

EMPOWERING GROWTH & CULTIVATING LIMITLESS POTENTIAL

# Diversity Equity & Inclusion 2025

July 2024



## DEI FY25 Theme

**“Beyond Boundaries:  
Building an Inclusive Future.”**

### 4Es of DEI @ Infogain

**E**ducate.

**E**mpathize.

**E**ngage.

**E**xpect to be held accountable.

# Decoding DEI Themes || Key Focus in 2024-25

## Hiring

### "Equity Matters: Bridging the Opportunity Gap"

Creating equal opportunities for all employees

### "Intersectionality Matters: Embracing All Identities"

Including intersecting identities of individuals, including race, gender, sexual orientation, and more.

## Nurturing

### "Cultural Kaleidoscope: Celebrating Our Differences"

Encouraging the celebration of diverse cultures, backgrounds, and experiences within the organization

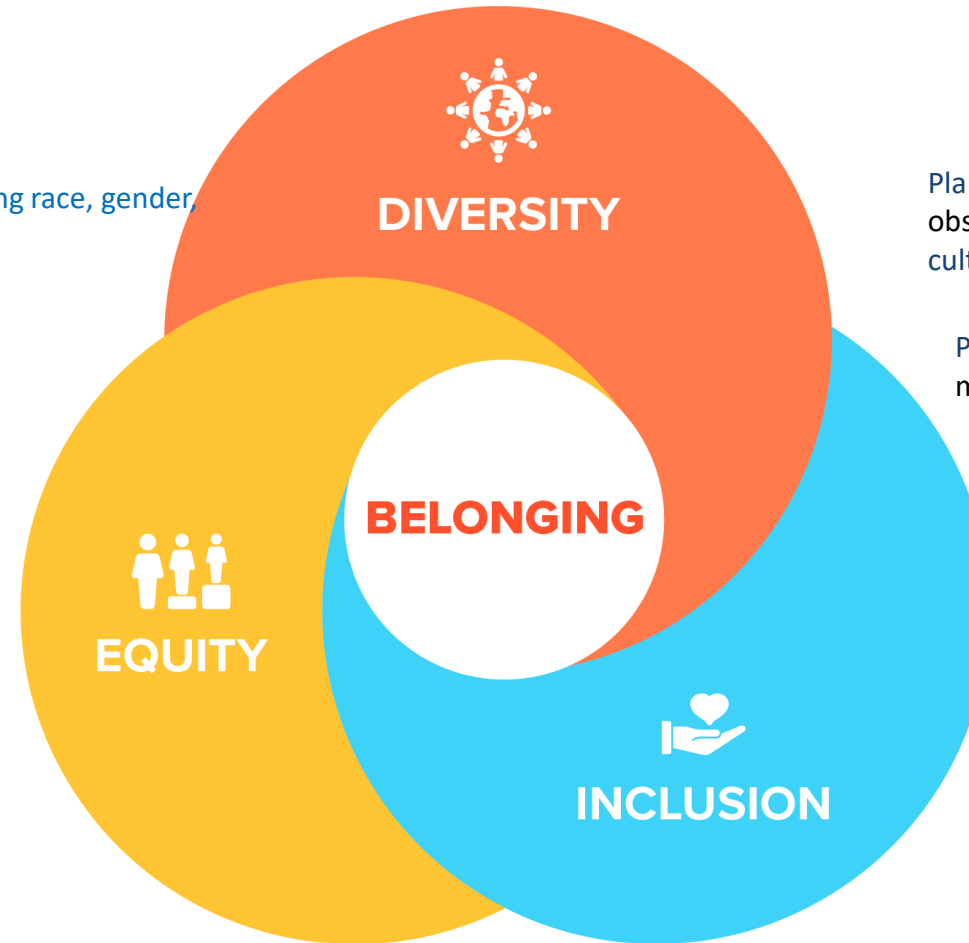
### "Regular DEI Check-ins"

Schedule regular check-ins or town hall meetings focused on DEI progress, allowing employees to provide feedback and ask questions.

## Growing

### "Empower to Include: A Year of Action"

Focusing on actionable steps to empower employees, especially those from underrepresented groups, and actively working towards a more inclusive workplace



## ACTIONS

DEI vision into tangible actions that lead to equity and inclusion throughout

Plan events throughout the year that celebrate various cultural observances, such as Black History Month, Pride Month, and other cultural heritage months.

Provide training sessions that help employees recognize and mitigate unconscious biases in their decision-making processes.

Assess and update flexible work policies to ensure they meet the diverse needs of employees.

Offer training & mentoring programs that enhance employees' cross-cultural competency and communication skills.

Establish recognition programs that acknowledge employees who demonstrate inclusive behaviors

Highlighting the competitive advantage through Effective DEI Branding

Focused Promotion for G5+ , to improve women diversity



## DEI Calendar 2024-25- H1 Focus

Month	Theme	Drivers	Themes	Mode
April	Celebrate Diversity Month	Campaign on Diversity @ Infogain: gender, generational, regional & ethnicity	Leadership and Unintentional Still Hurts: Benefits of Diversity and Inclusion overcoming our own bias	Offline
		DEI Survey: Conduct a survey to gather feedback on DEI efforts and identify areas for improvement.	Inclusive Leadership	Online
May	Mental Health Awareness	Employee Resource Group (ERG) Fair: Showcase the various ERGs ( e.g. WIN) within the company and encourage participation	Allyship	Offline
		Autism Awareness Month: Raise awareness about neurodiversity and create an inclusive environment for individuals with autism.	Personal Branding	Online
June	Pride Month	Support the LGBTQ+ community and promote inclusivity with Pride-themed events and activities	Cross-Cultural Communication ( Inclusive Language) and Global Diversity Trends	Offline
		LGBTQ+ Ally Training	Unconscious Bias / Growth Mindset Seminar	Online
July	Environmental Awareness	DEI-themed celebration that emphasizes the importance of diversity in building a strong community.	Global Mindset	Online
		DEI Book Club: Start a book club focused on reading literature related to diversity, equity, and inclusion.	Accountability	Offline
September	Disability Awareness	Raise awareness about disability rights and accessibility in the workplace.	Linguistic Diversity and Inclusion	Offline
		Provide training on making digital products and services more accessible to individuals with disabilities.	Emotional Intelligence	Online

# Strongest Tool is to talk and we started the year doing exactly that !

### External:

- DEI Tag created for Infogain Social Media handle

[Infogain Social Media > Social Media Performance \(google.com\)](#)

### Internal:

- Diversity, Equity & Inclusion Workplace page [\(20+\) Diversity Equity & Inclusion @Infogain | Group | Workplace](#)
- Diversity & Inclusion [Diversityandinclusion@infogain.com](mailto:Diversityandinclusion@infogain.com) mailbox
- Leadership Pledge for strong allyship & promoting inclusivity



### Diversity Equity & Inclusion @Infogain

Official · Open group · 7 members · Dedicated to... See more

Posts Files Pinned posts More ▾

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About



### LEADERSHIP PLEDGE



“ I pledge to actively support the LGBTQ+ community at Infogain by promoting a culture of inclusion, respect, and allyship. I commit to listening, learning, and advocating equitable treatment and opportunities for all employees, ensuring that everyone feels valued and empowered to bring their authentic selves to work. Together, we will leave no one behind. ”

**Neha Kathuria, CMO, Infogain**

**Leave No One Behind. #InfogainIsAProudAlly** 🌈🌟🌱

APRIL 2024

# Celebrating Diversity Campaign (External)

## 4 stories revolving around

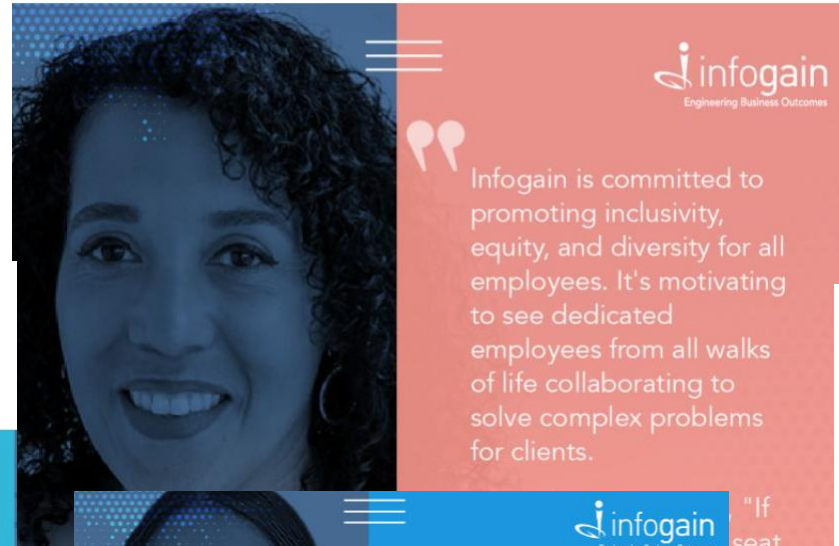
- Especially abled
- Generational diversity
- Regional diversity
- Racial diversity

At Infogain, we take pride in our diverse workforce, which not only enriches our work environment but also fuels creativity.

#CelebrateDiversityMonth #DiversityAndInclusion #BetterTogether #Equity  
#Diversity #Infogain



For **Heather**, working at Infogain has allowed her to collaborate with a diverse group of people who are equally dedicated to solving complex problems for our clients.  
...see more



## Traction

### Impressions

Premal- 13,030, Heather- 6135, Gurgeet-4852, Mariana-4043

### Engagement

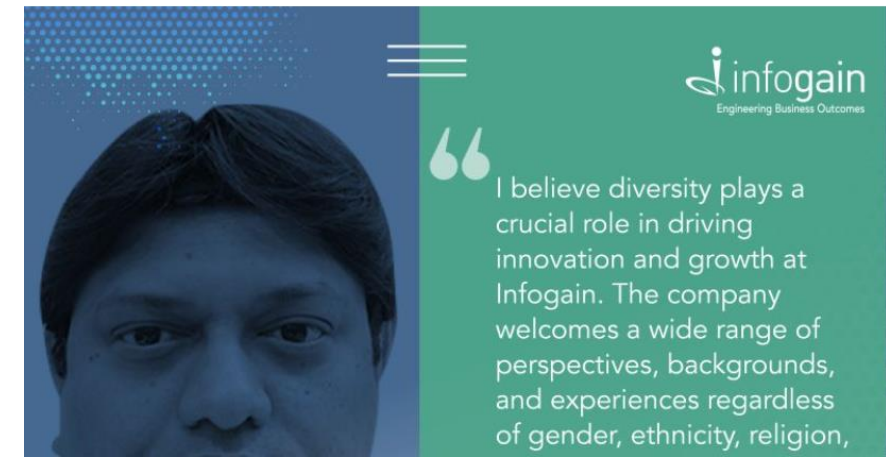
Premal-1031, Heather-220, Gurjeet- 152, Mariana-197



**Premal** has been with Infogain for almost thirty years and has held various roles during his tenure. Infogain values diversity and creates a supportive and inclusive workplace for all employees.

We thank Premal for his contributions to the company.

#CelebrateDiversityMonth #DiversityAndInclusion #BetterTogether #Equity  
#Diversity #Infogain





We ran a Neurodiversity awareness campaign ( a series of awareness emails) throughout the month of May 2024. We concluded the month by hosting a two-part in- person community learning series on neurodiversity.

This initiative aimed to raise awareness and share valuable insights into the lives and experiences of neurodiverse individuals and their families.

Training Name	Month	Pax	Feedback	Comments
Neurodiversity Awareness & Inclusion	May	172	4.6	Good; Good session to spread awareness on such situations that affect few people in workspace but going forward this type of population is projected to increase. So focus on this is needed.; Good.; Great insights given - Please share the recording and ppt to all if possible; it is very useful and insightful information Thanks Dr.Nitin. ;It was good learning experience; It was good session.;na; overall presentation was good; Very good session.
Mental Health and Down Syndrome	May	82	4.66	A really important and great session, Thanks.; All good; Good personal experience shared.; Great Interactive Session. ;I was quite interesting. I wasn't aware that there are such problems.; Insightful; Thanks so much for your very valuable training. Very interesting and useful session. Thanks Team.; Very insightful session, I have very different perspective for people having Down syndrome or with any special ability :) :).



## Embracing Neurodiversity: A Community Initiative



### SESSION 1

A Parent's Voyage in Nurturing a Neurodiverse Child

Himanshu Kaktwan



### SESSION 2

Building Inclusive Environments With a Clinical Psychologist

Dr. Nitin Lal





- Started with Dinesh's Messaging in Townhall
- 4 weeks initiative : Mailers/newsletter/videos/ - 2 per week ( email + workplace)
- Leaders Allyship Pledge mailers 2 per week ( email + workplace)
- Video based Learning: pushed on Workplace
  - What is LGBTQAI+ & History, eminent role models
  - Stereotyping , Allyship & Dos & Don'ts
- **Event planned with 6 Degree ( External Partner)**
  - Event- Sweekar: Rainbow Parent - Aruna Desai ( 60mins.) 13<sup>th</sup> June 2024 || Virtual || all India + SGPR+ Poland+ UK + Middle East
  - Event Human Library : Interview with Community 2/3 Member ( 60mins.) 20<sup>th</sup> June 2024 || Virtual || all India + SGPR+ Poland+ UK+ Middle East
  - Grand Finale RTO Day (26<sup>th</sup> June 24)



# Global Connect with Community Members to appreciate & co-create inclusive safe space @ Infogain

## Interaction with parents of LGBTQIA+ people

We organized a special session with Aruna Desai , creating a safe and supportive space for open dialogue. The event aimed to bridge understanding, provide resources, and offer a platform for parents to share their experiences, concerns, and triumphs. It was a powerful moment of connection and growth for both parents and the LGBTQIA+ community.



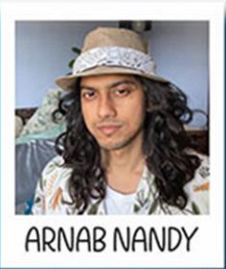
“ We create society, the society doesn’t create us! ”

- Aruna Desai

Location	Total
Noida	53
Bangalore	37
Pune	20
Mumbai	10
Gurugram	8
Poland	3
UK	2
Singapore	2
Middle East	1
Grand Total	136

Location	Total
Bangalore	70
Noida	56
Pune	38
Mumbai	14
Gurugram	12
Poland	3
UK	1
Grand Total	194

## HUMAN LIBRARY



Our Human Library event brought together diverse voices and stories from the LGBTQIA+ community. Participants had the chance to engage in open and honest conversations, breaking down barriers and challenging stereotypes. Through personal narratives and shared experiences, we fostered understanding, empathy, and a sense of community.





In Office celebration across all 5 India Locations:

- Video Screening (Almariaah) Noida+ Bangalore
- Marketplace : Community Entrepreneur
- Leadership Talk by Rajiv & Shardul
- Cake cutting + Lunch
- Quiz & Games
- Best dressed 'Rainbow Soul'- 2 per location

Locations	Count of Employees
Bangalore	83
Bangalore Whitefield	21
Gurugram	45
Mumbai	27
Noida	185
Pune	45
Grand Total	406







**UPCOMING**

- **PRIDE Internship Program ( proposed)**
- **Policy reviews**
- **DEI CBT based learning offering**
- **Mental Health & Disability Awareness**



# Call for Fresh Ideas, Fresh Outlook, Fresh DEI TEAM !

## Volunteers for Core DEI Team

Strategize, plan overall objective fulfillment

- 5 member core team
- Cross GEO representation

## Volunteers for Execution Team

Run feasible plan in GEOs

- 2 members per GEO
- Business representation

## DEI Ambassador Team

Early adaptors, mobilizes crowd for success

- 5 members per location
- On Ground champions





## ENGINEERING BUSINESS OUTCOMES

**“Diversity is a fact, but inclusion is a choice we make every day.”**

**As leaders, we have to put out the message that we embrace and not just tolerate diversity.**

Thank you

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		Cultural Competency Training: Conduct workshops to promote understanding and respect for different cultural backgrounds.	Respect Gender & Sexual Differences & Assert Yourself	Offline
		Mentorship Program Launch	Decision Making	Online
October	National Diversity Awareness	Contribution of Men & building strong allies in Infogain	Problem-Solving and Critical Thinking	Offline
		DEI Hackathon: Organize a hackathon focused on developing solutions to promote diversity and equity in the tech industry.	Fostering an Inclusive Climate through Allyship	Online
		Provide training for recruiters and hiring managers on inclusive hiring practices	Leadership and Teamwork	Offline
November	Men's Day Celebration		Team Building and Collaboration	Online
		Reflect on DEI achievements and set goals for the upcoming year.	Active Listening	Offline
		DEI Newsletter	Making Multiculturalism Work	Online
December	Inclusive Hiring Awareness	Highlight the contributions of Black individuals in the tech industry	Conflict Resolution	Offline
		GEO specific celebrations	Building Trust and Rapport	Online
		Celebrate the achievements of women in IT and promote gender equality	WOW    Diversity Challenges and Strategies	Online/Offline
January	DEI Year in Review	Panel discussion featuring successful women in the tech industry.	Empathy at work	Online
February	Black History Month			
March	International Women's Day			