

[ PARITY ]

# Unlock Inclusion Unleash Potential

BUILD AN INCLUSIVE ORGANIZATION  
WHERE DIVERSITY CAN  
THRIVE & ACCELERATE YOUR BUSINESS.

## OUR MISSION

# 1 Million Inclusive Professionals

Diversity is no more a choice. Multiple studies have corroborated the business value of diversity. However, diversity by itself is not a positive force unless harnessed by a culture of inclusion.

As microcosms of society, organizations have a great opportunity to influence large populations. We see our work with organizations as a step towards creating inclusive societies and ultimately an inclusive world.

Parity partners with organizations to build an inclusive ecosystem where diversity can thrive and accelerate business outcomes. Our custom created solutions have been leveraged by several organizations to build safe workplaces, expand leadership pipelines and foster inclusive cultures.

And, towards that, we've set ourselves an ambitious mission of transforming 1 Million professionals into Inclusion champions, who will then build inclusive societies.

## OUR OFFERINGS

### 1. D&I CONSULTING

Articulate your diversity & inclusion vision to align with your business goals

#### ***Inclusion Audit***

Assess current stage in your Inclusion Maturity Matrix to further drive your DnI Agenda

#### ***Inclusion Advisory & Execution***

Design appropriate strategies to execute the inclusion agenda

### 2. INCLUSIVE WORKPLACES

Build an inclusive workplace for business to thrive

#### ***The Hidden & The Unknown***

Surface unconscious biases to manage it and build inclusive behaviors

#### ***Playing FAIR***

Build diverse and inclusive leadership

#### ***Yin & Yang***

Build a holistic leadership approach that melds the masculine and the feminine

#### ***Working with Pride***

Build an environment that is respectful & responsive to the LGBTQ+ community

#### ***The XYZ of GQ!***

Unlock the power of generational diversity in your workplaces by sensitising employees on the distinctive values of generational cohorts

### 3. WOMEN LEADERSHIP

Retain, nurture and grow your women leadership pipeline

#### ***Pathways to Success***

Build career resilience and intentionality in women talent

#### ***Scaling Heights***

Strengthen capability In senior women talent

#### ***CoachHer***

Align competencies to aspirational leadership roles

#### ***Scaling The Maternal Wall***

Support and retain your women employees during their maternity phase

### 4. PREVENTION OF SEXUAL HARASSMENT

Not just compliance but effective compliance

#### ***Unwelcome – Aware***

Prevention through comprehensive and holistic sensitization modules

#### ***Unwelcome – Equip***

Equip your Internal Committee (IC) to thoughtfully investigate complaints of sexual harassment

#### ***External Member Service***

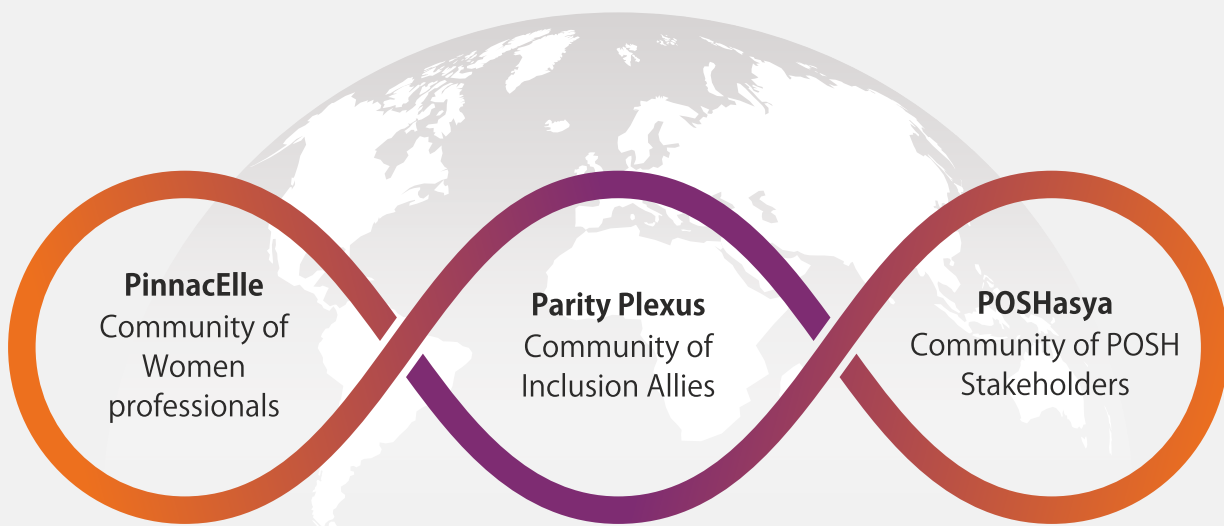
Choose from our pool of empaneled resources to serve as External Members

#### ***POSH Advisory Services***

Partner with us to build safe and respectful workplace cultures

## DIVERSITY AND INCLUSION COMMUNITIES

Parity Communities are dedicated to promote diversity and inclusion.



# OUR CLIENTS

		 ADITYA BIRLA GROUP	 firstsource Stay Ahead	
		 STARTUPS CLUB		 WELSPUN Dare to Commit
 roofandfloor.com Let's get you home				
 Reliance Industries Limited				

“The four-month program was very well received, and participants reported significant increase in self-awareness around their career intentionality, aspirations and improved career resilience. A valuable element of our gender inclusion journey which we intend to continue to leverage.”

“The program has garnered much appreciation from our women leaders not only because the content was one of its kind but more so for the abilities of the trainer to deal with complex matters with ease. The group of women who went through this program will now assume the role of mentoring more women in the organization.”



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