Be THE CHANGE

Gender diversity & inclusion in the workplace involves consideration, recognition and promotion of capabilities and aspirations of women and men equally.

Building Inclusive Organisations
What research says about working women in India

- India ranked 120th among 130 countries in terms of participation of women in workforce.
- The share of women in service sector is less than 20%.
- The presence of women in board levels is still seen as a mere regulatory requirement.
- A McKinsey Global study in 2015 found that India could increase its GDP from 16–60% by 2025 if it women are enabled to participate in the economy at par with men.

Barriers to gender diversity and inclusion

As a nation, ‘Unity in Diversity’ has been the core of our cultural fabric. While diversity is something that exists in our society naturally, bringing a diverse set of individuals into an organization, and working towards a common goal requires us to create a climate of inclusion. Merely pushing for diversity, is clearly not adequate to reap the benefits of having a diverse work force. What does it take to go beyond the tokenism as necessitated by social or legal demands, and to create a culture that celebrates diversity in its truest essence?
Program Learning Objectives

- Understanding gender as a social construct and its impact on diversity and inclusion at work.
- Inculcating a culture of inclusivity in day-to-day activities and interactions.
- Developing a Personal Action Plan to champion a diverse and inclusive organization.

Building Inclusive Organisations

**DAY 1**

**MODULE 1**

Unconscious Bias and Social Construction of Gender.
Understanding the difference between deeply felt internal experience of gender and biological sex to highlight gender as a socially constructed phenomenon in personal and professional life.

**MODULE 2**

Gender at Work.
Understanding Power-Inequity, Privilege and Communication in social interactions at work. Deconstructing the role of gender in career path.

**TOPICS COVERED**

**DAY 2**

**MODULE 3**

Is gender diversity and inclusion a competitive advantage?
Build insights about multiple stakeholders by incorporating diverse perspectives and learn how to use it effectively at work.

**MODULE 4**

Practices for Inclusive Organization.
Identify organizational practices that hinder diversity and inclusion. What can I do to champion inclusive practices in my sphere of influence?
'This program strives to help professionals working with diverse groups influence practice through respect for gender diversity. The participants will get an opportunity to not only deepen their self-awareness towards the relevant issues but also be part of conversations that can impact their future strategies for inclusive leadership. Additionally, the program would also help business leaders design and lead organisations where all employees, regardless of gender, are able to reach their full potential.'

**Benefits of an inclusive workplace**

- Customer satisfaction
- Employee engagement
- More sustainable organizations and communities
- Openness and flexibility
- Employer branding
- Creativity and innovation

**Pedagogy**

Assessments, reflective exercises, role plays, use of videos and group discussions.

**Faculty**

Experienced professionals from industry, faculty members from SPJIMR working in the area of gender & diversity.