

DEI: DIVERSITY, EQUITY & INCLUSION



DEI COUNCIL



What is the vision of the DEI council?

The vision of our DEI council is to create a workplace that values and respects all employees regardless of their differences, promote equal opportunities, increase understanding and awareness, foster open dialogue around DEI aspects, track the success of DEI initiatives, continually improve efforts and create a culture of equity and inclusion

Who are the DEI council members?

The Diversity, Equity, and Inclusion (DEI) council is composed of a cross-functional team of individuals from various levels, departments, age and facilities within our organization. Currently we are a team of 45 dynamic contributors who are responsible for creating and implementing the DEI vision

D&I FRAMEWORK FOR 2023



TRANSFORMATION FRAMEWORK



Objectives



Inclusivity, Accessibility, Enablement and Empowerment

Establish

- Revamp D&I Council
- Diverse Hiring – Women & LGBTQ – Provide additional Benefits to LGBTQ
- Leadership & Employee Advocacy
- GenZ Council – Knowledge Exchange

Engage

- Holistic wellbeing sessions – Physical, Mental, Financial and Intellectual dimension
- Mentor- Mentee Program – Identify certified coach within the Org

Elevate

- Fast track hi-potential women and empower them on leadership competencies
- Intentional Career Pathing – External Program with Avtar
- Tech/Non- tech certification programs
- Talent Expo

Evolve

- Flexi- Work / Rebound/ Boomerang Programs
- Build diverse networks through a series of internal and external sessions
- Leverage women in community support
- Branding /Social Inclusion

FLAGSHIP PROGRAMS



WOMEN'S OWN NETWORK (WoN)

WoN, our flagship program to platform women's voices, brings together women employees so they can help each other find creative, relevant, and useful solutions for professional and personal growth

TRANSFORM@RRD

The objective of "Transform@RRD" is to create and foster a truly inclusive working environment where all people are treated fairly irrespective of their gender and sexual orientation.

IMPACT SOURCING

- Supplier diversity - Taking jobs to where the talent resides with RRD-B2R Partnership
- Shakthi@Home - An exclusive hiring program for working mothers and married women

UDAYA

Launched in 2010, the program is designed to provide equal employment opportunities to the orthopedically challenged

KEY FOCUS AREAS



rrd

#GoBeyondTheBinary

