



Benchmarking Across Borders: The Global App Explained

January 21, 2026



Networking



Use the **chat** to connect with other participants and share ideas.

Asking a Question



Brief Exit Poll



We'd appreciate your **feedback** on today's presentation.



Barbara Frankel

Managing Director

Seramount



Nancy Di Dia

Global Advisor

Seramount

- 1 Intro
- 2 Why Participate?
- 3 Application Overview
- 4 Scorecards and Benchmarking
- 5 Q&A

Why global inclusion matters even more right now

The World We Are Leading In

A Global Operating Reality

1

Inclusion is advancing unevenly across regions

2

Governance expectations are rising across stakeholders

3

Culture is increasingly viewed as a material business risk

4

Regulatory environments are evolving rapidly worldwide



What the Index is and Why it Matters Now

What the index is

The Global Inclusion Index is a global benchmarking and measurement platform that provides comparative insight across:

- Representation and leadership pipelines
- Talent movement and mobility
- Hiring, promotion, and attrition patterns
- Benefits, policies, and culture practices

The Index highlights strengths, reveals blind spots, and helps leaders focus strategic action.

Why it matters

Leaders are making critical workforce decisions without full visibility into global talent realities.

- They are navigating:
 - Talent shortages
 - Identity expansion
 - Geopolitical and regulatory shifts
 - Evolving cultural expectations
 - Growing demand for fairness and transparency

The Index brings structure and evidence to these decisions.

What Participation Delivers

Participation provides three capabilities leaders say they need **most**:

1



Global
benchmarking

2



Strength
identification

3



Opportunity
mapping

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Efforts to End DEI in US Have Impacted Multinationals

AdAge

Ogilvy cuts 5% of global staff and disbands global DEI team

June 25, 2025 06:26 PM EDT



NEWS | DIVERSITY, EQUITY AND INCLUSION

['Inclusion for growth' | PepsiCo drops Chief Global DEI Officer role as part of new strategy](#)

Ronnie Dungan

Tue, Feb 25 2025



Accenture ends global diversity goals amid growing anti-DEI wave: reports

BY [Dexter Tilo](#) / 10 Feb 2025

The San Francisco Standard

Business

The world's biggest accounting firm is killing its DEI programs

By [Rya Jetha](#)

Published Feb. 10, 2025 • 6:13pm



But Global Politics Are Volatile

Bloomberg

Latin America's Leftist Leaders Are Fading

A new wave of right-wing politicians seems poised to win most of the region's presidential contests.

By [Walter Brandimarte](#)

August 20, 2025 at 4:59 AM CDT



Norway's left clinches vote win as populist right surges into second place

9 September 2025

Share Save

Paul Kirby
Europe digital editor



Democracy in the Shadow of the Global Rise in Authoritarian Populism

February 6, 2025

By [Alexandra Gilliard](#)



POLITICS | GLOBAL ISSUES

How the far right is expanding its international network

Hans Pfeifer
02/08/2025

Forbes

LEADERSHIP > LEADERSHIP STRATEGIES

DEI: Under Attack In America, Thriving Around The World

By [Paul Klein](#), Former Contributor. © Paul is an impact advisor, entrepreneur, and best selling...

Published May 12, 2025, 02:34am EDT, Updated May 14, 2025, 10:24am EDT



Independent left-wing politician Connolly wins Irish presidency in landslide

By [Padraic Halpin](#)

October 25, 2025 2:49 PM CDT · Updated October 25, 2025



Why Participate?

90%

Of Seramount's partner organizations are global

1/3

Of our research content has a global perspective

**GLOBAL
EMERGE**

May 21, 2026
London + Virtual

Global DBP Member Forum:
Future-Ready Blueprint

Building an Inclusive Global Strategy for 2030 and Beyond

May 19, 2026
London + Virtual

Seramount has expanded our inclusion work globally:

- **8 advisors offering support in global inclusion strategy**
- **Country-specific support in 12 countries:**

❖ Argentina ❖ Australia ❖ Brazil ❖ Canada ❖ Colombia ❖ France

❖ Germany ❖ India ❖ Ireland ❖ Italy ❖ Mexico ❖ UK

Additional advisors and countries will continue being added.

Seramount's Global Advisors

Advisor	Countries	Advisor	Countries
 Nancy Di Dia	Global Strategy	 Laraine Kaminsky	Canada
 Avtar	India	 Andrew McGregor	Australia
 Bernadette Giard	France	 Gareth Whalley	UK
 Hans Jablonski	Germany	 Blanca Villela	Mexico, Brazil, Colombia, Argentina

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Application Overview & Eligibility Requirements



Assesses corporate inclusion efforts on a country-specific basis

Sample of topics include:

- Reporting workforce demographics by gender, age, and employee level
- Self-ID demographics collected
- Recruitment, retention, and advancement programs
- Creating inclusive cultures



Eligibility Requirements:

- **250** employees globally
- **50** employees in each selected country

Countries Offered

Offered in 32 countries this year – Participate in one or all!

Argentina*	Australia	Brazil	Canada	Chile	China	Colombia	Ecuador
Finland*	France	Germany	Guatemala	Hong Kong	India	Ireland	Israel
Italy	Japan	Mexico	Netherlands	Norway*	Philippines	Poland	Portugal
Romania	Saudi Arabia	Singapore	South Korea	Spain	Sweden	UAE	United Kingdom

**Added in 2026.*



Summary of Changes Since 2025



Three New Countries:

- Argentina
- Finland
- Norway



More synergy with the Talent and Inclusion Index (the U.S. version of the survey).



New questions on:

- Promotions
- Attrition
- Learning and Development Programs
- Inclusive Leadership
- Employee Engagement Surveys
- Supporting Workplace Mental Health

Application Timeline

2026 Global Talent and Inclusion Index Application Timeline



Application Opens
February 10, 2026



Application Closes
June 30, 2026



Companies Notified
September 9, 2026

Frequently Asked Questions



Participating

1. How do I get my survey link?



Register using the QR code above or at:
seramount.com/best-companies

Pre-registrants will receive the link on Feb. 10. If registering after Feb. 10 allow approximately 2-3 business days after registering to receive your link.



Confidentiality

2. What if I decide not to participate? Or participate, but don't make the index for any of the countries?

No obligation, and your participation is completely **confidential**. The identities of participating organizations, including those selected for the country Indexes, will be kept **confidential**.

3. Will my company's score be shared publicly?

No. Individual company scores and data are **never shared**. Only aggregate data submitted by all participants in any country is shared.

Frequently Asked Questions



Security

4. What happens to the data I provide in my application?

Data is **stored securely at all times**:

- Within the survey platform
- In transit to Seramount
- Stored behind an enterprise-grade firewall with limited staff access.



Cost

5. Is there a cost to participate?

No cost to register or participate.



Results

6. What happens after I submit the application?

- Data is analyzed and scored for each country separately.
- Participants receive a **complimentary confidential scorecard** for each country for which they participated.
- Participants that make the Index in a country will receive a country badge as well as a press release template, should they wish to announce their achievement
- Benchmarking available at an additional cost.

Five Resource Documents to Support Your Data Collection

Three places to download resource documents:

1

Email when link to application is sent

2

Intro/first page of application

3

Footer of each page of the application

FIVE RESOURCE DOCUMENTS:

Three versions of the application:

1

Word version of application for a **single country**

2

Word version of application for **all countries**

3

Excel version of application for **all countries**

4

2025-to-2026 Map(Excel):
Shows questions that were added, removed, or modified

5

Math Check Tool (Excel):
Check for math errors in your employee counts within a country



Email Support

Email support available across 4 standard time zones (Eastern, Central, Mountain, Pacific).

Email:

surveysupport@seramount.com



Office Hours

Schedule 15-min calls with our Survey Support team for any questions and survey assistance.

Schedule using link provided in email when survey link is shared

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Scorecards – Complimentary for Each Country

Sample Scorecard:



Benchmarking – Includes Two Reports

For each country benchmarking purchase, you receive two country-specific reports:

➤ **Country Benchmark Report (Customized)**

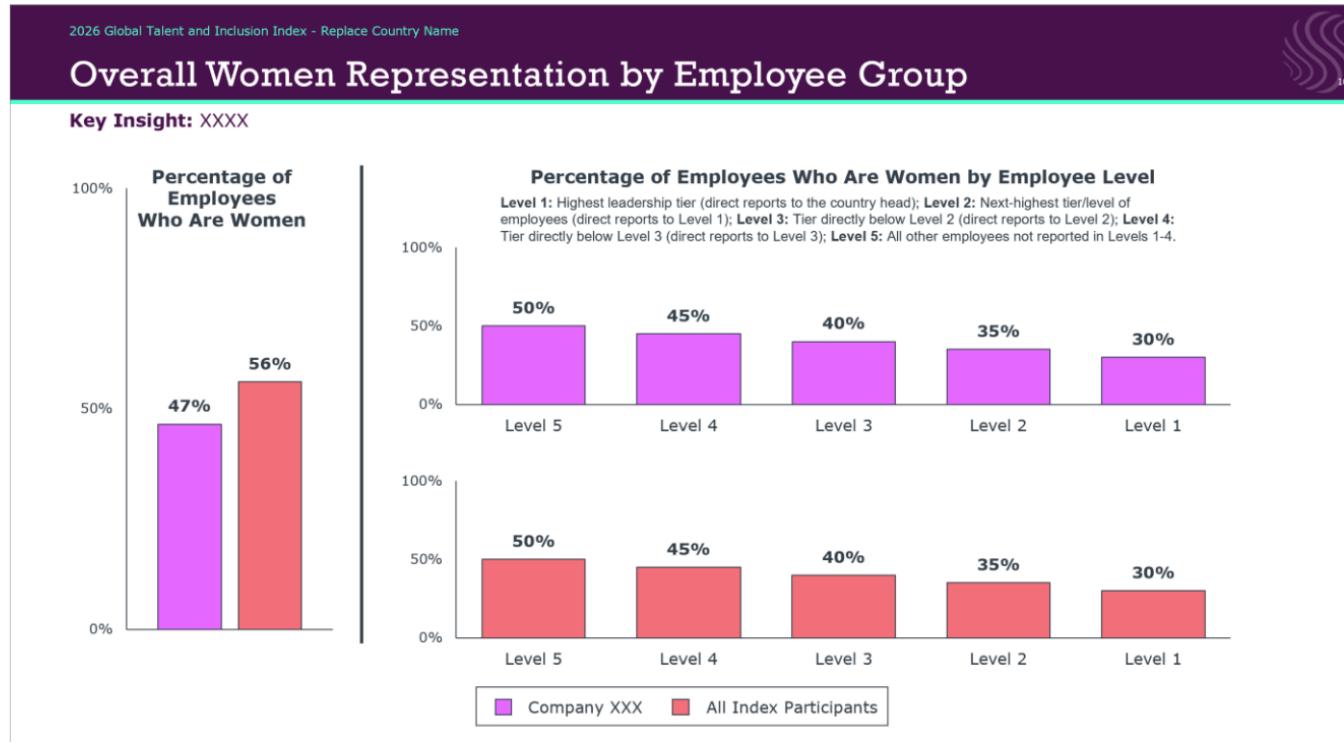
- ❖ Detailed question-by-question comparison of your company's inclusion metrics against other participating companies.
- ❖ Includes custom insights highlighting your company's strengths and areas of opportunity.

➤ **Country Profile Report**

- ❖ Information on laws, trends, and historical contexts affecting inclusion practices
- ❖ Annual updates on new developments in inclusion practices

Custom Benchmarking – Gain Insights About Your Company

Sample page from benchmarking report:



Custom Benchmarking – Gain Insights About Your Company

Sample page from a benchmarking report:

Employee Resource Groups (ERGs)

Key Insight: Company XXX offers ERGs for women and the LGBTQ+ community; two of the most common ERG offerings. Less common ERGs for multicultural and wellness are also offered. Most UK participants have ERGs for race/ethnicity and employees with disabilities, this is an opportunity for Company XXX.

	Company XXX	All Index Participants
Groups for which your company has employee-resource or affinity groups (ERGs).	Response	Average Response (%)
Women	X	94%
Age/generational		38%
LGBTQ+	X	100%
Race/ethnicity		75%
Employees with disabilities		75%
Caregivers		50%
Working parents		44%
Immigrants/migrants/outside country status		6%
Religious/ Faith-based groups		19%
Indigenous and/or Aboriginal people		13%
Sustainability		50%
Multicultural	X	50%
Wellness	X	44%
Special interest/other		44%

Country Profile Report – Understand DEI Trends on a Country-Level



Sample pages from a Country Profile Report:



India

2025 Country Profile

Introduction

India is in the early stages of setting equity and inclusion measures for marginalized groups. These groups include Scheduled Castes and Scheduled Tribes, women, LGBTQ+ people, people with disabilities (PWDs), and people over the age of 65. Only Scheduled Castes, Scheduled Tribes, women, and PWDs have legal protections in place. LGBTQ+ people and people over the age of 65 have no legal protections, with the exception of transgender individuals who have protections specifically for their gender identity.

Scheduled Castes, also known as Dalits, are communities within the Hindu caste system and historically have faced deprivation, oppression, and social isolation in India because of their "low status." As protections against these populations are weak, corporations in India do not readily focus on discrimination issues against these people. Representation gaps between those in higher castes and those in lower castes are rampant, with [94 percent of leadership positions going to those in higher castes](#). Obvious hiring discrimination is also a common practice, with hiring managers rooting out applications from those with lower caste names.

Women have been fighting for their rights since the 20th century while India was fighting for independence from Britain. Once India gained freedom, globalization further developed women's rights in the country. However, many legal protections are still very new. In 2013, after a severe sexual assault that resulted in the death of a woman, the Criminal Law Amendment Act marked new offenses such as stalking, intentional disrobing of women, and sexual harassment. In the same year, India passed legislation that addressed workplace sexual harassment as well, under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, or POSH Act. In 2017, the Maternity Benefit Act of 1961 was updated to extend paid maternity leave for women employees. In the workplace, women face large hurdles getting back into the workforce when they take large career gaps to stay home to meet caregiving needs. The Companies Act of 2013 also established that corporate boards of directors must include at least one woman, and in 2020, [96 percent of corporate boards met this requirement](#). Only [one-third of corporate leadership positions in the country are held by women](#) because of lack of development opportunities and social norms about household responsibilities.

Over the last 20 years, LGBTQ+ rights have been improving in India, with protections granted through the Indian Constitution. In 2014, the Indian Supreme Court recognized transgender individuals as a legal third gender under the Constitution. In 2019, the Transgender Persons (Protection of Rights) Act was passed to further expand upon the protections granted to the community. In 2018, the Indian Supreme Court decriminalized the LGBTQ+ community. They acknowledged that discrimination based on sex includes discrimination based on gender identity.

Benchmarking

Tiered Pricing:

Discounted benchmark report pricing when purchasing multiple countries

DBP Members:

Receive further discounted pricing

**For more information about
benchmarking, please contact your
Seramount Representative or email
SurveySupport@Seramount.com.**

Advanced Benchmarking: Insights Made Actionable

Available in the U.S. This Year and Coming in 2027 for Global Talent and Inclusion Index

Navigator



Enables organizations to see their position clearly in a **dynamic benchmarking dashboard**.



Helps leaders make faster decisions with quicker access to insights, **eliminates waiting for static reports**.



Brief **onboarding technical support session**.

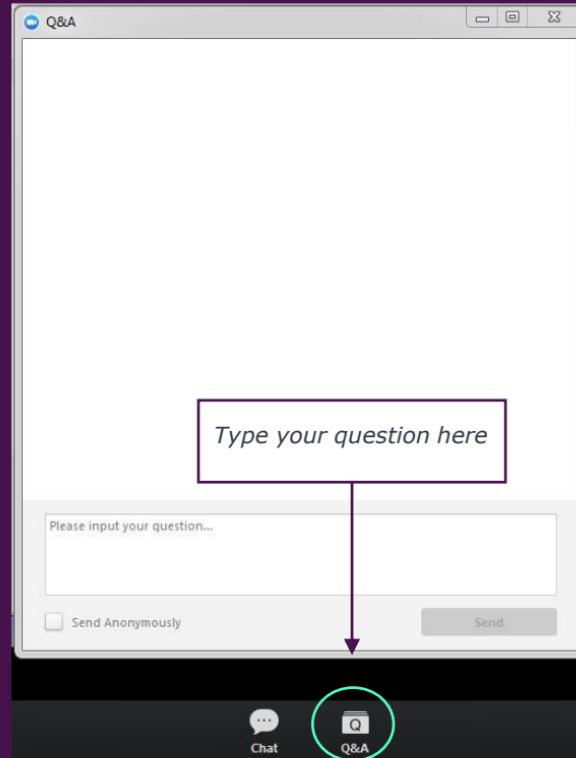


**Benchmarking
reimagined for faster,
smarter decisions**

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Q & A

*Type your questions into
the Zoom Q&A box*



Benchmarking Is Powered by Your Global Application

The Global Talent and Inclusion Index **February 10, 2026 to June 30, 2026**

- No cost to apply
- Confidential responses
- Seramount Support team dedicated to providing support throughout the application process:

Send Questions to
SurveySupport@Seramount.com

Scan the QR code to register



Or visit <https://seramount.com/best-companies/>