

# What's Keeping Your Peers Up at Night

## Trends and Insights from Seramount Partner Questions

January 2026-March 2026

### January–March 2026 Trends

Inclusion teams began 2026 focused on sustaining momentum while continuing to adapt to a complex and evolving external landscape. Across industries, partners sought practical guidance to maintain equitable practices, strengthen employee engagement, and ensure alignment with compliance and risk considerations.

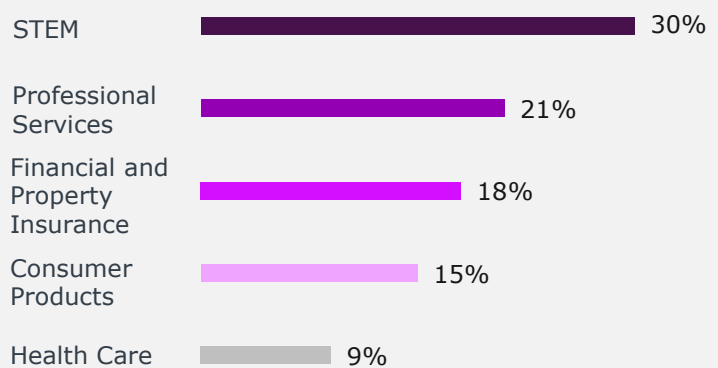
### Most Requested Topic Themes

**Talent:** Inclusive hiring and equitable talent practices remained a top priority, with organizations focused on mitigating bias and preserving access to opportunity.

**ERGs:** Companies are refining ERG structures, governance, and programming to ensure sustainability, clarity of purpose, and alignment with business priorities.

**Regulatory Constraints:** Leaders continue to navigate regulatory pressure and reputational risk, balancing compliance with maintaining visible commitment to inclusion.

### Top 5 Industries That Submitted Questions



### Sample Questions

1. How are organizations reworking inclusive hiring practices in response to evolving regulations?
2. How should ERGs evolve to remain impactful while aligning with compliance requirements?
3. What language and messaging approaches are organizations using to communicate inclusion priorities?
4. How can leaders maintain employee trust and engagement amid changes to inclusion strategy?



**How can we help you drive Inclusion progress at your organization?**

Connect with your Relationship Director today to submit a question for our Research team.

