Benchmark your D&I initiatives on key metrics: Budgets, structure, diversity mix, best practices and more
IMA India’s 2019 Diversity and Inclusion Benchmarks provides actionable yardsticks for companies to measure themselves on diversity-related metrics and parameters.

It is based on data collected from ~300 companies across sectors through a detailed questionnaire covering diversity budgets, structure, policies, promotional measures, success metrics and impact assessment.

The report helps you to:
✓ Assess your current level of diversity against industry benchmarks
✓ Gain insights into key trends and best practices
✓ Compare your D&I practices against others in a peer set
✓ Optimise your diversity mix
✓ Understand the impact of various D&I strategies
✓ Hold managers and leaders accountable for outcomes
✓ Secure the support of decision makers or direct reports by making objective, data-based arguments for action

Composite findings are complemented by eight levels of data cuts – by turnover, ownership, sector, etc – for key indices. Cross-tabulations are presented against key attributes to enable a deeper understanding of success factors:
• Dedicated D&I function: present vs absent
• Formal D&I policy: exists vs not
• Size of the D&I budget: high vs low
• D&I function reporting: CEO vs CHRO
• Level of current diversity: high vs low

In terms of depth and detail, the report is a first of its kind exercise in the Indian context.
Other Highlights

- As a percentage of the workforce, diversity in Services is almost twice that in Manufacturing.
- Pure play Indian companies have a higher D&I spend as a share of people cost than MNCs.
- Organisations with a high diversity ratio tend to have 60% larger D&I budgets than companies with a low diversity ratio.
- D&I functions that report into the CEO have a greater chance of meeting their goals in the next 3-5 years.

Subscription Fees: Rs 70,000 + taxes

| For members of IMA's CHRO Forum: | Rs 30,000 + taxes |
| For members of IMA's other Forums: | Rs 40,000 + taxes |

The median diverse employee share is 16-20%; organisations want to enhance this to 31-40%.

Two thirds of organisations do not have a specific D&I budget.

D&I initiatives are driven mainly by internal as opposed to external stakeholders.

Two-thirds of companies with a dedicated D&I policy are on track to meet their D&I goals.
REPORT COVERAGE

D&I Mandate
• Formal D&I policy; origin and basis of D&I policies
• Extent of monitoring of regulations affecting D&I metrics
• Key drivers of workplace diversity
• Diversity conflicts: reported incidents and ways to deal with them

D&I Structure
• D&I functions’ existence and reporting
• D&I advocacy: Internal vs external
• Drivers of D&I initiatives: Internal vs external
• Trends in D&I advocacy and the role of management layers

D&I Budget
• D&I budget as a percentage of people cost
• D&I budget detailed split by sector, ownership, revenue band
• D&I budget split by activities and allocation by sector, ownership, and revenue band

Diversity Mix
• Share of current employee base represented by diverse groups
• Workforce split by diverse groups
• Tools to promote diversity
• Desired and targeted levels of diversity

Measuring Effectiveness
• Satisfaction with diversity at each level
• Measures undertaken to promote organisational diversity
• Barriers to increasing diversity

Assessing Impact
• Progress in meeting diversity goals
• Tangible impact of diversity measures
• Metrics to assess success at D&I
• D&I performance parameters: diverse hires, diverse groups attrition level, average tenure of women, % women in leadership positions

Report length: 119 pages
Our Portfolio of Research Reports

**HR**
- The 2018-19 CXO Compensation Survey
- The 2019 Executive and Board Remuneration Report
- The 2019 Diversity and Inclusion Benchmarking Report

**Finance**
- Finance Department Performance Benchmarks FY19
- The 2019 Accounting Close Benchmarks Report

**Industry**
- India’s Agriculture Sector: An Analytical Assessment

**Economic and Thematic Studies**
- The India Employment Report 2017
- Diversity Underlying Unity: IMA India's Study on India's States 2018
- The India Consumption Report 2016

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