

EXECUTIVE BRIEFING

# **How Companies Are Structuring Inclusion Today**

Key Trends in Department Placement and Strategy

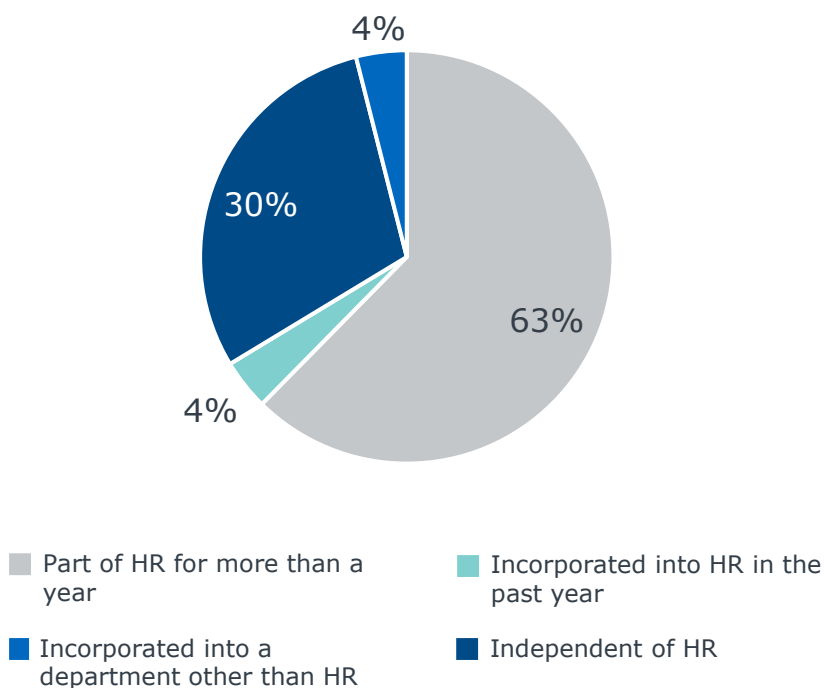
# The Current State of DEI Structures

Amid a changing legal and political landscape, many companies are reexamining how inclusion is structured: where it sits, to whom it reports, and how it integrates across the organization.

These shifts aren't just about org charts; they shape strategy, visibility, and daily responsibilities. This briefing highlights key trends and what they mean for practitioners and leaders navigating this moment.

Data findings are based on Seramount's anonymous listening session with senior inclusion leaders in June 2025.

## Where DEI Functions Sit Within Organizations

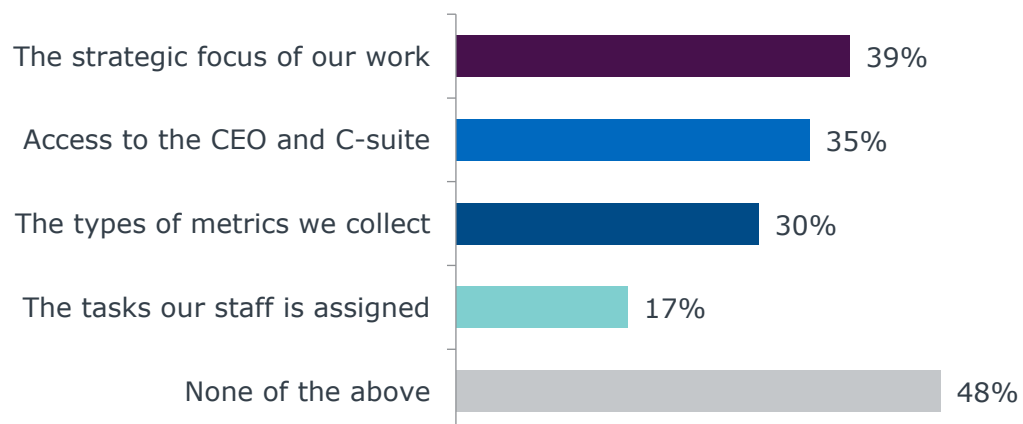


# 60%

of inclusion leaders say DEI should be an independent department

- ▶ *"Being independent has **created so much progress!**"*
- ▶ *"**Inclusion should sit in the expertise of the company.** If it's a tech company, it should sit with the CTO, if a marketing company, it should sit with the CMO, etc."*
- ▶ *"**Inclusion should be tied to CSR efforts and not sit within HR.** This work is about the workplace culture, workforce representation, community involvement, supplier diversity and customer impact."*

## What Changes When DEI Sits Within HR



# Adapting Without Losing Impact

## Staying Strategic in a New Home

### 1 Align Your Strategy to Department Priorities

Aligning your work to your new department's framework helps build trust, drive buy-in, and strengthen collaboration, ultimately leading to shared ownership and greater impact.

Read how one Seramount partner [aligned to a new HR framework](#) to scale their strategy.

### 2 Build Cross-Functional Partnerships

It's easy to get siloed. Strengthen connections with other departments, especially Legal and Comms, to keep your work visible, supported, and cross-functional.

### 3 Upskill for Your Evolving Role

Moving into a new department often brings new expectations and responsibilities. Investing in your own development ensures you can meet new demands while keeping inclusion work effective and credible.

## Resources to Grow into Your New Scope

Use these resources to quickly build the skills and knowledge needed to lead inclusion in your evolving role.

### HR

- ✓ [5 Ways New Federal EOs & Policies Impact HR Practices](#)
- ✓ [Employer Branding and Value Proposition for HR](#)
- ✓ [Key Workplace Challenges: What CHROs Are Saying—and How DEI Can Help](#)

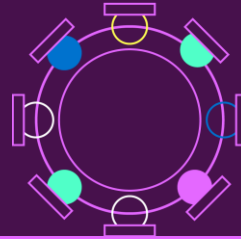
### Talent

- ✓ [How Inclusive Is Your Recruiting Strategy?](#)
- ✓ [3 Key Strategies to Build an Inclusive Talent Ecosystem](#)
- ✓ [Inclusive Talent Lifecycle: Talent Development](#)

### Employee Experience

- ✓ [Transforming Workplace Culture](#)
- ✓ [A Leader's Guide to Managing Difficult Conversations in the Workplace](#)
- ✓ [Key Steps to Fostering a Productive Mentoring Partnership](#)

Need support navigating these shifts? Seramount partners with leading organizations to design and implement effective, future-ready inclusion structures. [Connect with a Seramount expert](#) to learn more.



## Insight-Powered Solutions Trusted by Talent and HR Leaders

### TALENT SOURCING

**Identify,  
Engage, and  
Hire High-  
Potential Talent**

Branding and recruiting platform that surfaces engaged, prepared candidates internally, externally, and at scale

### ASSESSMENT AND STRATEGY

**Uncover the Real  
Levers to Unlock  
Enduring Employee  
Engagement**

Actionable intelligence into the employee experience powered by innovative technology and over 40 years of workforce data and insights

### RESEARCH AND ADVISORY SERVICES

**Set Strong Best  
Practices and  
Build Adaptable  
Roadmaps**

Expert guidance rooted in research and experience to support and advance your strategic talent and culture priorities in every environment

### LEARNING AND DEVELOPMENT

**Create a  
More Resilient,  
Connected  
Workforce**

Impactful content designed and delivered to inflect productivity and positive behavior change at every level

We partner with **600+** corporations,  
government entities,  
and nonprofits **globally**.

Including **~50%** of the  
Fortune 100 and  
**~25%** of the Fortune 500.



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