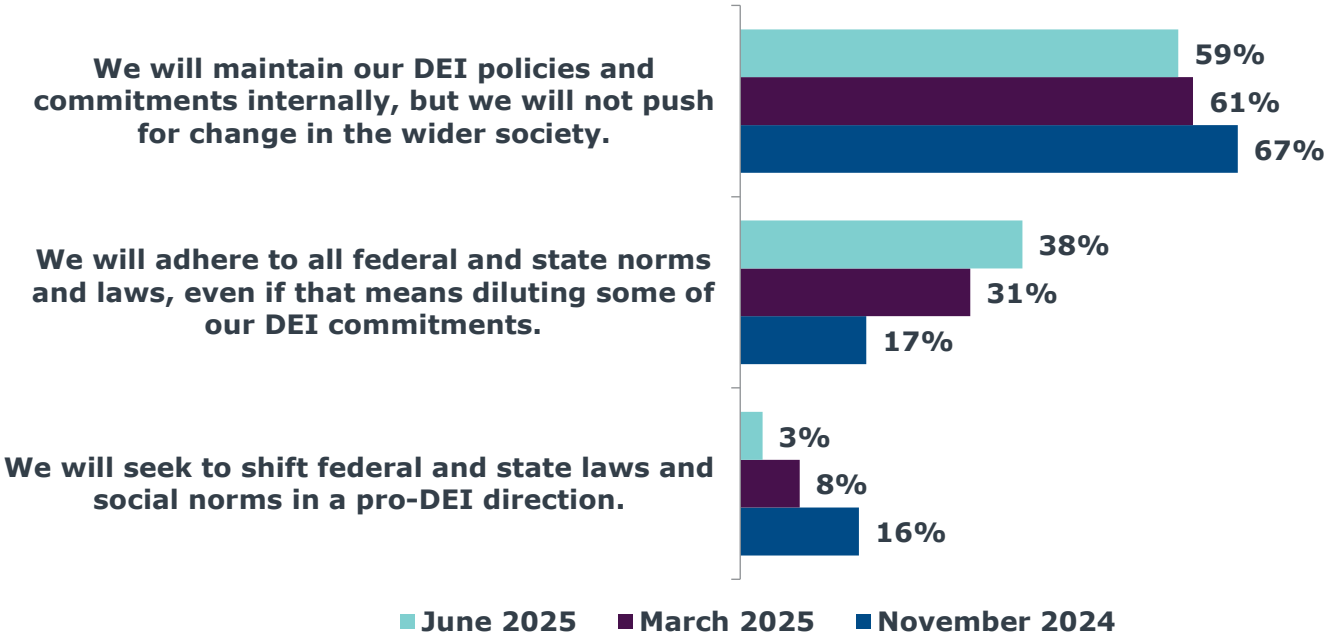


# Strategic Shifts in DEI: How Organizations Are Adapting in 2025

Since the 2024 election, Seramount has convened regular listening sessions with inclusion leaders to understand how organizations are responding to anti-DEI policy. In June 2025, we saw signs of faster, quieter adaptation as organizations recalibrate under pressure.

## More Organizations Are Shifting to Compliance-First Strategies



## Certain DEI Efforts Continue While Others Retreat



### Staying Steady

**ERGs:** No evidence of retreat

**Internal Comms:** 65% have communicated changes org-wide, up from 38% in February

**C-Suite Support:** 65% of CEOs are now “extremely supportive”



### Slowing Down

**Talent Programs:** About 2/3 have made changes to acquisition and development programs

**Supplier Diversity:** 68% have made changes (up from 29% in Feb)

**Self-ID & Data:** 22% have adjusted practices (up from 12%)



### Stopping

**DEI Label:** 89% have renamed or are considering renaming their departments

**Program Branding:** Orgs are also considering renaming specific programs such as leadership development and learning offerings

## Adaptation Tactics Help Inclusion Persist Under Pressure



### Embedding Inclusion

"In the previous set of [corporate] values, one was a standalone DEI value. Now, **DEI is embedded within all four values.**"



### Cautious Comms

"We are making sure that language in ERG missions and goals **doesn't use 'risky' words.**"



### Crisis Management

"We created a crisis management team that includes legal, comms, finance, benefits and others **to guide employees at risk.**"

## How Seramount Is Supporting Our Partners

### Ongoing Listening & Follow-Up

Seramount will hold another **Employee Voice Session with partners later this summer** to revisit these questions, understand what's changing in your work, and learn how we can help.

### Timely Research & Insights

Our research team is actively tracking developments and publishing timely updates in the [Federal Policy, Strategy, and Crisis Communication Resource Center](#).



**seramount**  
Talent Solutions for Better Workplaces

To explore the full findings, connect with our experts by visiting [seramount.com/contact-us/](#).