



Bombay Chamber

# Inclusion Awards 2026

Where Every Voice Belongs.  
And Thrives.

#bombaychamberinclusionawards



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## About Bombay Chamber Inclusion Awards

Founded in 1836, the Bombay Chamber of Commerce & Industry is India's oldest Chamber of commerce, representing over 3,000 members across MSMEs and leading corporations. For nearly two centuries, it has shaped India's economic and business landscape through collaboration, advocacy, and thought leadership.

Today, the Chamber's role extends beyond trade and policy. Guided by the philosophy of **"Corporate as a Citizen,"** it champions ethical governance, social responsibility, and sustainable growth. Its initiatives span skills development, arts and culture, and the promotion of balanced, inclusive industrial progress.

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 Inclusion Awards.

## Evolving towards “Belonging & Expression”

Over the years, organisations have made meaningful progress in advancing diversity, equity, and inclusion through policies, programs, and measurable commitments. As these efforts mature, many organisations are now reflecting on how inclusion is experienced on the ground—beyond metrics, dashboards and frameworks—and how it translates into everyday behaviors, decision-making, and employee experience.

This reflection is timely and necessary. Leaders increasingly recognise that inclusion is sustained not just through representation or compliance, but through a lived sense of belonging and the freedom to express ideas, perspectives, and identities at work. At the same time, evolving workforce expectations—particularly among younger talent—are making belonging, psychological safety, and values alignment central to employer choice and retention.

What leading organisations are realising is that the next chapter is not about doing more—but about doing it differently. The focus is shifting from representation alone to Belonging and Expression—creating environments where people feel safe to show up as themselves, speak up, and add value instead of just fitting in.

The evidence is compelling. Large-scale studies show that a strong sense of belonging is linked to 56% higher job performance, 50% lower turnover risk, and 75% fewer sick days. Psychological safety—the freedom to express ideas, concerns, and differences without fear—has emerged as the single strongest predictor of high-performing teams.

Belonging and Expression are no longer “soft” ideas. They are strategic enablers of performance, resilience, and sustainable growth—and the true evolution of inclusion at work.

## Why These Awards Matter

**Belonging and Expression** shifts the focus from simply allowing voices to actively enabling them—from the freedom to speak, to the safety and platforms needed to be truly heard. The Bombay Chamber believes that by coming together—business leaders, employees, and communities—we can create workplaces that truly mirror the spirit of Inclusion.

The Bombay Chamber Inclusion Awards 2026 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.



## Rajiv Anand

President, Bombay Chamber and  
MD & CEO, IndusInd Bank Limited

### Our focus is evolving.

While Bombay Chamber of Commerce & Industry's commitment to DEI remains steadfast, we are shifting our language to emphasise what matters most: Inclusion. Inclusion is where values become action — where every voice is heard, contributions are recognised, and people feel they truly belong.

Many organisations today are evolving how they describe and prioritise their workplace culture work, moving from traditional DEI frameworks toward a sharper focus on Inclusion. This transition isn't about abandoning values — it's about amplifying what creates impact inside organisations every day.

The Bombay Chamber Inclusion Awards 2026 will celebrate organisations and teams who bring inclusion to life every day and those who lead with empathy, create opportunity, and ensure everyone has a seat — and a voice — at the table.

By highlighting and rewarding inclusion, companies are reinforcing culture over compliance - transforming workplaces into environments where Belonging and Expression thrives, voices matter, and diverse perspectives shape success.

Organisations are increasingly positioning inclusion as a strategic, outcomes-first lens rather than a compliance checklist. By framing workplace culture around inclusion — fairness, access, voice, and agency — businesses can connect these goals directly to employee engagement, innovation, retention, and performance.

India-specific inclusion data from leading research firms show a clear gap between intent and lived experience in the workplace. Deloitte India's workplace inclusion studies highlight that many employees still do not feel a strong sense of belonging, while other reports consistently show underrepresentation of women in senior leadership and limited career progression for diverse talent.

This gap is further underscored by the Economic Times PwD Inclusion Index and industry surveys that report less than 1% representation of persons with disabilities in corporate workforces.

These insights reinforce why inclusion matters — not just as a policy, but as a daily workplace reality where every employee feels valued, heard, and able to thrive.

As India Inc, we need to move from stand-alone DEI programs to integrated inclusion practices that are part of everyday decision-making, leadership behaviours, and organisational norms.

And excellence must be rewarded. These Awards are not just acknowledgements — they are a statement of who we are, how we lead, and the culture we choose to build.

By anchoring the Inclusion Awards, Bombay Chamber, as a legacy institution, provides a respected platform that elevates Inclusion from a corporate priority to a national movement. Our role is to recognise and amplify best practices, foster cross-industry learning, and encourage leaders to translate Inclusion into measurable impact. Through these Awards, the Chamber sets a benchmark for India Inc. to build a more equitable future for all.



## Meenakshi Priyam

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

### **Belong. Express. Thrive.**

As we move into the New Year, it is becoming increasingly clear to us at the Bombay Chamber that across industries and institutions, DEI representation and policy alone are not enough. While diversity, equity, and inclusion remain essential pillars, new experiences point to a deeper truth: sustainable progress depends on whether people genuinely feel accepted, respected, and able to show up as their full selves.

The journey ahead clearly calls for an evolution in both language and intent. That is why the Chamber, given its leadership role in setting new benchmarks, is moving the needle from **DEI to Inclusion** - placing Belonging and Expression at the heart of the diversity, equity and inclusion landscape.

Welcome to the Bombay Chamber Inclusion Awards 2026.

### **Why Belonging and Expression?**

**Belonging** shifts the focus from simply creating access to cultivating connection—from inviting people into systems, to reshaping those systems so that individuals feel rooted within them. It asks not only who is present, but who feels valued, heard, and empowered to contribute. Belonging becomes the bridge between intention and

impact. It is what transforms policies into lived experiences and workplaces into communities.

**Expression** shifts the focus from simply allowing voices to actively enabling them—from the freedom to speak, to the safety and platforms needed to be truly heard. It asks not only who can communicate, but whose stories, ideas, and identities are welcomed without fear or erasure.

Together they represent a more holistic and human-centered approach to building institutions where difference is not merely accommodated, but genuinely embraced and empowered to "Thrive".

Against this backdrop, we are pleased to invite your organisation to participate in the **Bombay Chamber Inclusion Awards 2026**. These Awards recognise institutions that are advancing Inclusion in meaningful, contextually grounded ways—through thoughtful leadership, inclusive systems, and cultures where individuals can truly thrive. The Bombay Chamber Inclusion Awards aim not only to celebrate outcomes, but to spotlight journeys of learning, courage, and transformation that can inspire the wider ecosystem. This in no way shifts the focus on Diversity, Equity and Inclusion, but builds on that journey further.

This year, the Inclusion Awards are organised industry-wise (including Government & Public Services) to reflect the unique challenges and opportunities across sectors. Inclusion is not a one-size-fits-all journey — what works in technology may differ from healthcare, manufacturing, finance, or education. By recognising excellence within each industry, we broaden the spectrum of Inclusion and celebrate how organisations are building equitable, accessible, and empowering workplaces in diverse contexts. This approach also ensures a fairer comparison and highlights sector-specific best practices that can inspire meaningful change across India Inc.

We encourage you to consider sharing your organisation's Inclusion journey and contributing to a growing body of practice that reflects what inclusive excellence can look like in the Indian context. Your participation will help shape the next chapter of this collective effort—one that places BE at the centre of organisational success. We look forward to your engagement and hope this renewed vision resonates with your commitment to building workplaces where people do not merely belong on paper, but in practice.



## Sathish Gopalaiah

President, Consulting, Deloitte South Asia

At Deloitte South Asia, we believe that meaningful and sustainable progress is achieved when organisations move beyond intent and embed inclusion into everyday experiences. It is therefore an honour to collaborate once again with the Bombay Chamber of Commerce & Industry for the 2026 edition of the prestigious Bombay Chamber Inclusion Awards.

At a time when traditional DEI programmes across the world are being tested by complexity, fatigue, and shifting external pressures, the Bombay Chamber continues to lead with clarity and conviction. Its sustained commitment to advancing equity and inclusion reinforces a vital truth: organisational excellence is rooted not only in representation, but in how people truly experience the workplace.

Today, organisations are evolving from viewing inclusion as a compliance or measurement exercise to recognising it as a strategic capability—one that directly shapes performance, innovation, talent retention, and long-term resilience. This evolution demands approaches that reflect India's rich diversity and address the lived realities of individuals across cultural, regional, and social dimensions.

The 2026 Awards place a renewed focus on Belonging and Expression—on creating environments where individuals feel safe, valued, and empowered to show up authentically, speak openly, and contribute meaningfully. Inclusion, in this sense, is not a programme but an experience, shaped through everyday interactions, leadership behaviours, and systems that foster psychological safety and opportunity for all.

These Awards encourage organisations to move beyond measuring diversity and towards cultivating workplaces where people can truly thrive. By embedding inclusion into the fabric of their organisations, leaders strengthen culture and build a sustained competitive edge in an ever-evolving global economy.

Deloitte South Asia and the Bombay Chamber of Commerce & Industry invite organisations across industries to be part of this journey—recognising meaningful progress, celebrating change-makers, and sharing stories that demonstrate how inclusive environments translate into tangible impact. Together, let us continue to shape a future of work that champions belonging, protects expression, and enables collective success.



## It's Your Moment to Shine. Spotlight Your Inclusion Excellence.

This is your opportunity to step forward and be recognised for inclusion that's truly lived—not just stated!

If inclusion shapes how your people work, grow, and belong; if it influences how decisions are made and voices are heard; and if it shows up consistently across policies, practices, and everyday moments—this is your platform.

These awards celebrate organisations that move beyond intent and turn inclusion into action. The ones that build environments where diverse talent thrives, experiences are equitable, and expression is encouraged without fear. By participating, you're not just submitting an entry—you're setting a benchmark for what meaningful inclusion looks like in practice.

The recognition goes beyond an award. It strengthens your employer brand, attracts top talent, deepens engagement, and positions your organisation as a leader championing Belonging and Expression. You also join a community of forward-thinking organisations united by a shared purpose: making inclusion the standard, not the exception.

If your organisation is ready to lead by example and be recognised for inclusion that makes a real difference, now is the time.

The Bombay Chamber Inclusion Awards 2026 await.

Together, let's lead the way toward workplaces that truly make room for every voice!



## Process Overview for the Awards

| Step | Process                | Description   |
|------|------------------------|---|
| 1    | Registration           | Fill in the basic details of the participating organisation in the online registration form available on Email /Website/Social Media  |
| 2    | Nomination             | Fill in the nomination form upon successful registration. You need to fill in only one nomination form per organisation.  |
| 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 have a dual focus, emphasising on two aspects: B-Belonging and E- Expression.  |
| 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         | Top 3 shortlisted organisations will receive e-mail invitations to attend the Award Ceremony in July 2026. The names of the winners will remain confidential and will only be announced during the Awards ceremony. No calls/emails will be entertained in this regard. The decision of the Jury will be final. |



## Recognition Framework

This year, the participants will be evaluated and awarded by industry, ensuring a fair and relevant comparison. Participating organisations are required to nominate themselves under only one industry category that best reflects their core business, followed by submission of a single nomination form.

Each of the six industry categories will be evaluated independently, with organisations benchmarked against peers within the same industry. From every industry, the top three organisations will be recognised for their standout practices and impact and will take home the honours.

**Below are the industry categories you can nominate your organisation in:**

| Sr. No. | Industry                               | Includes   |
|---------|--|--|
| 1       | Technology, Media & Telecommunications | Telecom, Media & Entertainment, Technology, Professional & Knowledge Services, ITes/BPO                          |
| 2       | Financial Services                     | Banks (public & private), NBFCs & Fin-techs, Insurance companies, Capital markets & Asset Management             |
| 3       | Energy, Resources & Industrials        | Energy & Chemicals, Power, Utilities & Renewables, Mining & Metals, Manufacturing, Construction & Infrastructure |
| 4       | Consumer                               | Automotive, Consumer Products, Retail, Transportation, Hospitality & Services                                    |
| 5       | Life Sciences & Healthcare             | Hospitals and Healthcare Providers, Pharmaceuticals & Biotech, Diagnostics and Healthcare Services               |
| 6       | Government & Public Services           | Ministries, Government Bodies, Statutory Authorities   |



Over and above the industry-wise awards, we will also recognise the best of the best across industries through our Marquee Award. These honours celebrate organisations that stand out for their practices—regardless of industry—by benchmarking excellence at a broader, cross-industry level.

## Marquee Awards will be presented across the following categories:

- Large Organisations
- Micro, Small and Medium Enterprises (MSME)
- Emerging Organisations (organisations established within the last 10 years)

No separate nomination is required for the Marquee Award. All eligible organisations will be automatically considered for the Marquee Awards based on their industry-wise submission.

1. Winners in all Award categories will be presented with an engraved award and certificate as a token of acknowledgment for their accomplishments.

## 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.
- Micro, Small and Medium Enterprises (MSMEs) are also eligible to apply for the Awards. MSMEs are organisations registered as an MSME\* as defined by the Indian Government as on April 1, 2025:
- Micro, Small and Medium Enterprise (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, and Educational Institutions are not eligible to participate.



## Registration Fee

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

| Sr. No. | Type of Organisation                        | Bombay Chamber Members<br>(fees in INR) | Non-Members<br>(fees in INR) |
|---------|---|---|------------------------------|
| 1       | Micro, Small and Medium Enterprises (MSMEs) | Rs. 5000/- + 18% GSTRs                  | 7000/- + 18%                 |
| 2       | Large Enterprise                            | Rs. 11000/- + 18% GST                   | Rs. 13000/- +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, industry category, details regarding your organisation's efforts and achievements. 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 within the specified section.

## 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 form 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 has to 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 Inclusion accomplishments and initiatives into the nomination form.
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 of Bombay Chamber are also eligible for the Awards.

## 2. What are the different Award categories?

This year, the Awards will be evaluated through industry-wise cuts, rather than multiple award categories. Organisations will be assessed within their chosen industry and benchmarked against peers from the same sector.

## 3. How many entries is an organisation eligible for?

Each organisation is eligible to submit one entry only. During the registration and nomination process, you will be required to select the industry category that best represents your organisation. All evaluations will be conducted within the chosen industry, and the same submission will also be considered for applicable Marquee Awards.

## 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 form. You must fill the nomination form within the stipulated deadline. Please ensure you have enough to share all relevant details as per the form requirement. In case of queries, please contact [shruti.rathod@bombaychamber.com](mailto:shruti.rathod@bombaychamber.com)

## 6. What is the last date for applying to the Awards?

The last date for filing nominations for the Awards is March 31, 2026.

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

You can register for the Awards using the following link:

Registration Link : <https://zfrmz.in/Bn5ywNSJYB7y9a6oUsfJ>



# Assessment and Scoring

## Our Scoring Criteria

Bombay Chamber Inclusion 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, eNPS, 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 the core dimensions of Belonging & Expression.

Equal weightage will be given to both quantitative and qualitative measures.

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 inclusion 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**

## **Registration**

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

To get involved, simply fill out the registration form to enrol your organisation for the Bombay Chamber Inclusion Awards 2026. 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

Registration Form : <https://zfrmz.in/Bn5ywNSJYB7y9a6oUsfJ>

### **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 nomination form 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

# Inclusion Awards 2026

**BOMBAY CHAMBER OF COMMERCE AND INDUSTRY**

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