Inclusion is about integrating diversity effortlessly into everyday working, encouraging all to participate and to be their authentic selves. An inclusive workplace respects uniqueness among individuals and nurtures an overall sense of belonging. We celebrate and learn from diverse ideas, backgrounds, perspectives and experiences. This provides us with an opportunity to realize our true potential at work and beyond. The essence of co-creating, guided by our values, defines inclusion and diversity at Wipro.

Our Journey Thus Far: Wipro is built on an unflinching commitment to our values, better known as the “Spirit of Wipro.” These values are the cornerstone of our inclusion and diversity (I&D) practices. While we have always nurtured equal opportunity, meritocracy and inclusion, we structured these into a framework for I&D in 2008. Our initial focus was on gender inclusion. Thereafter, we expanded the scope to persons with disabilities; nationalities; underprivileged communities; suppliers; and more recently, LGBT groups. Across the spectrum, we remain focused on building a plurality of ideas and on the elimination of unconscious bias.

Strategy: Beyond Diversity of Identity, toward Inclusivity for All
Our strategic focus today is to become more inclusive rather than merely representing our diversity through numbers. We have a two-pronged approach toward achieving our goals:

• We constantly build inclusion as a way of life within our culture. Our culture is rooted in the principles of respect, fairness and equality. It is about working together, respecting diversity of thoughts and constantly breaking our biases to nurture a more inclusive workplace.

• We focus on policies and processes that create and reinforce inclusion. For instance, our reasonable accommodation policy includes all employees and is not restricted to persons with disabilities (e.g., it covers new mothers and more).

Execution: Walking the Talk

• Commitment: The entire organization, beginning with our leadership, is aligned with our I&D vision. As the CEO, I serve as the executive sponsor of the I&D Council. Further, I&D is a key agenda item for our Board reviews.

• Collaboration: We encourage participation from cross-functional teams. Senior leaders anchor individual inclusion pillars and in turn collaborate across business units/geographies.
Continuous Improvement: We constantly set higher benchmarks to improve performance on inclusion.
- Key indicators affecting diversity representation/unconscious bias at various stages of the employee lifecycle are monitored by the Board as well as the I&D Council.
- Employee perception of I&D within the organization is measured through our annual employee engagement surveys, and actions are initiated based on feedback from diverse employee groups. In fact, I&D has been the top engagement driver in our employee engagement survey for years.
- Our key organizational metrics and initiatives on I&D are voluntarily disclosed in the public domain through our Annual Report and a standalone Sustainability Report.

Some Examples of Our I&D Practices
- Hiring: We consciously want to increase our diverse talent pool across levels; hence one of our key talent criteria is on diversity hiring, subject to the principles of meritocracy. For example, we realize that one of the key levers to hire gender-diverse talent is ensuring that we have enough gender-diverse profiles at the applicant stage. Hence, we have appropriately modified our systems and programs to track the same.

Communication and Sensitization: We are encouraging employees to understand and align with the evolving world of today by believing in boundaryless thinking. We have initiated conversations through leaders on our internal social media platform, and affinity forums globally, which encourage a deeper understanding and awareness of inclusive behaviors.

Focused Inclusion Initiatives: We believe that it is important to know and understand key audiences and what drives their aspirations. Our Women of Wipro programs do not follow a “one-size-fits-all” approach but are customized to suit the needs of women at various stages of their life and work. Programs at the early-career stage focus on building perspectives and fueling aspirations. The middle stage blends in flexible initiatives and capacity building, and the next stage includes programs empowering a seasoned professional. For all these stages, we have focused on mentoring programs, including initiatives for young mothers who are returning to work from their maternity break.

Enabling Systems and Processes: Our I&D principles are embedded in our organization’s way of day-to-day working. For instance, digital accessibility has become a key point in our project discussions right from the planning stage. We have an online self-identification form through which persons with disabilities can choose to request any requirements that they may have to enable them to work most effectively.

Our objective over the years has been to nurture an inclusive mindset through our diverse people practices, not just because the law mandates this, but also because it is the right thing to do. We realize that we are at the early stages of this journey and there is much more to be done. We shall continue to strive toward an inclusive workplace in which every employee is empowered to deliver his or her best.