



INDIA WORKPLACE EQUALITY INDEX TOP EMPLOYERS 2021 REPORT

**Celebrating the winners of the
India Workplace Equality Index**

THE COMPREHENSIVE
BENCHMARKING TOOL FOR
INDIA'S EMPLOYERS TO
MEASURE THEIR PROGRESS
ON LESBIAN, GAY, BI AND
TRANS (LGBT+) INCLUSION IN
THE WORKPLACE

KINDLY SPONSORED BY



INDUSTRY PARTNER

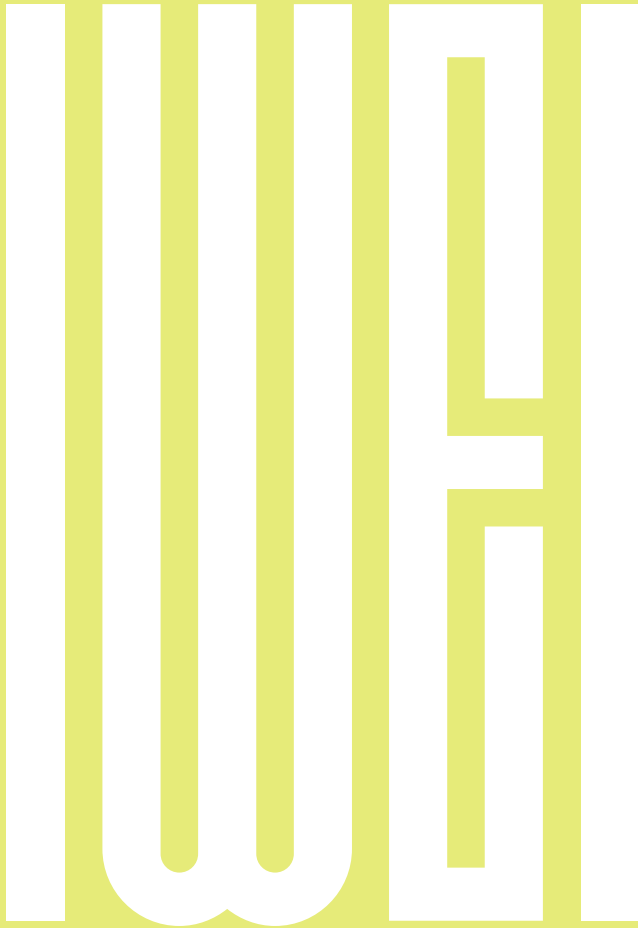


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KESHAV SURI FOUNDATION





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For a second year, **Keshav Suri Foundation (KSF)**, **Pride Circle** and **Stonewall** have partnered to create the India Workplace Equality Index (IWEI). This is India's only comprehensive benchmarking tool for organisations to measure their progress on LGBT+ inclusion in the Indian context.

It was only in 2018 that The Supreme Court of India de-criminalised sexual acts between consenting same-sex individuals, and the LGBT+ community in India still faces immense social stigma. Very few people are 'out' at work, so feedback to employers on the needs of LGBT+ people is limited. The IWEI has been created to enable organisations to navigate these challenges and make progress towards LGBT+ equality.

The IWEI Top Employers, celebrated in this report, showcase the employers who are leading the way in India to advance lesbian, gay, bi and trans (LGBT+) inclusion in the workplace.

The IWEI follows in the footsteps of Stonewall's UK WEI. This benchmarking tool has been used by employers over the last 15 years to assess their achievements and progress on LGBT+ workplace equality in the UK. Keshav Suri Foundation, Pride Circle and Stonewall have been working closely over the last year to adapt the UK WEI and bring it to life in the Indian context.

A JOINT FOREWORD FROM THE PARTNERS

We are so thrilled and proud to be presenting the results of the second India Workplace Equality Index (IWEI). Since the establishment of this momentous partnership a year ago, we've seen the work conducted under this Index develop in leaps and bounds.

We know that this has been an especially difficult and painful year for so many families, individuals, and businesses. Aside from the impact of the COVID-19 pandemic, we have also seen LGBT+ rights around the world come under attack. Despite it being three years since the landmark repeal of Section 377, which decriminalised same-sex relationships in India, there is still a need for progress when it comes to supporting LGBT+ people across society and in the workplace.

We are inspired by the ongoing commitment of the IWEI Top Employers in 2021 to ensure that LGBT+ people are fully included at work

and feel encouraged to fulfil their potential in the face of adversity. The power of business to progress social change cannot be underestimated. No matter the industry, businesses can significantly influence society and improve the experiences of LGBT+ people as employees, service users, and customers.

We'd like to end by thanking every single participant, and by wishing a warm congratulations to our Gold, Silver and Bronze employers – some of whom are new to IWEI, and others who have been consistently building on their success from last year. We'd also like to thank our sponsors. The support of IBM and HSBC have been invaluable in enabling us to promote LGBTQ+ inclusion and equality. We'd also like to thank FICCI for supporting the IWEI as our Industry Partner for the second year. We're now filled with excitement about what 2022 will bring! Here's to another year of the India Workplace Equality Index – and to all of you who have made this important work possible.



KESHAV SURI

KESHAV SURI
FOUNDATION



RAM SINHA

PRIDE CIRCLE



NANCY KELLEY

STONEWALL

A NOTE FROM OUR SPONSORS

The IWEI partnership are thrilled to share a note from our headline sponsor:

IBM has a rich history of being a leader of LGBT+ inclusion with 100% score on the Human Rights Campaign's Corporate Equality Index for 18 consecutive years.

We understand that individual LGBT+ lives, families, and experiences are all unique. What brings the LGBT+ community together is less a shared identity and more a shared struggle for acceptance and equality, with each segment of the community experiencing the struggle differently. Being intentionally inclusive will help LGBT+ employees to speak up, share creative ideas and give their best to their work. The goal should be to create policies that are inclusive of LGBT+ people regardless of whether they are out or not.

As IBM focuses on leadership in the era of hybrid cloud and AI, we are taking a number of decisive steps to create a culture where employees of all backgrounds can thrive. We will continue to devote substantial resources, technology, and expertise in the quest to build a better and more equitable future.

Our association with Pride Circle for IWEI and many other interventions strengthens our shared vision towards diversity, equity & inclusion.



PRACHI RASTOGI,
D&I LEADER

IBM APAC

With thanks to our Associate Sponsor, HSBC, and our Industry Partner for a second year, FICCI



HOW THE IWEI WORKS

The India Workplace Equality Index (IWEI) is the definitive benchmarking tool for LGBT+ workplace inclusion in India. The IWEI empowers organisations to navigate the challenges of embedding LGBT+ inclusion and provides them with a clear roadmap to follow.

Each entrant compiles a submission, accompanied by supporting evidence, which demonstrates their organisation's performance against a set of best-practice criteria. The criteria are split across nine different areas of employment policy and practice:

SECTION 1: POLICIES AND BENEFITS

This section determines whether the organisation has policies in place that ensure the equal treatment of LGBT+ employees.

SECTION 2: EMPLOYEE LIFECYCLE

This section examines how the organisation engages with all employees to raise awareness on LGBT+ issues.

SECTION 3: EMPLOYEE RESOURCE GROUP

This section examines how the organisation makes facilities available for LGBT+ employees to network, consult and feed back to the organisation.

SECTION 4: ALLIES AND ROLE MODELS

This section examines how the organisation supports the development of LGBT+ role models and allies.

SECTION 5: SENIOR LEADERSHIP

This section examines what activities the organisation's leadership undertakes to advance LGBT+ equality.

SECTION 6: MONITORING

This section examines how the organisation monitors the sexual orientation and gender identity of employees.

SECTION 7: PROCUREMENT

This section examines how the organisation engages with existing and potential suppliers.

SECTION 8: COMMUNITY ENGAGEMENT

This section examines how the organisation supports LGBT+ community groups and promotes LGBT+ equality on public platforms.

SECTION 9: ADDITIONAL WORK

This section examines additional in-country work that has not been captured elsewhere in the Index.

Once submissions are received and marked, all entrants are given a score and are celebrated as either Gold, Silver or Bronze IWEI Top Employers. Overall scores and individual criteria scoring are kept confidential between the organisation and the IWEI partnership – as is the general participation of any organisations that wish to remain anonymous.

Following the release of the IWEI Top Employers, organisations have the option of receiving a detailed report and a feedback meeting for a small fee. During this meeting, they receive tailored feedback on their submission and action-planning tips for the year ahead. Participation in the IWEI is otherwise free of charge.

Be Proud Be Equal

IBM is committed to providing a safe and welcoming environment to Lesbian, Gay, Bisexual, Transgender and non-binary individuals. Our success in creating an open and welcoming environment—regardless of sexual orientation, gender identity or gender expression—has allowed us to attract and retain valuable new talent.

IBM is proud to be the Headline Sponsor for India Workplace Equality Index 2021.

[beequal.com](https://www.ibm.com/beequal.com)



KEY STATS

72

72 organisations registered to participate in the 2021 India Workplace Equality Index (IWEI)

26

26 organisations achieved a Gold Award

18

18 organisations achieved a Silver Award

13

13 organisations achieved a Bronze Award

15

Entrants to the IWEI represented 15 sectors collectively

63%

Average overall score in 2021 was 63%

Consulting and Professional Services

The highest performing sector was Consulting and Professional Services

Policies and LGBT+ Employee Resource Group

Highest performing sections were Policies and LGBT+ Employee Resource Group

THE IWEI TOP EMPLOYERS: THE AWARDS

In recognition of their leading work in LGBT+ inclusion, the IWEI partnership congratulates the following Top 2021 Employers:

Gold Award Winners

Gold employers have successfully embedded LGBT+ inclusion in their policies, hiring practices, external communication, demonstrating a long-term and in-depth commitment towards LGBT+ inclusion.



EY
Building a better
working world

McKinsey
& Company

McKinsey Global Services
McKinsey Knowledge



Deutsche Bank



Silver Award Winners

Silver employers have made significant achievements in promoting LGBT+ inclusion in the workplace, demonstrating progress and impact over time.



Morgan Stanley



An S&P Global Company



MACQUARIE

AND ONE
ANONYMOUS
ORGANISATION

Bronze Award Winners

Bronze employers have started their journey to better LGBT+ inclusion at work by developing inclusive policies and initiating activities that promote LGBT+ inclusion for employees

ABInBev

DELL
Technologies

Lilly

 **ezetap**

 **Firmenich**
for good, naturally

FUJITSU

iff

**John Deere India
Private Limited**

parexel

 **randstad**

VIP INDUSTRIES LIMITED

**AND TWO
ANONYMOUS
ORGANISATIONS**



GOOD PRACTICE EXAMPLES

Section 1: Policies and benefits



Google provides a transgender and intersex medical advocacy programme to all employees. In recognising the barriers to care facing the transgender community in India, such as stigmatization, plan design issues, and a shortage of experienced providers, Google has worked with service providers to build the programme to ensure trans and intersex employees are fully supported on their journey and the cost is covered by Google. Components of the programme include: contact with a physician trained in trans healthcare, building long term care strategies, identifying community support, and finding surgical professionals.

Section 2: Employee lifecycle



At NielsenIQ, annual appraisal process encourages all associates to share the diversity and inclusion activities that they have been involved in and/or to share with their manager how they would like to get involved in the future. We advise all managers to formally recognize the contributions and impact made by their team members as part of the appraisal process. The recognition applies to efforts and contributions made to all applicable NielsenIQ's ERGs, including PRIDE ERG. Every associate can share the tangible impact of contributions, based on the internal guidelines that are available on completing the respective section of the annual summary. Additionally, NielsenIQ's global D&I team evaluates the contribution of all D&I network leads twice a year, and reports back to their respective managers for mid-year and year-end review.

Section 3: Employee resource group



Every year, HSBC's global LGBT Employee Resource Groups (ERGs) celebrate Pride season around the world. In June 2021, the LGBT ERG ran campaigns to raise awareness about the diversity of the LGBTQ community by hosting movie nights, quizzes, etc. They also hosted a '24 hours of Pride' event, whereby all employees were invited to meet LGBT+ role models and hear 'Pride Diaries' from the community.

GOOD PRACTICE EXAMPLES

Section 5: Senior leadership

As part of an initiative called ‘Leaders as Teachers’ in December 2019, senior leaders at Sutherland underwent a Train the Trainer session. These leaders first attended the Inclusion and Diversity workshop, followed by a co-facilitation session with Talent Development facilitators, before independently facilitating inclusion and diversity (I&D) sessions. This was a brilliant opportunity for leaders to display their personal commitment and passion for I&D in the workplace.



Section 7: Procurement

All suppliers and on-site contractors at GE India Technology Centre are invited to attend all ERG events, including LGBT sensitization training and allyship initiatives. When onboarding new suppliers and their employees onsite, training on GE’s commitment to inclusion and diversity is provided on the first day.



Following the launch of their sustainable supply chain policy in 2020, which outlines how partners and vendors will be trained and assessed on all areas of equalities and opportunities for all, irrespective of gender identity and sexual orientation, Tata Steel held a ‘Vendor Meet’ in May 2021 which was attended by various stakeholders including vendors and customers. At this event, the Procurement Leadership Team delivered an awareness session on ‘LGBTQ+ Inclusion into the Mainstream’ where they actively encouraged vendors to think more carefully about hiring from the LGBTQ+ community and working with LGBTQ+ friendly organisations.



Section 8: Community engagement

Standard Chartered have started using inclusive imagery in client communications, such as Bank offers and promotions. In June this year, they featured images of two same-sex couples in a client emailer to drive a credit card campaign. It is important to the Bank that pictures of same-sex couples are used in every-day contexts, not just when promoting diversity and inclusion initiatives.



GOOD PRACTICE EXAMPLES

During this difficult year, we have seen organisations step up to support the LGBT+ community in creative and inspirational ways. Below are just some of the examples from this year's IWEI participants explaining how their organisation stood by LGBT+ people during the Covid 19 pandemic.

IBM

IBM provides comprehensive and inclusive healthcare insurance coverage for same-sex partners. There is no requirement to submit documents to verify their relationship status and the coverage is the same as that offered to IBM employees. A colleague of any gender identity or any sexual orientation can cover their partner through this coverage. In 2020 and 2021, the coverage was also extended and updated to include cover for Covid-related illnesses, home care, and additional Covid-related support for all employees and their partner and/or dependants, regardless of sexual orientation and/or gender identity.



Microsoft

Microsoft ensured that same-sex partners were covered in their healthcare offering and their Covid-specific medical benefits. Same-sex partners of employees were offered vaccinations during employee vaccination drives, and also offered support through a telemedicine service.



Dow

In March 2021, DOW India provided vital support to the trans community at a time when life was brought to stand-still across India. By partnering with a local organisation, Humsafar Trust, the Dow India Employee Resource Group (GLAD) developed a contactless drop-off scheme and donated essential groceries to around 100 trans people to ensure they had enough supplies to last them through the lockdown.



10 REASONS TO PARTICIPATE IN IWEI

It was only in 2018 that The Supreme Court of India decriminalized sexual acts between same-sex individuals. The LGBT+ community in India faces immense social stigma. Very few people are out at work, providing limited information/feedback to employers on the needs of the LGBT+ employees.

The India Workplace Equality Index enables organisations to navigate these challenges and make progress towards LGBT+ equality. Here are 10 reasons why your organisation should consider participating in the India Workplace Equality Index next year.

1. WE DO THE WORK, SO YOU DON'T HAVE TO

It can be time-consuming and difficult to come up with a structure for tackling LGBT+ inequality at the workplace. The Index provides a ready-made, easy to use framework. It gives you a simple structure to plan your yearly work. It is based entirely on best practice and to ensure you make the most of your time and resources.

2. INDIA'S FIRST EVER

India's only comprehensive Index for LGBT+ equality is built on the vast expertise of the Stonewall Workplace Equality Index which was launched in 2005.

3. HELPING YOU TO PRIORITISE

It can be difficult to know exactly how your workplace is addressing LGBT+ inclusion. The Index is a great way of getting an overview. It's divided into multiple sections, from employee policy to workplace culture. Completing it will give you a sense of where you are and where there may be gaps.

4. SUBMIT FROM YOUR DESK

The Index's fully digital submission process will make submitting easy and quick.

5. SHOW PEOPLE YOU CARE

Taking part in the Index demonstrates a commitment to your LGBT+ employees. What you learn from the questions and the feedback you receive can improve your practices. This can have many positive effects, from favourable media coverage and stronger client relationships to more engaged and productive employees.

6. IT'S FREE!

It's completely free to participate in the Index.

7. BUILD BUY-IN

We know it can be hard to get the budget and support for diversity work. The Index is an excellent bargaining tool when asking for resources. Completing it yearly will show tangible progress, which you can use to persuade senior managers and board-level colleagues to invest in targeted action.

8. MAKING EQUALITY EVERYONE'S BUSINESS

The structure of the Index encourages people from your workplace to get involved in LGBT+ work. We assess activities across your organization, helping you to make sure LGBT+ inclusion is embedded in your region.

9. CELEBRATE YOUR ACHIEVEMENTS

The best employers will be celebrated as top employers. This impressive accolade gives you external recognition for your work and helps you to stand out from the crowd as forward-thinking organization. Being able to demonstrate your achievement shows that you are an employer of choice and can help you to recruit and retain diverse talent.

10. TAILORED FEEDBACK AND SUPPORT

Even greater value can be derived from the Index by signing up for customized benchmarking report and tailored feedback on your Index submission from the India Workplace Equality Index team of experts. Our experts will also help you create a detailed plan for the year ahead. Why not enquire about the 2022 Index today?

IWEI PARTNERS AND CONTACT DETAILS



Keshav Suri Foundation

In the last three years, [Keshav Suri Foundation](#) has made strides with its various initiatives and programs, focusing on the marginal intersections of the society, including the LGBTQAI+ communities, people with disabilities, and acid attack survivors. The foundation is working towards queer livelihood building by providing job opportunities, access to education through scholarships and fellowships, making mental health services available for the communities, and creating workspaces diverse & inclusive. The foundation is on a mission to Embrace, Empower, and Mainstream various communities across the country.



Pride Circle

[Pride Circle](#) is India's premier Diversity & Inclusion organization with a mission to enable and empower LGBTQ+ people and support organizations in fostering a culture of belonging for all.

We partner with over 300 companies to provide executive leadership development, comprehensive D&I training and consultation, and professional networking opportunities that build inclusive and welcoming work environments. With our experience & growing roster of national & international partner companies, governments & non-profit organizations, Pride Circle is leading the LGBT+ inclusion revolution in India.



Stonewall

Founded in London in 1989, [Stonewall](#) now works in each nation of the UK and has established partnerships across the globe. We help create transformative change in the lives of LGBTQ+ people through our campaigns, research and change and empowerment programmes. We continue to fight for a world where LGBTQ+ people everywhere can live our lives to the full.

CONTACT US:

For more information about the Index or to sign up for the 2021 IWEI, please email: contact@workplaceequalityindex.in
Or call us on: **+91 9739 2421 10** - Check out our website on: <https://workplaceequalityindex.in/>

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