

# Stay One Step Ahead of Rapid Shifts in the DEI Landscape



With more companies taking their DEI efforts under the radar, quick access to resources that address administration changes and market reactions helps partners **stay informed, agile, and competitive.**



## Capturing Peer Insight and Strategies

Continuous in-the-market sensing of our **600+ partners** gives us access to insights to help you benchmark your own efforts and hear how leading global organizations are addressing same issues.

### Here's how we're helping:

- As needed **listening forums** to discuss approaches and share strategies around executive orders with hundreds of peer leaders. Five sessions conducted since Jan 20 with over 200 CDOS
- **In-person executive roundtables** for intimate, intentional collaboration and best practice sharing.
- **Tool:** The State of DEI: What Leading Companies are Doing Right Now



## Mitigating Decision Risk

Our subject-matter experts provide an **objective, third-party voice** for decision-making and can help align stakeholders from all parts of your business to move in same direction confidently.

### Here's how we're helping:

- **Document review** including internal communications, strategy recommendations and policy changes.
- **Tool:** Tracking Policy Changes During the Trump Administration
- **Guide:** Mitigating Legal Risks In DEI Work



## Preparing You to React Faster with Research You Can Trust

Our advisors convene daily to address pressing questions from our partners and deliver curated research reviews. We also conduct custom research for your industry or organization specific questions.

### Here's how we're helping:

#### High-frequency publication of actionable research, for example:

- **Guide:** Supporting Your Employees Who Are Immigrants
- **Guide:** What a Second Presidential Term for Donald Trump Means for DEI
- **Guide:** What Project 2025 Means for US Employers

## Federal Policy Navigation Services

A Unique Combination of Resources and Services to Help Leaders Make Informed Decisions in Today's Volatile Political Landscape

### Ask Seramount

for CDOs and CHROs



- ERG Activity Under President Trump
- ERG Policies and Compliance with Trump Administration
- Impact of Policy Changes on Women's Rights
- LGBTQ+ Executive Order
- Mental Health for DEI Practitioners
- Prohibited DEI Trainings
- Top 3 Questions Board Members Are Asking About DEI

### Guides and Tools

for CDOs and CHROs



- Championing Black Employee Success in the United States' Changing Climate
- Effective Communications Strategies During Times of Crisis
- Navigating the Intersection of US Law and DEI: Mitigating Legal Risks
- Seramount's Guidebook to Supporting Immigrant Employees in US Organizations
- What Project 2025 Means for US Employers
- What a Second Presidential Term for Donald Trump Means for DEI

### Partner Intensives

for CDOs and CHROs



- How the Private Sector Can Protect Employee Well-Being
- The DEI Landscape Under President Trump
- The Voice of the CHRO on Critical DEI issues

### Trackers

for CDOs and CHROs



- The Evolving State of DEI: What Leading Companies Are Doing Right Now
- Tracking Policy Changes During the Trump Administration: What US DEI Leaders Need to Know

## Our Partners' Up-at-Night Questions Guide Our Research and Agendas

Sample of questions we are helping our partners answer:

- ✓ Should we change our department name?
- ✓ What message should we be sending to our employees?
- ✓ Should we take down DEI from our website?
- ✓ Is it safe to participate in surveys?
- ✓ How do I make ERGs inclusive for everyone?
- ✓ What are the best ways to communicate current situation with employees?
- ✓ What are peers in my industry doing?
- ✓ What are safe ways to continue inclusive recruitment practices?
- ✓ How should I guide my senior leadership?
- ✓ How do I secure support from my key stakeholders during these times?

▶ **Connect** with your Seramount Representative today for expert guidance on your most pressing questions.