

WEMA K. HOOVER, MS, GPHR

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Wema Hoover is an executive who has dedicated her career to serving as a catalyst for change and as a transformational leader. Her expertise centers on diversity, equity, & inclusion, authentic leadership and women's empowerment with a reputation for creating systemic organizational change into people, processes, and products on a global scale. Her deep experience includes leading global teams, spanning multinational, market-leading consulting, pharmaceutical, and technology enterprises. As a trusted C-suite and board-level advisor, she leverages her background to lead global DEI efforts for multiple Fortune 500 companies including Google, Pfizer, Sanofi, and Bristol-Myers Squibb.

Wema has served in executive leadership roles across culture, diversity, talent and organizational development functions. Her leadership has included roles as Chief Diversity Officer, Global Head of Diversity, Equity and Inclusion, Global Head of Employee Engagement and Culture as well as other enterprise roles driving transformation change. Wema has led teams of more than 85 people and developed multiple Global Diversity, Equity and Inclusion Councils to build internal capabilities related to belonging, unconscious bias, cultural competence, and global leadership.

As a DE&I champion and thought leader, Wema has continuously led through collaboration and communities of practice securing key high-profile strategic partnerships with the United Nations, World Economic Forum and Valuable 500: Disability Awareness, among others, to develop and harness the most progressive DEI, leadership and organizational development practices.

Wema is an advisor, author, executive coach and mentor who has served as a member of the Coqual (Center for Talent Innovation) Hidden Brain Drain Task Force. She is a National Member of the Society for Human Resources Management (SHRM) and a sought-after speaker for organizations including The Conference Board, Working Mother, and Diversity Best Practices.

Wema 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. She holds a Bachelor of Arts in Psychology from Rutgers University and a certification as a Global Professional in Human Resources (GPHR) through the Human Resources Certification Institute.