Inclusion and Talent Executive Roundtable

Think Bigger Summit: Workplace Inclusion's Critical Turning Point

Date and Location

May 12, 2025
The West Hollywood EDITION
West Hollywood, CA

About

With inclusion under increasing scrutiny and new policies reshaping workplace priorities, leaders face growing uncertainty about what's next. One thing remains clear: we are stronger together. Now more than ever, it's essential to connect, learn from one another, and build a community that can support and sustain this work.

The **Think Bigger Summit** provides the collaborative space and expert guidance needed to navigate this evolving landscape. Bringing together industry leaders, Seramount experts, and Inclusion and Talent professionals, the summit offers in-depth, solutions-focused sessions on the workplace's new realities. Through cutting-edge research, real-world examples, and peer insights, attendees will explore strategies for managing political shifts, mitigating risk, and expanding DEI's impact across the business ecosystem.

In times of uncertainty, staying informed and connected is invaluable. This summit will equip you with the tools, knowledge, and network to confidently advance your efforts and ensure workplace inclusion remains a critical business priority—because inclusion doesn't stop when the rules change.

Time	Session
9:00 a.m.	**Networking Breakfast**
10:00 a.m.	**Welcome and Opening Remarks** *Ripa Rashid, Managing Director, Seramount* *James Cowling-Vega, Managing Director, Seramount*
10:30 a.m.	**Understanding the Legal Landscape in 2025** *Christy Kiely, Partner, Seyfarth Shaw LLP* Federal policy changes in early 2025 are already having a significant impact on how employers frame their inclusion practices. This session offers a clear breakdown of new Executive Orders, the EEOC's changing priorities, their impact on both practical and legal risk for employers, and key compliance considerations to maintaining an inclusion commitment.
11:30 a.m.	**Break**
11:45 a.m.	**How Companies Are Adapting to New Policy Shifts** *Diana Forster, Senior Director, Research Insights, Seramount* *Ripa Rashid, Managing Director, Seramount* *Aida Sabo, Senior Vice President, Global Inclusion, Parexel* Company responses to policy changes is making headlines—but is that the full story? Discover how your peers are responding to the new administration's policies and adapting their organizations, based on insights from Seramount's Employee Voice Sessions and other real-world examples.
12:30 p.m.	**Executive Networking Lunch**
1:30 p.m.	**Scenario Planning Exercise** *Katie Mooney, Managing Director, Seramount* With the DEI landscape shifting daily in 2025, preparation is key. Explore common scenarios and collaborate in group discussions to develop solutions to your organization's top challenges.
2:15 p.m.	**Ask Me Anything: Seramount Experts** *Katie Mooney, Managing Director, Seramount* *Ripa Rashid, Managing Director, Seramount* *Diana Forster, Senior Director, Research Insights, Seramount* *Tom Brunskill, VP and General Manager - Forage, Seramount* Seramount experts work closely with partners to analyze trends, tackle challenges, and develop forward-thinking strategies. In this rapid-fire Q&A, get direct insights and answers to your most pressing questions; no filters, just expert advice tailored to your needs.
2:45 p.m.	**Break**
3:00	**Think Bigger: Inclusion as a Business Growth Strategy** *Michael Nicholson, Principal, Strategic Research, Seramount* *Esu Ma'at, Chief Diversity, Equity, and Inclusion Officer, Orlando Magic* *Abhishek Sarathy, Associate Vice President, Diversity, Inclusion, Belonging, Canadian Tire* *Sabrin Chowdhury, Global Head of Corporate Engagement, PIMCO* Discover how the world's leading companies are driving real business outcomes through workplace inclusion. Together, we'll explore key innovative, results-driven strategies, from aligning with shifting demographics to integrating inclusion across the business ecosystem.
4:30 p.m.	**Closing Remarks** *James Cowling-Vega, Managing Director, Seramount*
4:35 p.m.	**Cocktails and Conversation**