

The Aparajita Series

Diversity Handbook



Written & Illustrated By:

Payal, Rajika & Sonali

GLOBAL & DIVERSE



We strongly believe that our success as a global company is a direct result of our diverse and talented workforce, fueling a dynamic culture that embraces varied ideas. Diversity and inclusion being our organizational imperative, we have taken several steps in making this an absolute part of our operating culture and leading the way in creating a balanced workplace that respects, celebrates and advocates diverse perspectives



***APARAJITA** was specially designed for the women employees. The program has gone through a transformation and has evolved from our previous version.*

The program is aimed to...

- *Develop women on the management team, to enrich our pipeline of talent for higher level position*
- *Increase visibility of the selected women employees within the organization and develop capacity and their confidence to engage with peers, senior management and other stakeholders*
- *Develop a culture that supports and promotes gender diversity*
- *Provide a strong support structure to women employees to enable them to handle additional responsibilities*
- *Provide a forum for all women to interact and learn from each other as well as leadership team*

Best ,

Anish



Why This Project

Why Gender Diversity?



- Equal opportunity employer
- Half the world's population is women
- Industry-wide efforts to recognize & improve Gender Diversity
- Genpact's goal of 50% gender diversity

Our Objective



- Create awareness around the sub-conscious and conscious gender biases
- To **empower**, **develop** and **grow** the gender-diverse population by providing them a conducive environment, free of biases

Our Approach



- Collecting relevant examples on gender biases from various groups – internal & external
- Creating a project plan to communicate the relevant examples with the larger organization
- Guidance from the leadership & panel of experts

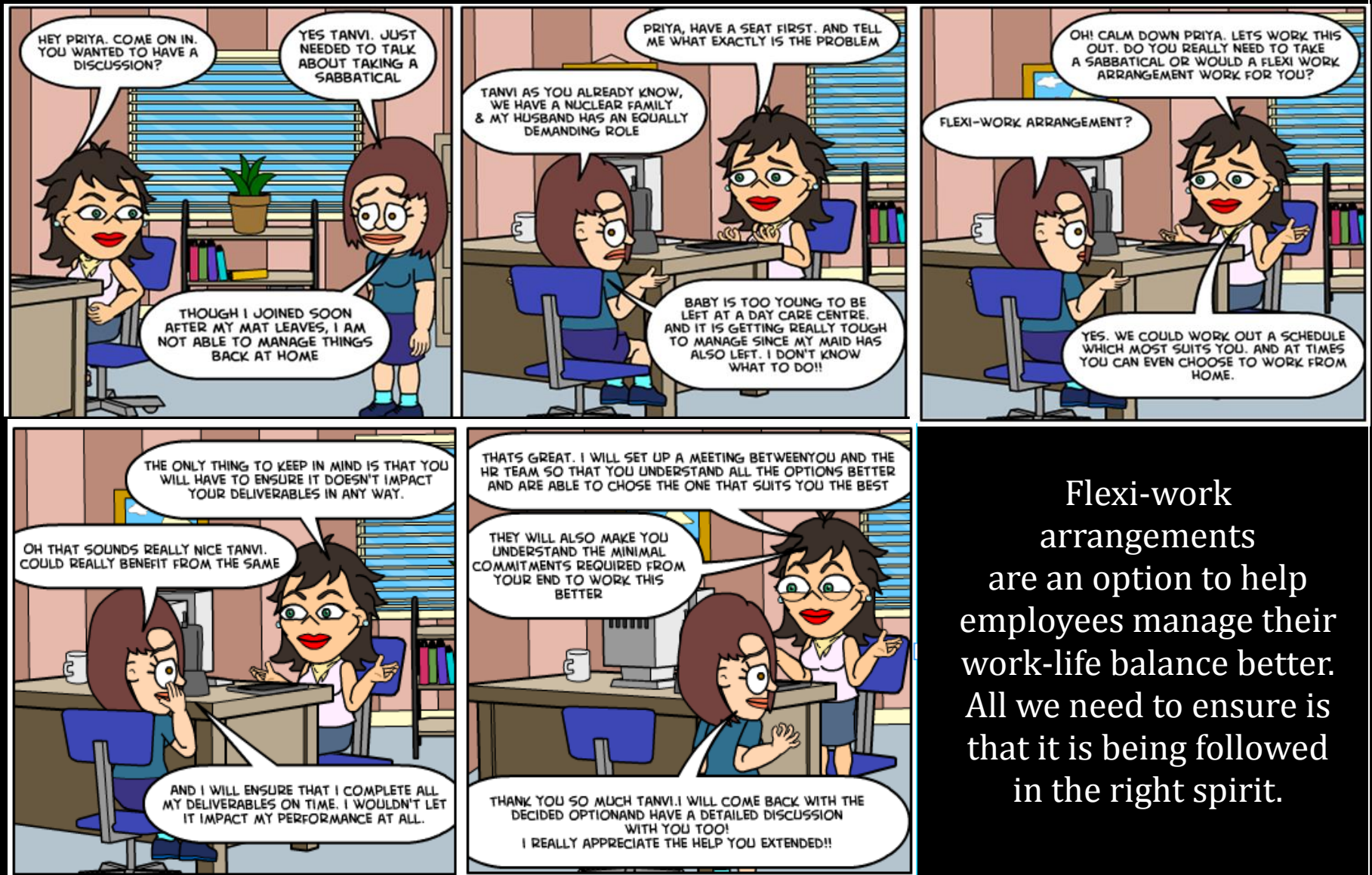
The beauty of the world lies in the diversity of its people!



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Educating the Masses

"Flexi-Work Arrangement"

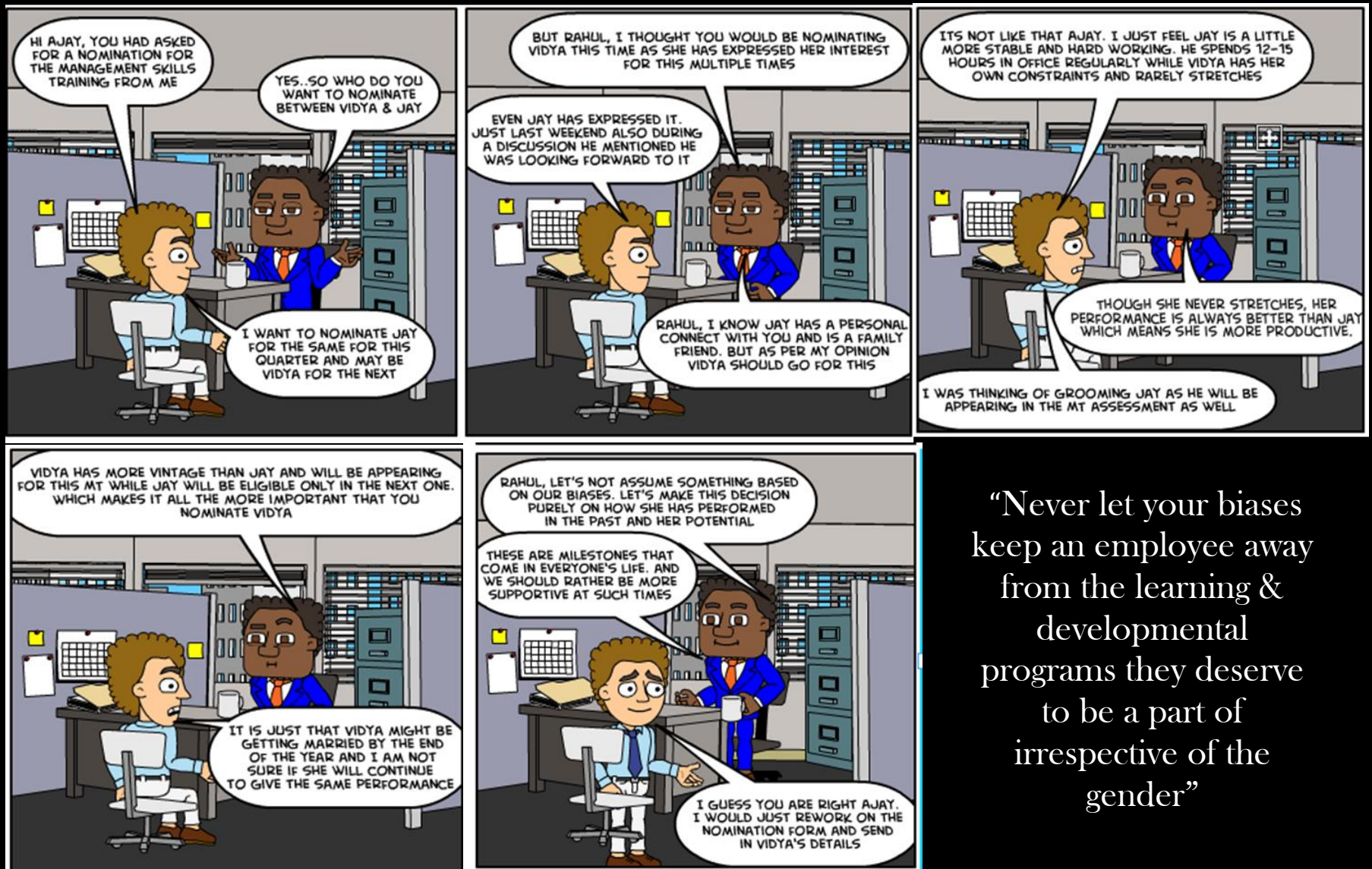


Flexi-work arrangements are an option to help employees manage their work-life balance better. All we need to ensure is that it is being followed in the right spirit.



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Combating the Gender Biases

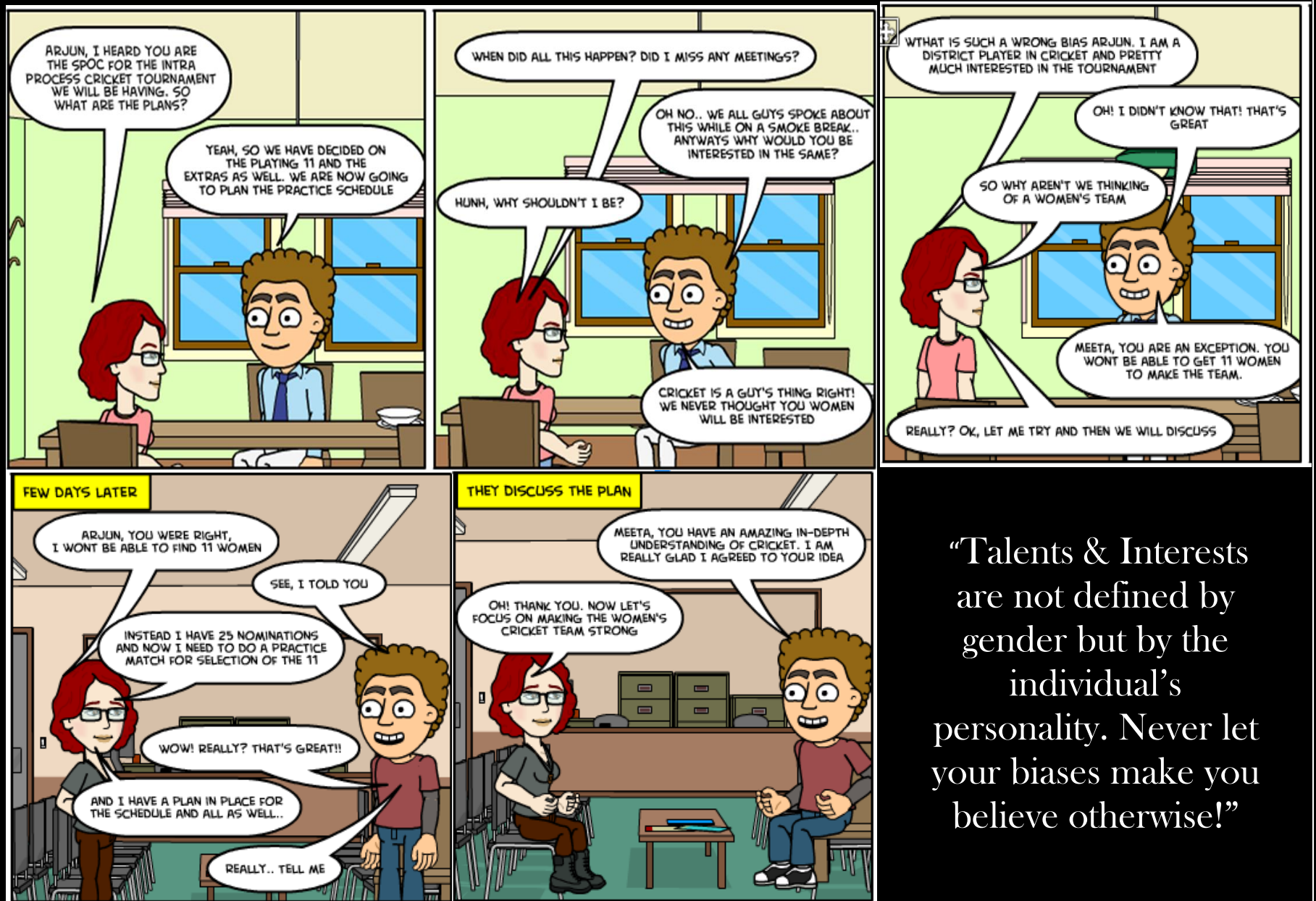


“Never let your biases keep an employee away from the learning & developmental programs they deserve to be a part of irrespective of the gender”



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Combating the Gender Biases



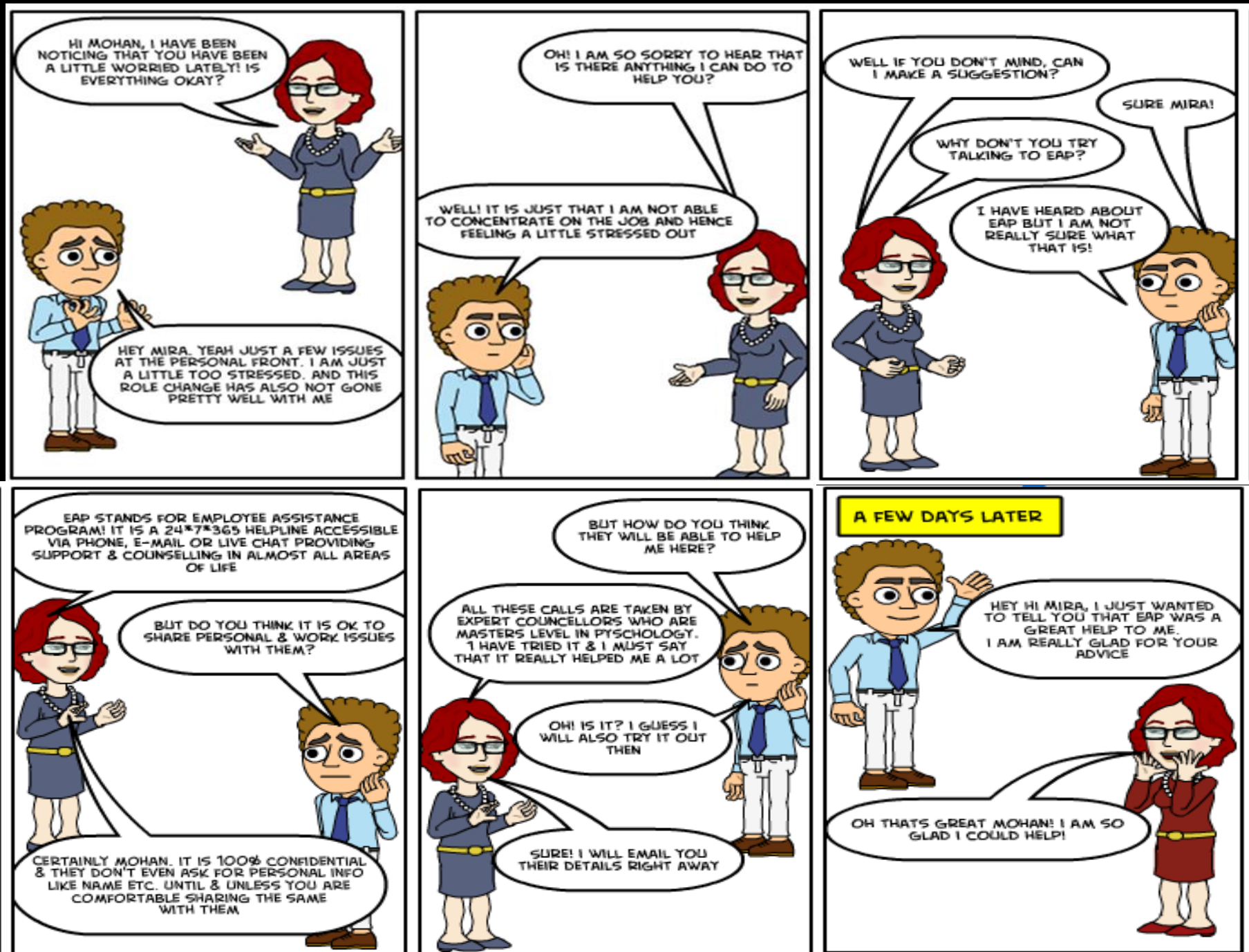
“Talents & Interests are not defined by gender but by the individual's personality. Never let your biases make you believe otherwise!”



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Educating the Masses

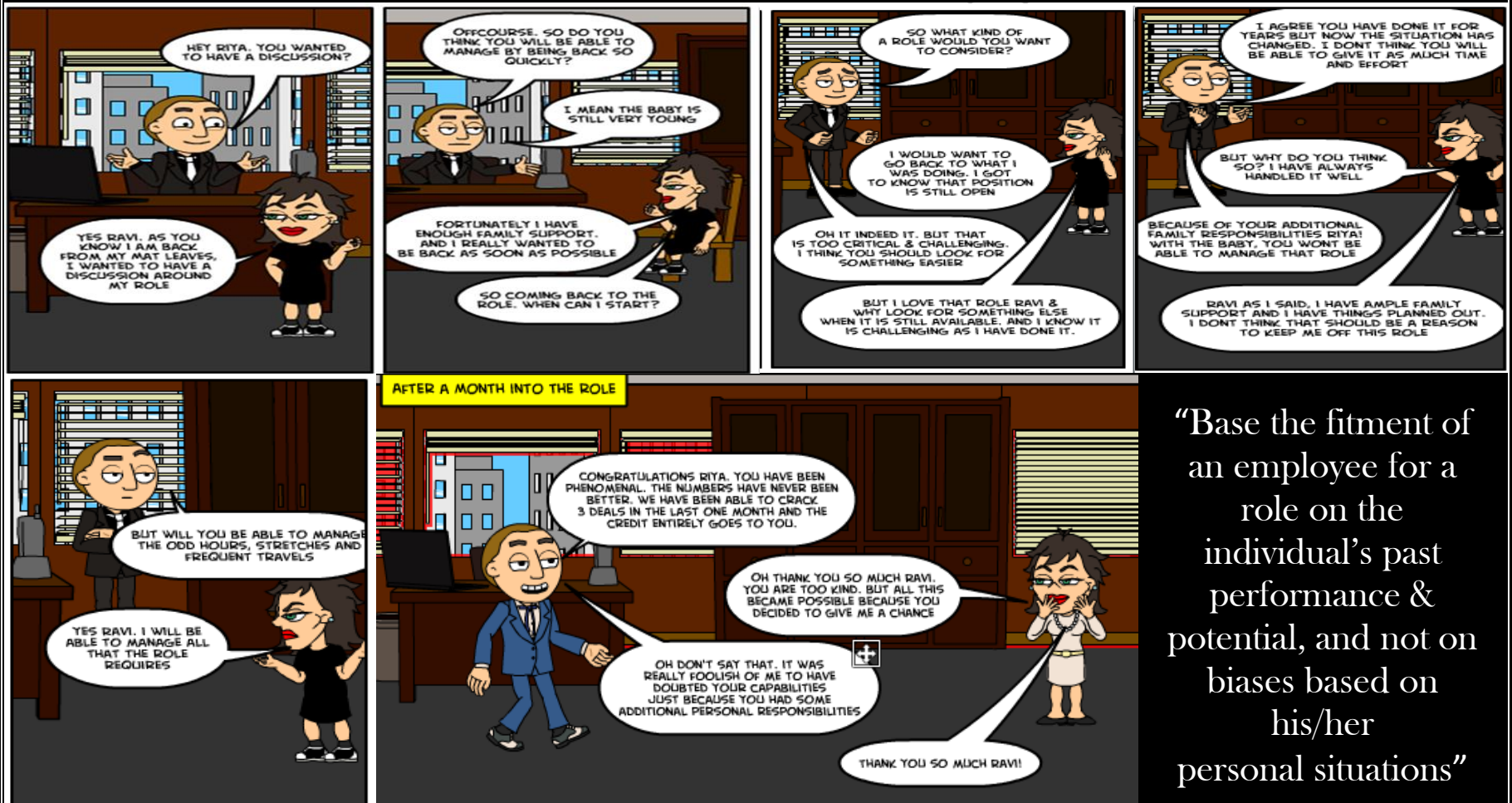
"Employee Assistance Program (EAP)"



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Combating the Gender Biases

“Motherhood Penalty – Bias towards mothers”



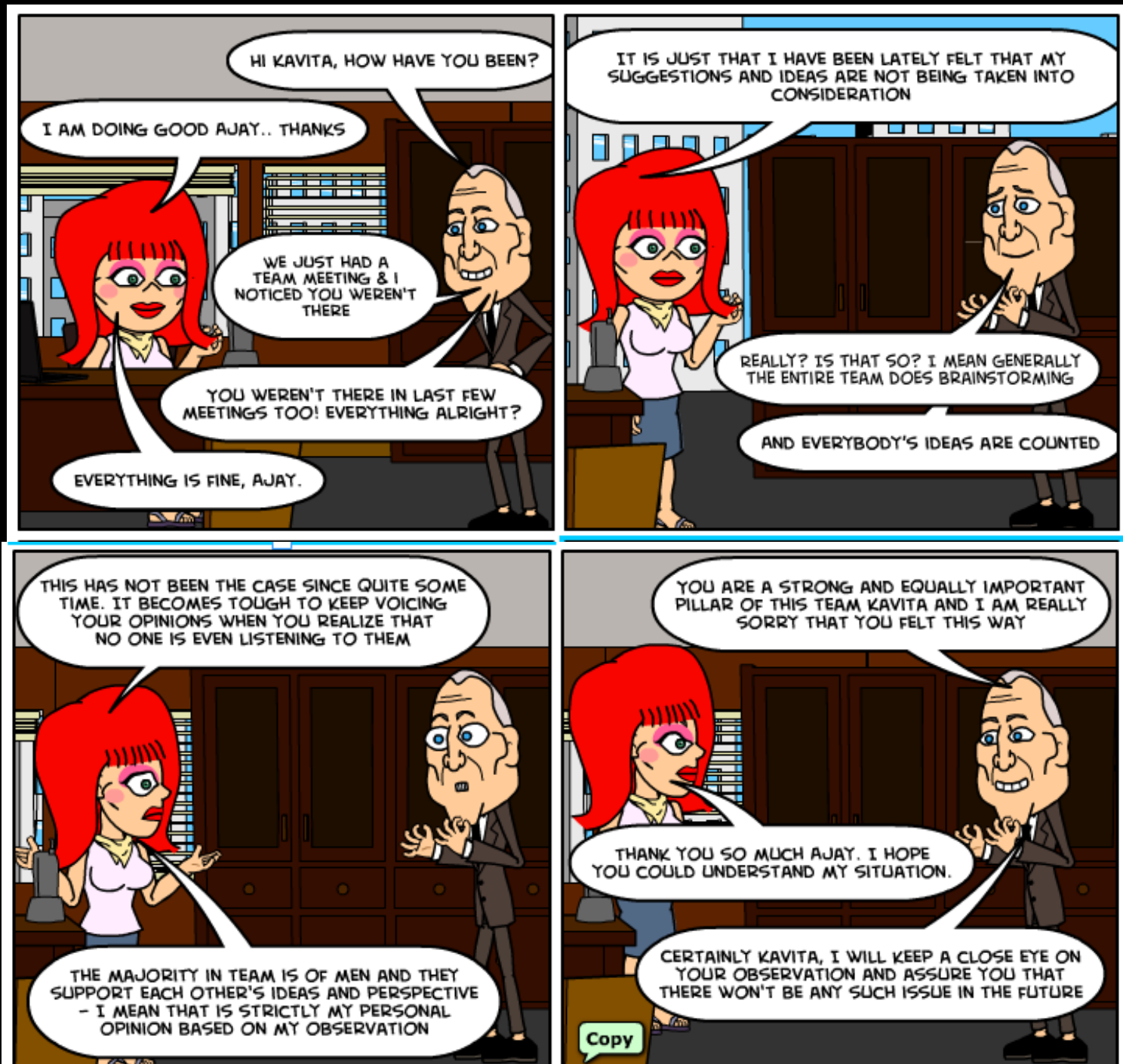
“Base the fitment of an employee for a role on the individual’s past performance & potential, and not on biases based on his/her personal situations”



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Combating the Gender Biases

“Being inclusive of the viewpoints”



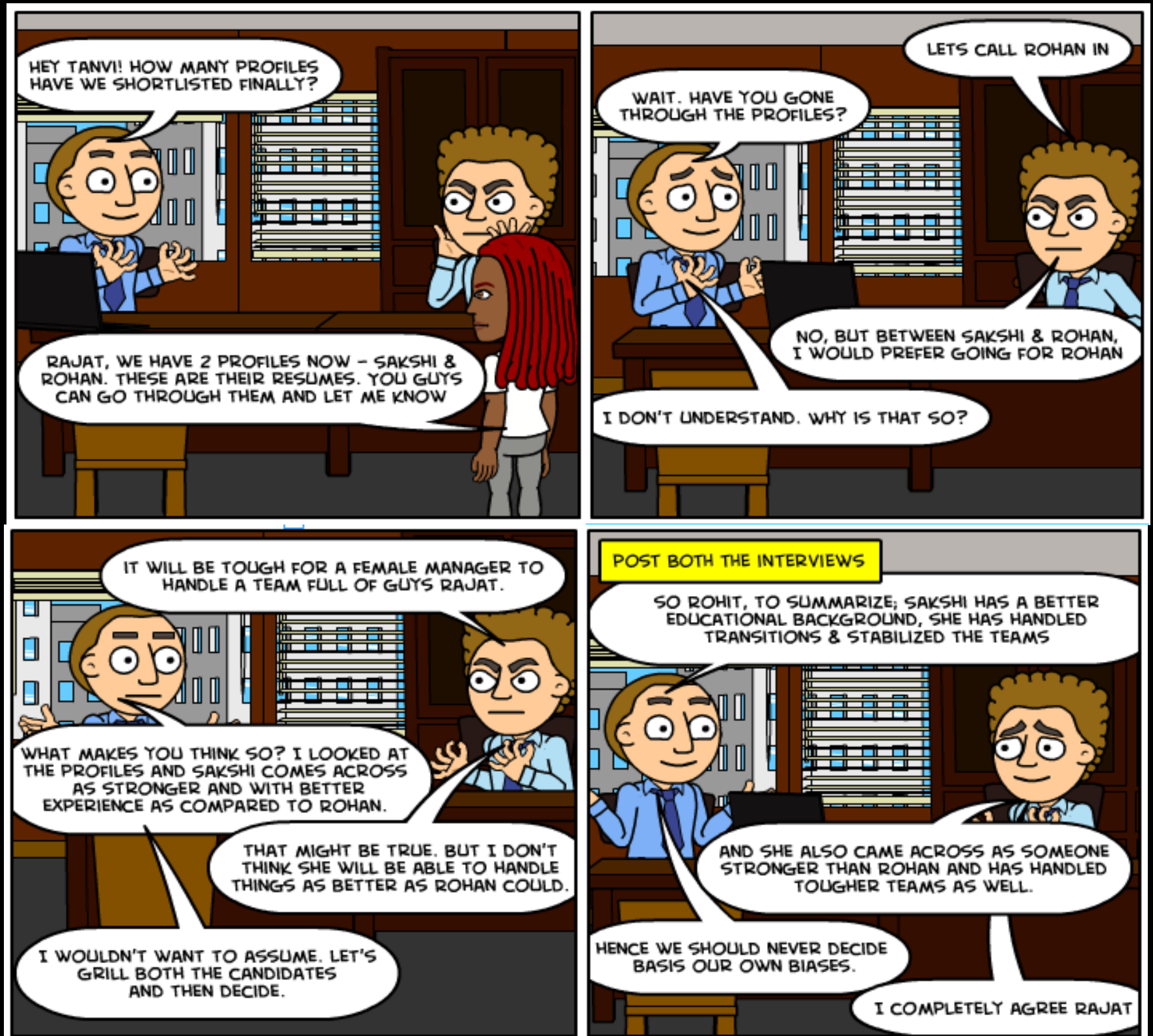
“It is important to be inclusive when it comes to opinions or viewpoints”



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Combating the Gender Biases

"Hiring the right people! Beyond gender!"



"Never make hiring decisions basis your bias towards a gender. Always consider merit as the only criteria"



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Combating the Gender Biases

Priorities, Choices & Results!



“Priorities & choices are individual but the choices we make are ultimately our responsibility – the results of those choices are ours to own up”



Aparajita

diversity handbook



Lets make change happen!...