

# BUILDING AN INCLUSIVE INDIA

**idf** INDIA  
DIVERSITY  
CONCLAVE  
2ND EDITION ●●● 2022



▶ **6<sup>th</sup> APRIL  
2022**

THE LALIT, MUMBAI

# PREFACE

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The year 2021 has been the inception year of the India Diversity Forum, and has been a year of learning, ideation and growing. From a thought to a forum of 200+ , members IDF along with its members, is united in its dedication to transforming India Inc. into a more diverse, equitable and inclusive workplace. DE&I is now a boardroom agenda in corporate India and therefore, there has been a significant shift in the way organisations perceive DE&I.

Statistics show that India Inc. is dedicating more time and resources into this noble cause. Workforces are being actively sensitised through numerous initiatives on the various spectrums of diversity. With increased awareness, India Inc.'s vision of becoming a DE&I centric employer gets closer with passing time. The destination is in plain sight, the journey has begun. Much ground still remains to be covered though.

The **2nd edition of the India Diversity Conclave** will touch upon the subtle nuances of diversity, equity, inclusion and belonging in the Indian context whilst also celebrating a few of the most dynamic and impactful best practices initiated by the members of IDF. Through keynote sessions, panel discussions, fireside chats and best practices sharing, the conclave will highlight the gaps in our DE&I strategy and underline ways they can be overcome. IDF's annual conclave – **India Diversity Conclave 2022** is a platform not to be missed!



# ABOUT INDIA DIVERSITY FORUM

India Diversity Forum is an independent industry body (a Section 8 company) formed to create awareness about diversity and inclusion in the Indian workplace on one platform. It will also bring single-minded focus to the discussion around diversity, equity and inclusion in India at a company, government and national level.

India Diversity Forum aims to increase employee engagement and confidence, help reduce conflict at workplaces and make the workplaces more humane and happy places.

- ▶ IDF was conceptualized and is governed by a Steering Committee comprising:



**Anisha Motwani**

Eminent Independent Director (on Boards of Abbot, Welspun India, L&T Investment)



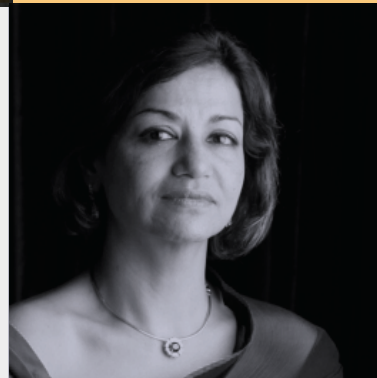
**Ankit Bansal**

Serial Entrepreneur and Founder & CEO, Sapphire Human Solutions



**Gautam Chainani**

Group President, Human Resources – Strategic Initiatives & Workforce Automation, JSW



**Harshbeena Zaveri**

Managing Director and Vice Chairperson, NRB Bearings Limited



**Dr Ritu Anand**

Chief Leadership & Diversity Officer, Tata Consultancy Services



**Sudha Ravi**

CCO, Piramal Capital & Housing Finance Ltd.



# CURRENT TRENDS

## India Inc. gets serious about DE&I

Building a strong DE&I foundation requires leaders to focus on building trust and creating a culture where everyone feels free to express themselves. Employees feel psychologically secure in expressing themselves and feel valued when their ideas and contributions are heard and implemented.

## Covid19 fuels increased DE&I initiatives

The Covid 19 pandemic has been a catalyst for enhancing and accelerating the diversity and inclusion initiatives of companies, showed a survey by Intel. Nearly 81 per cent of the business leaders surveyed in India said that the workplace disruptions caused by the pandemic have had a positive impact on diversity, equity and inclusion (DE&I) initiatives in their organisations.

## Technology advancing India Inc.'s DE&I efforts

Organisations across sectors are increasingly turning to technology to address their DE&I challenges. Technology solutions such as AL & MI can address DE&I issues. AI-based software platforms that are both data-driven and taught to ignore traditional prejudices rely on algorithms that prevent historical patterns of underrepresentation. Such platforms will become the way of the future as they can support a full range of talent processes, including whom to hire and how to manage them, develop them and reward them.

## Enabling diverse gender identity and gender expression

raises issues on access to gender-neutral restrooms, adopting employee health benefits for transitioning individuals, and creating awareness around using inclusive language for gender non-binary and transgender employees. It's a different mindset and we must be sensitive to it.



# CURRENT TRENDS

## BIG Data to the rescue!

Gaining actionable insights from analytics and metrics is a given in the digital age. Diversity, equity and inclusion, as any business imperative, requires a structured approach and periodical monitoring and refinement. Analytics help reveal the underlying details and trends that otherwise may not be detected. A dashboard that brings together analytics can help managers visualize and forecast diversity trends, highlighting critical diversity metrics and the impact of leadership programs. Companies can create diversity scorecards to benchmark internal trends against external metrics such as industry, location or other parameters. Pushing diversity data out to managers' desktops, and providing data relevant to their daily activities at the point of decision through embedded analytics provides transparency and supports actionable insights down the management line.

## Increased transparency in goals

It is amply clear that more diversity in a company does not necessarily equal more equity and inclusion. While efforts at diversity may increase, the same is not always the case for efforts at inclusivity. A growing diversity and inclusion trend in 2022 will be for companies to set transparent targets, goals, and DE&I initiatives. Doing so will increase the accountability of people in leadership positions, encourage honest conversations between employees and their bosses, and inspire them to share ideas and solutions.

# SESSION HIGHLIGHTS

Transforming the workspace culture where all are welcome, feel valued and engaged; are without any inhibitions, and can be themselves

Championing the hiring process – Embracing Neurodiversity

Future of racism and casteism in India

Creating your DE&I Dashboard – Metrics to track and measure your D&I quotient

Sharing of best practices by IDF's top three DE&I performers, elected by its members



# WHO SHOULD ATTEND?

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CEOs

Chief Diversity  
Officers

CHROs

D&I Experts

Presidents/Sr. VPs/  
VPs/AVPs –  
Diversity/Culture

Directors/Heads –  
Diversity/Culture

D&I Leads

D&I Practitioners

# WHY ATTEND?

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**Exclusive & Dedicated:** The ONLY body in India focused on promoting diversity, equity, inclusion and belonging in India. Inc.



**In-Person Interaction:** India Diversity Forum's first On-Ground event – attracting senior leaders and the most noted DE&I practitioners of corporate India.



**Learn & Network:** The Covid pandemic accelerated the digital age. Engagements too were conducted online, but nothing can substitute a face-to-face conversation. The quality of ideas exchanged is higher and the rapport built-in person last longer than those built online.



**Be-Up-To-Date:** Change is the only constant in today's connected world. Today's breakthrough idea becomes obsolete in a matter of months – as humans evolve, perceptions evolve, motivations evolve, and societies evolve. Keeping abreast can be daunting but you can get updated with what's changing and influencing the DE&I movement in the country at the 2nd edition of the India Diversity Conclave.



**Latest Solutions:** Be aware of the latest solutions available in the market. Meet and interact with a host of pre-vetted solution providers bringing the most advanced solutions to your unique DE&I challenges. Explore how they can add value to your DE&I journey.

# WHO SHOULD SPONSOR?

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D&I Champions

D&I Service Providers

D&I Consultants

D&I Tech Providers

## Why Sponsor?

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The largest on-ground  
**DE&I event**  
of the year – interact with  
more than  
**200+** decision-makers  
and influencers.

Re-connect and interact  
with current clients –  
strengthen your bond  
further at  
**2nd India  
Diversity  
Conclave 2022.**

Maximise and expand your  
**Brand visibility.**

Explore new collaborations  
– meet with  
**Potential  
Customers.**

Establish yourself as a Thought Leader in the  
**DE&I space.**

# AGENDA

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09:00 - 09:55	Registration
09:55 - 10:00	Conclave Opening Remarks
10:00 - 10:05	Welcome Address by Rishi Kapoor, Head - Management Committee, India Diversity Forum
10:05 - 10:25	Opening Keynote: It begins with Trust!
10:25 - 11:25	Inaugural Panel Discussion: Making Differences Matter: Going beyond numbers and making diversity count
11:25 - 11:40	Networking Tea & Coffee Break
11:40 - 12:00	Special Address
12:00 - 13:00	Panel Discussion 2: Racism and Discrimination at the Indian workplace: A look at Future Trends
13:00- 14:00	Networking Luncheon
14:00 - 15:00	D&I Best Practice Presentation by top 3 IDF Members and Book Launch
15:00 - 15:20	Fireside Chat: Creating your D&I Dashboard – Tracking and Measuring your D&I Quotient
15:20 - 15:35	Networking Tea & Coffee Break
15:35 - 16:35	Panel Discussion 3: Equity and Equality – Distinguishing their Differences and Acknowledging their Importance
16:35 - 16:55	Closing Keynote: Making Cultural Differences a Resource of Learning
16:55 - 17:00	Vote of Thanks and Close of Conclave





# KEY STATS

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**3000+**  
ATTENDEE



**11000+**  
REGISTRATIONS



**23+**  
SPONSORS &  
PARTNERS



**40+**  
SPEAKER

**350+**  
PARTICIPATING  
COMPANIES



**200+**  
TOTAL  
MEMBER  
TILL DATE

# SOME OF OUR SPEAKERS OF 2021

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**Megha Tata**

Managing Director – South Asia,  
Discovery Communications India



**Amit Sharma**

CHRO,  
Volvo Group India



**Vishakha RM**

MD & CEO, IndiaFirst Life  
Insurance Company Limited



**Animesh Kumar**

President - HR & Transformation,  
Zee Entertainment Enterprises  
LTD



**Sandeep Batra**

CHRO and Head Foundation,  
Landmark Group India



**Amit Chincholikar**

Global CHRO,  
Consumer Products  
Limited



**Rajendra Mehta**

President and CHRO,  
Welspun India Ltd



**Rajorshi Ganguli**

President and Global HR Head,  
Alkem Laboratories Ltd



**Raga Olga D'silva**

Co- Founder and Director,  
Speaking Minds, Author,  
LGBT and Diversity Speaker

# PARTNERS FROM THE LAST EDITION

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## Presenting Partner



Extraordinary Together

## Associate Partners



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## Diversity Champions



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## PR Partner





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For More Information

🌐 [indiadiversityforum.org](http://indiadiversityforum.org) | [idc.indiadiversityforum.org](http://idc.indiadiversityforum.org)

✉ [enquire@indiadiversityforum.org](mailto:enquire@indiadiversityforum.org)