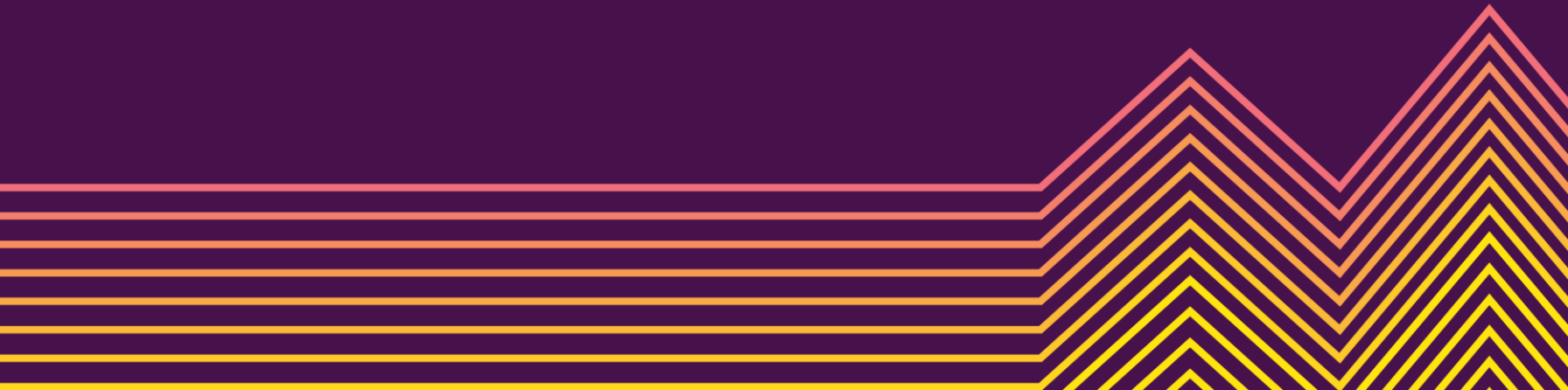


# Seramount is Going “Glocal”

Seramount Global EmERGE Preview



## ● 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.

.....

## Technical Support:

Chat Hosts/Panelists or email [events@seramount.com](mailto:events@seramount.com)

## ● Reactions

Share how you are feeling throughout the presentations.

## ● Resources

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

- 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



**MSD**



# 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



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

**B B C**

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

9 September 2025

Share ↗ Save ↗

Paul Kirby

Europe digital editor

 HARVARD Kennedy School  
CARR-RYAN CENTER  
for Human Rights

## Democracy in the Shadow of the Global Rise in Authoritarian Populism

February 6, 2025

By Alexandra Gilliard

 DW

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

 Reuters

## 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
 <p>Nancy Di Dia</p>	Global Strategy
 <p>Avtar</p>	India
 <p>Bernadette Giard</p>	France
 <p>Hans Jablonski</p>	Germany

Advisor	Countries
 <p>Laraine Kaminsky</p>	Canada
 <p>Andrew McGregor</p>	Australia
 <p>Gareth Whalley</p>	UK
 <p>Blanca Villela</p>	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

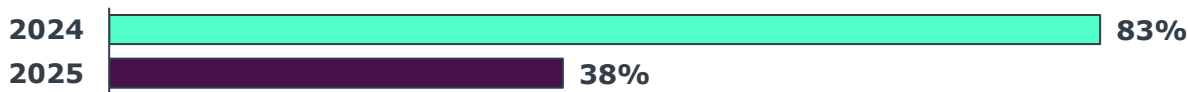
The Index brings structure and evidence to these decisions.

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

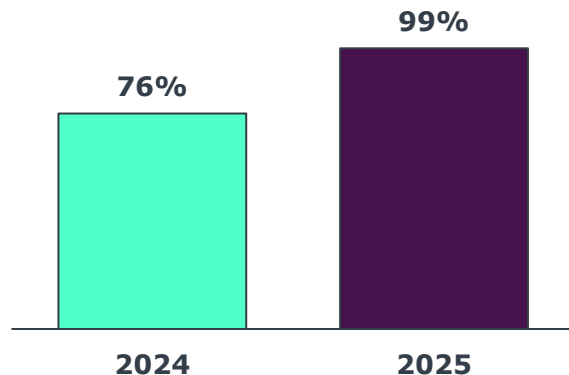


2024 Global Talent and Inclusion Index Data vs. 2025 Global Talent and Inclusion Index Data

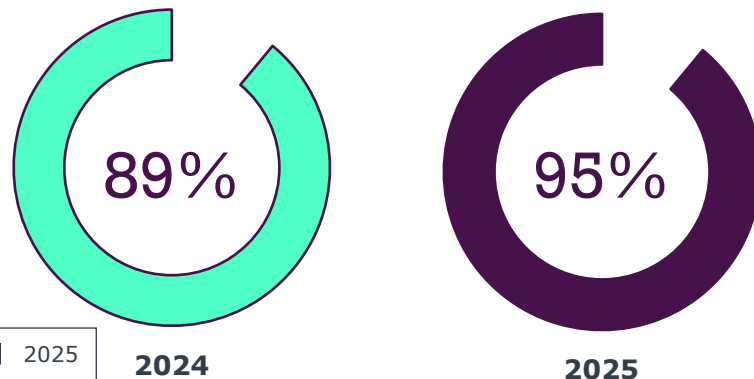
Percentage of Global Participants That Set Representation Goals



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



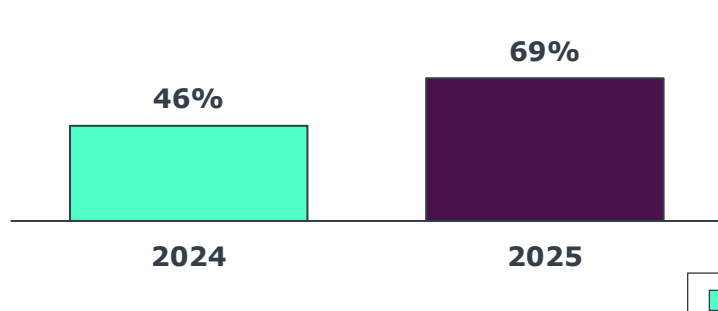
Percentage of Global Participants that Conduct Compensation or Pay-Equity Audits



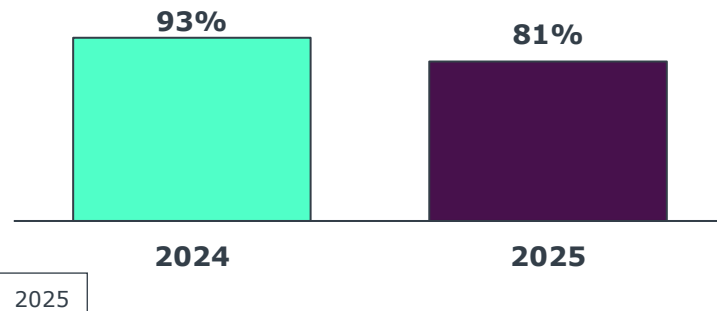
# More Accountability for ERG Leaders, Fewer Formal Rewards



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



16

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



# 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  
reimagined for faster,  
smarter decisions**

# 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](mailto: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



25

## Removing Bias from Bench Strength Assessments

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



Customized  
Potential  
Definitions



Principled  
Individual  
Assessment



Measure  
Pipeline Vital  
Signs

## Triaging Leadership Development Opportunities to More Audiences

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



Involve  
the Glue  
Employees



Target the  
Underperformers



Hire Directly into  
the Leadership  
Pipeline



Alternative  
Career Growth  
Paths

## Maximizing Finite Capacity to Protect Engagement

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



Team-Based  
Capacity  
Monitoring



Systemwide  
Tracking and  
Allocation



Project Stop  
Triggers



# GLOBAL EMERGE

# Programming Overview



Jess Kramer (she/her)

---

Director, Event Programs  
*Seramount*



## 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



31

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 &amp; Virtual Breakout Sessions Round 1</i> <ul style="list-style-type: none"><li>• <i>Virtual Session: Seramount Employee Group Maturity Assessment</i></li></ul>
2:15 – 3:15 pm BST		<i>Concurrent In-Person &amp; Virtual Breakout Sessions: Round 2</i> <ul style="list-style-type: none"><li>• <i>Virtual Session: ERG Scenario Planning</i></li></ul>
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 & Seramont**

# 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

**\$65,250**

*Member*

**\$78,750**

*Non-Member*

30 in-person tickets

30 virtual tickets

4 VIP Luncheon tickets to be used by in-person attendees

4 Country Reports

Seats reserved for your attendees in our ERG Leadership Cohort

Logo on event website and event materials

Program Participation \*

Opportunity to contribute an item to gift bags

Customized Foyer Activation

Company Networking Session

## Gold

**\$54,000**

*Member*

**\$65,250**

*Non-Member*

20 in-person tickets

20 virtual tickets

3 VIP Luncheon tickets to be used by in-person attendees

3 Country Reports

Seats reserved for your attendees in our ERG Leadership Cohort

Logo on event website and event materials

Program Participation \*

Opportunity to contribute an item to gift bags

## Silver

**\$36,200**

*Member*

**\$45,000**

*Non-Member*

15 in-person tickets

15 virtual tickets

2 VIP Luncheon tickets to be used by in-person attendees

2 Country Reports

Seats reserved for your attendees in our ERG Leadership Cohort

Logo on event website and event materials

Program Participation \*

Opportunity to contribute an item to gift bags

## Bronze

**\$16,875**

*Member*

**\$22,500**

*Non-Member*

10 in-person tickets

10 virtual tickets

1 VIP Luncheon tickets to be used by in-person attendees

1 Country Reports

Seats reserved for your attendees in our ERG Leadership Cohort

Logo on event website and event materials

Program Participation \*

Opportunity to contribute an item to gift bags

## Individual Ticket Pricing

### Member

In-Person: \$1,745

Virtual: \$1,1945

### Non-Member

In-Person: \$1,995

Virtual: \$1,295

Each sponsor and individual ticket holder receives one seat in the **ERG Leader Certification cohort**.

# 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.

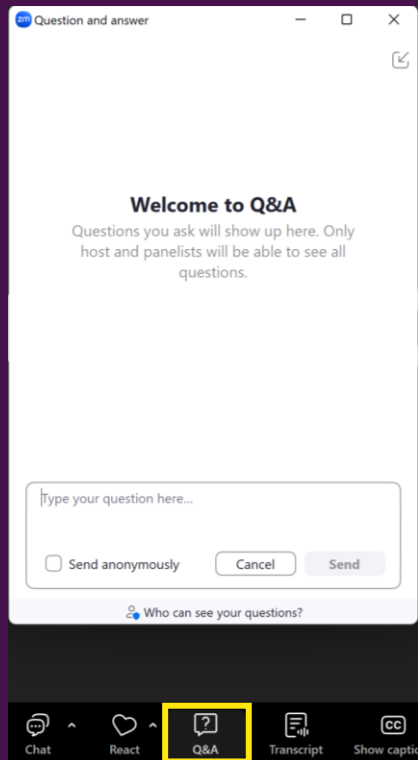
**1** Strengthened ERG Leadership Skills

**2** Tactical Playbooks That Drive Results

**3** Peer-Led Problem Solving

**4** Business Alignment Without Burnout

# Q&A



The screenshot shows a mobile application window titled "Question and answer". At the top right are standard window controls (minimize, maximize, close) and a share icon. The main content area has a heading "Welcome to Q&A" followed by a paragraph: "Questions you ask will show up here. Only host and panelists will be able to see all questions." Below this is a text input field with the placeholder "Type your question here...". Under the input field are three buttons: "Send anonymously" (with an unchecked checkbox), "Cancel", and "Send". At the bottom of the main area is a link "Who can see your questions?". The bottom navigation bar contains five icons: "Chat", "React", "Q&A" (which is highlighted with a yellow box), "Transcript", and "Show captions".

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](https://seramount.com)