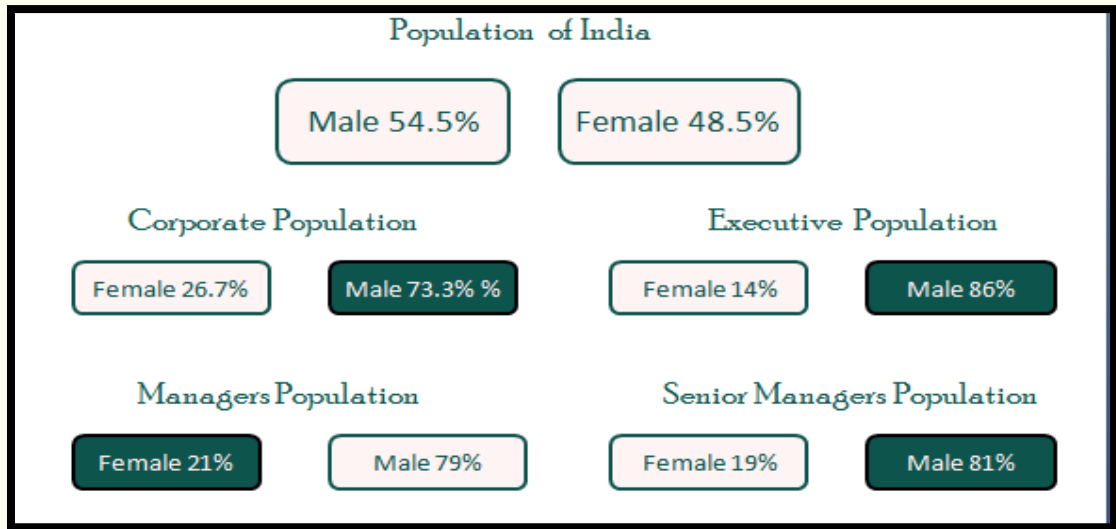# Diversity & Inclusion

Diversity & Inclusion – The Business Case

The need for an inclusive and diverse organization is present in the corporate. This intervention is designed for an extended timeline in which Road to Utopia will work with your teams to create an equal opportunity workspace.
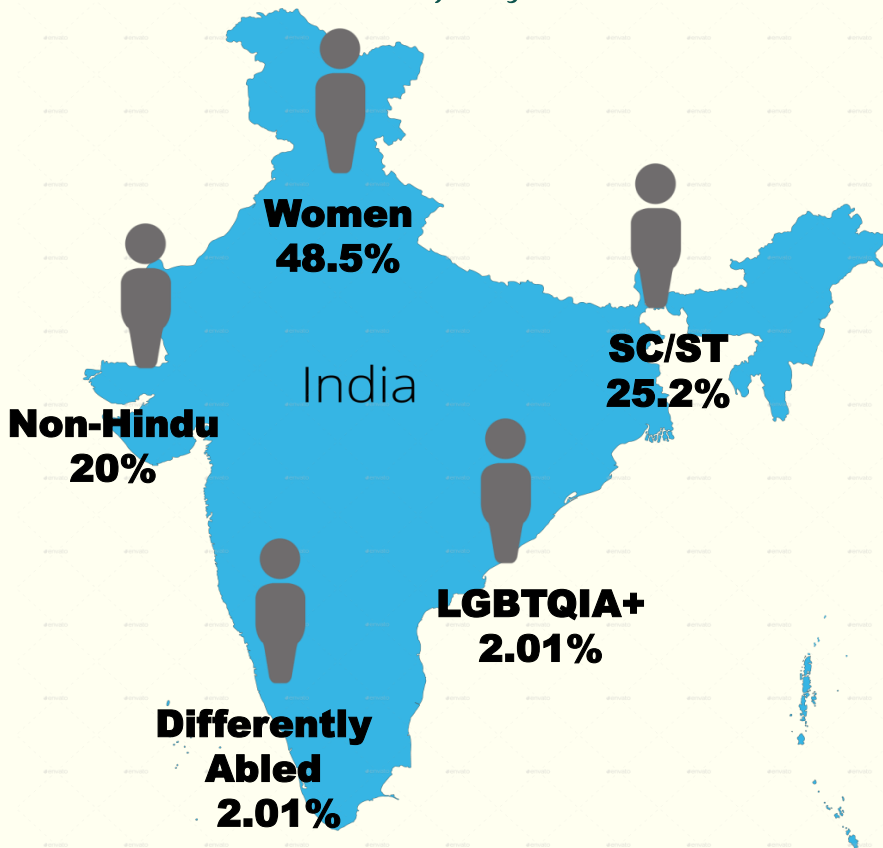
Here are some of the best reasons for fostering an inclusive and diverse organization:

- Dignity and job satisfaction of employees
- Meet the global standards of an equal opportunity workspace
- Access to a diverse talent pool
- Better hiring, retention and growth of employees
- Higher revenue returns under the model
- Championing best practices

Chapter I- The Present Lack of Inclusion of Women & Minorities in Workplaces

Population of India

| Male 54.5% | Female 48.5% |

Corporate Population

| Female 26.7% | Male 73.3% % |

Executive Population

| Female 14% | Male 86% |

Managers Population

| Female 21% | Male 79% |

Senior Managers Population

| Female 19% | Male 81% |

Percentage Representation of Women and Minorities in India- How many of them do we see in our work force per 100 employees?

Women
48.5%

SC/ST
25.2%

Non-Hindu
20%

LGBTQIA+
2.01%

India

Differently
Abled
2.01%

Chapter II- Employee Profiling
This is a tool designed to check the current D&I standing for your organization

S. No.	Parameter		Weightage	Actual	Score
	For 100 Employees				
1	Gender Inclusion (Male: Female)		33%		
2	Religious Representation		15%		
3	Caste Representation (SC/ST)		15%		
4	Disabled Employees Representation		1%		
6	LGBT Representation		1%		
7	Communities	HR	15%		
		POSH			
		LGBT Group			
		Last Outreach	20%		
		Last Event			
		Last Communication			
		Active POC			
			100%		

Chapter III- Hierarchy Profiling

Designation	Total	Male	Female	Gap in Representation
No. of Employees				
Executive Leadership				
Senior Managers				
Managers				
Team Leaders and equivalent				

Chapter IV- In-House Support Group

Q.   Do you have an active HR team? When was the last employee outreach in terms of written/verbal communication ?

A.

Q.   Do you have an active POSH team? Is there employee representation in the team?

A.

Q.   When was the last informative email communication sent out by the HR/POSH team?
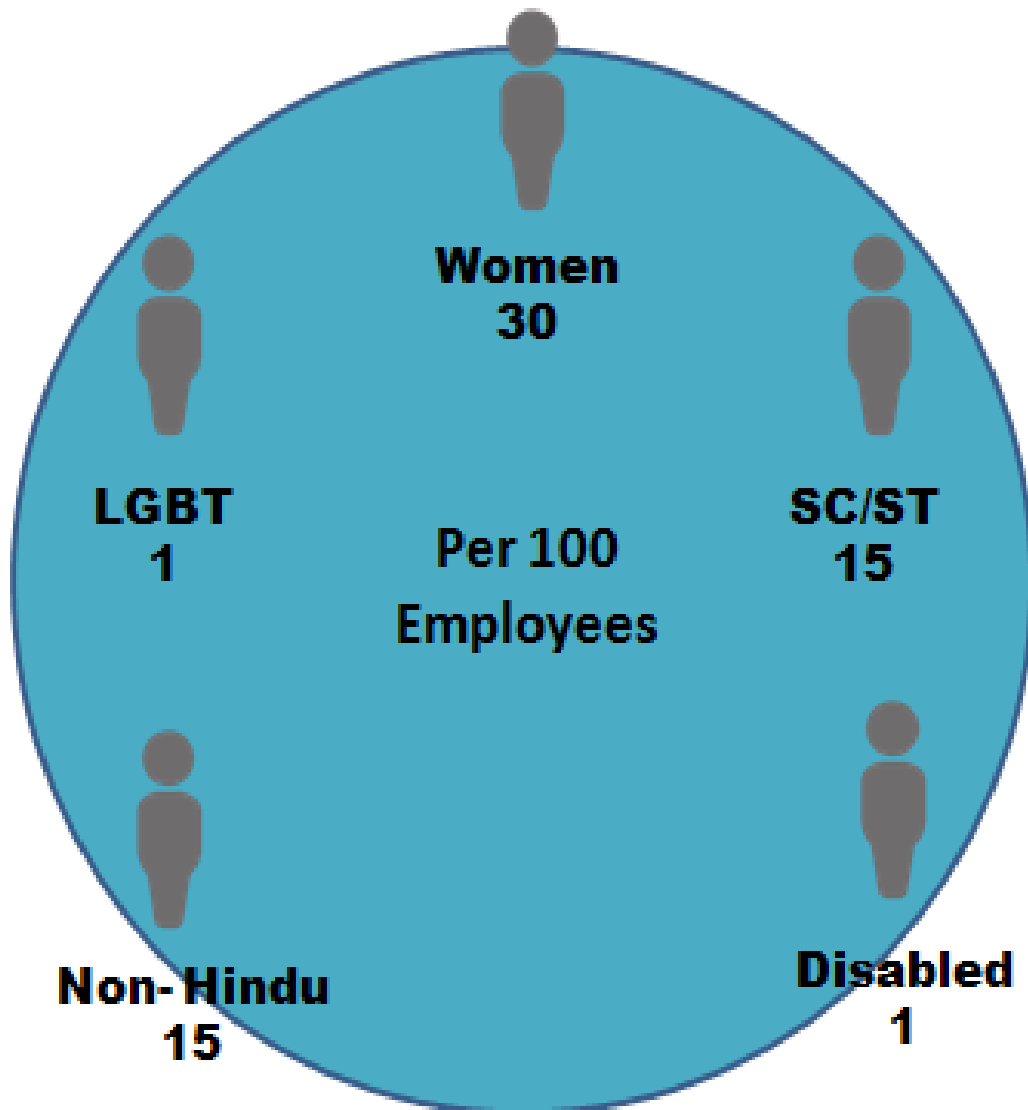
A.

Q.   When was the last email communication sent out by the HR/POSH team announcing a safe space to voice their concerns?

A.

Q.   When was the last company event organized by the HR/ POSH team?

A.

Ideal Representation in a Diverse Organization

Women
30

LGBT
1

SC/ST
15

Per 100
Employees

Non-Hindu
15

Disabled
1

Our Role in Your Journey

ANALYSIS

Deep dive

Measurement of existing D&I policies, initiatives and effectiveness

Analysis of Recruitment, Retention and Development data

Employee satisfaction surveys

PLANNING

Connect with People Managers (Workshops, Focus Group Discussion)

Build core team of volunteers or Champions

IMPLEMENTATION

Employee Workshops/ Events/ Engagement programs

Knowledge Check (Questionnaires)

Hiring Initiative & Make-factory training

Diversity Scorecard Certification/ RNR

Inter-organizational event, guest speakers, outbound workshops etc.

CONT. PARTNERSHIP

Newsletters

Email Communication

Learning Modules (Available on website)

Events

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road to
utopia