

The Rainmaker Roundup

Creating Ethical Workplaces



NOTE FROM THE CEO

At Rainmaker, we strongly believe in every employee's right to work in a safe and inclusive environment. Numerous organizations around the world have been incorporating elements of Diversity, Equity & Inclusion (DEI) into their business and people strategies recognizing the immense potential of creating workplaces with diverse individuals from varied backgrounds and lived experiences. But most importantly, they understand the importance of creating an environment where everyone can thrive and be their best selves.

In addition to DEI, we also acknowledge the critical role of Prevention of Sexual Harassment (PoSH) training in fostering a positive workplace culture. Organizations that lack an inclusive environment are more susceptible to harassment and bias complaints, while those with a strong DEI culture tend to experience fewer claims and better employee relations.

This year, Rainmaker has combined its expertise in DEI and PoSH to create a symposium that encapsulates the essence of safe and inclusive workplaces.

We aim to emphasize the spirit of the legislation and its undeniable link to creating a workplace where people do not have to constantly worry about their physical and psychological safety. This symposium will change conversations around DEI and PoSH in a dramatic (yet necessary) way.

We firmly believe that investing in high-quality, comprehensive training can significantly reduce risk and liability exposure. Therefore, we invite you to join us at our upcoming symposium to learn more about incorporating PoSH into a larger DEI strategy, rather than treating it as a check-box compliance item. This symposium is an excellent opportunity to gain insights on how to effect real and lasting change in your workplace.

Let's work together to create a safe work environment where everyone feels a sense of belonging.



Antony Alex
Founder & CEO
Rainmaker

Speakers and Facilitators at our Symposium

[REGISTER NOW!](#)

FIRESIDE CHAT SPEAKERS



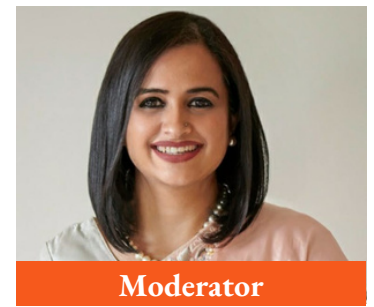
Karuna Nundy

Advocate at
Supreme Court of India



Zainab Patel

Chief Inclusion & Diversity
Pernod Ricard India



Moderator

Mugdha Kalra

Broadcast Journalist
& Inclusion Activist

FACILITATORS



Antony Alex

Founder & CEO
Rainmaker



Rivya Singh

Founder & Managing Partner
Orris Law Partners



Akanksha Arora

AVP - Legal & Training
Rainmaker



Sreemoyee Sengupta

VP - SME, DEI
Rainmaker

Women in India Inc.



Women's representation on Indian Boards has tripled in 10 years*



GPTW study reveals 31% women are working as Executives, C-level Managers & CEOs**



The female labor force participation in India is way below that of males***

- Almost 95% of companies in the NIFTY500 now have at least one female board member, a significant increase from 69% in 2017.
- The life sciences sector is leading the charge in gender diversity on boards, with a 24% representation of women.
- Following closely behind is the Media & Entertainment sector, with a respectable representation of women on their boards.
- 33% women oversee non profit organizations
- 22% of females are supervising educational sectors
- 15% are at the forefront of retail industries
- In 2021, only 4.7% of CEOs and 7.7% of board seats were held by women, showing a slight increase from 3.2% in 2014.
- Due to the lack of opportunities, a staggering 45% of women in India aged 15-29 are not engaged in any education, employment, or training, in contrast to only 6.5% of men.
- By 2030, automation may displace around 12 million women from their jobs, which is equivalent to approximately 10% of women's employment in India.



DID YOU KNOW?

Employees in inclusive organizations are happier, more engaged, and less likely to leave. According to a study by Deloitte, they are 56% more likely to improve their work performance, 75% less likely to be absent, and 167% more likely to become company ambassadors. Creating an inclusive workplace culture benefits everyone!

*www.ey.com/en_in/news/2022/10/womens-representation-on-indian-boards-has-tripled-in-10-years

**<https://bwpeople.businessworld.in/article/31-Of-Women-Are-Working-As-C-Level-Executives-Study-/28-10-2022-452038/>

***www.catalyst.org/research/women-in-the-workforce-india

Inclusive Interactions

Creating an inclusive workplace culture that promotes a sense of belonging requires using language that is respectful and inclusive of all individuals. By doing so, employees are more likely to feel valued and engaged in their work, leading to increased commitment. Here are some examples of non-inclusive terms and their inclusive alternatives:

Non-inclusive terms

Man hours; Manpower

Hi guys; Hello ladies and gentlemen

Layman's terms

Inclusive Terms

Work hours or hours; Workforce

Hi everyone, folks, or team

Simple language

To boost inclusivity in your organization, implement these four simple actions:

- Ensure that your company's designs or images reflect a diverse group of people.
- Be mindful of terms related to community and culture, and avoid language that could be offensive or exclusionary.
- Be mindful of medical conditions and ableist terms, and use language that is respectful and appropriate.
- When in doubt, ask individuals which pronouns they prefer and use them accordingly.

Allyship

Who is an Ally?

Allies are valuable partners who champion diversity and inclusion at the workplace. They can advocate for meaningful change and help create a truly inclusive work environment. It's worth noting that anyone can be an ally, regardless of their background, religion, sexual orientation, or job title. Take some time to consider how you can make a positive impact in your role as an ally.

4 ways to be a better ally to colleagues at the workplace:



Be aware of gender biases and work actively to overcome them.



Address sexism and speak up when inappropriate comments are made in meetings or other work settings.



Advocate for equal pay for all colleagues, regardless of gender or other factors.



Actively listen to women and ensure they have the opportunity to share their thoughts without interruption during meetings.

Effective Implementation of PoSH Policy for Inclusive Workplaces

1



Conduct a Prevention of Sexual Harassment Policy Review:

Review your current anti-sexual harassment policy to ensure it complies with the PoSH Act and is gender-inclusive and culturally sensitive.

2



Establish an Inclusive Disciplinary Committee (DC):

In addition to an Internal Committee that handles PoSH cases, form a DC and provide its members with necessary resources.

3



Raise Awareness about Sexual Harassment:

Conduct workshops, seminars, and training sessions to ensure that employees understand the PoSH Law, policies, and procedures.

4



Foster a Speak-up Culture:

Encourage employees to report incidents by creating a culture where reporting and speaking up are valued.

5



Address Complaints:

Ensure that all complaints are investigated promptly and impartially.

Learning from Best Practices



Creating an inclusive and diverse workplace requires effective prevention of sexual harassment, which is critical. A safe and respectful work environment fosters diversity, inclusion, and innovation. These companies have successfully implemented anti-sexual harassment policies that promote a safe and inclusive workplace, resulting in increased diversity and recognition as leaders in their industries:



In 2018, Merck launched a comprehensive campaign to prevent sexual harassment in the workplace. The company implemented mandatory training for all employees, created a new position of Chief Diversity Officer, and established a confidential reporting system. Merck's efforts led to an increase in women in leadership positions, and the company was recognized for promoting diversity and inclusion in the pharmaceutical industry.



In 2017, Airbnb implemented mandatory training for all employees and hosts to prevent sexual harassment and discrimination. The company established a 24/7 hotline for reporting incidents, a dedicated team to investigate reports, and released a diversity report in 2019. Airbnb has been recognized as a leader in promoting diversity and inclusion in the sharing economy and tech industry.



HCL Technologies implemented a 'women at work' policy to create a safe and inclusive workplace for women employees. The policy includes mandatory training, a confidential reporting mechanism, and a dedicated internal committee to investigate complaints. In 2022, HCL was included in the Bloomberg Gender-Equality Index for the second consecutive year.

Interesting Reads



[From Awareness to Action: How Diversity, Equity and Inclusion Can Help Prevent Sexual Harassment at the Workplace](#)



[Mastering Workplace Compliance: A Comprehensive Guide for Employers on PoSH Regulations](#)