

Breakfast Talk

ERG's Role in Enhancing Diversity and Inclusion

20 May – 9:30 to 11:30
Dentons, The Mark Office Building, București

Employee Resource Groups (ERGs) are pivotal in driving positive change and fostering inclusive workplace cultures. These groups act as powerful agents for promoting diversity, equity, and inclusion, providing support and advocacy for underrepresented voices.

Join us for a thought-provoking **Breakfast Talk**, hosted by **Dentons** in partnership with the **Romanian Diversity Chamber of Commerce (RDCC)**, to explore how ERGs can transform workplaces into more inclusive environments. This event is designed to share practical insights, real-world examples, and actionable strategies to help attendees establish, sustain, and enhance ERGs within their organizations.

Who Should Attend?

- HR professionals and diversity officers seeking to develop or improve ERGs.
- Business leaders interested in aligning ERG goals with organizational objectives.
- ERG leaders and members looking for best practices and innovative approaches.
- DEI advocates aiming to build a workplace culture of inclusion and empowerment.
- Employees and allies passionate about driving positive change.

Why Attend?

- Gain practical strategies from industry experts and ERG leaders.
- Discover best practices and success stories from leading organizations.
- Learn how to align ERG initiatives with broader business goals.
- Expand your network with professionals committed to DEI excellence.

Romanian Diversity Chamber of Commerce

Strada Dr N. Turnescu n°11
Bucuresti 05046
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www.rdcc.ro

Speakers

UiPath & Accenture

Key Topics to Be Explored During the Event:

- How ERGs promote diversity, equity, and inclusion within global and local organizational contexts
- Real-world case studies and practical insights into the transformative power of cross-functional ERGs
- Development of sustainable ERG ecosystems that evolve with business and cultural shifts
- Success stories and best practices for scaling and embedding ERGs across company structures
- Innovative frameworks that reimagine traditional ERG models by emphasizing community, intersectionality, and purpose
- The role of gender-focused ERGs in accelerating leadership development and organizational change
- Amplifying underrepresented voices through inclusive programming and allyship networks
- Tackling workplace harassment and bias through ERG-led policy advocacy and awareness campaigns
- Strategies for integrating ERG initiatives with business performance, talent strategy, and ESG goals
- Collaboration between ERG leaders, executive sponsors, and HR stakeholders to drive systemic impact
- Addressing barriers to ERG participation, funding, and visibility
- Measuring success and sustaining ERG momentum through data, engagement, and innovation

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Agenda

9:30 AM – 9:35 AM Welcome and Opening Remarks

[Lestat Monroe](#) - Founder and Board Member, **RDCC**

[Colin Lovering](#) - Co-Founder & Managing Partner, Lovering & Partners Business Performance Consultants

9:35 AM – 9:40 AM Short Introduction of the Romanian Diversity Chamber of Commerce

[Lestat Monroe](#) - Founder and Board Member, **RDCC**

9:40 AM – 10:00 AM The Evolution and Impact of ERGs in Inclusive Workplace Cultures

Speaker: [Christine Kropf](#), Talent Strategist Associate Manager, Accenture Romania

- Discussing how Accenture's global network of ERGs fosters a culture of belonging and inclusion
- Showcasing key communities such as *Pride*, *Disability Inclusion*, *Mental Health Allies at Accenture*
- Highlighting how executive sponsorship, data, and cross-collaboration ensure ERG sustainability
- Offering practical strategies to build and scale inclusive employee networks within large organizations

10:00 AM – 10:20 AM Redefining ERGs: Innovative Approaches to Community and Belonging

Speaker: [Andreea Baci](#), Chief Culture Officer, UiPath

- Exploring evolved ERG models that center human connection, inclusion, and purpose
- Introducing community-based structures such as unity and belonging councils
- Sharing practices that foster employee authenticity and empowerment
- Highlighting leadership engagement and cross-functional collaboration
- Demonstrating how these frameworks influence workplace culture and strategy

10:20 AM – 10:40 AM Supporting Mental Wellbeing Through ERGs: A Case Study in Workplace Inclusion

Speaker: [Alexandra Costache](#), Mental Health Community Lead, Accenture Romania

- Presenting the Mental Health Community at Accenture, an employee-led initiative focused on psychological well being
- Showcasing programs that promote mental health awareness, peer support, and access to resources across the organisation
- Exploring the ERG's role in reducing stigma, fostering open dialogue, and building a culture of care and inclusion
- Highlighting cross-functional and cross-regional collaborations to embed mental health into corporate strategy
- Sharing lessons learned in growing a mental health-focused ERG within a global company
- Presenting case studies on ERG-driven initiatives that support intersectionality and allyship

10:40 AM - 11:00 AM Q&A

11:00 AM – 11:30 AM Closing Remarks and Networking

Register Now!

Seats are limited, so secure your spot today and join us for this enriching conversation. Visit www.rdcc.ro to register and learn more.

Together, let's leverage the power of ERGs to build inclusive workplaces where everyone thrives.

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