**Minutes of the Meeting / SPIN**

**Location:** Genpact, Gurgaon Office

**Date:** 1st February, 2017

**Theme:** Gender Sensitization via a Diversity initiative

**Sub Themes:**

1. Alienation of men
2. Merit v/s Quota
3. Unconscious Bias

**Situation:**

* Aparajita began with an initial aim of empowering women to grow. However, they now wish to diversify the project and include men in the journey.
* Us v/s Them sentiment is resulting in the alienation of men.
* It is mportant to identify that unconscious bias is a part of every human being and therefore must be treated at the very grassroots’ level of belief.

Problems with previous workshops/programs:

1. Did not go beyond awareness and therefore did not result in practice.
2. Only had online trainings / e-learning sessions which turned out to be insufficient and inefficient.
3. Too theoretical; Assessments at the end of the module were hard to crack.
4. Not interactive.

Target Audience:

* Middle Managers, Assistant Managers, and Management Trainees (maybe)
* Band 4
* For Global (Kanika), also need to cover Band 5
* Age group of managers: 23-35 years
* Background and qualifications of the managers range from CA, Banking and Commerce graduates to plain graduates.
* These managers may/may not be leading teams.

**Problems:**

* All appraisals / promotions depend on the Managers’ feedback who often are not comfortable with flexi-work arrangements
* Strict policies to sit in office for a certain number of hours irrespective of productivity and efficiency levels
* Returning Moms and Newly Weds assumed to be incapable of devoting long working hours
* Men often not considered equivalent to women when they need leaves to balance work and home
* Diversity in hiring is good at Band 5 level. However, the number of women reduces as the band goes up and responsibilities increase
* Diversity is a goal of the organization not a target, especially not at the cost of meritocracy.

**Implications:**

* Decrease in productivity, performance, engagement, and happiness index.
* Insensitive communication between employees
* Affects performance ratings therefore affecting the credibility of the performance management system.

**Need:**

* Evolution and diversification of Aparajita
* Inclusion of men in the journey
* This is essential not only for a social cause but also because it is an important business case for the company in terms of productivity, efficiency and effectiveness.
* Diversity in leadership roles
* Bring out the role of men in the empowerment of women
* Encourage conversations to tackle unconscious bias

**Curiosity Sheet:**

* Comic strip
* Survey results and statistics
* Details of the policies in the company pertaining to the theme. For example – Details of the maternity and paternity leaves, flexi-work arrangement, work from home policies, returning mom program, etc.
* Composition of participants.

**Proposed/Tentative structure:**

* 3-5 hours
* 22-25 participants
* Separate workshops for Band 4 and 5
* Nomination based participants