



# Our Webinar Will Begin Shortly

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## Today's Topic:

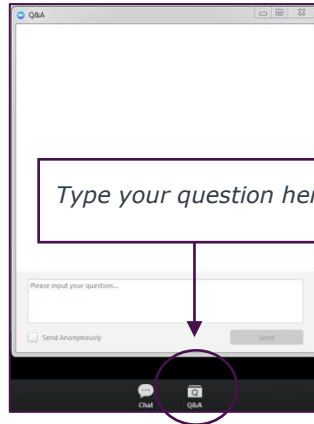
**Implementing Change Through Global BRGs:  
A Conversation with Hillenbrand**

## Engaging in Chat



Utilize the **Chat button** to make comments throughout the session.

## Asking a Question



## Brief Exit Survey



We'd appreciate your **feedback** on today's presentation.

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# **Implementing Change Through Global BRGs: A Conversation with Hillenbrand**

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# Presenters



**Kamina Young**

*Director, Diversity Best  
Practices,  
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**Cathy Lively**

*Director, Diversity, Equity, and  
Inclusion  
Hillenbrand*

# BRGs Emphasize Business Unit Collaboration



# Weaving BRGs into the Organization's Structure



## Responsibilities to Consider when creating ERGs or BRGs

### Budget



Depending on company size, initiatives that a BRG may support, and number of

BRG members, budgets can vary widely, and fundraising is another option for the group to consider, if permissible according to corporate policies.

**42%**

Of 2022 Inclusion Index Companies have individual budgets for ERGs

### Professional Development Opportunities



Companies can provide access to external resources to help BRG leaders and members learn and grow professionally.

Professional events and networks provide employees with a way to feel less isolated and receive leadership and development training.

**93%**

Of 2022 Inclusion Index Companies identify high-potential women & employees of color for promotion

### Resource Support



Aside from budget, BRGs may need access to survey software, design software, internal communications and social media platforms and mailing lists, specific video chat profiles for the group to utilize, planning and collaboration tools such as Google Drive or Box, and access to the company's intranet.

This software can also allow for more comprehensive BRG data tracking giving leaders a better understand membership and engagement opportunities

# Upcoming Conference: EmERGe

*Registration  
Now Open*

**May 8–9 | In-person and virtual**

*Convene, Liberty Street, New York*

- A conference devoted to employee resource groups (ERGS), bringing together ERG leaders, members and supporters across industries
- Strategies and solutions that identify and cross-pollinate ERG and organizational next practices
- Leadership and skill building workshops, interactive peer-to-peer learning and networking.



# Type Your Questions Into the Q&A Box!



**Kamina Young**

*Director, Diversity  
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**Cathy Lively**

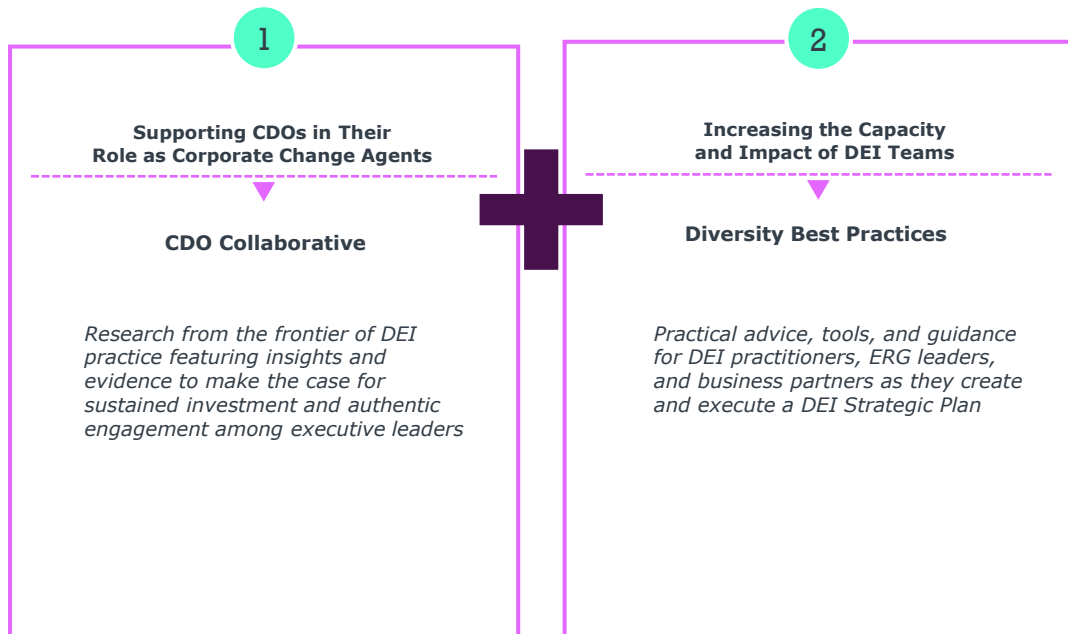
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# A Partnership Benefitting All DEI Professionals at Your Organization



Evolving Seramount Research and Advisory Services to Support Rapidly Changing DEI Needs and Priorities



# Interested in More?

## Take Our Poll

### I'm interested in...

- 1 Talking to an expert about how Seramount's DEI Research Partnership supports organizations in advancing DEI
- 2 Downloading our latest Guide: *Activate Your ERGs For Business Impact*
- 3 Hearing more about attending the EmERGe Conference in May



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