



BOMBAY CHAMBER OF  
COMMERCE & INDUSTRY

**DEI Awards**

Embracing our differences, uniting the world

Bombay Chamber

# DEI Awards 2025

Celebrating a Diverse,  
Equal & Inclusive World

#bombaychamberDEIAwards



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## About Bombay Chamber DEI Awards

Since its inception in 1836, the Bombay Chamber of Commerce & Industry has been a beacon of collaboration and innovation. With a membership exceeding 3,000, representing both MSMEs and leading corporations across diverse sectors, the Chamber has played a pivotal role in shaping India's business ecosystem.

In recent years, the Bombay Chamber has expanded its focus beyond its traditional role of advocating with the government and facilitating trade and industry. It has embraced a broader vision of "Corporate as a Citizen," emphasising the importance of businesses as integral contributors to societal well-being. The Chamber is dedicated to promoting good governance and ethical practices in both business and public life, striving for the greater good of society. This commitment extends to fostering skills development, supporting arts and culture, and championing equitable, balanced, and sustainable industrial growth.

In today's rapidly evolving world, the Chamber is proud to stand at the forefront of initiatives that celebrate diversity, promote equity, and foster inclusion. As workplaces grow more dynamic, the need to ensure every individual feels valued, empowered, and celebrated has never been more critical. This belief forms the cornerstone of the Bombay Chamber DEI Awards.

The DEI Award Event is a prestigious ceremony, where we honor organisations leading the way in DEI excellence. But this event is so much more than a trophy—it's a chance to create a platform for meaningful conversations, networking, and learning from the best in the business—ensuring that every participant, win or not, walks away with a richer perspective and actionable ideas.

## Reimagining Workplaces in 2025

The journey toward inclusion is both personal and collective. It is about creating environments where everyone, regardless of their background, can thrive. Across India, organisations are embracing this vision with initiatives that go beyond policies — making inclusion a lived experience.

From enhancing opportunities for underrepresented communities to building spaces where diverse voices shape decisions, companies are rewriting what it means to belong. The stories of these transformations are not just inspiring — they are reshaping industries and touching lives.

## Why These Awards Matter

The Bombay Chamber DEI Awards are more than just recognition — they are a movement. These Awards honour organisations that go the extra mile to ensure diversity isn't just acknowledged but celebrated.

**A Platform for Change:** By spotlighting leaders in DEI, the Awards amplify efforts to build workplaces that reflect the richness of our communities.

**An Opportunity for All:** From MSMEs to multinational corporations, every organisation has a story to tell and a role to play in shaping the future of inclusion.

**A Trusted Legacy:** Backed by the Bombay Chamber's legacy and a partnership with Deloitte, these Awards set a benchmark for meaningful and impactful initiatives.

## The Heart of DEI

Diversity, Equity, and Inclusion are not mere buzzwords — they are values that breathe life into organisations. They encourage businesses to move beyond traditional metrics and measure their success in terms of empathy, understanding, and shared growth.

In a country as diverse as India, the challenge of inclusion is vast, but so is the opportunity. Bombay Chamber believes that by coming together — business leaders, employees, and communities — we can create workplaces that truly mirror the spirit of humanity.

The Bombay Chamber DEI Awards 2025 celebrates a shared vision of workplaces that lead with purpose and inspire through action, setting a new standard for what it means to work, grow, and thrive together. Aimed at fostering awareness, action, and policy around Diversity, Equity, and Inclusion, these Awards have gained immense recognition over the past two editions. With nominations from esteemed organisations such as Zomato, Deutsche Bank, Amazon, Capgemini, Standard Chartered Bank, Shell, Godrej Properties, Reliance Jio, and others, the Awards continue to spotlight exemplary efforts in creating inclusive environments. Together, let us champion this mission and pave the way for a more equitable and harmonious future.



## Pinky Mehta

President, Bombay Chamber of Commerce & Industry and  
CFO, Aditya Birla Capital Ltd

The aim behind the Bombay Chamber DEI Awards is to bring together diverse organisations from various industries, fostering collaboration and cross-industry learning. Sharing insights, strategies, and successes with others, allow organisations to learn from each other. This exchange of knowledge accelerates the implementation of effective DEI strategies across industries, creating a more inclusive business landscape.

Public recognition of DEI achievements also holds organisations accountable for their diversity goals. This accountability helps ensure that DEI efforts are not just superficial but lead to real, measurable change.

After success in our previous two editions, our 2025 Bombay Chamber Awards is ready to roll out.

This year too, we hope to see more transformative stories that are changing the scope of DEI and adding more layers to it. We are already seeing companies including neurodiversity (conditions like autism, ADHD, dyslexia, and other cognitive differences) in their DEI missions.

Join us in shaping India Inc's DEI landscape by participating in the Chamber's DEI Awards which are unique as a first by an industry chamber. The fact that our DEI Awards also recognise MSMEs for their DEI efforts is another pioneering effort.

We invite you to participate in these Awards that will recognise and value differences, not just as challenges to be overcome, but as assets that can drive innovation, creativity, and problem-solving.



## Meenakshi Priyam

Chairperson, Bombay Chamber DEI Committee and  
Head of Human Resources, Automotive Sector, Mahindra & Mahindra Ltd

We are delighted to announce the launch of the next edition of the Bombay Chamber Diversity, Equity, and Inclusion (DEI) Awards for Corporate India with Deloitte as our thought partners.

This prestigious event celebrates and honours the role model companies in India that are leading the way in fostering inclusive, equitable, and diverse workplaces. In an era where the dynamics of the global workforce are rapidly evolving, the importance of DEI initiatives has never been more pertinent.

India, with its rich tapestry of cultures, languages, and traditions, stands at a unique crossroads. As one of the world's fastest-growing economies, the nation is witnessing unprecedented changes in its corporate landscape. Companies are not only expanding their global footprints but also embracing a more inclusive approach to harness the full potential of their diverse talent pool. In this context, DEI Awards serve as a beacon of excellence, showcasing the transformative impact of inclusive practices on business performance and societal progress.

The relevance of DEI in today's corporate India cannot be overstated. Inclusive companies are better positioned to innovate, adapt, and thrive in a competitive global market. Moreover, as India grapples with social and economic challenges, the role of corporate leaders in promoting equity and inclusion is crucial for driving sustainable and inclusive growth.

The dynamics of DEI in the country have come a long way from when we first instituted the Bombay Chamber DEI Awards in 2023. The overwhelming number of nominations last year was very encouraging, and we hope that the journey evolves even further with our 2025 edition of these Awards.

We invite you to participate in these Awards and in turn we hope that this forum will build a momentum towards building a network that fosters inclusion, shapes the strategies for DEI Corporate India. We hope that the stories of innovation, resilience, and leadership will inspire and motivate others to embark on their own DEI journeys. Together, we can build a more inclusive and equitable corporate ecosystem that reflects the true spirit of India.



## Sathish Gopalaiah

President, Technology & Transformation, Deloitte South Asia

At Deloitte, we always believe that progress is best achieved when driven by shared vision and collaboration. With immense pride and honor, we join hands with The Bombay Chamber of Commerce & Industry, for yet another successful edition of the prestigious Bombay Chamber DEI Awards.

The Chamber's unwavering commitment to fostering inclusivity and equity across the industrial landscape bolsters the fact that true organisational excellence is rooted in diversity. Their efforts to bring these awards to life deserves not just our applause but our collective support and participation.

The DEI conversation in India is continually maturing, where organisations are harnessing its true potential by placing it as a strategic imperative rather than a moral one. This shift is further accelerated by tailoring DEI efforts to reflect the unique and rich diversity of India, going beyond conventional frameworks to embrace the full spectrum of our cultural, regional, and social complexities.

These awards are a collective call to action, in changing the face of the workplace environment to one that embraces all identities, perspectives and abilities, making it better equipped to innovate and thrive in an ever-evolving global economy. We invite organisations across industries to participate in this celebration of excellence, showcasing meaningful strides you have taken in creating spaces where people from all walks of life can succeed.

Join us in this transformative endeavor, recognising change-makers and amplifying their stories, to lead charge towards a more inclusive future and creating an impact that matters!



## Step into the Spotlight: Showcase Your DEI Excellence

In a country as vibrant and multifaceted as India, Diversity, Equity, and Inclusion (DEI) are not just corporate mandates — they are reflections of the society we wish to shape. For organisations that dare to lead in this space, as well as aim beyond conventional definitions of diversity, the Bombay Chamber DEI Awards 2025 offer a platform to spotlight your pioneering efforts.

Have you redefined what it means to foster a truly diverse, equitable, and inclusive workplace? Are your initiatives making a lasting impact by creating spaces where employees feel valued, empowered, and celebrated? Have your efforts gone beyond policies to create real, lived experiences for your employees? If so, the Bombay Chamber DEI Awards 2025 invite you to take center stage and showcase your remarkable efforts to a broader audience.

Beyond accolades, the rewards are tangible: the ability to attract top talent, deepen employee engagement, and establish your brand as one that champions fairness and equity. Moreover, being part of this initiative aligns you with a network of organisations united by a shared purpose to make inclusion the norm, not the exception. So, ask yourself: Are you ready to take your seat at the table, share your story, and inspire India's corporate landscape to reimagine what's possible? If so, the Bombay Chamber DEI Awards 2025 are waiting to celebrate your journey. Together, let's lead the way to workplaces that truly reflect the heart and soul of India.



# Process Overview for the Awards

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/forms upon successful registration.
3	Preliminary Assessment	Once the forms are submitted, applications will undergo an initial evaluation carried out by the Bombay Chamber and Deloitte teams. This assessment will be focused on the following framework: The Three I's (Innovation, Impact, and Industry Leadership)
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	<p>The Awards Ceremony will be preceded by thought-provoking sessions like:</p> <p><b>Fireside Chats:</b> Intimate conversations with industry leaders sharing personal insights on DEI challenges and successes.</p> <p><b>Industry Immersions:</b> Deep dives into real-world DEI practices through interactive, hands-on sessions.</p> <p><b>Panel Discussions:</b> Expert panels exploring diverse perspectives on key DEI trends.</p> <p><b>Keynote Sessions:</b> Inspiring keynote sessions spotlighting innovative approaches and DEI success stories.</p> <p>Top 3 shortlisted organisations will receive e-mail invitations to attend the Awards Ceremony in June 2025. The names of the Final Winners will remain confidential and only be announced at the Awards Ceremony. No calls/emails will be entertained in this regard.</p>



# Recognition Framework

## 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:

- Only 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.
- Organisations who come on board as a sponsor cannot participate in the Awards.
- NGOs, Foundations/Trusts, Educational Institutions and Hospitals are not eligible to participate.



## Overview of Award Categories

Sr. No.	Award Category	About the Award	Additional Remarks
1	DEI Champion Award	This Award is for the ultimate DEI powerhouse! It recognises organisations that go all-in on every aspect of Diversity, Equity, and Inclusion (DEI). From gender equality to disability inclusion, LGBTQIA+ inclusion, and more, these champions don't just check a few boxes – they check them all! Companies that win this Award make DEI a way of life. They create workplaces where every person, no matter their background, feels seen, heard, and valued. Think bold actions, big impact, and lasting change across policies, practices and processes. If they're doing it all and doing it right, they're a DEI Champion!	This Award covers multiple DEI themes (Gender, LGBTQIA+, PwD, Neurodiversity, etc.) at once.  If your company is doing everything – Gender, PwD, LGBTQIA+, and beyond – apply for DEI Champion.
2	Gender Equality Champion	This Award goes to organisations that are driving balance between men and women in the workplace. It's for companies that are closing pay gaps, ensuring equal representation at all levels, and creating pathways for both men and women to thrive. From boardrooms to entry-level roles, these organisations are making sure men and women are on equal footing. If they're building bridges to true gender balance, this Award is theirs!	

3	LGBTQIA+ Inclusion Award	This Award celebrates those who are creating workplaces where everyone can bring their whole, fabulous selves to work. If a company's got rainbow flags flying year-round (and not just in June), they're probably on this list. It's for the organisations that champion LGBTQIA+ rights, promote representation, and ensure everyone is respected and valued.	
4	Disability Confidence and Inclusion Award	This Award is for the companies that say, "disability is just another word for possibility." They're building accessible workplaces, offering support systems, and making sure no one is left behind. From accessible tech to flexible workspaces, these organisations are rolling out the welcome mat for people of all abilities.	
5	Impactful DEI Program Award	This one is for the game-changers with a laser focus on inclusion. We're talking about companies championing groups often overlooked in DEI conversations — like ethnic and tribal communities, caste-based diversity, linguistic inclusion, neurodiverse individuals, and veterans transitioning into civilian roles. If a company's breaking new ground with fresh ideas for underrepresented groups, this Award's got their name on it.	This Award spotlights one standout initiative aimed at a specific, underrepresented group (like tribal communities, veterans, survivors of violence, neurodiverse individuals, migrants and refugees, health related categories among other unique categories). If you've created a single, standout initiative for a specific, underrepresented group, apply for this Award.
6	Special Award for MSMEs	Small but mighty, this Award is for MSMEs that are leading the way in DEI. These companies might not have the big budgets, but they've got big hearts and even bigger ideas. They're making inclusivity a core part of their DNA, proving that you don't have to be big to make a big impact. If they're small but fearless, they're a DEI Trailblazer!	<p>Are you an MSME?</p> <p>An enterprise shall be classified as a micro, small or medium enterprise (Manufacturing Enterprises and Enterprises rendering Services) based on the following criteria defined by the Government of India:</p> <ol style="list-style-type: none"> <li>1) A micro enterprise, where the investment in plant and machinery or equipment does not exceed one crore rupees and turnover does not exceed five crore rupees;</li> <li>2) A small enterprise, where the investment in plant and machinery or equipment does not exceed ten crore rupees and turnover does not exceed fifty crore rupees;</li> <li>3) A medium enterprise, where the investment in plant and machinery or equipment does not exceed fifty crore rupees and turnover does not exceed two hundred and fifty crore rupees.</li> </ol>



## Registration Fee

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

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	3500 + 18% GST	4000 + 18% GST
2	Large Enterprise	9000 + 18% GST	11,000 + 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. Once you receive a registration confirmation email from Bombay Chamber, you will need to clear the registration fees to proceed further.
2. **Nomination:** Post registration, you will receive a link to the nomination form, where you will be required to provide fundamental details about the organisation, details regarding your organisation's efforts and achievements in the relevant Award category. This form will encompass a blend of quantitative and qualitative information. Additional supporting documents, such as activity details, flyers or presentations etc., must be submitted with the nomination forms.

## Payment Process:

1. Bombay Chamber will provide a proforma invoice to confirm the organisation's details, along with a QR code for making the payment. After completing the payment, the UTR details must be shared to facilitate tracking. Once the payment is confirmed, the final tax invoice will be issued. Please note that tax invoices cannot be cancelled or modified due to changes in the address, organisation name, or GST details. Therefore, it is crucial to ensure that all information submitted during the registration process is accurate and verified.

2. Once the registration, payment and submission of nomination forms are completed, the application will proceed to the preliminary assessment stage.
3. If your organisation is a non-member, then vendor form and other detailing work must be done at the time of registration.

### 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 nomination forms.
2. The provided information must be comprehensive and entered in accordance with the specified formats outlined in the 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. The fee remains the same irrespective of the number of applications.

## 3. What are the different Award categories?

- DEI Champion Award
- Gender Equality Champion
- LGBTQIA+ Inclusion Award
- Disability Confidence and Inclusion Award
- Impactful DEI Program Award
- 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 be mailed the nomination forms for the Award categories you have applied for. Please ensure your registration date gives you enough time to meet the last date for submitting the forms. In case of queries please contact [shruti.rathod@bombaychamber.com](mailto:shruti.rathod@bombaychamber.com)

## 6. What is the last date for submitting the forms?

The last date for submitting the nomination forms for the Awards is March 10, 2025.

## 7. How do we register for these Awards?

You can register for the Awards using the following link: [>>> Click here for Registration >>](#)

## 8. Registration Fees:

Sr. No.	Type of Organisation	Bombay Chamber Members (INR)	Non-Members (INR)
1	MSME	3500 + 18% GST	4000 + 18% GST
2	Large Enterprise	9000 + 18% GST	11,000 + 18% GST





# Assessment and Scoring

## *Our Scoring Criteria*

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, 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

Bombay Chamber DEI Awards celebrate organisations that are making significant strides in advancing Diversity, Equity, and Inclusion through groundbreaking initiatives and practices.

To get involved, simply fill out the registration form to enrol your organisation for the Bombay Chamber DEI Awards 2025. After submitting the form, you'll receive an email with details on the next steps. If you have any queries or need assistance, don't hesitate to reach out to

Email: [shruti.rathod@bombaychamber.com](mailto: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.



# Bombay Chamber **DEI Awards** **2025**

**BOMBAY CHAMBER OF COMMERCE AND INDUSTRY**

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