

ADDRESSING Global Conflict

DEI Insights on the Israel-Hamas Crisis

An armed conflict between Israel and Hamas has been ongoing primarily in the Gaza Strip since October 7, 2023. Last year, Seramount conducted an [Employee Voice Session](#) (EVS) for our research partners who wanted to express their concerns about the conflict and its impact on their employees. Given the importance of this topic to our partners, Seramount held a second EVS on May 17, 2024 to continue the conversation and address ongoing concerns. **Here are our takeaways:**

Group Demographics

Industries Represented

(in order of most to least represented)

1. Science & technology
2. Financial services
3. Professional services
4. Manufacturing
5. Casualty Insurance
6. Nonprofit
7. Consumer products
8. Health Insurance
9. Telecommunications
10. Hospitals/healthcare
11. Legal
12. Education
13. Pharmaceutical
14. Retail

Almost

100

DEI professionals joined our listening session.

39

of participants have operations or employees in the affected regions.

39%

stated that addressing the issue since October 7th has been a priority while

51%

stated that they have not spent much time and energy on the subject but have taken time to address.

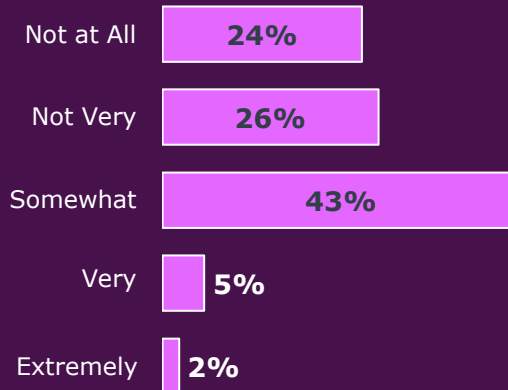
Key Statistics

How Are DEI & Talent Leaders Feeling?

(On a scale of 1-10, 1 being hopeless and 10 being hopeful)

Responses varied widely. Some felt completely hopeless (5%), while a small percentage felt very hopeful (1%). The most common response was a moderate level of feeling, with many choosing a mid-range rating. There was a significant spread across all levels, indicating diverse personal sentiments among the respondents.

Concerns Regarding Employee Protests



Top Forums Used for Employees to Share Their Feelings

1. ERG or affinity group gatherings
2. General group gatherings
3. Non-anonymous listening session
4. Anonymous listening session
5. Pulse survey

Faith-Based ERGs

Approximately 23% of participating organizations had faith-based ERGs before the attack on October 7. Since then, around 32% have either added faith-based ERGs or are in the process of doing so. The remaining participants are not considering faith-based ERGs.

79%

of participants stated that they have not released a public response and do not plan to.

Quotes and Resources

"I do not understand enough about the issue to understand how to address it for the organization. It is in the news constantly so I want to know if we should do more."

"Employees feel silenced, unable to speak for fear of coming across as antagonistic or worse, for fear of impact to their careers."

"We are trying to engage, but there is hesitation among leaders and a lot of concern about saying the 'right things.'"

"There is a lot of passion around this issue, and no opportunity to voice it. Our employees are not allowed to protest per company guidelines, which preceded these events."

"Being able to speak about this and hearing others point of view has been therapeutic. Thank you for organizing this timely session."

Essential Resources

- [Manager's Guide for Having Essential Conversations](#)
- [Preparing For and Responding to Crisis in the Workplace: Creating a Responsive and Adaptive Crisis Plan](#)