30 – 4:00 p.m.

ERG IMPACT AWARDS CELEBRATION

Hybrid

Join us for an evening 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. Together, we'll toast to the collective efforts that drive change and foster inclusive workplaces!

Moderator: **Richelle Caday**, Senior Associate, Advisory, Seramount

4:00 – 5:00 p.m.

NETWORKING RECEPTION

In-Person

Join us for a dynamic networking reception immediately following the ERG Impact Awards celebration! Connect with fellow attendees, share insights, and celebrate the achievements of our Employee Resource Groups. We encourage everyone to wear their ERG swag or something they're proud to share and discuss during the reception. It's a fantastic opportunity to mingle, exchange ideas, and build meaningful connections. We look forward to seeing you there!

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DAY TWO

8:30 – 9:20 a.m.

NETWORKING BREAKFAST BY ERG INDUSTRY

In-Person

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.

9:20 – 9:30 a.m.

OPENING REMARKS

Hybrid

Join us for opening remarks that promise to be a vibrant celebration of our EmERGE journey. We'll reflect on the remarkable highlights and transformative discussions from Day One, setting the stage for the even more dynamic and inspiring sessions that await us.

Presenter: **Bridgette Scales**, Managing Director, Advisory, Seramount

9:30 – 10:30 a.m.

OPENING KEYNOTE BY V SPEHAR

Hybrid

For our opening keynote, V Spehar is a sought-after speaker on authenticity and resilience who will kick-off the second day of the conference. Discover the parallels between the impactful work of *UnderTheDeskNews* and the responsibilities of ERG leaders in an enlightening keynote session. Delve into the unique blend of accountability and influence shared by both, whether it's delivering challenging news like V or striving to enhance representation within organizations. Gain insights into the vital need for self-care and compassion, a lesson drawn from the experiences of V and resonating strongly with ERG leaders. Join us as we uncover the shared journey of responsibility, influence, and compassion in leadership.

Presenter: **V Spehar**, Podcast Host and TikTok Journalist/Creator, *Under the Desk News*

Moderator: **Ilyssa Padrid-Dykman**, Associate Director, Event Programs, Seramount

10:30 – 10:45 a.m.

BREAK

10:45 – 11:45 a.m.

CONCURRENT LEARNING LAB SESSIONS

Having a Growth Mindset Within Your ERG

In-Person | Audience: All | ERG Maturity: All

Learn strategies for creating high performing teams with a growth mindset and how to apply those to motivating your ERGs. Upon completion of the session, ERG volunteer leaders, executive sponsors, and program managers will be able to more strategically align ERGs with business objectives related to the attraction, development, engagement, and retention of underrepresented and historically marginalized groups and implement best practices to amplify ERG impact within and outside of their organizations.

Presenter: **Brian Fishbone**, Principal and Founder, DE&I on Demand

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CONCURRENT LEARNING LAB SESSIONS (Continued)

Leading with Emotional Intelligence

In-Person | Audience: All | ERG Maturity: All

In this highly interactive session, participants will explore the essential components of emotionally intelligent leadership that are invaluable at this critical global moment. By honing emotional intelligence competencies, leaders can build and showcase skills that strengthen organizational outcomes and advance their own careers. Strategies explored in the session can breathe new life into teams—improving collaboration, communication, and innovation.

Presenter: **Mollie Teitelbaum**, Associate Director, Learning Seramount

Creating ERG Programs that Elevate Historically Excluded Talent

Virtual | Audience: All | ERG Maturity: All

ERGs can be powerful tools to support and elevate Historically Excluded Talent. During this session, participants will be guided through practical tips they can implement to learn more about their ERG participants so ERG leaders can build meaningful and impactful programs, processes, and systems that elevate their members.

Presenter: **dani Herrera**, DEI Consultant, Trainer, and Speaker, Allies in Recruiting || Kay and Black Talent Partners || *dei by dani*

11:45 a.m. – 12:30 p.m.

NETWORKING LUNCH BY ERG ROLE

In-Person

Participants will be encouraged to meet a variety of peers during each networking meal, with seating arrangements based on their roles. They will also be provided with a list of discussion questions to guide the conversation, including inquiries such as "What is the biggest challenge that our role faces in the ERG ecosystem?", "What other roles have you held and how have they influenced your current position?", and "What role is next for you?", fostering meaningful interactions and networking opportunities.

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CONCURRENT PANEL PRESENTATION SESSIONS

Unlocking Effective Executive Sponsor Relationships

Hybrid | Audience: All | ERG Maturity: All

Executive Sponsors are often an under-used tool for ERG leaders. We'll talk about effective strategies to leverage your Executive Sponsor's support to secure resources, enhance visibility of your ERG with leadership, and how this partnership helps your ERG achieve strategic objectives within the organization. Participants will gain practical tips on how to engage and set expectations with their Executive Sponsors and how to foster a collaborative relationship that benefits both their ERG and the broader business agenda, all through the lens of real-life success stories and actionable advice.

Presenters:

Yode Guerrier Ford, ERG Leader for Young Professionals, Alight

Tinesha Richardson, Co-Chair for ARISE, Freddie Mac

Moderator: **Kamina Young**, Senior Director, Advisory, Seramount

Community Impact

In-Person | Audience: ERG Leaders | ERG Maturity: All

Community is uniquely important to historically excluded groups and it's an important part of ERG work. This panel will highlight how you can turn your ERG outward to have a positive impact in your local community.

Presenters:

Nataly Manjarrez Orduño, Global Lead, Organization for Latino Achievement (OLA), Bristol Myers Squibb

Edgar Velazquez, Senior Vice President, HOLA Enterprise Co-Chair, Bank of America

Matthew Semel, Co-Chair for MERG and Director, Creative Operations & Project Management, Estee Lauder

Moderator: **Robert Rios**, Senior Manager, Marketing Operations and Digital Marketing, Seramount

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12:45 – 2:00 p.m.

Measuring Success

CONCURRENT PANEL PRESENTATION SESSIONS (Continued)

In-Person | Audience: All | ERG Maturity: Moderate to Advanced
This session delves into the multifaceted ways success can be measured ERGs, moving beyond traditional metrics like membership numbers and event attendance to paint a broader picture of their value. Participants will explore a variety of success indicators that demonstrate the substantial impact ERGs have on an organization, highlighting their contribution not just to community building but also to the broader business objectives. Through real-world examples, our speakers will unveil metrics that can be used to articulate the business case for ERGs, including their influence on employee engagement, talent retention, leadership development, and cultural competency.

Presenters:

Eric Amstutz, *Valor@Liberty National Co-Chair, Liberty Mutual Insurance*

Julie Lewis, *Senior Manager Diversity, Equity, and Inclusion, AVP, T Rowe Price*

Sammy Drayton, *Global Lead for BOLD, Verizon*

Moderator: **Amy Nakatani**, *Director, Insights, Seramount*

Building Your ERG Leadership Network

Virtual | Audience: All | ERG Maturity: All

As an ERG leader, you may be curious about how other fellow ERGs and their leaders are implementing 'best practices' within their organization with limited time to seek outreach and build connections. The Asian Leaders Alliance (ALA) is a volunteer coalition of 950+ Asian, Native Hawaiians, and Pacific Islander E/BRGs representing over 3,000 leaders and DEI practitioners. Join the ALA founders, Jimmy Hua and Brian Pang to learn about the importance of building connections and community, starting a volunteer-led coalition and recommendations on how other groups of affinity can build a network.

Presenter: **Brian Pang**, *Co-President, Founder, and Product Director, Asian Leaders Alliance*

Moderator: **Farzana Nayani**, *DEI Consultant, ERG Specialist & Author, Farzana Nayani Consulting & Training*

BREAK

CLOSING SESSION AND CONVERSATION

In-Person and Virtual | Audience: All

Presenters:

Catherine Ewell, *Senior Vice President, Seramount*

Kaela Blanks, *Associate Director, Advisory, Seramount*

Richelle Caday, *Senior Associate, Advisory, Seramount*

Sarah Crump, *Director, Advisory, Seramount*

Megan Pierouchakos, *Senior Director, Advisory, Seramount*