



INDIA

WORKPLACE

EQUALITY

INDEX

www.workplaceequalityindex.in

Keshav Suri Foundation (KSF), Pride Circle, and Stonewall have come together to make *India Workplace Equality Index (IWEI)* a reality.

Based on the 15 years of Stonewall UK Workplace Equality Index, *IWEI is the **first comprehensive tool** in India to enable organizations to measure their effort for LGBT inclusion.*

The IWEI is a **definitive benchmarking tool** for organizations in India to measure their progress on Lesbian, Gay, Bi, and Trans inclusion from the **Indian context**, the legal framework, and social structure.

India Workplace Equality Index

Key information:

- Annual
- Confidential
- Diagnosis/gap analysis tool
- Action planning framework
- Visible commitment to staff
- Feedback session with IWEI Team
- A celebration of your achievements!

IWEI Criteria: 9 Sections

1. Policies & Benefits
2. Employee Lifecycle
3. Employee Network Group
4. Allies and Role Models
5. Senior Leadership
6. Monitoring
7. Procurement
8. Community Engagement
9. Additional Work

INDIA 2020 WORKPLACE EQUALITY INDEX



WHAT'S IN IT FOR YOU?

10 REASONS TO COMPLETE THE
INDIA WORKPLACE EQUALITY INDEX

10 reasons to complete the India Workplace Equality Index

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.

Help 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.

3

We do the hard 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.

1

Submit from your desk

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

4

India's First ever

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

2

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.

5

INDIA WORKPLACE EQUALITY INDEX 2020

It's free!

It's completely free to participate in the Index.

6

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.

9

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.

7

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 sign up today?

10

Make 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.

8

For more information about the index, visit:

<https://workplaceequalityindex.in/>

To sign up for IWEI, please email

contact@workplaceequalityindex.in

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Timeline

Month	Activity	Comments
Feb 22, 2020	Announcement of India Workplace Equality Index	Announcement of IWEI at RISE, Delhi
Apr-May, 2020	Partnership & Framework	
Jun-Jul 2020	Pre-Survey & Consultation	Opportunity for organizations to share areas of priority for LGBT+ inclusion
Jul 16, 2020	Round Table I	Round Table with companies on IWEI and expectations
Jul 30, 2020	Webinar I	Webinar on IWEI, timeline, details, etc.
Sep 3, 2020	Submission to IWEI Opens	IWEI Questionnaire opens for employers to submit
Oct 15, 2020	Submission to IWEI Closes	IWEI Questionnaire closes for employers to submit
Dec, 2020	Results Launch for IWEI 2020	Report Launch Event with Media

Participation

Who Can participate in IWEI?

- IWEI is open for all employers in India irrespective of their size, industry, etc

Cost of participation:

- Submitting to IWEI is **FREE** of cost. The employer will receive their score (confidential) and IWEI 2020 report
- For a customized benchmarking report along with an hour long consultation from IWEI team of experts for gap-analysis and strategy for future, there will be a cost of **USD 1000** only.

How to submit to IWEI?

- Submission is completely online on IWEI website, details of this will be shared in Aug.

Does IWEI has employee survey component?

- No, the first edition of IWEI does not capture any information from employees. The submission on behalf of the company will be done by the company's D&I/ HR/ERG Lead.

Participation

How many sections are there in IWEI?

- There are 9 sections in IWEI. Each section will have different number of questions and each question may have different weightage. Some question may need additional details like policy excerpt, supplementary evidence, detailed examples, etc.

Scoring & Fairness:

- IWEI has been rigorously tested to provide a bias-free benchmarking tool for organizations of all industry, size etc.
- The marking is done by a team of experts, and are reviewed by independent markers from the IWEI team to ensure correctness and consistency in the application of the marking framework.
- All data shared with IWEI is strictly confidential.
- The scores are based on the submission to IWEI only, and has no bearing with any other existing/prospective association/partnership with Keshav Suri Foundation, Pride Circle and/or Stonewall.

Participation

IWEI is for ALL organizations:

- **“We are new to this”**: As an organization that is just starting off or planning to start on the journey of LGBT+ inclusion will reap great benefits from participation in IWEI. It provides a great framework to plan your work, which can help you allocate resources in specific sectors with tangible goals. Year-over-year participation will help you track your progress with metrics & data.
- **“Been at it for a while”**: For organizations that have brought about changes in the workplace to affirmatively include LGBT+ community will find great value in IWEI to measure their effort over the years with a framework and access to industry best practices. IWEI will also provide metrics to help with feedback, leadership buy-in, targeted intervention and plan of action. Also celebrating the wins of your work till now, recognizing your best practices in certain sectors.
- **“Been there, done that”**: You have been the pioneers and champion of inclusion and we are grateful to you for that. IWEI will be a great tool to benchmark your practices with the industry best practices and help you raise the bar higher and continue to be leaders. It’s a great way to celebrate the work of so many years, by being recognized for it. Also at times while we excel in certain sectors, but may unconsciously miss on other sectors of work. IWEI will help you understand the importance of holistic 360 degree inclusion and provide with metrics to plan the annual calendar.

Participation

Results:

- IWEI will be publishing the names of Employers in **three Bands: Gold, Silver, Bronze** to recognize employers for their work for LGBT+ inclusion in India.
- IWEI will **not be ranking** companies, instead companies will receive the Band they belong to.
- Each participating organization will receive their score. Score of individual organizations will not be published externally by IWEI and will be shared only with the organization.
- All participating companies have the choice of not disclosing their name, i.e. a company may participate in IWEI and get their score without their name being mentioned in the IWEI report.
- IWEI will be celebrating the Employers and their work for LGBT+ inclusion in the **launch event in December** which will be covered by the media.

Co-curate IWEI with us!

Let us co-curate the IWEI:

As we design the Index questionnaire, we would like to invite you to share your suggestions. Please respond to the questions in the survey and share your expectations.

Click here: <https://bit.ly/2ANIQ6q>

Do note that the information collected will be for internal purposes only and will not be published externally. This does not impact your score in the final IWEI questionnaire.

Who should respond to the survey:

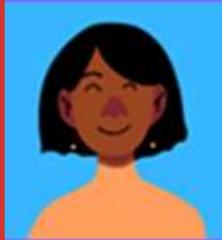
HR/ D&I/ ERG Lead

Deadline(to complete the survey): 30th July 2020

**“People
perform
better when
they can be
themselves”**



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