radius

Introducing the Radius GLOBAL ERG IMPACT REPORT 2026



We are Radius

We develop and empower Employee Resource Groups and their leaders for the world's most inclusive organisations

From NYC to London and Hong Kong, for organisations of every size, we're changing the way employers embed inclusion and belonging from the bottom up.



18
years leading the industry



trusted by
1000+
organisations



working across
125
countries



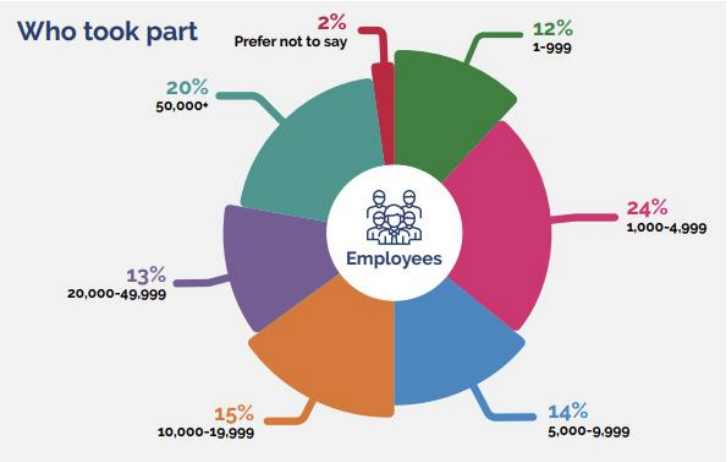
we develop
30,000
ERG Leads & Sponsors each year

'A very personal and powerful programme'
Disney, LGBT Lead

ABOUT THE REPORT

The report represents insights and data from across the ERG ecosystem:

- Over 200 unique organisations
- 720 individuals



Survey Respondents



The individual respondents engaged with a wide range of ERGs. The top 15 were:

1. Women/Gender Equity
2. LGBTQ+/Pride
3. Different Abilities
4. Ethnicity (including culture)
5. Mental Health and Wellbeing
6. Parents and Carers
7. Allies
8. Menopause
9. Generations
10. Interfaith/Belief
11. Environmental Sustainability
12. Veterans/Military/Early Responders
13. Social Mobility and Background
14. Men
15. Sports and Hobbies

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HIGHLIGHTS FROM THE REPORT

KEY TRENDS



Future-proofing ERGs: Organisations are strengthening strategic alignment, deepening allyship and intersectionality and prioritising the development and wellbeing of ERG leaders in response to global change.

96% of organisations are continuing to invest in their ERGs



Growing support for ERGs: ERG investment remains strong, with new, merged and consolidated groups driving increased participation and the emergence of streamlined, high-impact "umbrella" ERGs.

72% say support for ERGs has increased or stayed the same



Adapting to change: There is no doubt that the shifting global landscape has affected how ERGs operate. Yet our report reinforces the positive trends Radius is seeing amongst our clients from all sectors across the globe.

53% say the shifting global landscape has affected how ERGs operate



Driving strategic impact: ERGs continue to influence positive change, shaping EDIB and People strategies while also contributing to wider business outcomes through community, awareness and engagement.

71% of People and Inclusion Leads say ERGs influence positive change



Supporting employee wellbeing: ERGs are playing an expanding role in wellbeing by offering peer support, creating safe and inclusive spaces and influencing working environments to build resilience and a culture of belonging.

89% say that ERGs significantly contribute to employee wellbeing



Investing in ERG leadership: Organisations are prioritising skills development, access to budgets, collaboration and impact measurement to strengthen ERGs and demonstrate their value.

74% of ERG Leads say leading an ERG enhanced their career



Recognising Value: Organisations are making progress in recognising the value of ERGs but there is more to do to better leverage their contribution.

27% say senior leaders leverage ERGs to their full potential

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INTRODUCING OUR REGIONAL REPORTS

ERGs are evolving in response to change

Percentage of respondents reporting that changes to EDIB over the past year definitely or somewhat affected how their ERGs operate.

EMEA

51%



19% Definitely affected

32% Somewhat affected

AMERICAS

65%



32% Definitely affected

33% Somewhat affected

APAC

56%



16% Definitely affected

40% Somewhat affected

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Come and see us on our stand to find out more!



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