



Bombay Chamber
DEI Awards
2024

Celebrating a Diverse,
Equal & Inclusive World



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Introduction

In today's dynamic business landscape, organisations across various industries are recognising the importance of Diversity, Equity, and Inclusion (DEI) in the workplace. A sound DEI policy embraces individual differences, promotes equal opportunities, and fosters a workplace environment that values and respects every individual, regardless of their background. Enterprises that prioritise these values, demonstrate their commitment to fostering a fair and inclusive society.

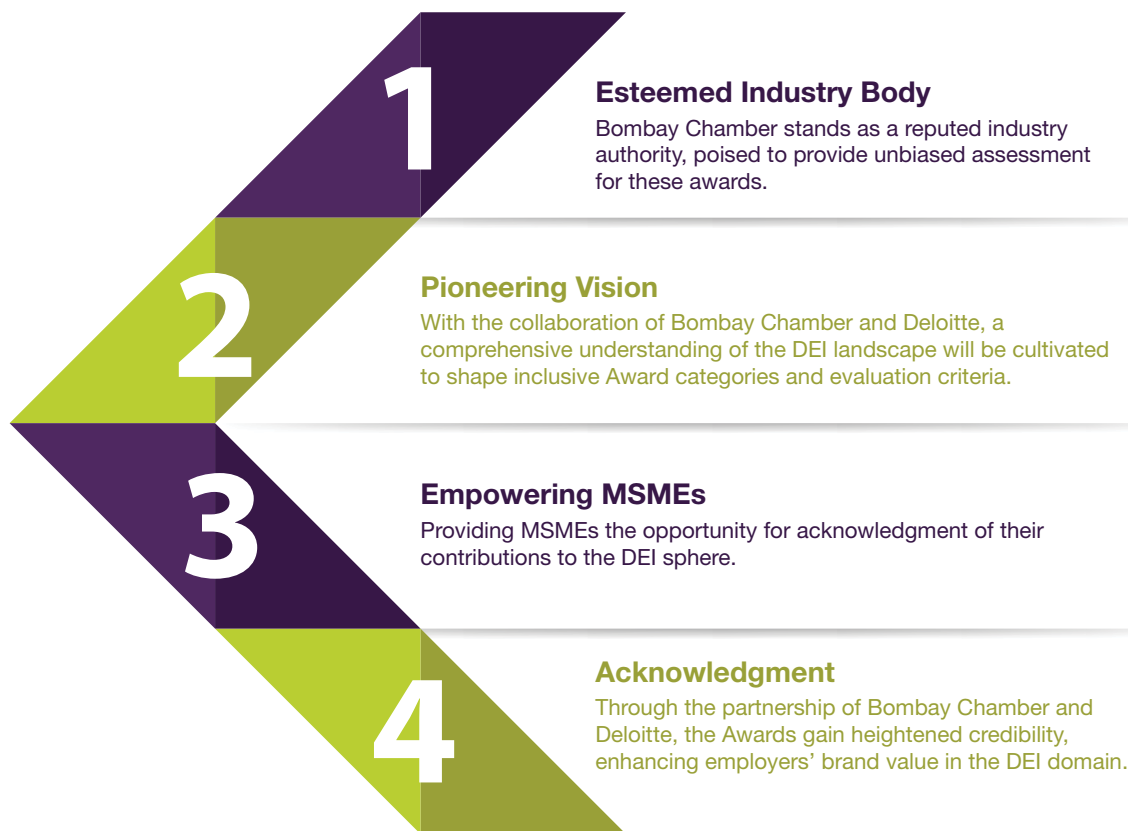
As a 188-year-old industry body, Bombay Chamber of Commerce & Industry boasts a distinguished legacy of corporate intellectual capital within its 3000+ membership. The mission of the Chamber seeks to bridge its esteemed legacy with the potential opportunities presented in today's global landscape through collaborative efforts within India Inc. This collaborative development initiative encompasses four key pillars: Embracing Digitalisation, Prioritising Sustainability in Business Practices, Fostering Diversity, Equity, and Inclusion, and Enhancing Ease of Doing Business. The DEI Awards is part of this collaborative initiative.

The Chamber realised the need for recognising and celebrating initiatives that foster an inclusive environment in workplaces, where everyone feels a sense of belonging to a community. There was an industry gap of a holistic DEI effort across creating a better gender balance but not limiting to that. With this objective, Chambers took the initiative to create a recognition and engagement platform to celebrate companies which are game changers in this space for large, medium & small enterprises. These awards are one of a kind in India, that looks at practices towards enabling a supportive workplace across gender, differently abled and sexual orientation (LGBTQI).

Bombay Chamber of Commerce & Industry's debut Diversity, Equity and Inclusion (DEI) Awards was hosted in July 2023 at the Four Seasons Hotel Mumbai and saw significant participation from leading companies across industries.

Moderated by Meenakshi Priyam, Chair of Bombay Chamber D&I Committee, an esteemed jury comprising leading industry names like Nitin Paranjpe, Chief People & Transformation Officer, Unilever; Anjali Bansal, Founder, Avaana Capital; Manisha Girotra, CEO, Moelis India; Sujoy Bose, Former MD & CEO, National Investment and Infrastructure Fund (NIIF); Dr Indu Shahani, Founding President and Chancellor, Atlas Skilltech University, evaluated and analysed the nominations to select the deserving Champions.

The country's most awaited DEI Awards is back!



The aim of these Awards is to raise awareness, action and policy around DEI.



Ritesh Tiwari

President, Bombay Chamber and
CFO, Hindustan Unilever Limited & Unilever South Asia

Diversity, Equity and Inclusion (DEI) are three core values that many organisations have adopted. Over time, we have made noticeable progress. Pressing on is crucial. The business case for DEI remains undisputed:

- 1. Organisations that don't actively drive DEI initiatives leave value on the table.** A large part of the consumer base is diverse. A diverse workforce enables a more intuitive understanding of diverse consumer behaviour thus driving value and innovation.
- 2. Organisations that don't drive DEI initiatives will struggle for talent** - With ~50% of the population falling into the definition "diverse", organisations looking for the best talent cannot afford to not drive DEI.

Diversity, Equity and Inclusion in any organisation does not happen automatically. A combination of factors including unconscious bias, societal practices, systemic barriers and the fear of change means that we cannot leave this problem for time to solve. Conscious effort is necessary to make a difference.

Progressing on DEI is not a sprint, it's a marathon. It will require small continuous iterative efforts that will add up to make a big difference and permanently change the way things are done.

Bombay Chamber's DEI Awards is an effort in this direction to acknowledge and widely share best practices with an intent to increase industry wide learning. With an exemplary Jury and a reputed Knowledge Partner in Deloitte, the Awards will look to highlight initiatives that have made a difference in the workplace.

We invite all companies, both large enterprises and MSMEs, to participate in the Bombay Chamber DEI Awards and share their best practices enabling industry learning at scale. After all, it is rightly said that knowledge shared is power multiplied. Let us all come together to multiply our progress in DEI.



Meenakshi Priyam

Chair for the DEI Committee, Bombay Chamber

My journey as a Chair for the DEI Committee of Bombay Chamber has been a deeply fulfilling one as we embarked upon building industry interventions to enable a strong DEI commitment and adoption across member companies.

One of the key strategic pillars for this was the birth of the DEI Awards by Bombay Chamber last year.

The Awards stands unique in its positioning:

- It is the first of its kind in India that looks at DEI practices holistically, covering gender, abilities, sexual orientation and more through our innovative practice awards which saw social inclusion, neuro-diversity, early parental practices to name a few.
- Recognising that as a country and industry, DEI will have limited impact without the inclusion of MSMEs – hence MSMEs form a critical part of the DEI Committee agenda and also stands out as a category within these Awards.
- This is the first industry-led Awards which works in partnership with key thought leader organisations.

I was absolutely delighted to see the participation and conversation that this generated in its debut year across industries. I personally came away richer as a human being and professional through this journey as we listened to deeply inspiring work and stories in this space.

On behalf of the Chamber, I invite you to celebrate the progress being made in the industry and also become an active part of this – we know that our nation needs a very strong impetus in this space to become one of the largest and vibrant economies in the world.



Sathish Gopalaiah

President, Consulting, Deloitte South Asia

Deloitte is pleased to partner with the Bombay Chamber of Commerce & Industry, India's premier Chamber of commerce and industry situated in Mumbai, the industrial, financial and commercial capital of India. Established in 1836, it is the oldest Chamber in the country and has a long and illustrious history of 188 years of continuous service to trade and industry.

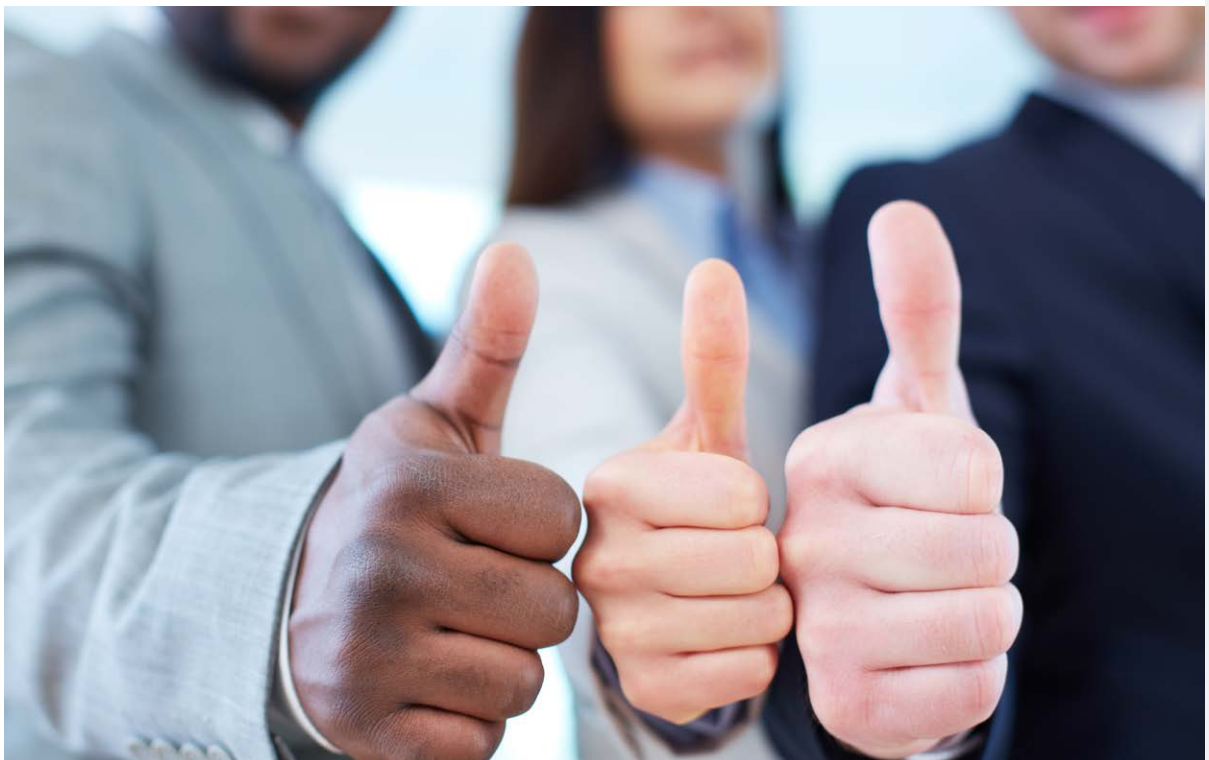
Fostering Diversity, Equity and Inclusion is one of the four pillars of the Collaborative Development mission of the Chamber. Working towards a world where there are no longer any glass ceilings to break, and where everyone is encouraged to bring their authentic selves to work, requires a collective endeavour – you and your organisation can play a pivotal role in this transformative movement. Join us.

Why should you participate in the Bombay Chamber DEI Awards?

Have you spent considerable effort in making sure your DEI initiatives are outstanding and impactful? Have you taken concerted efforts to go above and beyond to strive for a more diverse, equitable and inclusive workplace? Then come on in, the Bombay Chamber DEI Awards are an ideal moment to shine a spotlight on your DEI efforts alongside organisations that share similar values.

Today, DEI is more critical than ever. Businesses are continually striving to create an inclusive environment where every employee feels a sense of belongingness. Engaging in these awards can garner recognition for your organisation in the DEI space, fostering positive perceptions both internally and externally. Participation will not only help in attracting top talent but also elevate employee morale and establishes benchmarks for others to emulate.

The Bombay Chamber DEI awards, spearheaded by Bombay Chamber stands as a beacon in this space, leveraging its longstanding presence to disseminate DEI knowledge among its extensive and varied membership of over 3000.



Award Assessment (Timeline Process)

Step	Process	Description
1	Registration	Fill in your basic details and award categories in the online registration form available on Email/Website/Social Media.
2	Nomination	Fill in the nomination form upon successful registration.
3	Preliminary Assessment	Applications will undergo an initial evaluation carried out by the Bombay Chamber and Deloitte team. This assessment will have a dual focus, emphasising on two aspects: the three I's (Innovation, Impact, and Industry Leadership) and the Diversity & Inclusion Maturity Model.
4	Secondary Assessment	Shortlisted entries forwarded from the initial assessment will undergo evaluation by the Jury. Based on the information provided, the winners will be determined, and final validation will be conducted by Bombay Chamber.
5	Award Ceremony	Applicants will receive invitations to attend the Award Ceremony.
6	Award Presentation	All winners will receive Awards in their respective categories.



Recognition Methodology

Levels of Recognition:

All applicants for the Bombay Chamber DEI Awards will be recognised at two levels:

Sr. No.	Level of Recognition	Eligibility
1	Category Winners	Each of the six categories will have one winner.
2	Special Mention	Based on Jury's discretion, special mention will be given to applicants for their work within the six categories.



Bombay Chamber DEI Awards winners and Special mention winners:

- Winners in all DEI Award categories will be presented with an engraved award as a token of acknowledgment for their accomplishments.
- Applicants receiving special mentions in all DEI Award categories will be honoured with a commendation certificate in recognition of their efforts.

Eligibility Criteria:

- 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

Sr. No.	Award Category	About the Award
1	DEI Champion Award	This award acknowledges the organisation that has demonstrated exceptional commitment to promoting Diversity, Equity, and Inclusion within its organisation.
2	Award for Gender Equality Champion	This award honours organisations that have endeavoured to enhance gender equality and offer equal growth opportunities for all genders.
3	LGBTQIA+ Inclusion Award	This award acknowledges organisations that have actively engaged with and promoted LGBTQIA+ talent, fostering a positive and inclusive environment members of the queer community can thrive.
4	Disability Confidence and Inclusion Award	This award honours organisations that have spearheaded initiatives aimed at empowering employees with disabilities (PwD).
5	Award for Best DEI Program (Underrepresented DEI groups other than Gender, LGBTQIA+ and PwD)	This award celebrates organisations that have implemented transformative initiatives targeting policies and systems to support underrepresented diversity groups beyond those mentioned in other awards (Gender, PwD, and LGBTQIA+), such as age, religion, region, language, etc.
6	Special Award for MSMEs	This award recognises the outstanding efforts of MSMEs in fostering diversity, equity, and inclusion (DEI) within their organisations.



Registration Fee

Each participating organisation is required to pay a one-time fee according to the table below for applying to one or more of the mentioned Award categories:

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	2500*	3500*
2	Large Enterprise	8500*	10,000*

* Plus 18% GST



Application Process

The application process will have the following steps:

1. Registration: All interested organisations are required to complete the general registration form to express their interest and furnish fundamental details regarding organisation size and category.
Please note: Registration is compulsory for organisations to obtain the nomination form.
2. Nomination: Post registration, you will receive a link to the nomination form, where you will be required to provide details regarding your organisation's efforts and achievements in the relevant Award category. This form will encompass a blend of quantitative and qualitative information.

Points to note:

1. Should you encounter any uncertainties while completing the application form, please do not hesitate to contact the Single Points of Contact (SPOCs) designated for the Awards as listed in the brochure/website.
2. It is mandatory for all organisations to nominate a SPOC for the Awards who must remain accessible to the Awards' team. The designated SPOC will be responsible for providing clarifications or additional data as requested within the specified timeframe.
3. All participating organisations are required to strictly adhere to the provided timelines. Only data submitted within the designated timelines will be considered during the evaluation process.
4. Evaluation of the winners will be conducted by the Jury based on their judgment and deliberation. The decisions rendered by the Jury are final, and there will be no opportunity to contest or review the evaluation scores.

Application Requirements:

1. Applicants are required to input pertinent details concerning their organisation's DEI accomplishments and initiatives into the provided forms.
2. The provided information must be comprehensive and entered in accordance with the specified formats outlined in the survey instructions.
3. Applicants are urged to adhere strictly to the specified word limits and submission deadlines when completing their submissions.
4. Should any discrepancies be discovered in the application data, the nomination will be subject to revocation.

Confidentiality

By participating in the Awards, all organisations agree to disclose non-proprietary information regarding demographics and practices. Each application will be exclusively shared with the Jury members solely for evaluation purposes. The Awards' team is committed to maintaining confidentiality and will neither share nor discuss any information provided by participating organisations.

Furthermore, participating organisations will not receive details regarding the nomination data of any other participating organisation.

FAQs

1. Who are eligible for these Awards?

All organisations with offices registered in India are eligible. Non-Members are also eligible for the Awards.

2. Is there a limit to the number of Awards one organisation can apply for?

There is no limit to the number of Awards one organisation can apply to.

3. What are the different Award categories?

There are six Award categories:

- a. DEI Champion Award
- b. Award for Gender Equality Champion
- c. LGBTQIA+ Inclusion Award
- d. Disability Confidence and Inclusion Award
- e. Award for Best DEI Program (Underrepresented DEI groups other than Gender, LGBTQIA+ and PwD)
- f. Special Award for MSMEs

4. Is the submission confidential?

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

5. What is the process after registration?

After filling the registration form, you will receive the nomination forms for the Award categories you have applied for. In case of queries please contact shruti.rathod@bombaychamber.com

6. What is the last date for applying to the awards?

The last date for submitting applications is April 4, 2024.

7. How do we register for these Awards?

You can register for the Awards using the following link: [to be filled by BCCI Team](#)). Post registration, the nominee needs to make the payment as follows:- [To be filled by BCCI Team](#)

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	2500*	3500*
2	Large Enterprise	8500*	10,000*

* Plus 18% GST

Assessment and Scoring

Our Scoring Criteria

The Bombay Chamber DEI Awards will assess organisations through numbers and narratives.

Quantitative Measure (Numbers): This will assess the impact that organisations have been able to make through their initiatives. Data points like retention, statistics and organisational demographics.

Qualitative Measure (Narratives): This will assess the intent behind the initiatives taken by the organisation. Qualitative assessment will encompass testimonials, and case studies, examining cultural shifts, morale, and perceptions of inclusivity within the organisation.



Scoring process

The Jury will employ a scientific approach to analyse the data and identify organisations that implement innovative and impactful initiatives to effectively influence DEI factors. Equal weightage will be given to both quantitative and qualitative measures.

All data collected will rely on self-reported information provided by participating organisations. Therefore, it is crucial to ensure that descriptions of subjective inputs are both detailed and concise. Furthermore, nominee organisation Single Points of Contact (SPOCs) may be required to provide additional details as requested by the Jury.

Our Jury

The jury will consist of industry leaders, community influencers, and advocates who champion diversity, equity, and inclusion (DEI) initiatives. Each Award category will have a dedicated jury selected for their expertise in those specific areas. Jury members are committed to maintaining the confidentiality of information provided by participating organisations.

Registration

At the Bombay Chamber DEI Awards, our goal is to acknowledge organisations that are advancing the DEI agenda through innovative practices and initiatives.

This includes a registration form to enroll your organisation for the Bombay Chamber DEI Awards 2023-24. Post the submission of the registration form, you will receive a mail regarding the next steps. If you have any questions, please feel free to reach out to Ms. Shruti Rathod

Email: deiawards@bombaychamber.com, shruti.rathod@bombaychamber.com

Tel: 022 61200268

[>> Click here for Registration >>](#)

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.



Bank Details

SBI Bank

Name of A/c Holder : Bombay Chamber of Commerce and Industry

Bank Name : State bank of India

Branch Add : Mumbai Main Branch, Mumbai Samachar Marg, Fort, Mumbai – 400023

Bank A/c No. : 10996680930

IFSC Code : SBIN0000300

MICR Code : 400002010

Swift Code : SBININBB110

UPI ID : bombaychamber@sbi





Bombay Chamber **DEI Awards 2024**

BOMBAY CHAMBER OF COMMERCE AND INDUSTRY

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Shoorji Vallabhdas Marg, Ballard Estate, Mumbai 400 001.
Ph.022-4910 0200

Admin office: 'The Ruby', 4th Floor, NW, 29, Senapati Bapat
Marg, Dadar (West), Mumbai 400 028.
Ph.022-6120 0240 / 210

