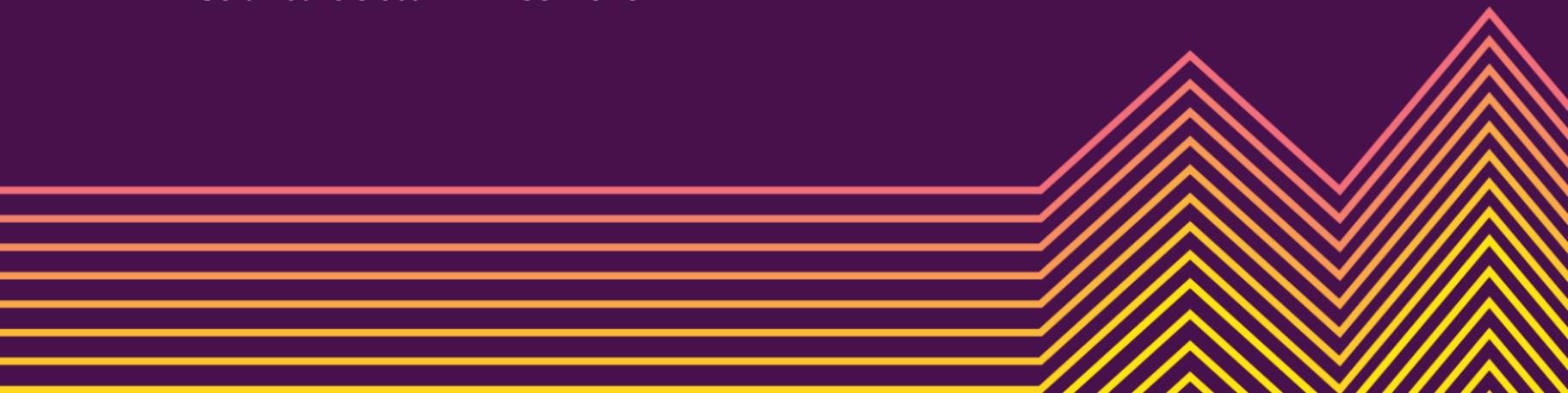


Seramount is Going “Glocal”

Seramount Global EmERGE Preview



Zoom Features



● Chat and Q&A

Use Chat to message Hosts/Panelists or Everyone. Use Q&A for questions.

● Closed Captions

Click 'Show Captions'. Enable Translation for other languages.

● Reactions

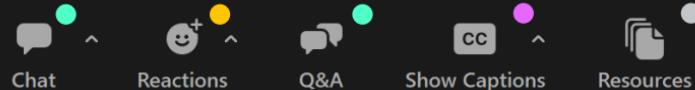
Share how you are feeling throughout the presentations.

● Resources

Access slides, links, and speaker profiles via the Resources icon.

Technical Support:

Chat Hosts/Panelists or email events@seramount.com



Audio Settings ^

Leave

- 1 Welcome Remarks
- 2 Research Highlights
- 3 Programming Overview
- 4 Local Insights
- 5 Sponsor Spotlight
- 6 Engage with Seramount

Welcome Remarks



Subha V. Barry (she/her)

President
Seramount

Sponsors





GLOBAL EMERGE



Research Highlights



Barbara Frankel (she/her)

Head of Benchmarking and
Advanced Analytics

Seramount



Joe Infantino (he/him)

Senior Director, Insights

Seramount

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

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



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

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

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

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



Seramount Is Increasingly Global

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
	Nancy Di Dia Global Strategy
	Avtar India
	Bernadette Giard France
	Hans Jablonski Germany

Advisor	Countries
	Laraine Kaminsky Canada
	Andrew McGregor Australia
	Gareth Whalley UK
	Blanca Villela Argentina, Brazil, Colombia, Mexico



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

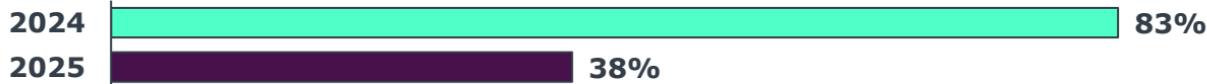
The Index brings structure and evidence to these decisions.

While Fewer Companies Set Goals, Commitment to Inclusion Best Practices Remains Strong

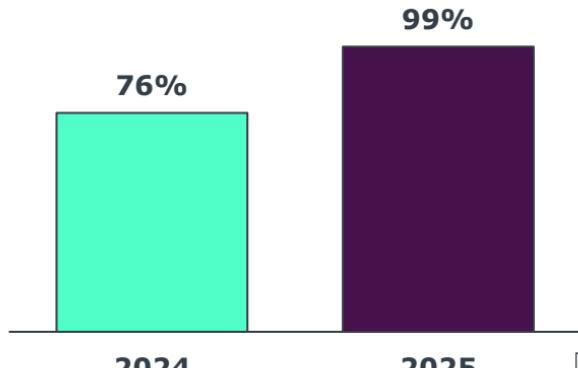


2024 Global Talent and Inclusion Index Data vs. 2025 Global Talent and Inclusion Index Data

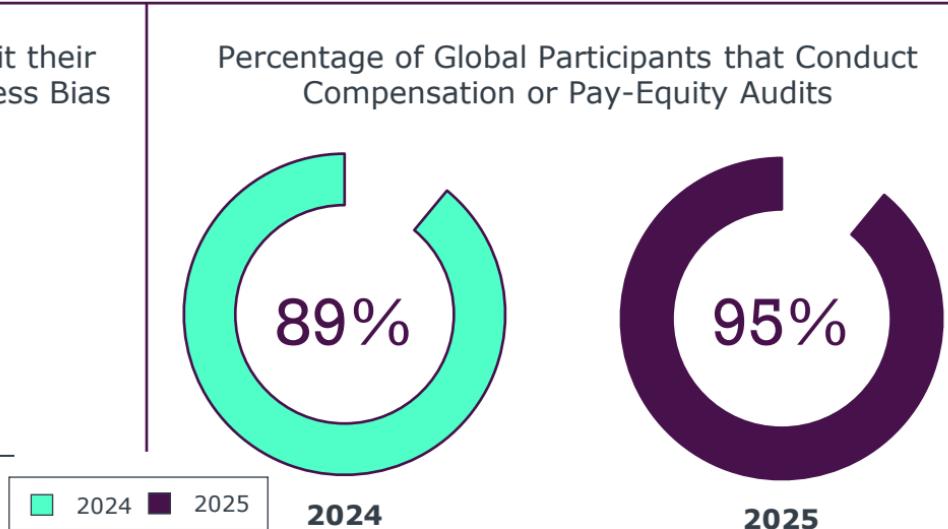
Percentage of Global Participants That Set Representation Goals



Percentage of Global Participants that Audit their Human Resource/People Processes to Address Bias



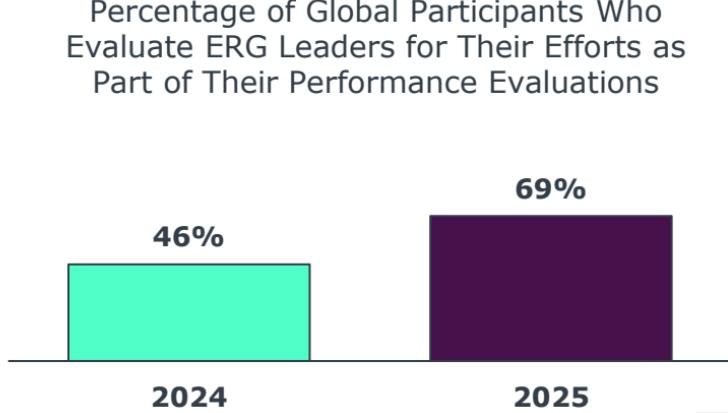
Percentage of Global Participants that Conduct Compensation or Pay-Equity Audits



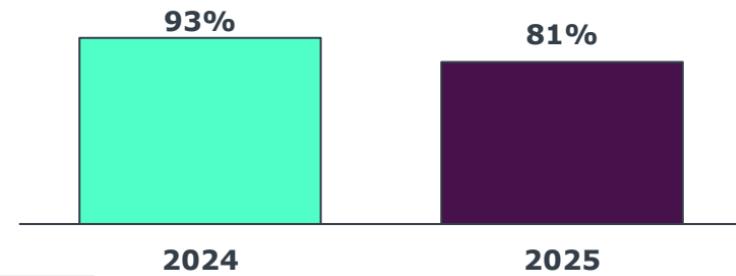
More Accountability for ERG Leaders, Fewer Formal Rewards



Percentage of Global Participants Who Evaluate ERG Leaders for Their Efforts as Part of Their Performance Evaluations



Percentage of Global Participants Who Reward ERG Leaders for Their Efforts



Among Global Participants Who Reward ERG Leaders for Their Efforts:

What rewards do ERG volunteers receive in this country?	2024	2025
Additional leadership development training	55%	42%
Additional compensation	18%	32%
Public acknowledgment and/or awards	97%	95%
Other	18%	39%

As Sponsorship Expands in India, Women's Representation at the Corporate Executive Level Rises



Percentage of Participants in India and UK Who Offer Formal Sponsorship Programs



Percentage of Women Corporate Executives Among India and UK Participants.





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.*

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

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

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 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



Eligibility Requirements:

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

Scan the QR code to register



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



GLOBAL EMERGE



MAY 2026						
su	mo	tu	we	th	fr	sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Global DBP Member Forum

***Future-Ready Blueprint:
Building an Inclusive Global Strategy for
2030 and Beyond***

Hybrid: May 19, 2026

London, UK

**This event is a DBP member event*

Global EmERGE

***ERGs Defined by Change:
Fueling Culture, Agility, and Future-Ready
Leadership***

Hybrid: May 21, 2026

London, UK

Embedding Inclusive Leadership Development into Core Processes



Removing Bias from Bench Strength Assessments

Existing process reward and scan for excellence in previous responsibilities, not potential to lead



Triaging Leadership Development Opportunities to More Audiences

Leadership experiences don't reach deep enough into (and "out" of) the org for today's needs



Maximizing Finite Capacity to Protect Engagement

The scope of the manager role keeps growing, with no reduction in responsibilities, causing overload





GLOBAL EMERGE



Programming Overview



Jess Kramer (she/her)

—
Director, Event Programs
Seramount

Global EmERGE



Global EmERGE

*ERGs Defined by Change:
Fueling Culture, Agility, and
Future-Ready Leadership*

Hybrid: May 21, 2026
London, UK

Seramount's third annual Global EmERGE Conference is a unique international event dedicated to supporting Employee Resource Groups (ERGs) both domestically and globally. Global EmERGE is designed for global ERG leaders, group members and program leads to learn from case studies, best practices, open dialogue, and peer-to-peer learning.

Opening Keynote Speaker



Alicin Reidy Williamson (she/her)

Head of Global Diversity and Inclusion
Yahoo

Closing Keynote Speaker



Margot Slattery (she/her)

—
Global Head of Social Sustainability and Inclusion
ISS

Agenda at a Glance



8:00 – 8:30 am BST		<i>Registration and Networking Breakfast</i>
8:30 – 10:00 am BST		<i>Opening Remarks and Keynote: Alicin Reidy Williamson</i>
10:15 – 11:45 am BST		<i>Science of Influence Research and Visioning Exercise</i>
12:00 – 1:00 pm BST		<i>Networking Lunch</i>
1:00 – 2:00 pm BST		<i>Concurrent In-Person & Virtual Breakout Sessions Round 1</i> <ul style="list-style-type: none">• <i>Virtual Session: Seramount Employee Group Maturity Assessment</i>
2:15 – 3:15 pm BST		<i>Concurrent In-Person & Virtual Breakout Sessions: Round 2</i> <ul style="list-style-type: none">• <i>Virtual Session: ERG Scenario Planning</i>
3:30 – 4:15 pm BST		<i>Closing Keynote: Margot Slattery</i>
4:15 – 5:00 pm BST		<i>Networking Reception</i>

Local Insights



Gareth Whalley (he/him)

—
Global Consultant
Seramount



GLOBAL EMERGE





Sponsor Spotlight

Merck & Seramount

Hi, everyone!

Benjamin Pereira (he/him)

Sr. Specialist, EBRG Enterprise Strategic Ops Lead

Merck



Our Employee Business Resource Groups

25,000+ Members

300+ Chapters

140+ Countries



ALIANZA



ASIA PACIFIC
ASSOCIATION



capABILITY
NETWORK



INTERFAITH
ORGANIZATION



LEAGUE OF
EMPLOYEES OF
AFRICAN DESCENT



WOMEN'S
NETWORK



NEXT GEN
NETWORK



RAINBOW
ALLIANCE



VETERANS
LEADERSHIP
NETWORK



NATIVE AMERICAN &
GLOBAL INDIGENOUS PEOPLE

Our Attendees at EmERGe

- Across both events, 50+ attendees from all 10 EBRGs (20 attendees at Global emERGe)
- EBRG Leaders at the Global, Regional and Chapter level; as well as functional leads such as EBRG finance, communications, data and events and programming leads.
- Primary job function of leaders was mid-to-senior leadership
- Representation from leaders across 4 regions, at both the Global and US based Summit: Asia Pacific Japan China (APJC), Europe & Canada (EUCAN), Eastern Europe, Middle East, Africa (EEMEA) and the United States (US)

What We Learned

Benchmarking

Exposure to **Seramount's ERG Maturity Model** provides our leaders a clear, external framework to assess where their EBRGs sit today

Prospect to network and learn from peer organizations help better understand areas of growth, opportunity and strength.

Building Strong Leaders

EBRGs as leadership accelerators, in developing skills around **strategic planning, influence, and enterprise-level execution skills.**

Workshops on **activating ERG leaders during change** and investing in leadership development infrastructure reinforce how leadership depth enables sustainability.

Burnout and wellbeing sessions validate that **supporting EBRG leaders as people.**

Inclusive Leadership as a Core Organizational Capability

Sessions tackling **polarization, external pressure, and internal skepticism**

Global perspectives expanding leaders' understanding and advancement of inclusion as both a **talent strategy** and a **performance driver.**





**We send our EBRG leaders to
EmERGE each year to sharpen
strategy, strengthen leadership,
and translate inclusion into
measurable business impact.**



GLOBAL EMERGE



Engage with Seramount



Fabiola Roman (she/her)

Senior Director, Relationships
Seramount

2025 Global EmERGE Snapshot



140+ In-Person
Attendees



80+ Virtual
Attendees



14 Engaging
Sessions



56 Companies
Represented



20 Countries
Represented



7 Valued
Sponsors

2025 Sponsors



Premier Sponsor



Champion Sponsor



Advocate Sponsors



Supporting Sponsors



2026 Global EmERGE Ticket & Sponsorship Opportunities

Platinum	Gold	Silver	Bronze
<p>\$65,250 Member</p> <p>\$78,750 Non-Member</p> <p>30 in-person tickets</p> <p>30 virtual tickets</p> <p>4 VIP Luncheon tickets to be used by in-person attendees</p> <p>4 Country Reports</p> <p>Seats reserved for your attendees in our ERG Leadership Cohort</p> <p>Logo on event website and event materials</p> <p>Program Participation *</p> <p>Opportunity to contribute an item to gift bags</p> <p>Customized Foyer Activation</p> <p>Company Networking Session</p>	<p>\$54,000 Member</p> <p>\$65,250 Non-Member</p> <p>20 in-person tickets</p> <p>20 virtual tickets</p> <p>3 VIP Luncheon tickets to be used by in-person attendees</p> <p>3 Country Reports</p> <p>Seats reserved for your attendees in our ERG Leadership Cohort</p> <p>Logo on event website and event materials</p> <p>Program Participation *</p> <p>Opportunity to contribute an item to gift bags</p>	<p>\$36,200 Member</p> <p>\$45,000 Non-Member</p> <p>15 in-person tickets</p> <p>15 virtual tickets</p> <p>2 VIP Luncheon tickets to be used by in-person attendees</p> <p>2 Country Reports</p> <p>Seats reserved for your attendees in our ERG Leadership Cohort</p> <p>Logo on event website and event materials</p> <p>Program Participation *</p> <p>Opportunity to contribute an item to gift bags</p>	<p>\$16,875 Member</p> <p>\$22,500 Non-Member</p> <p>10 in-person tickets</p> <p>10 virtual tickets</p> <p>1 VIP Luncheon tickets to be used by in-person attendees</p> <p>1 Country Reports</p> <p>Seats reserved for your attendees in our ERG Leadership Cohort</p> <p>Logo on event website and event materials</p> <p>Program Participation *</p> <p>Opportunity to contribute an item to gift bags</p>
<p>Individual Ticket Pricing</p> <hr/> <p>Member</p> <p>In-Person: \$1,745</p> <p>Virtual: \$1,1945</p> <p>Non-Member</p> <p>In-Person: \$1,995</p> <p>Virtual: \$1,295</p> <hr/> <p>Each sponsor and individual ticket holder receives one seat in the ERG Leader Certification cohort.</p>			

Poll

Would you like us to send you information about sponsorship and ticket pricing for Global EmERGE?

April 21-22,
2026

EMERGE

Jersey City, NJ



Where ERG Leaders Grow Into Strategic Changemakers

EmERGE goes beyond connection—it's built to strengthen the skills, structure, and strategy ERG leaders need to drive real impact.

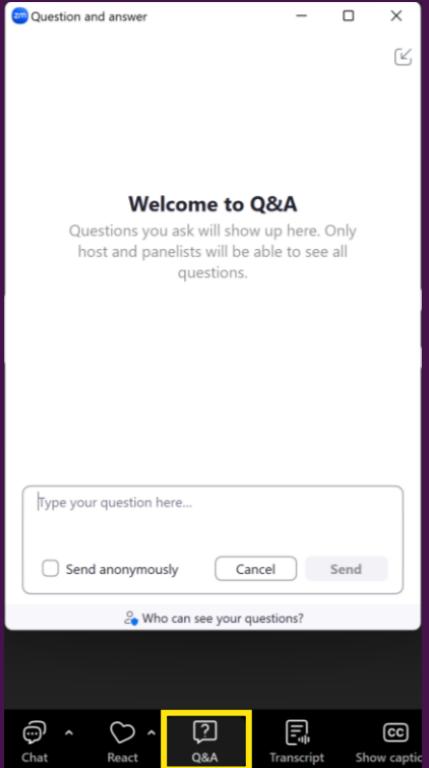
1 Strengthened ERG
Leadership Skills

2 Tactical Playbooks
That Drive Results

3 Peer-Led Problem
Solving

4 Business
Alignment
Without Burnout

Q&A



Use the Q&A tab to submit questions for our presenters



Connect With Us on Social Media



LinkedIn



X



Facebook



Instagram

Follow us @Seramount and join the conversations
on LinkedIn, X, Facebook, and Instagram

#SeramountDBP

#SeramountGlobalEmERGE

Thank you!

Connect with Seramount



@Seramount



202-747-1000 seramount.com