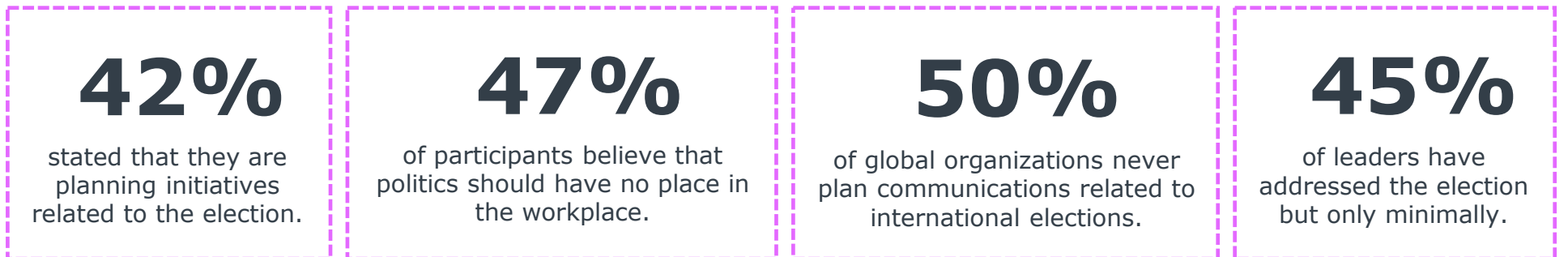


Key Pre-Election Takeaways from Our 2024 US Presidential Election Executive Discussion

The 2024 presidential elections will have a significant impact on DEI work in the US. The month before the election, Seramount conducted an [Employee Voice Session](#) (EVS) bringing together DEI and talent leaders to share strategies, discuss potential impacts, and explore how DEI efforts may evolve in response to the election. **Here are our takeaways:**

There's A Clear Divide on Voting, Leadership, and Political Engagement in the Workplace



“ Clients are expecting us to take a stance as a business. We are not planning to do it, but there is an expectation. We are hearing mostly from our clients.

“ A month or two ago, leadership landed on a 'no statement except in extreme situations' policy that they shared broadly (and I agree with/support).

How DEI Leaders Anticipate Election Results Shaping DEI Initiatives

Almost 65 percent of participants expect a Trump victory would have a very negative impact on DEI efforts.



While **almost 45 percent** anticipate a positive impact from a Harris victory.



On a separate question, over

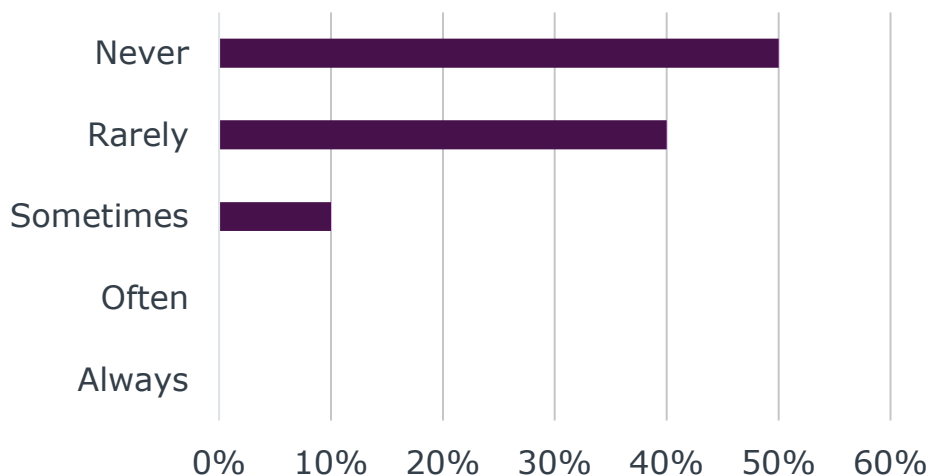
40%

of participating leaders anticipate moderate disruption in the workplace if election results are contested.

The Global Impact of the U.S. Election on Organizations

The 2024 U.S. election is causing concern globally, with international employees worried about its geopolitical implications. Global organizations, especially those headquartered in the U.S., are under scrutiny, leading to uncertainty about future operations.

If your organization has global operations, how often do you plan programming or communications related to elections occurring outside the US?



If your organization has global operations, what have you heard from your global employees and leaders about the U.S. election?

“ We are headquartered in the US and therefore there is a lot of scrutiny around the outcome of this US election especially due to the contentious nature of the election and the geopolitical implications.

“ There are concerns from those outside the US looking in. Uncertainty as to what the future will bring, what can proceed, what gets put on hold. Geo-political concerns.

Explore the Links Below to Gain Additional Insights and Guidance

[Guide for Managers on Essential Conversations](#)

[Navigating the US Election: Corporate Politics and Employee Expectations](#)

[Inquire About Hosting Your Own Listening Session](#)