

# Diversity Equity & Inclusion Certification Program

KNOWLEDGE PARTNER



CONSCIOUS  
DEVELOPMENT<sup>SM</sup>



# About FICCI

Established in 1927, FICCI is the largest and oldest apex business organisation in India. Its history is closely interwoven with India's struggle for independence, its industrialisation, and its emergence as one of the most rapidly growing global economies.

A non-government, not-for-profit organisation, FICCI is the voice of India's business and industry. From influencing policy to encouraging debate, engaging with policy makers and civil society, FICCI articulates the views and concerns of industry. It serves its members from the Indian private and public corporate sectors and multinational companies, drawing its strength from diverse regional chambers of commerce and industry across States, reaching out to over 2,50,000 companies.

FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.

FICCI has set up a sectoral Task Force on Diversity and Inclusion (D&I) for steering its agenda towards enabling Diversity and Inclusion work policies across India Inc. Being the voice of Indian industry, FICCI has been instrumental in bringing about many policy changes through several active committees representing various sectors of the Indian economy. The D&I Task Force endeavours to ensure that Indian corporates have inclusive organisational policies with enough gender diversity, inclusion of people with disabilities as well as representation from the LGBTQI+ community.



# About Conscious Development

Conscious Development is an organisation of experts in the field of human behaviour, organisational and business impact. Its purpose is to design ingenious pathways to realise human potential and establish organisational sustainability.

Conscious Development offers avenues for growth and bespoke solutions through assessments, learning initiatives, toolkits, certifications and change interventions for individuals and systems - Organisations, Institutions and Communities.

Conscious Development works within 4 primary pillars: Diversity & Culture, Leadership Development, Well-being and Coaching. It uses Positive Psychology and a strength-based lens to build conscious leaders, craft intentional stories and shape organisational culture.

Conscious Development's community of experts have worked in a vast variety of demographics, enabling it to have simultaneously a global and indigenous view of work systems.



**CONSCIOUS  
DEVELOPMENT**  
HUMAN DEVELOPMENT ORGANISATION  
FOR BUSINESS & COMMUNITY IMPACT



## About the Program

The Diversity, Equity & Inclusion (DE&I) Certification Program is designed to give professionals in the DE&I space and others, a contextual understanding of the prevalence of Diversity in global workplaces and the criticality of Equity & Inclusion in organisational growth and business impact.

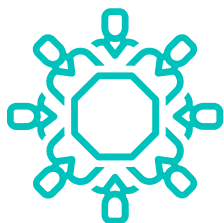
The Program helps cultivate Diversity of the mind, in order to leverage a diverse workforce by establishing workplace equity and including every individual with their specific and unique strengths. It also equips participants with pathways and strategies to introduce and/or strengthen their organisation's DE&I initiatives.

This Certification Program is for both aspiring and existing professionals in the DE&I space.



# Program Structure & Delivery

**START DATE:  
27TH FEBRUARY, 2021**



1 ORIENTATION SESSION  
+  
9 LEARNING SESSIONS  
+  
1 INDUSTRY PANEL DISCUSSION  
+  
3 ROUND TABLES WITH INDUSTRY EXPERTS  
+  
1 ACTION LEARNING PROJECT  
+  
1 GRADUATION SESSION



**LIVE ONLINE FORMAT**



**INTERACTIVE GROUP  
COACHING FORMAT**



**SESSIONS EVERY SATURDAY  
FOR 10 WEEKS**



**FACULTY DRAWN GLOBALLY  
FROM DE&I ACADEMIA AND  
INDUSTRY PRACTITIONERS**

**END DATE:  
1ST MAY, 2021**



# Learning Framework

**Understanding Diversity**

**The Inclusive Leader**

**Systemic Campaigns & Developmental Initiatives**

**Ecosystem Engagement**

**Data & Active Insights**

**Understanding Diverse Segments  
GENDER**

**Understanding Diverse Segments  
LGBTQ+**

**Policy, Governance & Legal**

**Understanding Diverse Segments  
INTERGENERATIONAL**

**Understanding Diverse Segments  
PWD**

**Learning to Action**



# Faculty

*In Alphabetical Order*

**Aparna Mittal:** Founder, Samna Centre for Gender, Policy and Law, Member - FICCI D&I Working Group on Gender Parity

**Barry Johnson:** Chairman & Chief Thought Leader - Polarity Partnerships (USA), Author - 'And: Making a Difference by Leveraging Polarity, Paradox or Dilemma'

**Bosco D'mello:** Chief Executive & Lead Consultant, Conscious Development (USA & India)

**Howard Ross:** Founding Partner, Udarta Consulting (USA), Author - 'Our Search for Belonging', 'Everyday Bias', 'ReInventing Diversity'

**Margo Lydon:** Chief Executive Officer, Superfriend (Australia)

**Nipun Malhotra:** Founder & CEO, Nipman Foundation, Chair - FICCI D&I Working Group on EPwD

**Oona Shambhavi D'mello:** Visual Artist & Lead for Organisational Development & Appreciative Inquiry, Conscious Development (USA & India)

**Peter Whitt:** Senior Program Officer, St. Luke's Foundation, Consultant - Enlightenment Consulting Group (USA)

**Preeti D'mello:** Head of Diversity & LeaD Academy, Tata Consultancy Services (TCS), Chair - FICCI D&I Working Group on Gender Parity

**Satyashiv D'mello:** Founder, YouUbuntu and Lead for Well-being, Culture & Diversity, Conscious Development (USA & India)

**Sreela Das Gupta:** Lead - Disability Inclusion / Diversity SME, Tata Consultancy Services (TCS)

**Tim Carr:** Senior Faculty - Leadership Development, Conscious Development (UK)

**Zainab Patel:** Director of Diversity & Inclusion, KPMG India; Co-Chair, FICCI D&I Working Group on LGBTQ



# Past Participation

*In Alphabetical Order*

- Aadhar Housing Finance
- Abbott Healthcare
- American School of Bombay
- Aon Consulting
- Aspire IT Services
- Azure Power India
- Bosch India
- CEAT
- Canara HSBC Life Insurance
- Catholic Health Association of India
- Hindalco Industries
- Hindustan Unilever
- HP India
- Kotak Mahindra Life Insurance
- Lintas India
- Netflix India
- Publicis Sapient India
- Reliance Industries
- Robert Bosch Engineering and Business Solutions
- The LaLiT Suri Hospitality Group
- Tribhovandas Bhimji Zaveri (TBZ)
- Uniphore
- Willis Towers Watson

*“A very well structured and orchestrated program. Great learning. Right from understanding biases are normal, polarity mapping, policy coverage, allyship, preferred nouns, myths about Disability, ecosystem building for all diversity, job mapping, accessible communication to all, time log, data analysis and representation in the story form.”*

- Nita Baluni, Head - HR, The Lalit Hotels  
Program Alumna



# Panel Discussion & Round Tables: Past Speakers

*In Alphabetical Order*

- Aradhana Lal, Vice President- Brand, Communications & Sustainability Initiatives, Lemon Tree Hotels
- Dr. Ritu Anand, Chief Leadership & Diversity Officer: Tata Consultancy Services (TCS)
- Keshav Suri, Executive Director: Lalit Suri Hospitality Group & Founder: The Keshav Suri Foundation
- Nitu Bhushan, Regional HR Director: Abbott Pharmaceuticals
- Nidhi Goyal, Founder & Director: Rising Flame
- Parmesh Shahani, VP: Godrej Industries & Head: Godrej India Culture Lab
- Rama Chari, Founder & Director: Diversity & Equal Opportunity Centre
- Shreya Soni, Founder & CEO, DSSC Marketing
- Vinita Bimbhet, India Chair: India ASEAN Women's Business Forum & Past President: FICCI Ladies Organisation (FLO)

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*"The DE&I Certification Program jointly run by FICCI-Conscious Development was a thoughtfully planned and meticulously executed journey, for over a month. The Program successfully emphasised that there can never be a one-size-fits all approach to DE&I strategy; context matters, given how culturally complex organisations are and, that in itself calls for customised internal solutions.*

*It focused on a good blend of theory (ideology, statutes, laws, etc) and Evidence-Based Interventions with an eye on business outcomes. This to my mind was one of the key differentiators; the other being access to a global faculty pool with as many cultural perspectives on the subject - both of which made for interesting and insightful learnings / reflections.*

*This is a Program I would definitely recommend for OD, Change and DE&I professionals as part of their development toolkit."*

- Mark T Fernandes, Senior Vice-President, Human Resources, Kotak Life Insurance  
Program Alumnus



## Fee Structure:

INR 38,000 + GST

This fee is non-refundable

## Register Here:

<https://training.ficci.com/di/>

## For Further Details:

Contact us at [di@ficci.com](mailto:di@ficci.com)