

What's Keeping Your Peers Up at Night

Trends and Insights from Seramount Partner Questions

April 2026–June 2026

April–June 2026 Trends

Inclusion teams entered this quarter focused on practical execution: strengthening ERG and BRG models, connecting inclusion work to business priorities, and supporting leaders with actionable guidance. Requests also showed growing interest in AI governance, measurement, and program design that can withstand shifting business expectations.

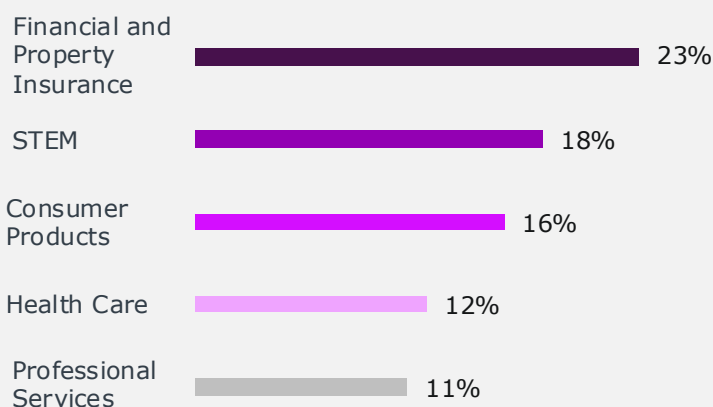
Most Requested Topic Themes

ERGs: ERG and BRG requests led the quarter, with partners asking about governance, leader development, sponsor engagement, SEGMA support, and clearer business alignment.

Inclusion Strategy: Partners sought guidance on strategy, communications, belonging, and language that supports continued progress while adapting to organizational pressure.

Talent and Leadership: Questions emphasized manager enablement, leadership development, talent insights, and practical support for inclusive people practices.

Top 5 Industries That Submitted Questions



Sample Questions

1. How are organizations structuring ERG and BRG governance, leadership roles, and sponsor support for greater business alignment?
2. What AI practices, governance models, and responsible-use approaches are peers using as adoption accelerates?
3. How can inclusion teams communicate strategy and language changes while maintaining employee trust and engagement?
4. What metrics, benchmarks, and reporting approaches help demonstrate the business impact of inclusion, ERG, and talent initiatives?



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.

Insights from April–June 2026 Questions

Operationalizing ERG and BRG Value

Partners are moving beyond general community-building questions and asking how to clarify ERG and BRG operating models, define leader responsibilities, support sponsors, and use assessments such as SEGMA to make groups more sustainable and business-relevant.

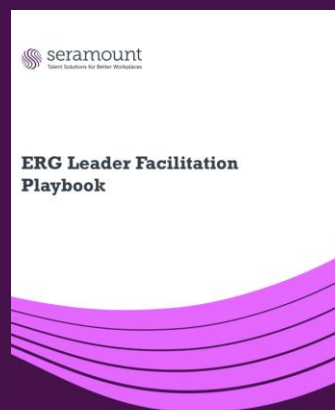
Making AI Adoption Responsible and Inclusive

Organizations are looking for examples of AI governance, peer practices, and ways to prepare employees for changing skills expectations. The questions suggest a need to balance innovation, risk management, and inclusive access to emerging tools.

Proving Impact Through Data and Communication

Many requests focused on reports, benchmarks, metrics, success plans, and executive-ready narratives. Partners want to translate inclusion work into measurable outcomes and communicate changes without weakening credibility or employee confidence.

Relevant Resources to Support Your Team



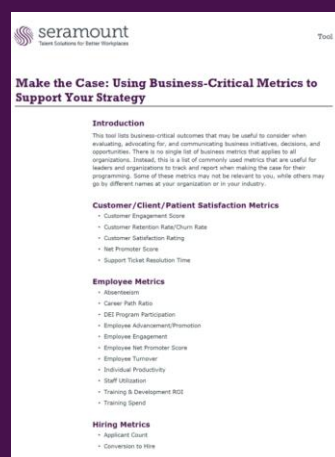
ERG Leader Facilitation Playbooks

These [playbooks](#) guide ERG leaders in facilitating structured discussions, with versions tailored for inclusive dialogue or federal contractor workplace requirements.



Closing the AI Adoption Gap: What HR Needs to Know

Explore Seramount's latest [research](#) on closing the AI readiness gap and how HR leaders can drive productive AI adoption.



Make the Case: Using Business-Critical Metrics to Support Your Strategy

This [tool](#) highlights common business outcomes and metrics to help evaluate, communicate, and strengthen the case for organizational initiatives.