The Voice of Cognizant D&I podcast series powered by TOI, showcases the role of diversity, equity and inclusion in the tech industry. The episodes feature eminent leaders from Cognizant talk about how DE&I are core for organizational success.
In the most recent episode of the podcast series, listen to Shameka Young, vice president and global head D&I, talk about how diversity, equity and inclusion have the power to transform the overall culture of an organization, improve employee experience and boost productivity. She also speaks about the importance of creating a safe working environment for the members of the LGBTQ+ community and more.
“Fostering an inclusive culture is not only a moral obligation, but it is also a crucial business priority. The whole point of our DEI strategy is to be a force for good. We recognize that embracing diversity drives greater innovation, capabilities, insights, and solutions – all of which together can drive long term performance. And we believe in the importance of integrating diversity and inclusion (D&I) into all aspects of the business. That's why we focus on empowering and supporting our business leaders to incorporate D&I into their everyday operations, from the recruitment process to talent development and engagement strategies. We are ensuring we have the infrastructure, plans and goals to hold ourselves accountable,” she says.
In an earlier episode of the podcast series, Rajesh Nambiar, chairman and managing director, Cognizant India, discussed the importance of diversity, equity and inclusion in the workplace. He spoke about the importance of a diverse workforce, especially for organizations to innovate successfully from a business standpoint, and why diversity and inclusivity in the tech landscape is crucial. He also underscored the role of male allyship in fostering an inclusive culture and creating an environment where everyone feels valued and empowered.
Click here to listen to Rajesh’s podcast.
Tune in to gain valuable insights and perspectives. Making a difference begins with each one of us. Today and every day, let us #inspireinclusion.