



Bombay Chamber **DEI Awards**

Celebrating a Diverse,
Equal & Inclusive World

#bombaychamberDEIAwards





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Introduction

Bombay Chamber of Commerce & Industry, founded in 1836, has a rich history of corporate intellectual capital inherent in its membership, which has been a pioneering force in thought leadership and operates on the motto of “Giving rather than asking”. The Chamber currently has a membership base of more than 3000, including a large number of MSMEs and most of the reputed large and medium, professionally managed, corporate manufacturing and commercial companies, financial institutions, multinationals, public sector companies, auditors, architects, and chartered accountants, who together contribute a significant portion of India’s trillion-dollar economy. The Chamber provides a forum for the interaction of its members and the formation of industry opinions and viewpoints. These are done under the aegis of the Managing Committee of the Chamber and Expert Committees.

The Chamber has played a significant role in supporting the development of industries in Mumbai over the last several decades. It serves as an effective vehicle of communication between the regulatory bodies, the corporate, and the society. It collaborates with other industry associations and thus increases its reach to the decision makers beyond the boundaries of Mumbai. With the widespread penetration of the themes of technological advancements, diversity & inclusion, corporate & environmental sustainability, rapidly changing business conditions and evolving consumer needs & expectations over the last few years, the Chamber’s role in the industry has also expanded its horizons.

The Chamber has grown from its traditional role of advocacy with the government and facilitation of trade and industry to involve the promotion of good governance and ethical conduct in business and public life towards the greater good of society encompassing promotion of skills training, arts and culture, in addition to ensuring equitable and balanced industrial growth in a sustainable manner. Today, the Chamber truly embodies its vision of “Corporate as a Citizen”.

The Diversity, Equity and Inclusion Bombay Chamber DEI Awards, 2023 hosted by the Chamber aim to honour the organisations who have taken exceptional and outstanding measures to ensure that all individuals feel valued and accepted– not only despite their differences, but also engaged for the diversity they bring to the table. The value proposition of these awards can be categorized into the following:



The purpose of these Awards is to raise the overall level of awareness, action and policy around DEI. The increasing diversity in Indian business and as entrepreneurs has led to change in the demographic characteristics of economic growth in the country. Women-owned and diverse enterprises are playing a prominent role in society, inspiring others and generating more employment opportunities.

To celebrate one of the key diversity pillars i.e. gender diversity as well as hear leadership insights on inclusive growth, Bombay Chamber of Commerce and Industry's Diversity & Inclusion Committee organised a virtual Conclave titled EnablHERS of Change on April 20, 2022. To further the promotion of DEI in today's corporate ecosystem, the Chamber wishes to recognise exceptional efforts in the area.

Corporate inclusion is a major driver and predictor of employee engagement, productivity, efficiency, innovation, collaboration and the range of skills in any organisation. Recent studies have shown that companies that demonstrated strong policies and programs around DEI have a higher likelihood of bottom-line growth due to disruptive ideas coming from collaboration of unique mindsets, decision making informed by multiple perspectives, and the ability to tap into many different markets due to a clearer understanding of diverse consumer groups.



Nilesh Shah

**President, Bombay Chamber and
Group President & MD, Kotak Mahindra AMC**

Diversity, Equity, and Inclusion are important to company culture because they foster creativity, fresh perspectives, and understanding. What's more, Diverse and Inclusive workplaces allow employees to work together as equally valued contributors. In fact, workplaces that prioritise diversity and inclusion efforts have been statistically proven to be safer, happier and more productive work environments.

There are other benefits. A diverse workforce in thought and experience is better equipped to identify opportunities and generate innovative solutions. From improving employee productivity and creativity to reducing turnover rates and boosting employee morale, strong DEI can be good for your bottomline.

Bombay Chamber's DEI Awards is an initiative to acknowledge and celebrate exemplary leadership in advancing diversity, equity, and inclusion in the workplace with clear positive impacts.

With an exemplary Jury and a reputed Knowledge Partner in EY, the Awards will honour companies and programs that have made a difference in the workplace making it conducive to a diverse and inclusive environment.

We invite all companies, both large enterprises and MSMEs, to participate in the Bombay Chamber DEI Awards.

Come let's celebrate your DEI initiatives.



Meenakshi Priyam

**Chair, Diversity & Inclusion Committee,
Bombay Chamber and Group CHRO, udaan**

In India, we have a rich tapestry of cultures, languages, religions, and traditions, something that all of us take great pride in. This diversity is our strength, and it is important for organisations to leverage it to create a more inclusive workplace.

On behalf of the Bombay Chamber Diversity & Inclusion Committee, I am delighted to announce the launch of our first-ever Diversity, Equity & Inclusion Awards.

This will provide an opportunity for organisations to be recognised for their efforts in promoting diversity and inclusion, and to serve as an inspiration and learning opportunity for others. By shining a spotlight on the best practices and initiatives in this field, we aim to encourage others to follow suit and to raise the bar for diversity and inclusion in the workplace.

A key aspect of these Awards is the introduction of DEI Awards for the MSME segment. Small and Medium Enterprises (SMEs) in India play a vital role in driving the country's economic growth, and it is imperative that they adopt a diverse and inclusive workplace culture to maximise their potential. At Bombay Chamber, we believe the impact of DEI benefits for our MSMEs is truly far reaching. Furthermore, by creating a more inclusive workplace, SMEs can help to bridge the gap between different communities, and to promote a more harmonious society.

By launching the DEI Awards, we aim to provide the opportunities for shared learning, create a network of organisations committed to promoting diversity and inclusion.

We would like to invite you all to participate in this initiative and to nominate your organisations for our DEI Awards.

Let us come together to celebrate and create a more inclusive and diverse India.



Sonu Iyer

**Diversity, Equity & Inclusiveness - Leadership Sponsor,
EY India**

Prioritising Diversity, Equity & Inclusiveness (DEI) into the culture and policy framework of an organisation is not only the right thing to do but also a strategic Imperative for organisations that want to thrive. Inclusive organisations maximise the power of all differences and realise the full potential of all their employees. This minimises blind spots, and encourages truly innovative thinking, which is critical to help organisations deliver long-term value in today's global marketplace.

We are committed to building a more inclusive EY culture that values diverse perspectives, creates equitable opportunities, and enables transformation across our ecosystem of EY People, clients and communities. This is the commitment that lies at the core of EY's purpose of Building a Better Working World. We have set ourselves measurable goals for making DEI all pervasive across every aspect of EY. Our endeavour is to advance DEI through a culture of introspection, individual accountability, and inclusive behaviours. We are working with several clients as also in our larger communities to drive impactful change through strategic partnerships and awareness campaigns.

The DEI journey is long and there remains lot to do on the DEI agenda. However, there is every reason to recognise and celebrate organisations that have been steadfast on building and embedding DEI mindset in their organisation. It is our great pleasure to partner with the Bombay Chamber of Commerce & Industry's Diversity, Equity & Inclusion (DEI) Awards, to celebrate the organisations that have made exemplary contributions to create more diverse, inclusive, and equitable workplaces.

My best wishes to all who continue to soldier on to make DEI a way of life.

Why should you participate in the Bombay Chamber DEI Awards?

The answer is quite simply, why wouldn't you? You have fantastic internal Diversity, Equity, and Inclusion (DEI) initiatives, having measurable impacts within the business and beyond. So, why not celebrate your DEI initiatives with like minded organisations and grow your reputation?

The Bombay Chamber DEI Awards is an initiative of the Bombay Chamber of Commerce & Industry, one of the oldest working industry Chambers in the country, making it a role model organisation in this space, enhancing its ability to spread knowledge about DEI across its diverse 3000+ membership.

Today, DEI is more important than ever for businesses as they work to ensure employees of all backgrounds feel valued for who they are and what they bring to the organisation. That is why participating in Awards that recognise DEI excellence will create goodwill for your organisation, not just internally but externally as well.

What's more, it will help your organisation attract good talent, people for whom DEI is an important consideration while deciding on a workplace.

All in all, a win-win for all nominees.



Award Assessment (Timeline Process)

Step No.	Process	Explanation
1	Registration	Applicants fill in the online registration form available on Email / Website / Social Media. Fill out basic details in the Registration Form and choose the Award categories.
2	Nomination	Receive confirmation email upon successful registration containing link to Nomination Forms. Fill out detailed information as per the questions in the Nomination Forms. Receive a confirmation email after completely filling up nomination form.
3	Preliminary Assessment	Applications go through first round of assessment. The assessment will be carried out by EY team based on the quantitative data provided in the nomination form. Shortlisted entries will be forwarded to the next round of assessment.
4	Secondary Assessment	Shortlisted applications forwarded to this round will be assessed qualitatively by the Jury. On the basis of the data provided, Winners will be decided by the Jury and the final validation will be done by Bombay Chamber.
5	Award Ceremony	Applicants receive invitation to attend the Award Ceremony.
6	Award Presentation	The Awards for different categories are presented to the Winners.



Recognition Methodology

Levels of Recognition:

The applicants for the Bombay Chamber DEI Awards will be recognised at two levels as follows:

Sr. No.	Level of Recognition	Eligibility
1	Category Winners	One Winner will be recognised for each of the five Award categories
2	Special Mention	Special mention will be given to applicants for their work within the same five categories based on the Jury's discretion



Bombay Chamber DEI Awards winners and Special mention winners:

- Winners within all the DEI Award categories will receive an engraved award in recognition of their achievement.
- Enterprises receiving a special mention within all the DEI Award categories will receive a commendation certificate in recognition of their work.

Eligibility Criteria:

- All organisations based in India are eligible to apply for the Awards
- Organisations with multiple legal entities in different sectors should apply as separate applicants.
- Both MSMEs and large enterprises are eligible to apply for all the Award categories where MSMEs are organisations registered as an MSME as defined by the Indian Government as on July 1, 2020:

MSME: Any Manufacturing Enterprise and Enterprise rendering Services with Investment in Plant and Machinery or Equipment: Not more than Rs.50 crore and Annual Turnover: not more than Rs. 250 crore.

Category Description

#	Award Category	About the Award
1	DEI Champion Award for Enterprises	The DEI Champion Award recognises an organisation that has made outstanding contributions towards fostering DEI within the organisation's network. The Award honours and celebrates organisations which have demonstrated excellence through sustained efforts to create greater diversity, equitable opportunities and motivate its employees to become DEI champions in all walks of life and foster growth and learning for diverse groups across the organisation's ecosystem.
2	Award for Gender Equality Champion	The Award for Gender Equality Champion recognises an organisation for the efforts that have been made to foster increased gender equality successfully and have encouraged and provided equal opportunities to both genders for their growth and engagement professionally. Efforts may be measured across the employee lifecycle in all levels and areas of operation of the organisation.
3	LGBTQIA+ Inclusion Award	LGBTQIA+ inclusion Award recognises an organisation that engages and promotes LGBTQIA+ talent and ensures that they thrive in an environment which promotes inclusiveness and equity. This may be measured by efforts and related impact for sensitisation, culture change and acceptance.
4	Disability Confidence and Inclusion Award for Enterprises	The Disability Confidence and Inclusion Award recognises an organisation with leading initiatives for empowering PwD (Person with Disability) employees, to support their growth and development within the organisation. This felicitates the efforts and vision of an organisation to establish equity for the differently abled and encourage participation across business functions.
5	Award for Best Program (Underrepresented DEI groups other than Gender, LGBTQIA+ and PwD)	The Award for Best Program recognises transformative initiative or campaigns with targeted practices, policies and systems to support under-represented diversity groups other than those covered in the other Awards (other than Gender, LGBTQIA+ and PwD). It may include DEI categories including age, religion, language, region etc. It celebrates collective action to meet program goals and drive DEI awareness, ambition and impact.

Registration Fee

Every participating organisation has to pay one-time fees as per below mentioned table for applying for one or more of the above-mentioned Award categories:

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	2000*	2500*
2	Large Enterprise	7500*	8500*

* Plus 18% GST



Application Process

The application process will have the following steps:

1. Registration: All interested organisations are expected to fill in the general registration form to highlight their interest and provide basic information around organisation size and category. Note: Registration is mandatory for organisations to receive the nomination form.
2. Nomination: Post registration, you will be provided with the link to the nomination form wherein you will be asked to fill in details regarding the applicant's organisation's efforts and achievements in the relevant Award category. It will be a combination of quantitative and qualitative information.

Points to note:

1. In case of any doubts while filling up the application form, feel free to reach out the SPOCs for the Awards mentioned in the brochure/website.
2. All organisations must nominate a SPOC for the Awards; the SPOC must be reachable by the awards' team. They would be responsible for providing clarifications/ additional data where required within stipulated time as requested.
3. All participating organisations must adhere to timelines; only the data shared within the set timelines will be taken into consideration.
4. Assessment of the winners will be done based on the judgement and deliberation of the Jury. The Jury outcomes are final and there will no scope for the reviewing of scores or contesting the evaluation of the Jury.

Application Requirements:

1. Applicants are expected to enter the relevant information about their organisation's DEI achievement and efforts in the forms provided.
2. The information must be complete and filled as per the formats prescribed in the instructions provided in the survey.
3. Applicants are requested to strictly follow the word limits and submission timelines for filling in their data.
4. In case any of the application data is found to be untrue, the nomination will be revoked.

Confidentiality

All participating organisations, by being a part of the survey will agree to share non-proprietary information in terms of demographics and practices. Every application shared will be shared with only the Jury members for the purpose of evaluation. The Awards' team will not share or discuss the information shared by any participating organisation.

No participating organisation will be provided with details on the nomination data of any of the other participating organisations.

FAQs

1. What are the Bombay Chamber DEI Awards?

It is a platform to celebrate the leading practices in Diversity, Equity and Inclusion (DEI) space across Corporate India. It is not just a space to benchmark but also network and learn ways to create a workplace where we can embrace our differences and change the world through policies, initiatives, and culture as well as targeted efforts through programs.

2. What are the different categories under which an organisation can apply?

- A. DEI Champion Award for Enterprises
- B. Award for Gender Equality Champion
- C. LGBTQIA+ Inclusion Award
- D. Disability Confidence and Inclusion Award for Enterprises
- E. Award for Best Program (Under represented DEI groups other than Gender, LGBTQIA+ and PwD)

3. Who are eligible for these Awards?

All organisations with offices registered in India are eligible for these Awards.

Note: You do not need to be a Bombay Chamber member to be eligible for the Awards, however, the Chamber members will benefit from reduced registration fees for the Awards.

4. Is there a limit to the number of Awards an organisation can apply to?

There is no limit to the number of Awards you can apply to. However, please note that for this year's Bombay Chamber DEI Awards, the LGBTQIA+ Inclusion award will not be considered for the MSME category.

5. What is the timeline for these Awards?

Key timelines for the awards have been mentioned below –

- a. Registration for the awards will be accepted from March 1
- b. Nomination form will be shared with the registered nominees to be filled and submitted between: March 1 – April 30, 2023
- c. The date and venue of the Awards ceremony will be announced soon.

FAQs

6. How do we register for these Awards?

You can register for these Awards by using the following link: <https://forms.bombaychamber.in/BombayChamberofCommerce/form/BombayChamberDEIAwards2023/formperma/ZINsWltPoMB2lIZOs-VAKSdp6bMa2jqb8mgHtAVrOkQ>

Post registration, the nominee needs to make the payment as follows:

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	2000*	2500*
2	Large Enterprise	7500*	8500*

* Plus 18% GST

Payment needs to be made via bank transfer:

Bank Details for NEFT	
Account No.	10996680930
IFSC CODE	SBIN0000300
Bank Name	State Bank of India
Branch Address	Mumbai Main Branch

7. How will companies be evaluated for these awards?

The Awards will collect data for evaluation across the following parameters:

- Organisation's DEI Demographics
- DEI initiatives and details as submitted by participating organisations in the registration and nomination forms
- Metrics of success for the above-mentioned initiatives and impact specified there-in.

Specifics of the data required will be based on the Award category the organisation has applied for.

8. What is the last date for applying for these Awards?

The last date to file nominations is April 30, 2023.

9. What is the process after registering?

Once you have registered using the link, you will be provided with the nomination forms for the Award categories you have applied for by email. You will be given 3 weeks to share all relevant data as per the form requirements. In case of any queries, please contact awards@bombaychamber.com

10. Is the submission confidential?

All submissions are confidential, and no details will be shared without explicit permission of the nominees.

Assessment and Scoring

Our Scoring Criteria

The Bombay Chamber DEI Awards assesses organisations across their achievements (through quantitative measures) and intent basis actions/initiatives (through qualitative measures) for each award category as per the following:

Quantitative Measures: This assesses the impact that the organisations have been able to make through their work. The data points include organisation demographics, retention and advancement statistics.

Qualitative Measures: This assesses the intent that the organisations show through their initiatives and focus areas. Data collected for this parameter revolves around description of best practices across the employee lifecycle to support DEI groups.



Scoring process

The Jury will use a scientific process to parse through the data and identify organisations that both drive the kind of initiatives that are innovative and that impact the right DEI levers while showing results and impact. Equal weightage is given to quantitative and qualitative parameters to ensure a holistic measurement of the intent and impact that organisations are aiming to achieve.

All information collected will be based on self-reported data shared by the participating organisation hence it is important to ensure the descriptions of subjective inputs are detailed while being concise. Additionally, based on the requirement of the Jury, nominee organisation SPOCs might be expected to furnish the relevant details.

Our Jury

The Awards' Jury comprises members who are industry stalwarts, community builders and activists to integrate the voices of those who are leading the industry in DEI activities and those who are working to support these groups and are advocates for them. Each Award category will have a Jury chosen for their contributions to those specific groups. All Jury members will ensure the confidentiality of the information shared by the participating organisations.

Registration

At the Bombay Chamber DEI Awards, we aim to recognise organisations driving the DEI agenda through unique practices and initiatives. Thank you for being a part of this!

The survey consists of a registration form to enrol your organisation for Bombay Chamber DEI Awards 2022-23. Post the submission of the registration form, you will receive a mail regarding the next steps. Your responses are confidential and will not be shared without your explicit consent. If you have any questions regarding the survey, please send your queries to awards@bombaychamber.com and they will be addressed at the earliest. The deadline for sending in your application to the Bombay Chamber DEI Awards is April 30, 2023.

Registration Form

- 1.1 Name of Applicant Organisation (as it will appear in the certificate)
- 1.2 Location of HQ
- 1.3 Total Employee Strength
- 1.4 Annual Revenue
- 1.5 Annual Turnover.
- 2.1 Is your organisation registered as an MSME? (Yes or No).
- 2.2 Name of CHRO/ HoD for HR function.
- 2.3 Email ID of CHRO/HoD for HR function.
- 2.4 Phone Number of CHRO/HoD for HR function
- 3.1 Name of CEO/ MD of Organisation
- 3.2 Email ID of CEO/MD of Organisation.
- 3.3 Name and designation of nomination SPOC
- 3.4 Email ID of the SPOC for correspondence
- 3.5 Mobile Number of the SPOC for correspondence
- 3.6 Which Award category would you like to nominate your organisation for?

You can nominate yourself for all the categories you would be interested in applying for:

- DEI Champion Award
- Award for Empowerment and Advancement for Women for Enterprises
- LGBTQIA+ Inclusion Award
- Disability Confidence and Inclusion Award for Enterprises
- Award for Best Program

Fee Structure (in INR)

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	2000*	2500*
2	Large Enterprise	7500*	8500*

* Plus 18% GST

Terms of Agreement:

- We agree to follow the rules and regulations stated by Bombay Chamber and accept the conclusion drawn from the evaluation.
- We confirm that the data and information filled by us in the questionnaire above are accurate to the best of my knowledge.
- We are also aware that the information we provide will be fairly assessed.
- We allow the use of our company's name for promotional activities to drive participation in the Awards.

I agree to the above Terms of Agreement.





Bombay Chamber **DEI Awards**

BOMBAY CHAMBER OF COMMERCE AND INDUSTRY

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