

Charting the Future: DEI Strategies for the Next Four Years

Seramount hosted our year-end CDOC Virtual Forum, *Charting the Future: DEI Strategies for the Next Four Years*. With over 70 CDOs in attendance, the session highlighted insights from November EVSs with 100 DEI leaders, focusing on aligning DEI with business goals, evolving DEI language, and leadership responses to political and social shifts.

Top Findings from Seramount Pre- and Post-Election Listening Sessions

1

Continued DEI Commitment

90 percent of CDOs expect minimal disruption to DEI efforts, maintaining strong organizational commitment.

4

Public Statements at Risk

Public DEI statements, budgets, team sizes, and representational goals are most vulnerable, with visible LGBTQ+ support a key concern.

2

Concerns Among Key Talent Groups

CDOs report fears among HET groups, with LGBTQ+, Black/African American, and immigrant employees needing the most support.

5

Embracing an Embassy Approach

67 percent of CDOs foresee maintaining internal DEI commitments without advocating for broader societal change, compared to 17 percent favoring a "When in Rome" approach and 16 percent opting for "Advocacy."

3

Increased Private Sector Role

68 percent anticipate more private sector efforts to protect women's and LGBTQ+ rights.

6

Continued CEO Support

74 percent of CDOs rate their CEO as highly supportive of DEI, with 63 percent expecting that support to remain steady post-election.

A Divided Landscape: Progress vs. Retreat in DEI Initiatives

During the listening session, leaders shared a mix of optimism and concern about the future of DEI.

While some organizations are doubling down on DEI initiatives and embedding them into business goals, others are rethinking terminology and scaling back under external pressures.

This includes backlash driven by conservative activists. The looming threat of Project 2025 and the "wait and see" approach from some corporate leaders added to the uncertainty, leaving many leaders grappling with how to support their teams amid these headwinds.

Examples of How CDOs are Supporting Their Employees



Providing Mental Health Resources

"I'm reminding them that **we have EAP, mental health resources, and each other as a tight-knit community.**"



Employee Listening

"[We're] **Creating a space where they feel heard, empathy, and sharing EAP resources.**"



Leveraging ERGs

"[We're] **Pouring into our ERGs to provide more targeted supports.**"

How Seramount is Supporting Our Partners

3-Month Follow-Up

Seramount will hold another **Employee Voice Session with partners in February 2025** to revisit these questions, understand what's changing in your work, and learn how we can help.

Timely Research & Insights

We're dedicated to creating timely resources to support DEI and talent leaders such as our guide *What a Second Presidential Term for Donald Trump Means for DEI*.