



INDIA WORKPLACE EQUALITY INDEX TOP EMPLOYERS 2022 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

WITH THANKS TO
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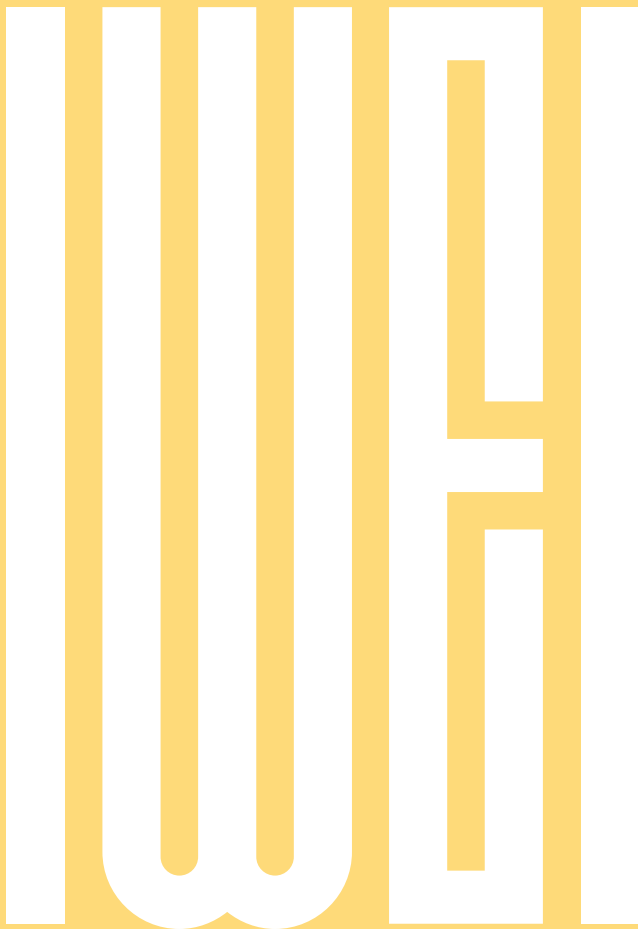


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FOREWORDS – PAGE 3

HOW THE IWEI WORKS – PAGE 4

KEY STATS – PAGE 7

IWEI TOP EMPLOYERS – PAGE 8-10

**SPECIAL RECOGNITION AWARD
WINNERS – PAGE 11-13**

**PARTNER DESCRIPTIONS AND
CONTACTS – PAGE 14**

For a third 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 organizations 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 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.

For the first time this year, we are also recognising additional achievements through our 3 awards; Ally Trailblazer, LGBT+ Trailblazer and Employee Resource Group (ERG) of the Year. Our deserved 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.

Our final new feature of this year's IWEI is our Employee Feedback Questionnaire. For the first time we are inviting employees to share their experiences of LGBT+ inclusion in the workplace via a confidential questionnaire. The anonymised responses for each organization will be shared with the relevant employer, alongside their IWEI submission results, to better understand the lived experience of LGBT+ people and allies in their workplaces in the customized feedback report.

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 3 years to adapt the UK WEI and bring it to life in the Indian context.

A JOINT FOREWORD FROM THE PARTNERS

As partners, we are incredibly proud to be celebrating the results of the third 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 organizations, 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 celebrate their diversity. With over 100 organizations now participating in IWEI, we hope that this is the turning point for corporate India and we look forward to welcoming even more organizations to participate next year.

For now, we continue to be hugely inspired by the outstanding commitment of the IWEI Top Employers in 2022 and thank every single organization 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; LGBT+ Trailblazer, Ally Trailblazer and Employee Resource Group (ERG) of the Year. We don't underestimate the work you do to drive change in your organizations 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 as Headline Sponsor and EY, HSBC 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, Cummins, Attendee Gift Sponsor, Nasdaq, and Speaker Gift Sponsor, ThoughtWorks, 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 2023 and we look forward to celebrating those achievements with you all next year!



KESHAV SURI
KESHAV SURI
FOUNDATION



RAM SINHA
PRIDE CIRCLE



NANCY KELLEY
STONEWALL

HOW THE IWEI WORKS

The India Workplace Equality Index (IWEI) is the definitive benchmarking tool for LGBT+ workplace inclusion in India. The IWEI empowers organizations 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 organization'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 feed back 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:

For the first time this year we offered a voluntary opportunity to get feedback from the organizations' employees about their experience of LGBT+ inclusion in the workplace. The IWEI partners devised a questionnaire that was anonymously answered by employees, we then analysed the responses for the respective organization and will provide feedback in their customized IWEI Report. For 2022, this exercise does not affect an organization's overall score.

AWARDS:

Another new feature of IWEI 2022 are our special recognition Awards. This year we are celebrating an Ally Trailblazer, an LGBT+ Trailblazer and the Employee Resource Group (ERG) 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.

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.



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 is 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 2022.



beequal.com

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KEY STATS



105 organizations registered to participate in the 2022 India Workplace Equality Index (IWEI)



30 organizations achieved a Gold Award



26 organizations achieved a Silver Award



27 organizations achieved a Bronze Award



Entrants to the IWEI represented 17 sectors collectively



Average overall score in 2022 was 57.5%



The highest performing sector was Professional Services and BFSI



Highest performing sections were Policies & Benefits and ERG

EMPLOYEE FEEDBACK QUESTIONNAIRE RESULTS

This 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, **4546** people completed the questionnaire, **188** identified as LGBT+ and **4358** as non-LGBT+.

THE IWEI TOP EMPLOYERS: THE AWARDS

In recognition of their leading work in LGBT+ inclusion, the IWEI partnership congratulates the following Top 2022 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
India Pvt Ltd*

*McKinsey Knowledge
Center India Pvt Ltd*



Silver Award Winners

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



Deutsche Bank



NatWest Group



SUTHERLAND®



And 3 anonymous submissions

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



HOGARTH



And 4 anonymous submissions

SPECIAL RECOGNITION AWARD WINNERS

For the first time 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...

LGBT+ Trailblazer of the Year

We are proud to announce Harsha Ravikumar, Founding Chapter Lead for GLEAM (Global LGBTQI+ Employees and Allies) at Microsoft as IWEI's first ever LGBT+ Trailblazer.

Harsha founded the GLEAM Chapter in India in 2018, before the repeal of Section 377 and whilst many LGBT+ people were still living in pain and fear at the legislative discrimination placed on them. It has now grown to be an ERG that welcomes over 500 members. Over the last 4.5 years, Harsha has led the ERG with integrity and determination to create a better world for LGBT+ people inside and outside of Microsoft.

Inside the organisation, Harsha has worked directly with senior leaders to support them in understanding inclusive behaviours and 'come out' as senior allies, and has worked across the organisation to set up an ERG roadmap which clearly outlines the visions and priorities of GLEAM India. Additionally, he has worked with the Real Estate team to ensure the introduction of 'all gender' restrooms across Microsoft India, demonstrating that as an LGBT+ Trailblazer, he is also stepping up as an ally for trans colleagues.

When Harsha is not appearing at external events, speaking about the importance of LGBT+ inclusion in business, he is also organising GLEAM's own internal events and initiatives. When doing so, he partners with queer owned businesses to provide the assets required for an inspirational event or engagement.

Congratulations Harsha!



Ally Trailblazer of the Year

Anuj Malhotra is currently the Exec Sponsor of LGBT+ Community at IBM India as well as the Senior Partner & Vice President of Service Lines and Operations.

We are thrilled to announce him as Ally Trailblazer of the Year!

For Anuj, his journey as an Ally Trailblazer began when he met a trans colleague at a social event who shared their personal story about suppressing who they really were. This was a turning point for Anuj, who pledged from then on to use his influence and position in the organisation to drive positive change.

Anuj reviews data on hiring, promotions and retention every quarter so that he can maintain oversight of the LGBT+ diversity at IBM, and regularly provides 1:1 or group mentoring to LGBT+ colleagues as well as participating in reverse mentoring to learn more from his LGBT+ colleagues. As a Sponsor he also oversees various internal and external initiatives, such as sponsorship of LGBT+ focused film festivals, events and spearheads internal initiatives like 'What does it mean to be an ally?' and 'Leaders' roundtable with LGBT+ members'.

Since his tenure as LGBT+ Exec Sponsor, IBM India has seen further enhancement in LGBT+ inclusion. His leadership & advocacy has driven a 56% increase in registered allies, a 48% increase in people updating their preferred pronouns on internal systems, and 26% rise in BRG membership and 105% increase in update of IBM LGBT+ training.

Thank you for all of your hard work, Anuj!



LGBT+ Employee Resource Group (ERG) of the Year



Accenture in India's Pride Network has been active since 2016 and has grown its membership by leaps and bounds with a significant majority of their leaders signed up as Allies. As part of the larger network, they also have a closed group ERG for LGBTIQ+ community members.

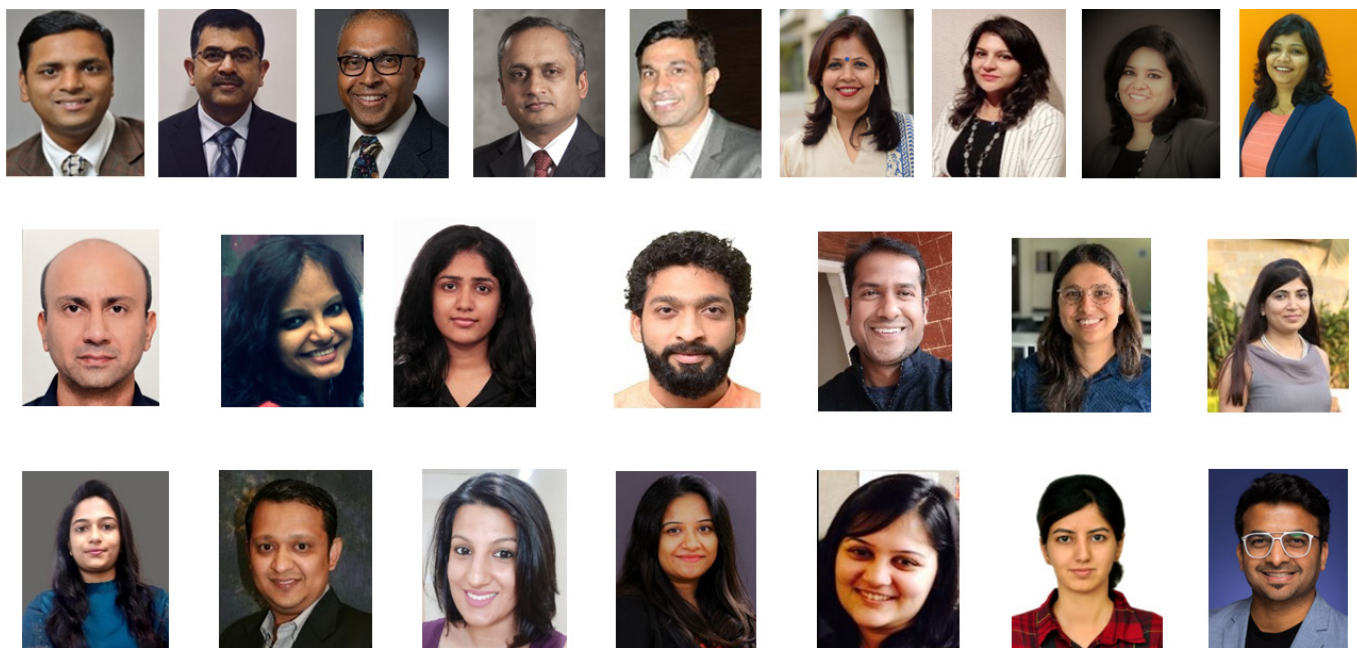
The Pride Network leads powerful conversations with their people on trans inclusion and intersectional themes such as Pride & Mental Health, Parenting and Gender, through regular awareness and sensitization sessions leveraging art and storytelling. Allies champion initiatives to ensure that Accenture is an LGBTIQ+ inclusive workplace. For example, they've led digital campaigns internally to engage Allies and drive-up self-identification. The network's 'Pronouns matter' campaign reached all their people, driving up adoption of pronouns in signatures.

The closed group ERG for LGBTIQ+ community members meet informally at regular intervals to share personal experiences and support each other to navigate the challenges of coming out and beyond. For instance, in the wake of the Covid pandemic, the ERG organized sessions exploring the relationship between the LGBTIQ+ community and mental health, 'Self Care and Expressing Oneself' with a trained counsellor where a short movie about mental wellness was also screened. This focus by the ERG has led to a notable increase in utilization of Accenture's Employee Assistance Programme, providing invaluable support to LGBTIQ+ colleagues. The ERG also participates actively by proposing ideas/suggestions for Pride programs.

We are delighted to recognize the longstanding achievements of Accenture in India Pride Network and ERG.

Congratulations on all that you have achieved!

LGBT+ Employee Resource Group (ERG) of the Year



John Deere's LGBT+ ERG, Rainbow, are the winners of this year's LGBT+ 'ERG of the Year' Award.

Recognised for their incredible achievements within just one year of launching - Rainbow has registered over 250+ allies, delivered 'ABCs of LGBTQ+ sensitization' to over 3000+ employees and managers and engaged 200+ people leaders to strengthen LGBT+ inclusion. John Deere has 'walked the talk' by investing in immersive trainings, social media messaging, gender neutral washrooms and inclusive organizational policies. These fast-paced achievements have enabled them to level up allyship and establish an inclusive brand.

Rainbow India also created a positive eco-system for diverse talent to thrive, one example is their monthly virtual coffee sessions where members share their personal stories and chat about why LGBT+ inclusion is important to them. They also encourage learning from across John Deere globally. Rainbow India also thinks carefully about how they can support the organisation externally and have recently attended LGBT+ recruitment fairs and Pride Month Parade to promote John Deere as an LGBT+ inclusive employer to diverse talent. They opened 25 jobs to enable active recruitment for LGBT+ talent.

Congratulations to Rainbow India at John Deere!

We cannot wait to see what you achieve for LGBT+ people in the workplace over the next few years.

IWEI PARTNERS AND CONTACT DETAILS



Keshav Suri Foundation

In the last four years, [Keshav Suri Foundation](#), is marching ahead in its quest to provide livelihood opportunities for queer folk, people with various disabilities, as well as acid attack survivors through its dedicated programs and initiatives. The Foundation is committed towards upliftment of the socially marginalised communities at various intersections through easy access to education which has resulted in scholarships and fellowships. The vision to make our country a safer place for the queer and marginalised communities has only become stronger over the years. It has enabled the Foundation to take active steps towards creating diverse, inclusive and accessible workspaces. The Foundation has created history by leading unique initiatives including Inclusive Football Matches, Free Acting Workshop, Free Mental Health Support to LGBTQIA+ community, regular mental health conversations with experts at different platforms, supporting various pride marches across country, organising soft skills and vocational training for the communities in partnership with Government Administration and Garima Grah across the country. These initiatives aims to Embrace, Empower, and Mainstream marginalised communities at different intersections across the country.



Pride Circle

[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 350 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 2023 IWEI, please email: nikita@thepridecircle.com

Or call us on: 97392 42110 - Check out our website on: <https://workplaceequalityindex.in/>

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