



# VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Mangers, Academicians and Executives.

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## Editorial Note

Dear Readers,

Nowadays we often hear about the Modern Workplace and Work Culture. Every next gen business owner or leader want to make his/her organization a better place to work and ensure growth for people and business both.

But modern workplace doesn't only mean to have lavish offices with extra ordinary interiors, recreational areas or materialistic facilities given to employees. Then what makes the modern workplace?

The answer is Diversity, Equity and Inclusion(DE&I). A workplace becomes vibrant and modern through its people and culture. To form the culture business needs right policies formed based on the mission and vision of the management.

But How to go with DE&I? What to focus while implementing DE&I initiatives? In this issue we have covered an article on "Embracing Diversity, Equity and Inclusion in the Modern Workplace" authored by Mr. Bibhas Biswas. Do not miss out to read...!!!

Have a Great time...!!!

Regards,  
Brinda Bhatt

# EMBRACING DIVERSITY, EQUITY AND INCLUSION IN THE MODERN WORKPLACE

### **Introduction:**

Diversity, Equity and inclusion (DE&I) have become increasingly important topics in the modern workplace, and for good reason.

Organizations that prioritize diversity, equity and inclusion create a more welcoming and inclusive environment where employees feel valued, respected, and empowered.

Diversity refers to the representation of individuals from different backgrounds, including but not limited to race, gender, age, religion, sexual orientation, and disability, among others. Equity emphasizes fairness and justice. It seeks to identify and eliminate systemic barriers that may disproportionately affect certain groups and ensure that everyone has equal access to opportunities, resources, and outcomes. Inclusion, on the other hand, is about creating an environment where individuals feel respected, supported, and included, regardless of their differences. It is not enough to have a diverse workforce; organizations need to actively

foster an inclusive culture that celebrates and embraces diversity.

One of the key reasons why DE&I matter in organizations is that they drive innovation and creativity. A diverse workforce brings together individuals with different perspectives, experiences, and ideas. When employees feel included and encouraged to express their unique viewpoints, it can lead to the generation of innovative solutions and creative problem-solving. Diverse teams are more likely to come up with new ideas, challenge the status quo, and adapt to changing environments, giving organizations a competitive edge. Moreover, diversity and inclusion are also essential for attracting and retaining top talent. Additionally, an inclusive workplace culture promotes employee engagement, job satisfaction, and loyalty, resulting in higher retention rates.

### **Gender Diversity:**

Gender diversity has been a significant focus in promoting diversity and inclusion in India. For instance,

companies are providing maternity and paternity benefits, offering flexible work arrangements, and promoting gender diversity in leadership positions.

India has made significant progress in recent years to promote gender diversity in the workplace and encourage women's participation in the workforce. The Ministry of Women and Child Development has launched initiatives such as the Maternity Benefit Program and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, which aim to ensure equal opportunities and safe working environments for women in the workforce. Some companies have also implemented diversity quotas, where a certain percentage of leadership positions are reserved for women. Other companies have introduced mentoring and sponsorship programs to support the career development of female employees.

### **Inclusivity for Persons with Disabilities (PWDs):**

To create a more inclusive workplace for persons with disabilities (PWDs) facilities like reasonable accommodations, accessible workplaces and assistive technologies are being provided. Companies are also creating awareness about disability rights and inclusivity through training programs and sensitization workshops.

The Rights of Persons with Disabilities Act, 2016, has introduced measures to ensure equal opportunities for PWDs. Some companies have made their workplace accessible by providing ramps, elevators, and other facilities for employees with mobility challenges including introduction of disability leave to accommodate the specific needs of these employees.

### **Cultural Diversity:**

India is a country known for its diverse cultural heritage, and this cultural diversity is also reflected in the workplace. To promote cultural inclusivity in workplace, cultural awareness programs, festivals and cultural events and cross-cultural interactions among employees are promoted. It is also ensured to create

policies and practices that promote DE&I in hiring, talent development and promotions, ensuring employees from different cultural backgrounds have equal opportunities. The government has also implemented reservation policies for underrepresented groups in public sector jobs, such as Scheduled Castes, Scheduled Tribes, and Other Backward Classes, to promote DE&I in Government organizations.

Employee resource groups (ERGs) with employees from shared characteristics or experiences, such as cultural background, religion, or ethnicity are also formed who provide a supportive community for employees, create awareness about different cultures, and help promote inclusivity in the workplace.

Another important aspect of promoting DE&I in the workplace is addressing unconscious bias through conducting unconscious bias training programs and workshops to create awareness among employees and mitigate the impact of bias in decision-making processes. To set the tone from the top, inclusive leadership practices such as active listening to employees and valuing diverse

perspectives are being promoted through leadership development programs.

Many organizations are also engaging external partnerships and collaborating with non-profit organizations, government agencies, and other stakeholders to drive collective action towards creating a more inclusive society.

### **Conclusion:**

Diversity, equity and inclusion are critical aspects of the modern workplace, and companies in India are taking significant steps to embrace and promote diversity and inclusion. Organizations are recognizing that a diverse and inclusive workforce leads to innovation, creativity, and better business outcomes. While progress has been made, there is still work to be done. Companies need to continue their efforts in promoting diversity and inclusion, addressing unconscious bias, and fostering an inclusive workplace culture.

Creating a diverse and inclusive workplace is not only the right thing to do, but it also makes good business sense.

Companies that embrace DE&I are better positioned to attract and retain top talent, drive innovation, and create a positive and inclusive work environment where all employees can thrive. It is essential for organizations in India and around the world to continue their efforts towards embracing DE&I, and building a more inclusive workplace for all employees.

### About the Author:



**Mr. Bibhas Biswas**, is holding a position of Assistant Manager- HR at Indian Oil Corporation Ltd.(IOCL)

He has 7+ years robust experience in the field of HR as well as IR. He is an alumnus of XISS, Ranchi. Recently, he was honored by the "HR Excellence Award" in 3rd HR India National HR Conference.

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We are pleased to share that **Mr. Chetan Bhojani** get recognized to be a part of the network of International Mentors on **GLEAC**. Here, we help businesses to stay ahead of the curve with best mentors and experts on board. Businesses can get connected and book a session through GLEAC.

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**Mr. Chetan Bhojani** has been appointed in the National Level **Industry-Academia Collaboration Committee** by Indian Society for Training and Development.