



Diversity Beyond Gender

Diversity is being invited to party; inclusion is being asked to dance - Verna Myers

Why Inclusion & Diversity?

69% executives rate diversity & inclusion as an important workplace issue
- Deloitte 2017

38% employees reported that primary push for their company's diversity & inclusion efforts came from their CEO
- Deloitte 2017

45% Companies with both (cognitive + gender etc) types of diversity more likely to report market success than others
- Harvard Business School

70% Companies with both (cognitive + gender etc) types of diversity are more likely to enter new markets & grow through diversity
- Harvard Business School

152% Likelihood to understand needs of a client with similar ethnic backgrounds
- Harvard Business School

83% Of millennials are actively engaged when they believe their organization fosters an inclusive culture
- Deloitte Study

55% respondents experience unequal treatment & bias on basis of their gender, ethnicity, or appearance
- Study by Timesjobs

25% believe that their company's management is not dedicated enough to meet needs of employees with disabilities
- A confidential study

58% respondents said that they were not told about their organization's D&I policies during induction
- Study by Timesjobs

Potential Roadblocks for Diversity & Inclusion

- Struggles in hiring
- Unconscious bias
- Top leadership not ready
- Incompetent business model & policies
- No support or opportunities for existing minorities
- Huge gap between knowledge dissemination & policy implementation
- Lack of proper sensitization trainings & workshops

Our Offerings



Benefits of Diversity & Inclusion Programs

Gender Diversity & LGBTQ+	<ul style="list-style-type: none"> Prevention of Sexual Harassment (POSH) Trainings for all genders (incl. grievance & support cell, regular awareness workshops) Support & Grievance Cell (equally supportive to all genders)

	<ul style="list-style-type: none"> • Supportive work-norms (amenities, home drop-off service, flexi timings, child care support, health & wellness benefits for family) • Equal opportunities & compensation for every gender
LGBTQ+	<ul style="list-style-type: none"> • First step towards LGBTQ+ inclusion: Create leadership buy-in • Favorable policies & health benefits • Regular sensitization workshops • Gender-neutralize all JDs
Disability	<ul style="list-style-type: none"> • Supportive Infrastructure, work-norms & health & benefit policies as per needs • Policies in compliance with Rights of Persons with Disabilities Act, 2016
People on Career Breaks	<ul style="list-style-type: none"> • Pregnancy, Diseases, Prioritize other responsibilities (married women, mothers, entrepreneurs) • Counselling + Coaching in the Transition period
Retired Servicemen/women	<ul style="list-style-type: none"> • Understanding the skills & competencies they offer (competency mapping) • Providing career counselling + personal branding opportunities
Cognitive Diversity	<ul style="list-style-type: none"> • Inclusion of people with different skillsets, way of thinking, perspectives • Unconventional hiring • Cross functional teams + Collaborative culture = Increase creativity & innovation
Generational Diversity	<ul style="list-style-type: none"> • A part of unconscious bias + stereotyping workshops • Removing age limits from all JDs
Diversity of Race & Ethnicity	<ul style="list-style-type: none"> • A part of unconscious bias + stereotyping workshops • Conducting blind-screening + Cross culture trainings + Informal team building