

What does India Inc. feel about the impact of Diversity, Equity, Inclusion and Belonging (DEI&B)

Wequity and Feedback Insights brings to you the first of it's kind research on the DEI&B arena in organizations across India

Findings and recommendations



Survey Period

06 Jan 2022 To
02 March 2022



134 respondents
across 120 companies

Firms with revenues greater than ₹500 crore
and more than 1000 employees count



Single choice, multiple choice questions and
qualitative feedback



Areas of Investigation

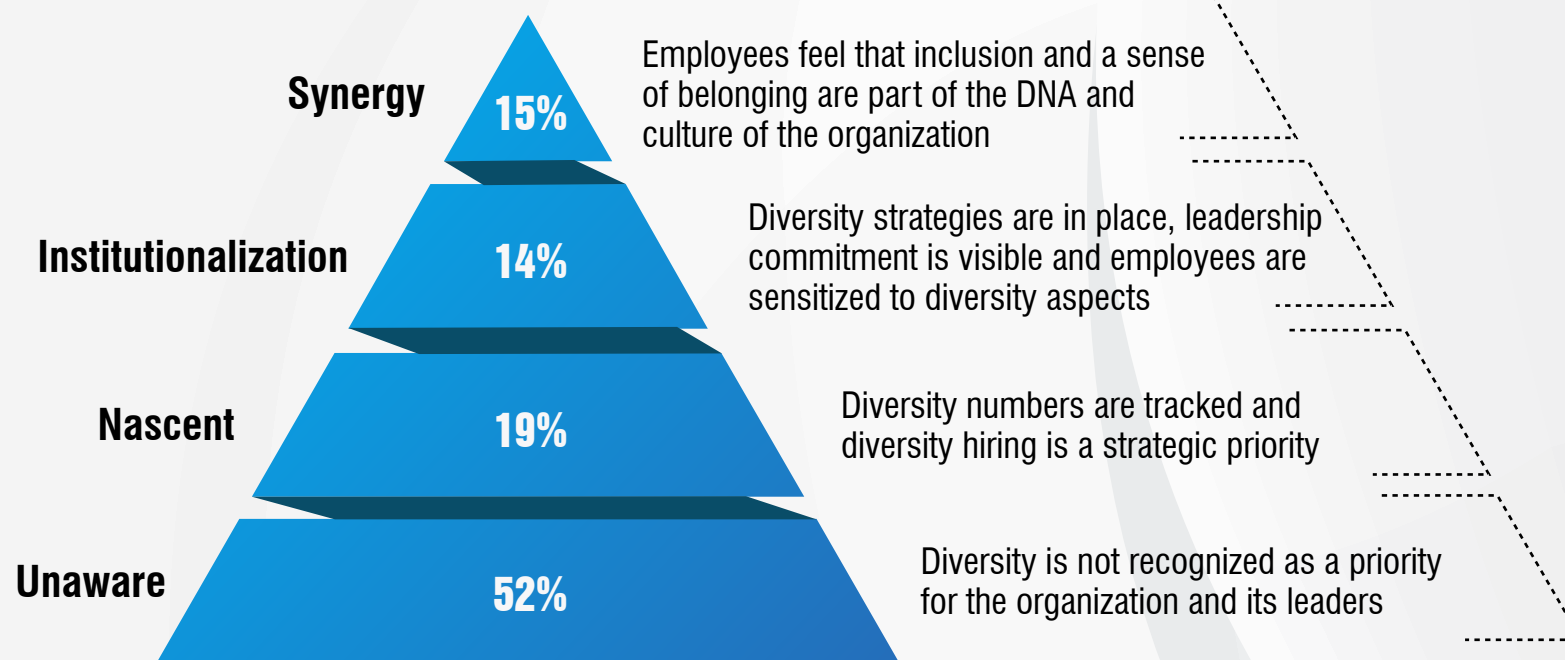
- Policy and Initiatives
- Perception and awareness Metric
- DEI&B Sensitivity training
- Practices implemented
- Impacts and outcomes



Industry sectors

- IT Services
- Engineering R & D
- BPO
- NBFC
- IT Products
- IT Software
- Banks
- ITES
- Others

DEI&B stages of maturity



Based on the responses we have received, Wequity's proprietary maturity model classified organizations into four distinct stages of DEI&B maturity with "Unaware being the preliminary stage and "Synergy" being the most advanced stage in the inclusion maturity cycle.

While only 30% of the organizations have a well defined and fully functional DEI&B policy in place, 70% of the organizations have strategy but haven't leveraged the same



Well- defined strategies and policies present to ensure DEI&B in organization

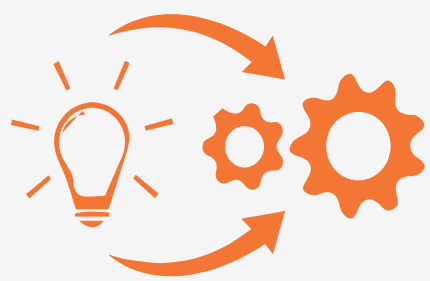
30%



Strategies are present, not completely implemented and leveraged

70%

69% of organizations are yet to implement a board level initiative



Board level initiative is implemented and functional

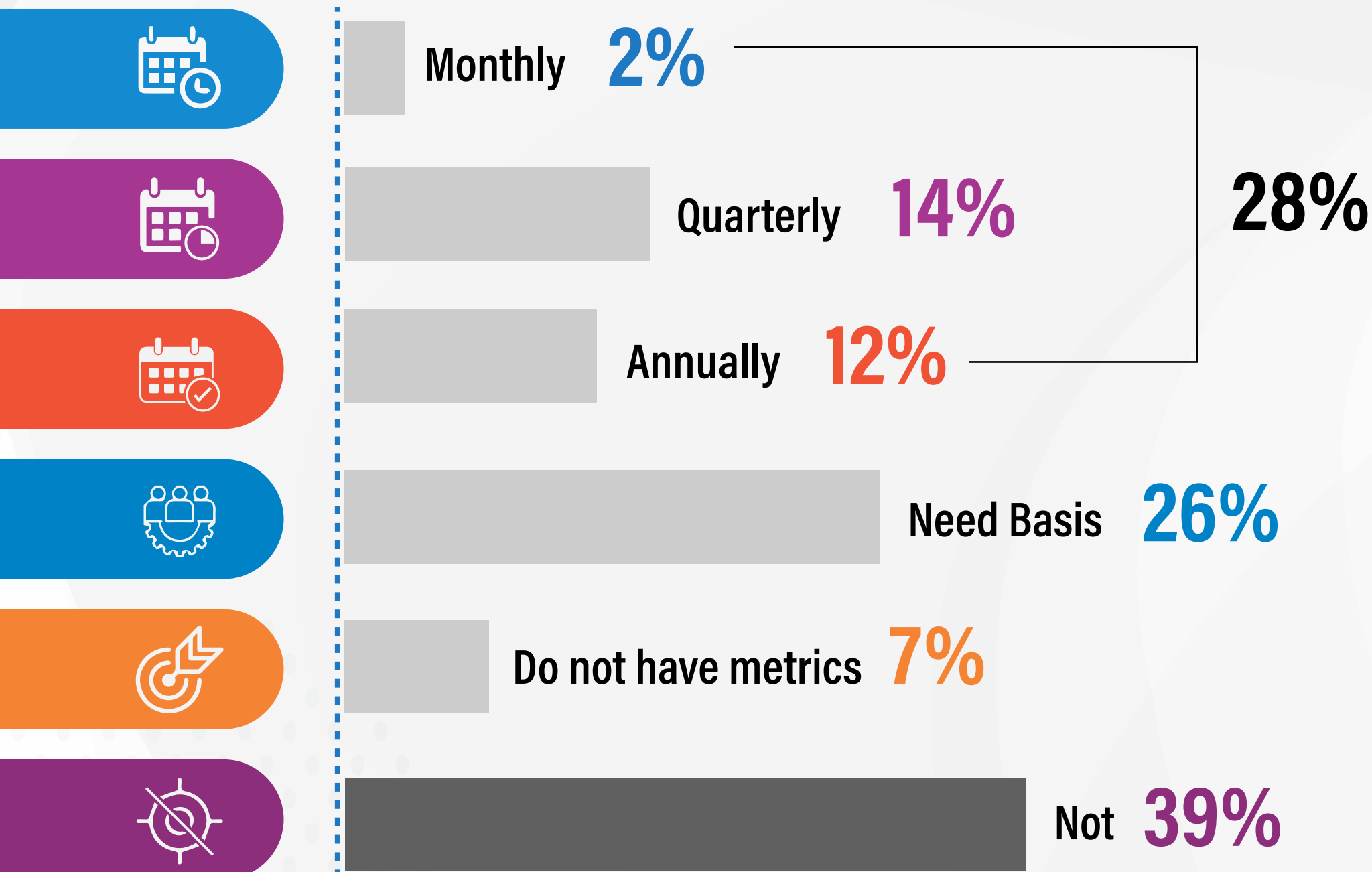
31%



Board level initiative is not implemented

69%

28% of organizations track metrics at regular intervals and 26% track on a need basis | 75% of respondents in the Synergy stage of inclusion track on a periodic basis i.e. quarterly



Organizations which are more advanced in the inclusion life cycle , look for an enhanced talent force, leadership training and a diverse leadership. However for organizations in the early stages of inclusion use DEI&B for branding and talent force hiring

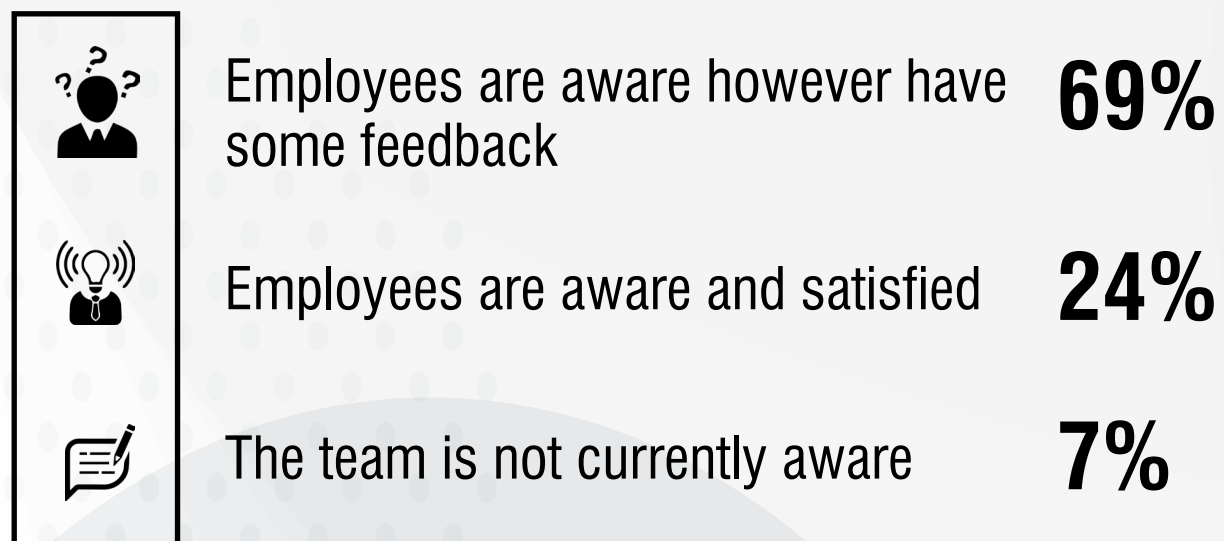
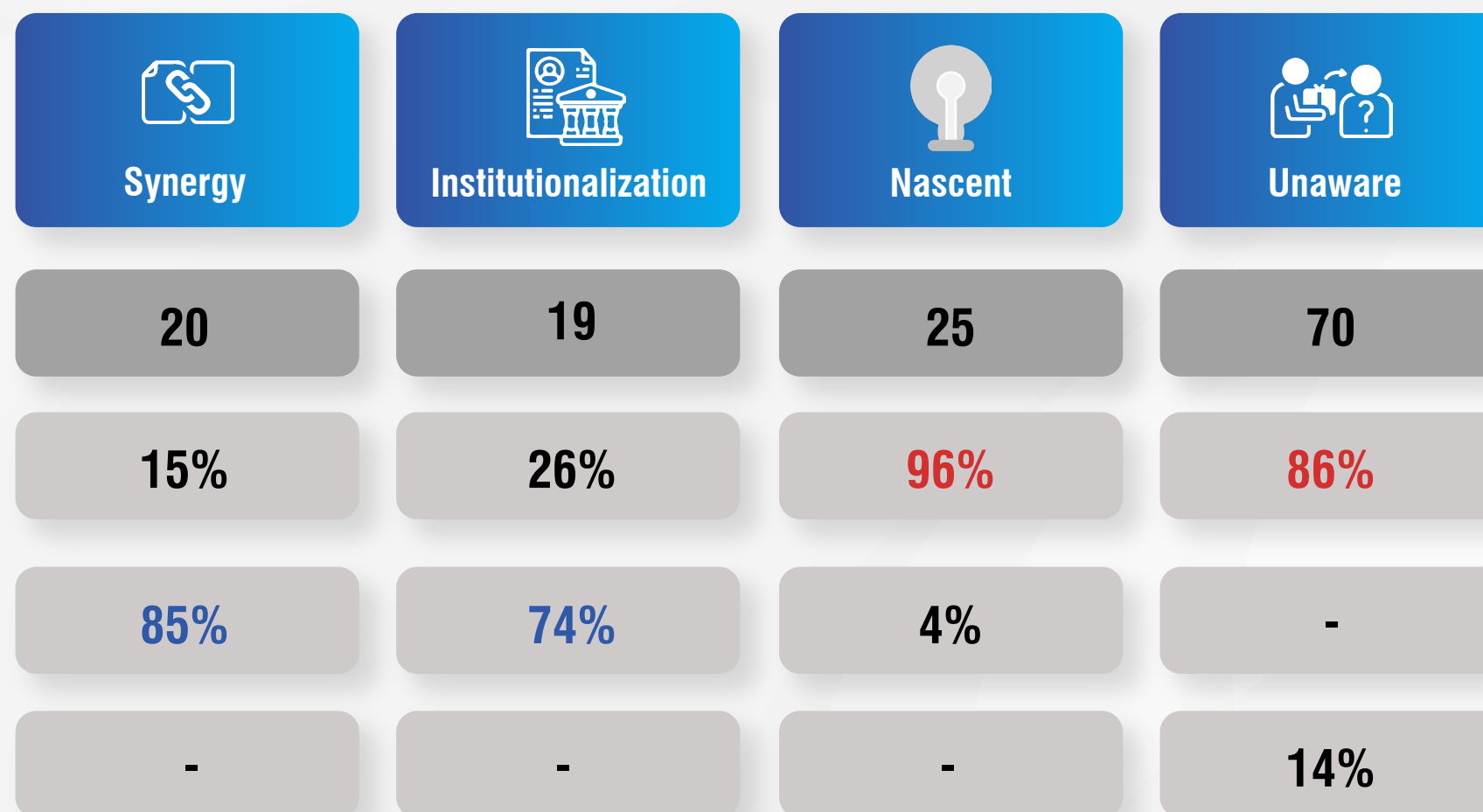


Our research revealed that those organizations that occupied upper stages of DEI&B derived the benefits of increased revenue, improved sense of belonging, trust and commitment, higher engagement from leadership and better performing teams.

Parameters of excelling	Percentage of companies that saw 2x and more increase in the following parameters
Increased revenue and profits	47%
Increase in new perception and innovative solutions	50%
Improved performance by teams	49%
Earned deeper trust and more commitment from employees	50%
More sense of belonging among employees	53%
Improved engagement by leadership and management	48%

*DEI&B- Diversity, Equity, Inclusion and Belonging

Awareness levels are high across all industry sectors | 85% of the employees in Synergy group are aware and satisfied regarding DEI&B policy



~50% of employees yet to undergo DEI&B sensitivity training | 90% of the employees in Unaware group have not taken the training

Synergy	Institutionalization	Nascent	Unaware
20	19	25	70
15%	74%	72%	10%
85%	26%	8%	-
-	-	20%	90%

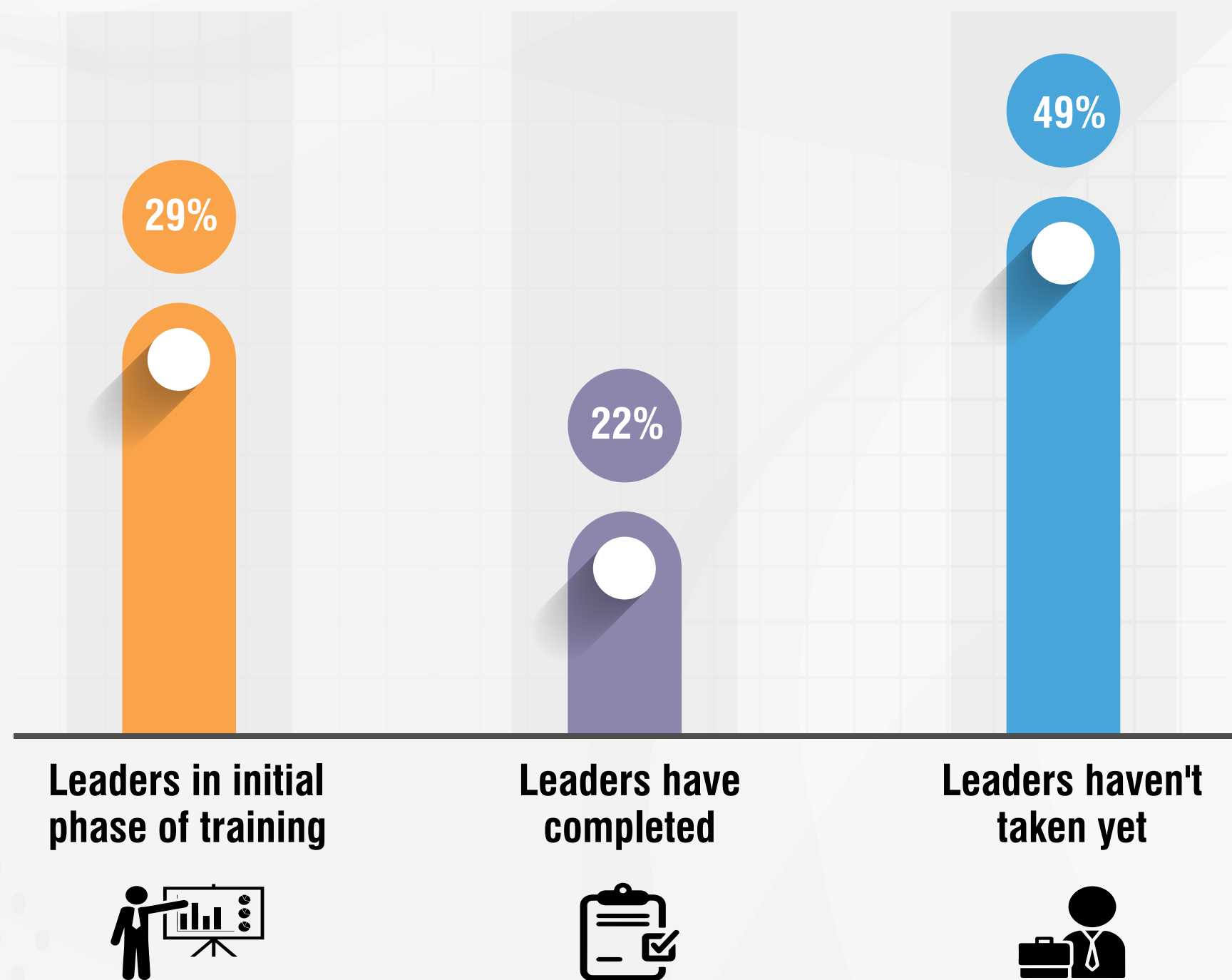


Employees in initial phase of training **31%**

Employees have completed **18%**

Employees haven't taken yet **51%**

Half of the leadership teams have not undergone DEI&B sensitivity training | 100% of the leaders in Synergy group have completed the training



*DEI&B- Diversity, Equity, Inclusion and Belonging

SUMMARY & KEY TAKEAWAYS

Only 1/4th of the organisations have well defined strategies - This indicates that **70%** of organisations are in the novice stages of the inclusion life cycle

69% of organizations are **yet to implement a board level initiative**

An enhanced talent workforce, leadership training and diversity in leadership are areas of focus for organizations in the mature stages of inclusion.

While those organisations in the early stage of inclusion focus on DEI&B as branding tools and for hiring purposes



The DEI&B maturity stages of inclusion distinguish organizations into 4 stages i.e **Synergy, Institutionalization, Nascent and Unaware stages**. This classification is based on board level initiative, employee and leadership training and tracking of DEI&B metrics

28% of organizations track metrics at regular intervals and 26% track on a need basis | 75% of respondents under “Synergy” track on a quarterly basis

Organizations that implemented DEI&B strategies such as those in the Synergy and Institutionalization stages gain benefits in terms of **higher revenue, belonging, improvement in team performance, leadership engagement and trust**