



Wema Hoover

Former Google Global Head of Diversity, Equity and Inclusion, Global Thought Leader, Innovation and Culture Expert and Executive Coach

Wema Hoover has dedicated her career to driving tangible results while transforming corporate cultures. She is a national and global thought leader in diversity, equity and inclusion (DEI); organizational development; authentic leadership; and women's empowerment. An inspiring and impactful speaker, Ms. Hoover leverages both her own lived experiences as Black woman and track record as a global DEI leader to help organizations achieve the true potential of diversity, equity and inclusion. Before founding her own consultancy, Ms. Hoover was most recently Google's Global Head of DEI. She has served as a trusted C-Suite and board-level advisor to Fortune 500 companies, leading global DEI efforts at Pfizer, Sanofi, and Bristol-Myers Squibb. In these roles, she developed multiple Global Diversity, Equity and Inclusion Councils to build internal capabilities related to belonging, unconscious bias, cultural competence, and global leadership.

More About Wema Hoover

Ms. Hoover's experience working across cultures was gained while living and working abroad and leading globally diverse teams in the US, Asia, the Middle East, and Latin America. In addition to her roles leading DE&I efforts for Google, Pfizer, Sanofi, and Bristol-Myers Squibb, she has developed high-impact collaborative partnerships with worldwide organizations such as the United Nations, the World Economic Forum, Mercer, and McKinsey to harness the most progressive HR, culture, CSR, and DEI practices. She served as a member of the Coqual (Center for Talent Innovation) Hidden Brain Drain Task Force, providing best practice DEI research working across global markets in China, India, and the US. Ms. Hoover is also a National Member of the Society for Human Resources Management (SHRM) and a sought-after speaker on DEI. Additionally, she is an executive coach who holds a Master of Science in Human Resource Management and a Master's-level Certificate in Organizational Change Management, both from New School University. Ms. Hoover is also a board member of Ten By Three, a nonprofit that reduces poverty by creating a cycle of entrepreneur driven growth resulting in sustainable financial independence.

Wema Hoover is a sought-after writer and has published articles on DEI, women's empowerment, racial equity and inclusion regularly in publications such as *Fast*

Company, Inc., Diversity Magazine and *NAMI*. She is currently working on a book about her experiences and the power of actualizing the benefits of diversity and inclusion.