



TOP EMPLOYERS 2023 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

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INTRODUCTION

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

This year we celebrated the five years anniversary of reading down of IPC Sec377 by The Supreme Court of India, but were also disheartened by the verdict in the Marriage Equality case. This is a reminder that the work for LGBT+ inclusion and equity has a long way to go. 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 organizations 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.

We are also recognising additional achievements through our five Special Awards; **Ally Trailblazer of the Year, LGBT+ Trailblazer of the Year, Pride Employee Resource Group (ERG) of the Year, DEI Champion of the Year, and Pride Executive Sponsor of the Year.**

Our deserving winners have all gone above and beyond their day jobs to create LGBT+ inclusive environments in their workplaces and we are proud to feature their successes.

With Employee Feedback Questionnaire, we are inviting employees to share their experiences of LGBT+ inclusion in the workplace via a confidential questionnaire. Insights from the anonymised responses from the employees (LGBT+ and allies) will provide meaningful perspectives from the ground level. Companies can avail this report along with feedback and next step guidance in the customized feedback report and consultation session.

We are delighted to see the adoption of IWEI in India Inc, and how it is helping companies with peer benchmarking, access to regional best practices, and providing a framework and roadmap for progress.



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FOREWORD

As partners, we are incredibly proud to be celebrating the results of the fourth annual India Workplace Equality Index (IWEI), recognising the great strides that employers have made across India to improve the working lives of LGBT+ people.

This year, as we invite employers to join us in person to celebrate the work of organisations, LGBT+ people and allies who are leading the change, we also reflect on those that can't join the celebrations yet. Those who are still in workplaces that haven't yet seen the true value of empowering LGBT+ people to be themselves at work, to be open about who they are and to celebrate their diversity. With 120 organisations now participating in IWEI, we hope that this is the turning point for corporate India and we look forward to welcoming even more organisations to participate next year.

For now, we continue to be hugely inspired by the outstanding commitment of the IWEI Top Employers in 2023 and thank every single organisation for their participation. A heartfelt congratulations must go to our Gold, Silver and Bronze employers – some of which are now familiar faces in our IWEI celebrations and some are new to IWEI this year. We are also delighted to recognise the achievements of our award winners; Ally Trailblazer of the Year, LGBT+ Trailblazer of the Year, Pride Employee Resource Group (ERG) of the Year, DEI Champion of the Year, and Pride Executive Sponsor of the Year. We don't underestimate the work you do to drive change in your organisations and we are wholly thankful for your commitment. Together, as businesses and individuals you are changing the path of LGBT+ equality across India.

A final thank you must go to our sponsors, without whom we would not be able to grow and develop IWEI into the respected workplace benchmarking tool that it is today. The support of IBM & JPMC as Headline Sponsor and Diageo, EY, Fiserv, HSBC, Intuit, LSEG, Macquarie, Morningstar, Natwest and Northern Trust as Associate Sponsors has been invaluable in enabling us to promote LGBT+ inclusion and equality. A kind thanks also to our Badge and Lanyard Sponsor, Mastercard, Speakers Gift Sponsor, Randstad, Seating Sponsor Sponsor, Invesco, Attendee Gifts Partner Kronocare and Hospitality Partner The LaLit who are supporting us to host a phenomenal in-person celebration event.

We're hugely excited to see what all of our Top Employers and Award Winners go on to do in 2024 and we look forward to celebrating those achievements with you all next year!

With thanks,



KESHAV SURI

KESHAV SURI FOUNDATION



RAM SINHA

PRIDE CIRCLE



LEANNE MACMILLAN

STONEWALL

Be Proud Be Equal

IBM is committed to providing an environment for LGBTQ+ individuals. Our success in creating an open and welcoming atmosphere—regardless of sexual orientation, gender identity or gender expression—has allowed us to attract and retain valuable new talents.

IBM is proud to be the Headline Sponsor for India Workplace Equality Index 2023.

beequal.com



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 organization has policies in place that ensure the equal treatment of LGBT+ employees..

Section 2: Employee lifecycle

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

Section 3: Employee resource group

This section examines how the organization makes facilities available for LGBT+ employees to network, consult and give feedback to the organization.

Section 4: Allies and role models

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

Section 5: Senior leadership

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

Section 6: Monitoring

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

Section 7: Procurement

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

Section 8: Community engagement

This section examines how the organization 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.

EMPLOYEE FEEDBACK QUESTIONNAIRE:



This year we offered a voluntary opportunity to get feedback from your employees about their experience of LGBT+ inclusion in the workplace. The IWEI partners have devised a questionnaire that were anonymously answered by your employees, we then analysed the responses for your organization and provide feedback. For 2023, this exercise does not affect an organization's overall score.

WE STAND PROUD

With our loved ones, our coworkers
and our entire community – today
and every day.

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AWARDS:



Once submissions are received and marked, 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 organization and the IWEI partnership – as is the general participation of any organizations that wish to remain anonymous.

Following the release of the IWEI Top Employers, organizations 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.

Another feature of IWEI 2023 are our special recognition Awards. This year we are celebrating an Ally Trailblazer of the Year, LGBT+ Trailblazer of the Year, Pride Employee Resource Group (ERG) of the Year, DEI Champion of the Year, and Pride Executive Sponsor of the Year. All entrants had the opportunity to nominate individuals and/or their ERG, and the IWEI partners have decided on a winner for each category. This is also voluntary and does not affect an organization's final score.



KEY STATS

120

organizations registered to participate in the 2023 India Workplace Equality Index (IWEI)

35



Organizations achieved a **Gold Award**

29



Organizations achieved a **Silver Award**

32



Organizations achieved a **Bronze Award**

Entrants to the IWEI represented **20 sectors** collectively

Average overall score in 2023 was **59.69%**

The highest performing sector was **PROFESSIONAL SERVICES**

The highest performing sections were **POLICIES AND BENEFITS** and **EMPLOYEE RESOURCE GROUP**

EMPLOYEE FEEDBACK QUESTIONNAIRE RESULTS

Last year we introduced a voluntary, non-scoring employee feedback element to the IWEI for the first time. Organizations had the opportunity to ask their employees to fill out a questionnaire about their experiences in the workplace relating to LGBT+ inclusion.

In total, **5072** people completed the questionnaire, **289** were LGBT+ and **4783** were not LGBT+.

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The better the answer.
The better the world works.

THE IWEI TOP EMPLOYERS AWARDS:

In recognition of their leading work in LGBT+ inclusion, the IWEI partnership congratulates the following Top 2023 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.



McKinsey & Company
India

McKinsey Global Services
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McKinsey Knowledge
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SILVER AWARD WINNERS

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

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 Invesco

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MORNINGSTAR[®]



And 2 anonymous submissions

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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.





And 3 anonymous submissions



LSEG

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Every day **we are committed to promoting equity at work**. Nasdaq's people bring a wide range of backgrounds and experiences that elevate everything we do.

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IWEI SPECIAL AWARDS

This year we are recognising the special contribution made by individuals from within our Top Employers. Our Award Winners are those that have gone above and beyond to create inclusive workplaces for LGBT+ colleagues in India and supported their employer on their LGBT+ inclusion journey.

Our Award Winners are...

ALLY TRAILBLAZER OF THE YEAR



We are thrilled to announce **Prachi Rastogi, DEI Leader APAC, IBM, as the Ally Trailblazer of the Year!**

Prachi takes care of managing behavior change and culture building for 15+ countries in the APAC region, 1,15,000 employees, 480+ Executives & 9,000 Managers. She has conceptualized and implemented - policies, training programs and awareness campaigns that have educated employees at all levels on the importance of LGBTQ+ inclusion.

Her ability to set clear, measurable targets for stakeholders has fostered a diverse, equitable, and inclusive workforce.

Prachi's dedicated focus on hiring LGBT+ talent has significantly increased their representation in leadership roles and initiated a dedicated hiring drive for transgender individuals. Her inclusive leadership style empowers employees to take an active role in driving change, creating a collaborative and supportive environment. Under her leadership IBM APAC has seen some of the most courageous initiatives, policies and programs being launched –

- LGBTQ+ Self Identification 8 Options launched
- Transgender as Other Option on all IBM Forms
- 24x7 Transport for Transgender Employees
- Inclusive Washrooms on all sites
- Inclusive Benefits for Same gender partners
- Inclusive Dress Code Policy for Trans & Non Binary inclusion
- Inclusion Awards to encourage inclusive behavior by Managers and Colleagues.
- Caretaker Travel Policy to support new parents for business travel along with child (including same gender parents)
- Inclusive Maternity & Paternity leaves (for same gender parents)
- Psychological counseling program called the MiTR EAP program to support Lesbian, Gay, Bisexual, Transgender employees and provides professional and confidential psychological counseling.
- 'Coach on Call', to support the members from the LGBTQ+ & PwDA community in addressing their fears and apprehensions.
- Listening Circles for Open Conversations
- Reverse Mentoring aimed at enhancing awareness and acceptance for LGBTQ+ Community

Her unwavering dedication and groundbreaking initiatives serve as an inspiration to us all.

Congratulations Prachi!

LGBT+ TRAILBLAZER OF THE YEAR



We are incredibly proud to announce **Ruku Arora, Chairperson- Pride ARG at Walmart India, as the LGBT+ Trailblazer of the Year!**

Ruku's unwavering commitment to LGBT+ inclusion since 2019 has left an indelible mark on the landscape of diversity and inclusion. Her remarkable contributions span multiple facets of LGBT+ inclusion, and her advocacy has led to groundbreaking changes within Walmart India. She has played a pivotal role in shaping LGBT+ friendly policies, including the adaptation of the global transgender transition support policy for India,

the introduction of a separate leave category for gender reassignment surgery, and the incorporation of gender-neutral language into company policies. Her efforts have created a more inclusive workplace where all associates can thrive.

Ruku's leadership extends to promoting LGBT+ representation in the workplace, and she has successfully led hiring drives and sponsorships for forums like RISE and Revive. As a result, over 20 LGBT+ associates have found a place at Walmart India, and initiatives for their upskilling have been initiated. Ruku has also actively mentored LGBT+ employees by sharing her own story in both internal and external forums, becoming a role model for all LGBT+ associates. She has played a pivotal role in crafting an impactful Pride ARG at Walmart, collaborating with the DEI team and leadership to devise an inspiring strategy, structure, and responsibilities. Ruku Arora's exceptional contributions, her role as an out and proud leader, and her dedication to advancing LGBT+ inclusion make her a deserving recipient of the LGBT+ Trailblazer of the Year Award, inspiring others to join the journey of positive change in the field of LGBT+ diversity and inclusion.

Congratulations, and thank you for your remarkable contribution!



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PRIDE ERG OF THE YEAR

Embrace, Cognizant's LGBT+ Employee Resource Group (ERG), stands as the well-deserved winner of the Pride ERG of the Year award.



Embrace has a strong, engaged, and passionate community of over 1000 allies and members in India. The ERG's commitment to fostering an inclusive environment is evident through its three core pillars: Engagement, Events, and External Engagement. In the area of Engagement, Embrace offers unwavering support to its members and allies, facilitating essential one-on-one meetings, formal monthly gatherings, and in-person interactions to build a sense of belonging.

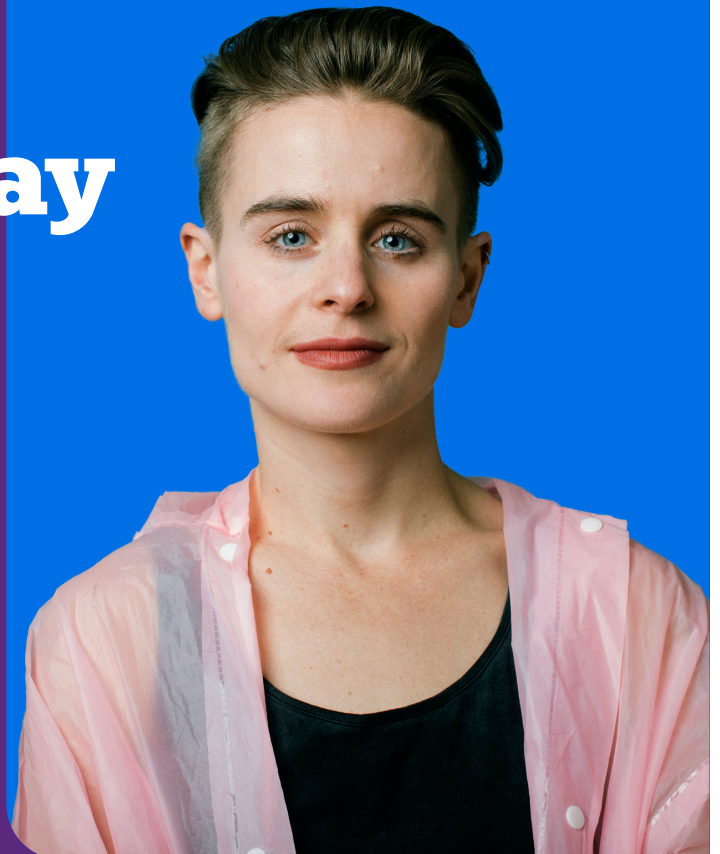
In a post-pandemic world, Embrace ensures that it continues to provide a safe space for allies and community members, supporting them through transitions and other significant life events. The ERG further promotes mental and financial well-being and conducts sensitization campaigns, ensuring awareness within the organization. The ERG's dedication to awareness extends to impactful Events. Beyond the customary Pride Month celebrations, Embrace introduces dedicated weeks for Trans Visibility and Lesbian Visibility, inviting everyone, to participate. These events are a platform for community members to share their stories and experiences, fostering a culture of acceptance and understanding. Embrace actively engages externally to influence LGBT+ inclusion beyond the organization. Members represent Cognizant at various external events, championing the cause of LGBT+ inclusion in the corporate sphere. This includes interactions with entities like the US Consulate, highlighting the significance of LGBT+ belonging. The Pride ERG of the Year award rightfully recognizes Embrace's outstanding contributions in creating a workplace where everyone feels accepted and valued. With a steadfast focus on engagement, awareness, and external impact, Embrace exemplifies the spirit of Pride and sets a high standard for LGBT+ ERGs, inspiring others to follow suit.

Congratulations to Embrace on this well-deserved honor!

Tomorrow begins today



We're proud to be the **Associate Sponsor of India Workplace Equality Index (WEI) 2023** and the amazing work they do. We're also honored to be an employer of choice for LGBTQ+ individuals and a workplace where every voice matters.



DEI CHAMPION OF THE YEAR



We are absolutely thrilled to announce that **Zoya is the first-ever winner of the DEI Champion of the Year award!**

Zoya is recognized for their outstanding contributions to advancing diversity, equity, and inclusion. Serving as the D&I Lead for Godrej Properties Limited (GPL), they have exhibited an unwavering commitment to fostering inclusivity. Under their exceptional leadership, the LGBT+ community at GPL has grown significantly, from 18 employees to over 85 individuals across various levels. Zoya's impact on the organization has been transformative

They initiated a Pride Internship program, creating a valuable talent pipeline for LGBT+ individuals. The establishment of the All-inclusive Model Site in Pune, with over 50% diverse representation, exemplifies their dedication to inclusivity. They also played a crucial role in founding the Queers & Allies ERG group, fostering collaboration and allyship. Zoya's exceptional support for transgender employees includes launching the Gender Transition Guideline, constructing gender-neutral washrooms, and developing a centralized database of queer talent. They conducted impactful LGBT+ sensitization sessions, reaching over 1500 employees and partnered with the medical team to provide support for transitioning employees. Zoya's commendable efforts in adapting onboarding policies for transgender employees have created a more inclusive workplace. Their dedication, innovative approach, and ability to engage stakeholders have made a significant contribution to promoting diversity, equity, and inclusion. Zoya is a truly deserving candidate for the DEI Champion of the Year award.

Congratulations Zoya, on this well-deserved recognition!

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The financial landscape is constantly evolving, and at FIS®, the collective diversity of our employees is at the center of it all. We are proud to support the India Workplace Equality Index (IWEI) in its efforts to help organizations strive for LGBT+ equality both individually and collectively.

FIS celebrates this year's IWEI Top Employers and award winners.

To learn more about our commitment to Inclusion & Diversity, visit careers.fisglobal.com/inclusion

PRIDE EXECUTIVE SPONSOR OF THE YEAR



We proudly announce **Chris Patton as the first-ever winner of the Executive Sponsor of the Year award for his exceptional contributions to LGBT+ inclusion within Deloitte India.**

Chris's outstanding contributions to LGBT+ inclusion extend far and wide. Serving as an Expat Leader visiting India and holding the role of Regional Managing Director for the Audit practice, Chris has demonstrated an unwavering commitment to the cause. He has facilitated significant advancements, including sensitization sessions for senior leaders, expanding the illumination of Deloitte offices in Pride colors across multiple cities, participating in Pride Walks, and supporting 'Colorful'

Workplaces' programs. He is a regular participant in all our 'Colorful Workplaces' programs, which provide a platform for our queer professionals and allies to share their stories of courage, resilience, and acceptance, often expressed through art, music, dance, plays, monologues, and more. He has also been instrumental in recruiting LGBT+ talent, enhancing gender-neutral facilities, and introducing LGBT+ sensitization initiatives. Chris played a key role in establishing 'All Accessible Gender Neutral Restrooms' in all Indian cities where Deloitte offices operate. He stands as a visible ally within Deloitte, promoting inclusion through his actions, making him a true champion for LGBT+ inclusion. His extraordinary dedication and groundbreaking initiatives us all.

Congratulations, Chris, for your outstanding work in making a more inclusive and welcoming workplace for everyone.

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IWEI 2024

Announcement of IWEI 2024 & Launch Webinars

Mar 2024

Masterclasses / Roundtables

Apr 2024

Submission Closes for Employee Feedback Survey

Aug 2024

Survey Opens & Webinar on Submission Process

May 2024

Awards Ceremony & Report Launch (In-Person)

Nov 2024

Submission Closes for Employer Survey

July 2024

Customized Feedback Report & Consultation

Dec'24 Mar'25

Become a sponsor for IWEI 2024, write to nikita@thepridecircle.com

IWEI PARTNERS



In the last four 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, 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 is India's premier Diversity & Inclusion organization with a mission to enable and empower LGBT+ people and support organizations in fostering a culture of belonging for all. We partner with over 450 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.



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 2024 IWEI, please email:

nikita@thepridecircle.in

Or call us on: [9840177228](tel:9840177228)

Check out our website on: workplaceequalityindex.in



India Workplace Equality Index

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