

Diversity & Inclusion

14 September 2013





Agenda

1 Diversity & Inclusion – What & Why ?

2 Types of workforce diversity

3 Impact of Globalization on workforce diversity

4 Some best practices across Industries

5 Role of HR in driving D&I

6 PwC Global / India best practices



Diversity - What & Why?

1

What is “Diversity” and “Inclusion” ?

Diversity - is the quality of being diverse. Diversity means all the ways in which people are unique, both visibly – for example, in gender or race – and subliminally, in ways such as culture or educational background or indeed personality

Inclusion - means the existence of an environment that values and integrates each person’s differences and where people can be themselves, give their best and grow professionally and personally

Why is Diversity important ?

A diverse workforce drives economic growth

Recruiting from a diverse pool of candidates means a more qualified workforce

Diversity fosters a more creative and innovative workforce

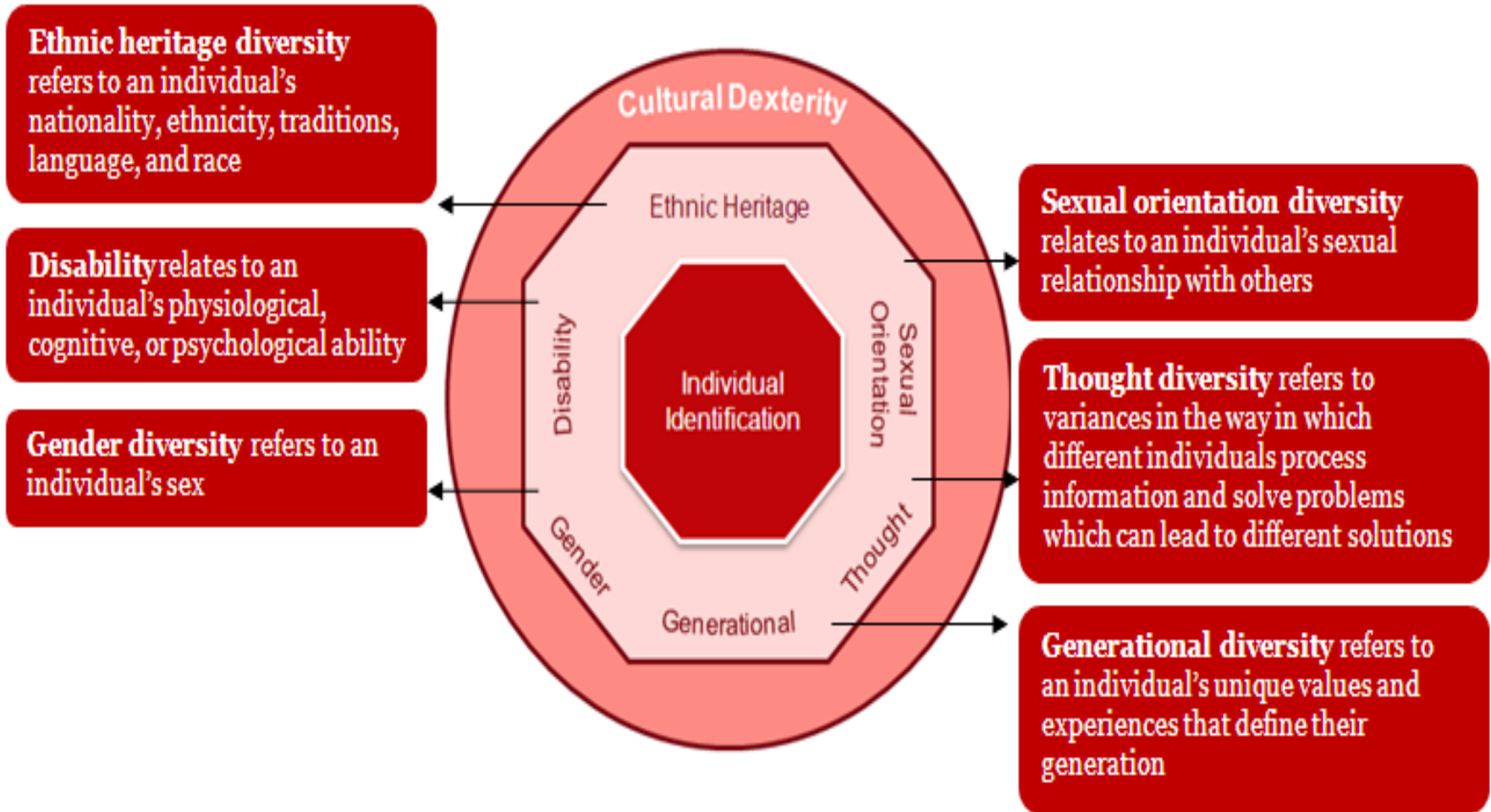
Diversity in the workplace is necessary to create a competitive economy in a globalized world

Diversity in the boardroom is needed to leverage a company's full potential

Types of workforce diversity

2

Types of Diversity & what they mean..



Impact of Globalization

3

Impact of Globalization on workforce diversity

With the advent of Globalization, workforce diversity has taken a completely new form. Some of the major things which have been impacted are:

Cultural diversity

Change in monetary benefits

Hybrid way of working

Merger & Acquisitions (more than just change of hands)

Education system

Some best practices

4

Some worldwide best practices

Data from a survey by “Diversity Inc” shows that excellence in diversity management is directly correlated to five best practices:

1. Linking compensation to diversity management
2. Having diversity councils with rotational positions.
3. Establishing cross-cultural mentoring programs with senior-management participation.
4. Using resource groups for recruitment and understanding the marketplace.
5. Increasing supplier-diversity spend.

Role of HR in driving D&I

5

Role of HR in driving D&I

Create Awareness - through seminars, mailers, posters, quizzes etc)

Build various platforms - to promote Diversity (Women's network, Mentor Moms etc)

Reward & Recognise – felicitate the diversity champions (Diversity Award, Diversity Champion etc)

Sustain the momentum - through periodic events, leader talk etc)

Get the top management buy in – make them understand the value of D&I and let them become the torchbearers for the firm on Diversity subject

*PwC Global & India best
practices*

6

What does PwC do globally & in India

D&I Culture

- Measure Progress (i.e. People Survey) (IN)
- Awareness Trainings (IN)
- Cultural Trainings
- Language Trainings
- Spouse Club
- Increase visibility through various media (IN)

Gender

- Women Network (IN)
- Men Network local
- Female Mentoring (IN)
- Luncheons
Women@12 and
Women's breakfast
- Finance, Fashion & Food event (for female clients)
- Various support for parents, i.e. Childcare Service

Generations

Wide range of flexibility offers:

- Part-time (IN)
- Annual Hours
- Flexible working hours (IN)
- Work from home (IN)
- Flexible Friday (IN)
- Sabbatical (IN)
- Career break
- Study leave

(IN) denotes practices followed in India as well

Q&A

Thank you