Empowering Diversity and Inclusion in Telecom Industry

By: **Biswajit Barik**

Addressing Gender Imbalance

Current State

Men make up 59% of the workforce, while women comprise 41%.

Hiring Bias

The higher percentage of men being hired (59%) suggests potential unconscious bias in recruitment.

Retention Challenges

With an overall turnover rate of 20%, the company is struggling to retain diverse talent.

Promotion Disparities

1 **Promotion Rates**

Overall, the promotion rate is only 10.2%, indicating potential systemic barriers.

2 **Women's Advancement**

53% of promotions went to women, higher than their 41% representation.

3 **Performance Biases**

The small gap in performance ratings (2.41 for men, 2.42 for women) suggests subtle biases.

Fostering an Inclusive Culture

Leadership Commitment

Ensure diversity and inclusion are prioritized from the top down.

Mentorship Programs

Provide structured mentorship opportunities to support career development.

Family-Friendly Policies

Implement policies that support work-life balance and family responsibilities.

Unconscious Bias Training

Educate employees on recognizing and mitigating unconscious biases.

Embedding Equity in Talent Processes

1

Inclusive Recruitment

Ensure job postings and candidate sourcing attract diverse talent pools.

2

Unbiased Evaluations

Implement standardized, objective assessment criteria for hiring and promotions.

3

Career Development

Provide equal access to training, mentorship, and growth opportunities.

Measuring Progress

Set KPIs

Establish measurable goals and key performance indicators (KPIs).

Track Metrics

Regularly monitor and analyze diversity and inclusion data.

Evaluate and Adjust

Assess the effectiveness of initiatives and make necessary adjustments.

Leveraging Employee Resource Groups

1 **Empower Voices**

Enable employee-led resource groups to advocate for diverse needs.

2 **Foster Belonging**

Encourage resource groups to build a sense of community and support.

3 **Amplify Insights**

Leverage resource groups to provide valuable feedback and perspective.

4 **Drive Initiatives**

Partner with resource groups to ideate and implement inclusion initiatives.

Measuring Beyond Representation

Metric	Men	Women
Recruitment Rate	59%	41%
Promotion Rate	47%	53%
Performance Rating	2.41	2.42

Building a Sustainable Approach

Continuous Improvement

Regularly review and refine diversity and inclusion strategies based on data and feedback.

Accountability and Ownership

Embed diversity and inclusion responsibilities across all levels and functions.

Long-Term Commitment

Demonstrate a sustained, multi-year commitment to fostering a diverse and inclusive culture.