

# 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

38% employees reported that

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

/U% Companies with both (cognitive + gender etc) types of diversity are more likely to enter new markets & grow through diversity

Harvard Rusiness 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% Tespondents experience unequal treatment & bias on basis of their gender, ethnicity or appearance

Study by Timesjobs

25% Delieve 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

<u>Lack of proper sensitization trainings & workshops</u>

### Our Offerings

Hiring

Support in creating jobs/careers opportunities at all levels (across categories of diversities)

End-to-end recruitment process (favourable JDs + making D&l are part of KRAs) Onboarding & Integration

D&I Structure & Policy Creation & Modification

D&l Policy, framework & work-norms + CGF & other related compliances Supportive of attracting, engaging & retaining talents from diverse categories Supportive of diverse genders, sexual orientations, disabled employees etc. Integrating D&l initiatives with core business

Inclusion & Sensitization Interventions

Cultural Transformation / Integration Workshops
Internal Branding + Employer Rebranding Interventions
Gender Sensitization Workshops (for Leaders, Managers & Bottom level employees)
Addressing Unconscious Bias & Stereotypes – Focus Group Discussions, Thought
leadership, Trainings
Creating Effective Diverse Teams

Growth & Leadership

Leadership Workshops: for future-ready leaders & to create a pipeline of leaders Career Development Programs: Support in creating opportunities Leadership Coaching Interventions

Landscape Analysis Analyze your opportunities to become a diverse organization
Assessing Areas of Opportunity
Diversity Audits & Surveys
Assessments, Surveys & Analysis for:
-Employee Engagement

-Employee Turnover (incl. exit interviews)

Support Services + Grievance Redressal

POSH Training + Ensuring a safe, secure & supportive work environment Counselling Workplace Health & Wellness Initiatives Zero Tolerance to Sexual Harassment Cases

Coaching & Mentoring Interpersonal skills Grooming Personal Branding

workshops)

# Benefits of Diversity & Inclusion Programs

#### Gender Diversity & LGBTQ+

- Prevention of Sexual Harassment (POSH) Trainings for all genders (incl. grievance & support cell, regular awareness
- Support & Grievance Cell (equally supportive to all genders)

	<ul> <li>Supportive work-norms (amenities, home drop-off service, flexi timings, child care support, health &amp; wellness benefits for family)</li> <li>Equal opportunities &amp; compensation for every gender</li> </ul>
LGBTQ+	First step towards LGBTQ+ inclusion: Create leadership buy-in
	Favorable policies & health benefits
	Regular sensitization workshops
	Gender-neutralize all JDs
Disability	Supportive Infrastructure, work-norms & health & benefit policies as per needs
	<ul> <li>Policies in compliance with Rights of Persons with Disabilities Act, 2016</li> </ul>
People on Career Breaks	Pregnancy, Diseases, Prioritize other responsibilities (married women, mothers, entrepreneurs)
	Counselling + Coaching in the Transition period
Retired Servicemen/women	Understanding the skills & competencies they offer (competency mapping)
	<ul> <li>Providing career counselling + personal branding opportunities</li> </ul>
Cognitive Diversity	<ul> <li>Inclusion of people with different skillsets, way of thinking, perspectives</li> </ul>
	Unconventional hiring
	<ul> <li>Cross functional teams + Collaborative culture = Increase creativity &amp; innovation</li> </ul>
Generational Diversity	A part of unconscious bias + stereotyping workshops
	Removing age limits from all JDs
Diversity of Race &Ethnicity	A part of unconscious bias + stereotyping workshops
	<ul> <li>Conducting blind-screening + Cross culture trainings + Informal team building</li> </ul>