
radius
Build Better Networks, Together
UKRI Summit 2026

A WARM WELCOME FROM.....



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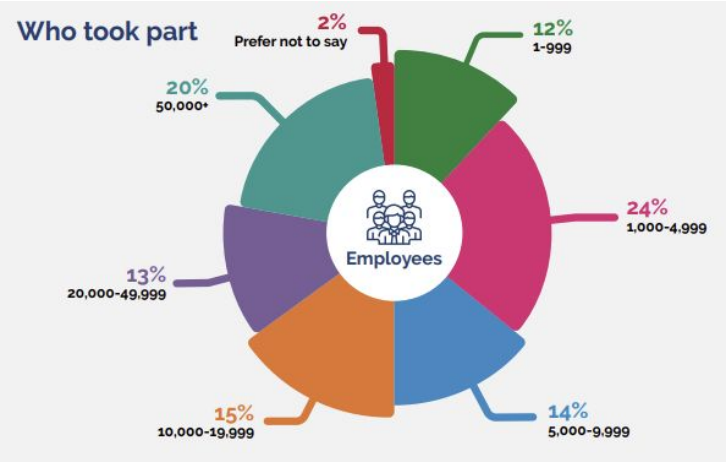
Introducing the Radius

GLOBAL ERG IMPACT REPORT 2026

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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THE SHIFTING LANDSCAPE

53%

say shifting global landscape has affected ERGs

What they said:

"Reminder that networks are open to all - not just those who identify with diversity characteristics"

"We have doubled down and done more work than ever before"

"ERG members report a difference between what is said and then done"

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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GROWTH AND CONSOLIDATION

ERGs - Adapting and evolving to meet changing needs

The data from our 2026 survey reinforces the ongoing, and indeed increasing importance of ERGs in a dynamic and evolving global landscape. Insights shared by respondents in our survey reflect a mixed picture of both growth and consolidation, with the following trends:

1



The number of ERGs is still growing

For most organisations, the survey findings show that the number of ERGs has either grown or stayed about the same. 38% of ERG leads and People and Inclusion Leads said they had seen the number of ERGs in their organisations increase in the past year.

2



ERG membership has seen an overall increase

45 % or ERG Leads and People and Inclusion Leads said they have seen the size of membership within their ERGs grow.

3



There has been some restructuring of ERG

25% of People and Inclusion Leads shared that there has been some restructuring of their ERGs in the past year.

4



The creation of "Umbrella" ERGs has been growing

The most common restructuring cited in the survey was the consolidation of ERGs into a smaller number of "umbrella" ERGs with broader themes.

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A POSITIVE INFLUENCE



71%

of People and Inclusion Leads say ERGs influence positive change

What they said:

"Employees have a community to share with each other. It aids in business connections and overall mental health."

"I feel that they have increased the voice of the under-represented employee."

"It makes my company feel like a place that values me as a human being, makes me feel included, heard and safe."

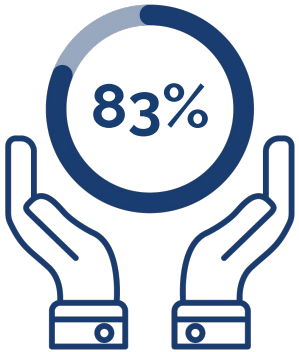
ERGs are influencing change

They are active agents of change, shaping strategy through 4 key levers:



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BELONGING & WELLBEING



ERG contribution to belonging

ERGs had contributed to their own sense of belonging.

3 Key Roles ERGs Can Play

Build a sense of community and connection

Fostering relationships, shared experiences, and a supportive network within the organisation.

Provide clear purpose and impact

Aligning ERG goals within organisational strategy to drive meaningful change and tangible results

Empower People to feel authentic and represented

Encouraging individuals to understand their own self and needs in the workplace, ensuring diverse voices are heard.



89%

ERGs contribute to wellbeing

"A space to connect with like-minded individuals, offer resources and support to employees, show that wellbeing is an important part of our organisation."

"Our monthly unwind talks really help to engage and support employee wellbeing among our members. We are seeing more and more other employees starting to join."

"They offer a space to connect with and learn from others, enhancing psychological safety, while showing who to reach out to within our wellbeing team if further support is needed."

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DRIVING IMPACT

How ERGs are driving impact

Our survey identified ten key ways in which ERGs can influence change and drive impact:



What they said:

"Belonging to ERGs in a large organisation gives me a community within a community."

"I feel valued and respected and I get peer support and acceptance. I can be myself at work."

"ERGs are highly valued as consultants and a support for our people. Their feedback is used to support initiatives."

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NURTURING TALENT

Career-enhancing benefits of ERG engagement

Respondents reported five career-enhancing benefits arising directly from their engagement with ERGs:



81%

Increased personal networks within the organisation



71%

Gained transferable skills



64%

Gained an enhanced understanding of others' lived reality



64%

Given more opportunities to engage with senior leaders



49%

Gained exposure to the organisation's strategy and vision



23%

In addition, said they had achieved a new role.

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GET THE FULL REPORT @ radius-networks.org

What can you do with it?

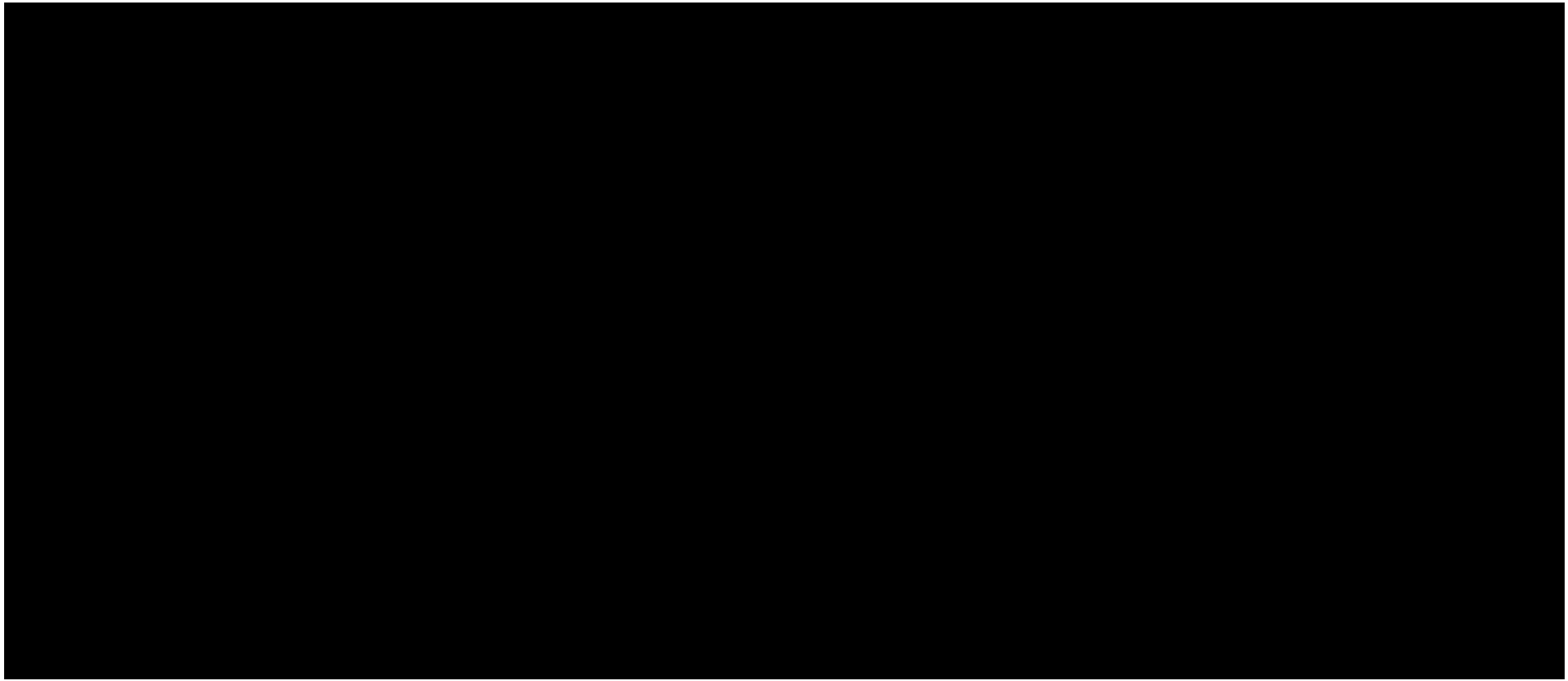
- Read case studies
- Enhance your business case
- Support your comms strategy
- Consider benchmarking and networking externally

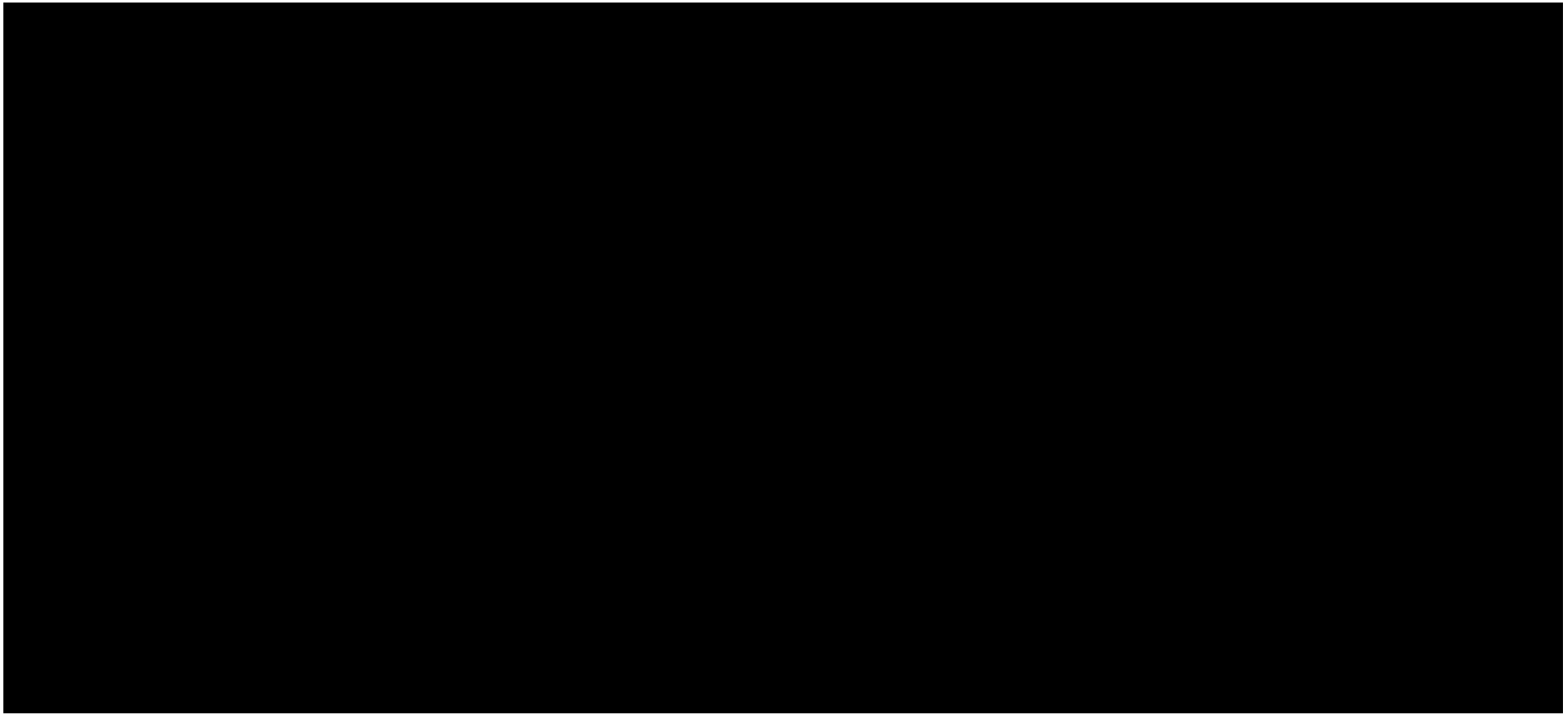


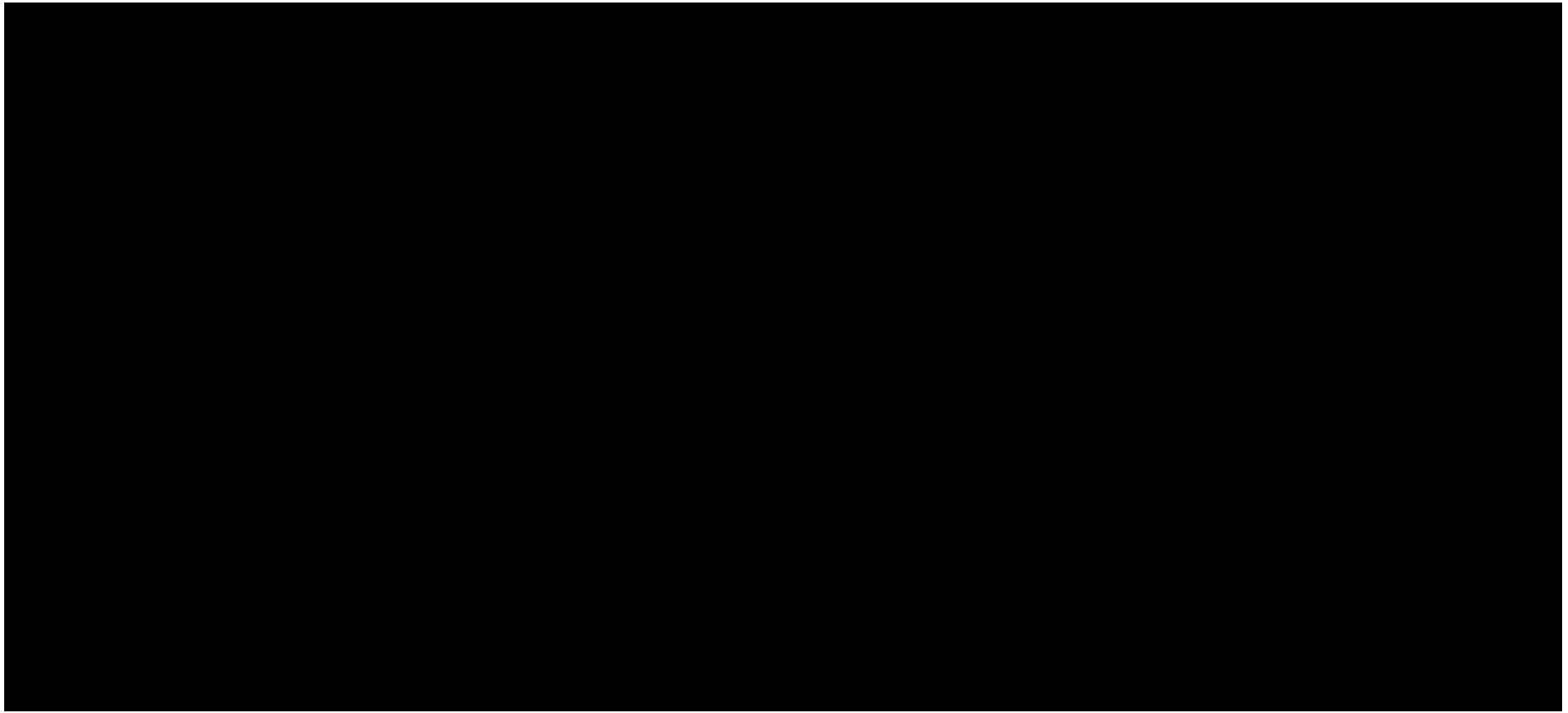
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BREAK

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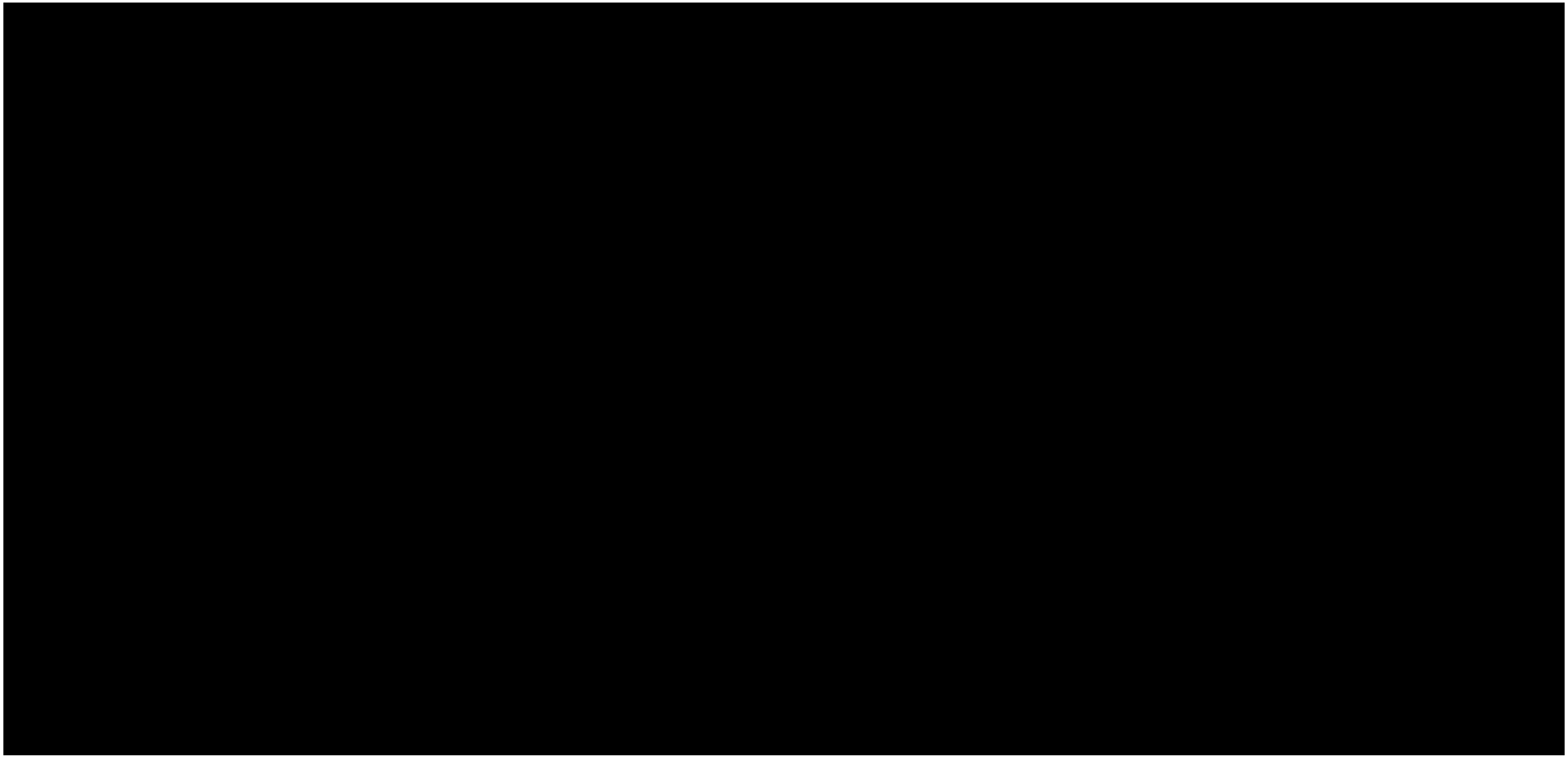


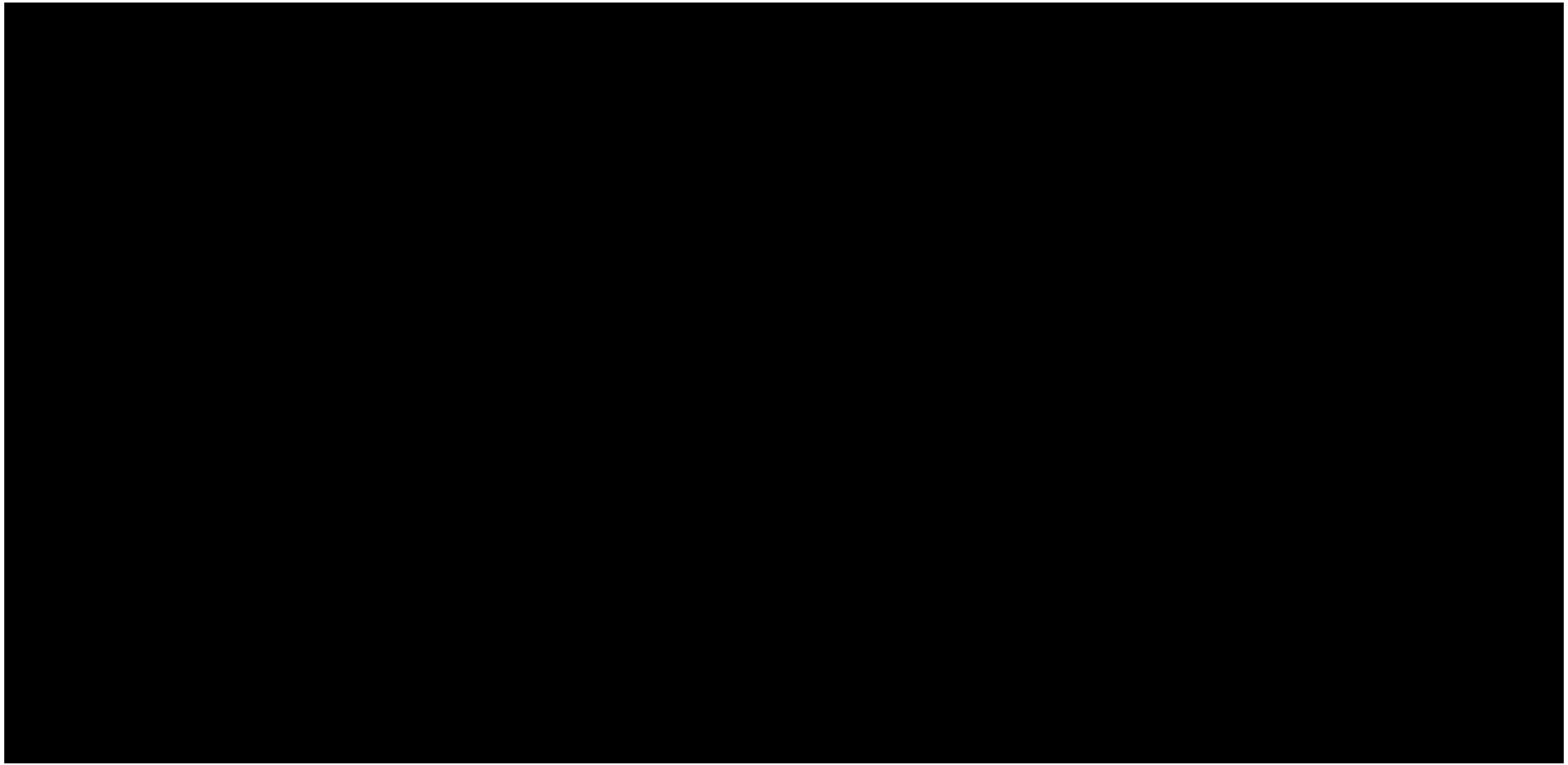


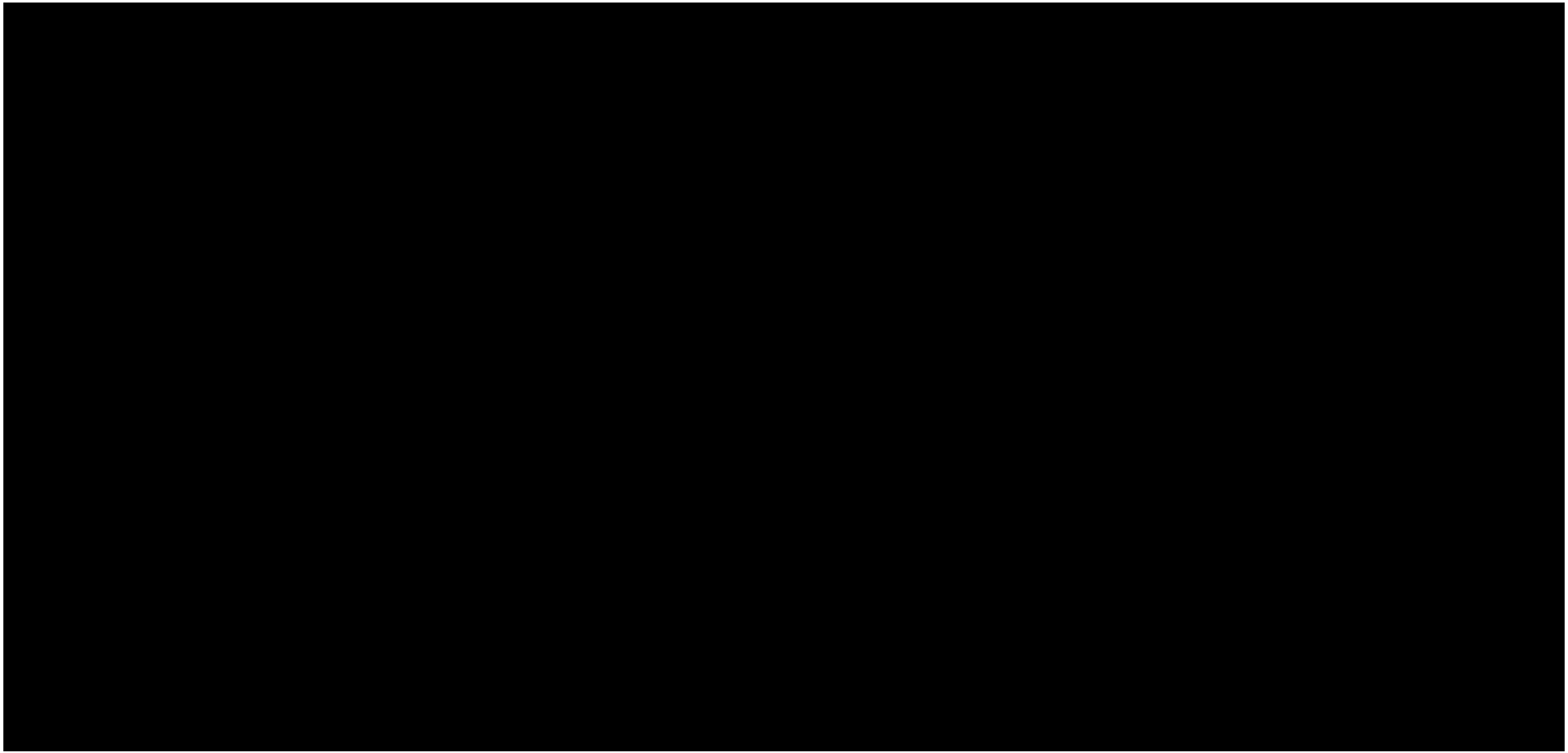


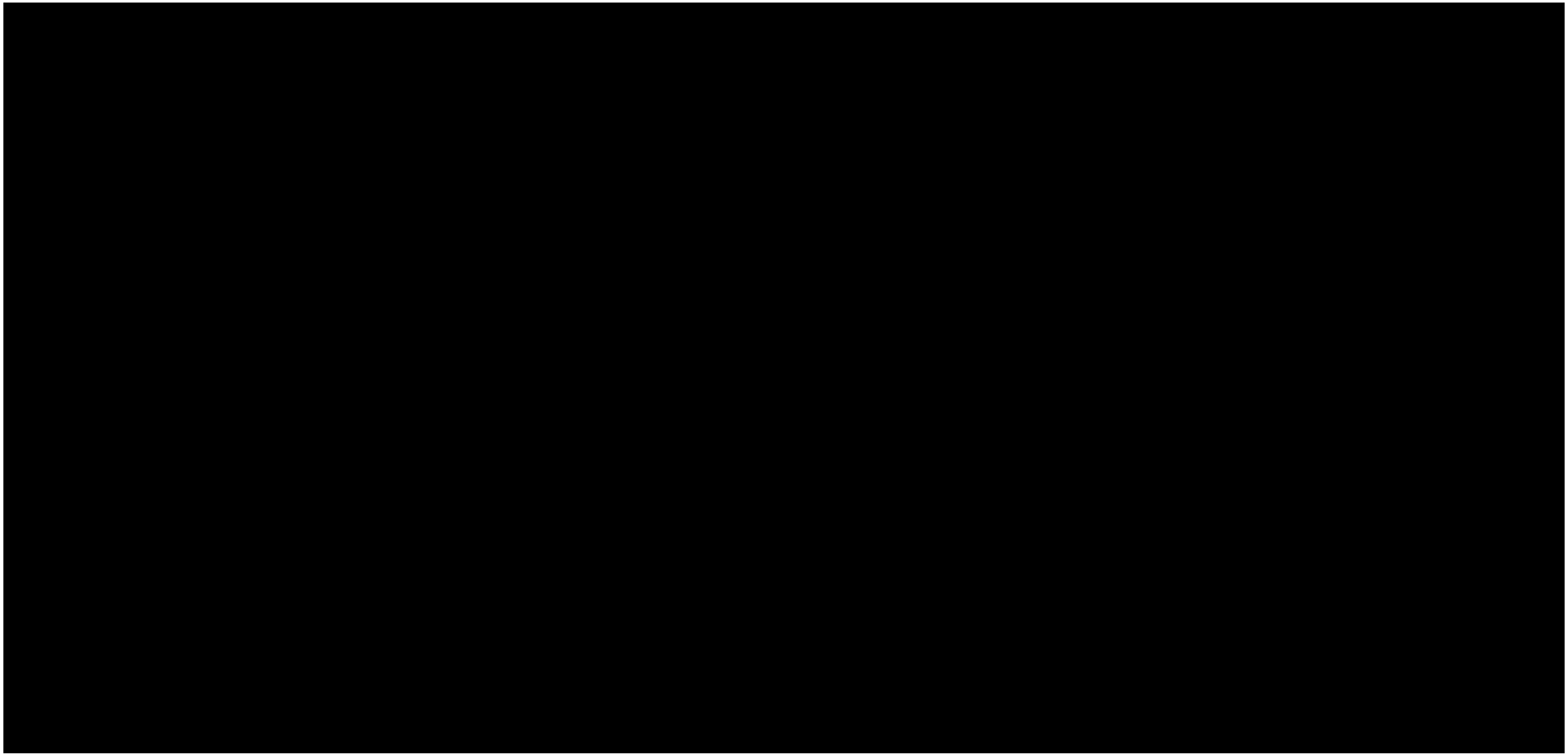
LUNCH

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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

