

Inclusion and Talent Executive Roundtable

Think Bigger Summit: The New Roadmap for Workplace Culture

Date and Location

September 25, 2025

Convene Willis Tower
Chicago, IL

About

As the dust settles from recent legal, social, and political shifts, leaders focused on workplace culture are beginning to build more sustainable strategies for belonging, engagement, and inclusion for this new normal. But in this unprecedented environment, it's not always clear what will work, what won't, or what's legally safe to pursue.

This executive roundtable offers a clear, actionable roadmap to help leaders advance inclusion and build high-performing cultures in today's polarized society and complex legal landscape. The day offers an opportunity to network, collectively solution, and build community with a tightknit group of leading peers, while learning practical, proven and replicable strategies from Seramount's rigorous research and data.

Most importantly, the summit will invite participants to imagine what comes next: a future where inclusion is not just a strategy but a core value where people are placed at the center of our work, and where purpose and belonging power culture, performance, innovation, and business growth.

Register

9:00 a.m.

Networking Breakfast

9:30 a.m.

Welcome and Opening Remarks

Katie Mooney, Managing Director, Seramount
Ripa Rashid, Managing Director, Seramount

10:00 a.m.

The State of Workforce Today

Steve Pemberton, Managing Director, Seramount
James Cowling-Vega, Managing Director, Seramount

Seramount's latest research with 100 CHROs reveals the top challenges and priorities shaping the workplace. This session highlights the biggest shifts of 2025 and what they mean for inclusion leaders as they adapt their strategies.

10:30 a.m.

Inclusion at a Crossroads

Ripa Rashid, Managing Director, Seramount
Grey Pierce, Associate Director, Seramount

Workplace inclusion is shifting fast, and the stakes are higher than ever. This opening session sets the stage for where we are now and why a new roadmap is essential.

11:00 a.m.

Break

11:15 a.m.

Making the Case for Inclusion in a Challenging Climate

Chantel Smith, Associate Director, Advisory, Seramount
Jon Deters, Senior Analyst, Research, Seramount

Based on Seramount's Science of Influence research, this session provides a blueprint for building a business bottom-line focused case for DEI. Learn how to frame inclusion efforts in ways that resonate with C-suite leaders and align with evolving business priorities.

12:15 p.m.

Executive Networking Lunch

1:00 p.m.

What Do We Measure Now?

Katie Mooney, Managing Director, Seramount

Recent legal changes have disrupted traditional inclusion metrics. This session explores new ways to measure and prove the success of your DEI efforts in today's evolving landscape.

1:30 p.m.

Solving Today's Inclusion Challenges

Eva Knee, Associate Director, Partner Development, Seramount

With the inclusion landscape shifting daily in 2025, preparation is key. Join peer groups to explore today's toughest challenges and co-create actionable solutions for your organization.

2:00 p.m.

Break

2:15 p.m.

ERGs as a Strategic Lever

Nichelle Wash, Director, Advisory, Seramount

ERGs are one of the lowest-risk, highest-value inclusion programs today, but are yours set to drive real impact? Gain a practical framework to advance them to their fullest potential.

3:00 p.m.

Think Bigger: Stories of Innovation in Inclusion

Whitney Maddox, Vice President of DEI, NPR
Karmetria Burton, Senior Director, Global Business Inclusion, McDonald's
Tynecia Walker, Director of Diversity and Inclusion, Komatsu

Discover how leading companies are rethinking inclusion to drive business outcomes. In rapid-fire spotlights, hear fresh strategies that go beyond tradition and deliver real value.

4:00 p.m.

Closing Remarks

Katie Mooney, Managing Director, Seramount

4:05 p.m.

Cocktails and Conversation