

EY's Outcome-oriented Pursuit of DEI





COMPANY PROFILE



Year of incorporation in India:
1995



Country of origin:
UK

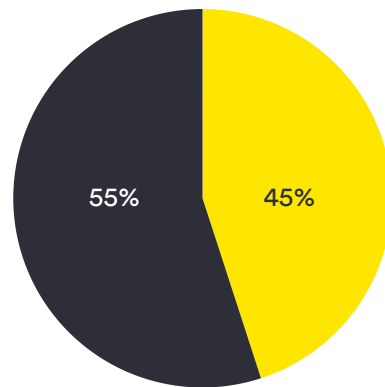


No. of employees in Indian operations:
93,337



Website:
www.ey.com/en_in

Impressive Gender Diversity Ratio at EY



■ Men ■ Women

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EY is one of the largest professional services firms in the world, referred to as one of the Big 4 accounting firms.

In 2002, a woman professional at EY GDS India walked into the office carrying her baby. This led EY to establish in-office creches, and has been pivotal in the organization's journey toward inclusiveness.

Targeted initiatives for women:

REWRITE and Back in Game (BIG):

Returnship programs to bring women on breaks back into the workforce

RecruitHER:

A targeted hiring initiative to build strong pipeline of women talent across levels

Women Leadership Development programs and Career Watch:

EY advancement and career sponsorship programs, respectively, for women professionals in senior roles



In addition, several other measures such as blind profiling of resumes, the practice of hiring only women professionals in place of women who exit and having women diversity champions in hiring interview panels have helped boost gender diversity at EY.

Targeted focus on PwD and LGBTQ+ inclusion:



“As a trans person, I am not just asking for society to respect me or accept me; I demand that you do. Because I would not wish upon anyone the amount of pain and trauma I've been through in my life. I am not trying to put on a facade and be somebody else. This is my life, and I don't have a choice.

Being part of EY has been such an eye-opening experience. I have been welcomed and accepted, both by my team and other colleagues. It's quite calming to know that there are people around that I can reach out to any time, and it doesn't necessarily have to be work related. A big shoutout to my boss who's always been there to hear me talk about my struggles – and achievements. She's been there since day one and knows how to deal with matters related to minorities.”

Lemuel Correya, EY GDS India Executive Assistant

Initiatives:



EY Neurodiverse Centre of Excellence to hire candidates with autism and ADHD



Leveraging allyship to promote disability confidence and LGBTQ+ inclusion



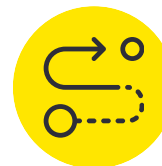
Reciprocal mentoring to connect leaders with members of the PwD and LGBTQ+ communities



Assistive technology to enable digital accessibility in all documents and communications



AI-enabled sign language avatar bot that translates text to voice, and voice to sign



Focused roadmap for transgender and neurodiversity hiring



Physical facilities such as ramps, ergonomic furniture, accessible restrooms and auditory/visual features in elevators

Unique inclusive initiatives at EY:

Apart from established measures such as non-conscious bias training, real-time monitoring of DE&I metrics and bias mitigation tech tools, EY has unique programs such as:



Uplift social equity: A storytelling campaign featuring EY employees from diverse and underrepresented backgrounds.



All in Moment: An EY tool on simple five-minute team practices that can help ensure that all voices in the room are heard.



Family, As You Define It: Informal forums, webinars, counseling, and sensitization programs that empower employees to define their own concept of family, through conversations that range from relationships, parenting, to menopause, infertility, and even pet parenting. These conversations lead to policy enablement.



Inclusion Challenge: As part of gamifying DE&I sensitization internally, employees log onto a platform to complete micro-challenges, to learn practical ways to adopt inclusive practices in everyday routines.



Theatre-style sensitization workshops to drive awareness on equity and inclusion.

DEI tracking:

- ✓ Data analysis of recruitment, retention and promotion rates among diverse groups
- ✓ DE&I surveys and feedback mechanisms
- ✓ Performance metrics
- ✓ External benchmarks
- ✓ Feedback from employee listening forums and DE&I progress reports
- ✓ Success stories

The Leader's Stance

"At EY, diversity, equity and inclusiveness is about acknowledging and valuing the unique differences that every individual brings to the table. We are committed to creating an environment where everyone feels valued for who they are. By teaming inclusively and leveraging diverse perspectives, we foster innovation to address our most challenging issues."

To cultivate inclusive behaviors within your teams and to ensure that every voice is heard, activate your internal ally and community engagement groups to embody your organization's values. These platforms can offer support, insights and connections to both those looking for them, and also to those passionate about building safe spaces at work. Remember, the journey of DE&I is continual, and it is through collective effort and shared vision that we can effect meaningful change."

Ajay Anand, EY GDS Global Vice Chair



Avtar’s role in advancing EY’s DEI goals:



Programs such as the ‘Intentional Career Pathing’ program have been a game-changer for EY’s mid-senior women professionals, empowering them with tools to navigate their careers with intentionality.



Strategic insights from Avtar & Seramount's benchmarking studies BCWI and MICI, enabling EY to measure and understand their standing in the marketplace and driving continuous improvement in DE&I efforts.



Helping EY source a diverse talent pool, thereby enriching the hiring process.

KEY TAKEAWAYS



Outcome-focused steps to offer well-rounded support to women at every level.



Intentional strategies to support PwD and LGBTQ+ individuals, along with extensive focus on gender equity.



Embracing fun ways to promote inclusiveness, such as gamification, storytelling and theatre.

