



K J SOMAIYA INSTITUTE OF MANAGEMENT

presents

10th International HR Conference
'Diversity, Equity and Inclusion'

23rd and 24th January, 2023



AACSB
ACCREDITED

Diversity, Equity and Inclusion (DEI) – Making Invisible, Visible!

“When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization.”

- Pat Wadors



Somaiya Vidyavihar University

A new milestone in a glorious ongoing journey established in 2019, Somaiya Vidyavihar University, Mumbai, is a self-financed autonomous university recognized by the University Grants Commission (UGC). Somaiya Vidyavihar, with over six decades of rich experience in building and managing educational institutes of great repute, is the sponsoring body. Operational from 26th August 2019, Somaiya Vidyavihar University is a place where you can explore new possibilities, pursue your passion, and above all, find yourself.

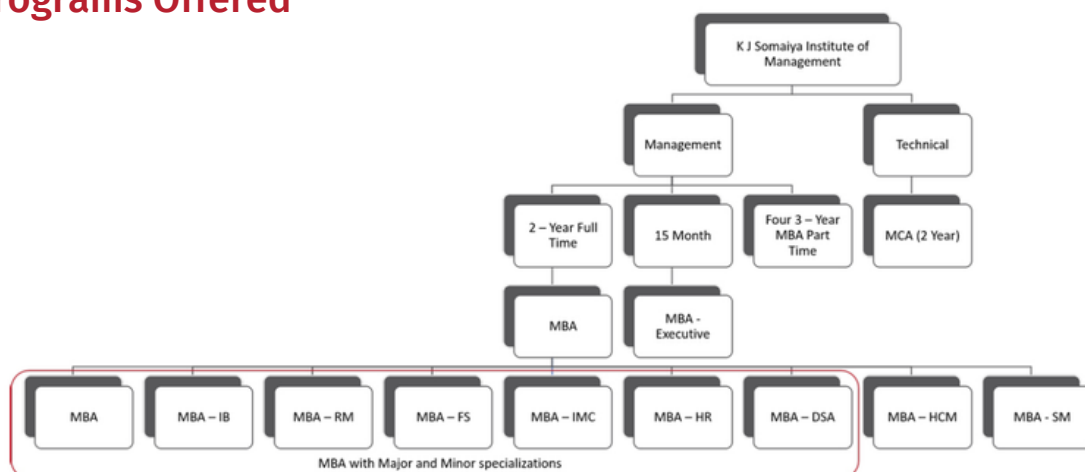
Somaiya Vidyavihar University is located in the heart of Mumbai and boasts of a sprawling green campus. The university is equipped with excellent educational, recreational, community, health, and sports facilities. Somaiya Vidyavihar offers students the flexibility to simultaneously earn degrees and certifications in multiple disciplines offered by our constituent colleges.



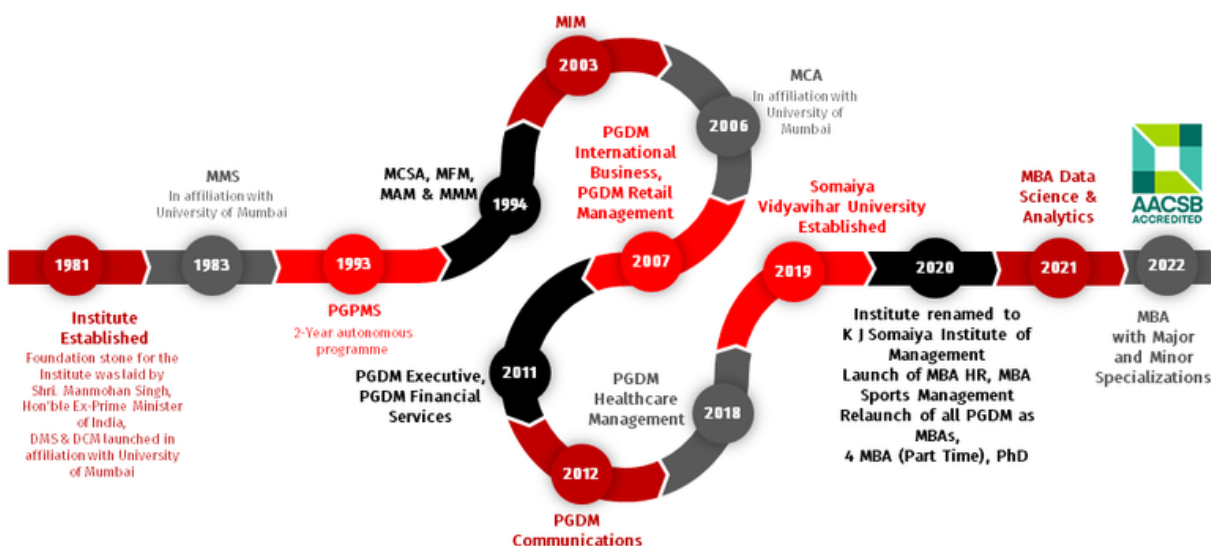
K J Somaiya Institute of Management

K J Somaiya Institute of Management was established in 1981 as a part of Somaiya Vidyavihar (now affiliated to the Somaiya Vidyavihar University since August 2019) with the objective of providing state-of-the-art education in management and allied areas. The institute is consistently ranked among the Top 25 management institutes and Top 10 private sector B-schools in India. The institute offers Doctoral Programmes, full time, part-time, and executive programs in Business Management with specializations in International Business, Retail Management, Financial Services, Integrated Marketing Communications, Healthcare Management, Sports Management, Finance, Human Resources, Operations, Marketing, Data Science and Analytics and Executive MBA programmes along with a Masters in Computer Applications. Apart from the regular programmes, the Institute offers customized and industry-specific certificate and executive development programmes for government bodies, companies, defence personnel, and NGOs. K J Somaiya Institute of Management becomes the 19th B-School in India to earn coveted **AACSB accreditation**.

Programs Offered



Important Milestones & Beyond



Introduction to the Conference

An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.

~ Martin Luther King, Jr

In India, Europe and Africa diversity is a part and parcel of the nation and is in the natural disposition of the people. Diversity in language, ethnicity, culture to name a few has successfully contributed in increasing the global output through creativity and innovation, better decision making, faster problem solving, improved hiring practices, employer brand building and augmented profits. But, sensitivity towards inclusion and equity in a competitive world is still in its nascent stage. It is true that there is growing awareness the world over about DEI but often it only remains a discussion topic and lacks implementation due to various bottlenecks.

In a globalised world where culture is at the core of organizational development, nurturing diversity and creating an equitable and inclusive environment is imperative for overall organizational effectiveness. Conscious efforts must be made to address DEI not only in organizations but in the society at large. Every individual must be stimulated to examine their own unconscious biases and be cognizant of unintended harm that they may be causing to fellow beings.

There are several organizations that are effectively and creatively addressing DEI at the workplace through various training programmes, awareness campaigns and various other initiatives, and in effect improving the social fabric. Emphasis on DEI at the workplace broadens market reachability, enhances development in all spheres and increases employee engagement.

The 2030 Agenda for Sustainable Development laid down by the United Nations recognizes the need for DEI to create an improved world and has given several directions for achieving the same. Reducing inequalities of every nature has been highlighted among the 17 identified Sustainable Development goals. In alignment with this, the theme for the 10th Annual HR Conference has been conceived.

This conference aims to bring together practitioners, academicians, consultants and students who can exchange their experiences of working in the DEI space and also actively motivate and collaborate with each other to normalise the concept of DEI such that everyone feels safe and included everywhere in the world. This conference aims to address issues which can steer our thinking towards creating a world free of discrimination and biases and celebrate diversity in its true sense.



Pre-conference event

Online Panel Discussion

Friday, 23rd Sept, 2022

5:30 PM – 7:00 PM IST

[Click here](#) to view the recording

Panelists



Dr. Lakshmi Balasubramanian is a **Lecturer and Researcher at Stanford University**, and presented a dissertation research on inclusive education for diverse disabilities.

Through her notable research, she proposed a framework that highlighted accessibility of education for students with disabilities, **practices to make the education more inclusive** and provision of a support structure to implement the practices. Dr. Lakshmi has proposed to restrict every barrier that prevents an inclusive education setup and pivoted on embracing an **inclusive pedagogy for students with disabilities**.



Monika Navandar is a **certified coach** with **17 plus years** of **industry HR experience** and has led various leadership roles in India, USA, Italy, Singapore, Dubai and South Africa.

She is the founder of **NeoSeven Solutions**, a premium HR and Business Consulting firm. Monika has worked on books such as '**Cultural Agility**' and '**Diversity Beyond Tokenism**', her life journey is captured as an inspirational story in a book called '**Block Chain Reaction - The Future of How We Live and Work**'. She has been on the Harvard Business Review Advisory Council for 5 plus years and she is a frequent DEI Speaker at worldwide platforms.



Trishala S is the **Training and Partnerships Officer** at **PeriFerry**.

She is an Artist, Human Resource professional and a grassroots community worker, she has always been moved by businesses and initiatives that solve real world problems. Trishala graduated with a Masters in Human Resources and Organization Development from M.S.S.W in 2017. She has also worked with **Kaya Skin Clinic** as a HR professional from 2020-2021. She is on a constant look out for new approaches and ideas to make **inclusive recruitment** a part of any company's agenda. She strongly believes that an **environment that fosters a diverse culture** is sure to **succeed and impact human evolution**.



Mrs. Rekha Vijayakar, with over **33 years of experience** in the field of education, currently serves as **assistant director of ADAPT** (former spastic society) and is a significant contributor in receiving British Council International Award for her school.

She has worked **8+ years as the senior director of a special needs children center** and introduced non-conventional teaching programmes like the play-way method, **theory of 5 senses and inclusion programs**.



With over **32 years of working with ITC**, **Mr. Sivakumar** is currently working as Group Head - Agri & IT Businesses at ITC Limited.

Before joining the corporate ladder, he has been part of farmers' cooperative and **pioneered farmer empowerment initiative called E - Choupal** during his time as Divisional Head at ITC. He currently serves as board member for the Advisory Council to the Ministry of Rural Development on the National Rural Livelihood Mission. He has also been part of numerous boards including **SEBI, IRMA, NABARD, World Economic Forum and UN's Global Compact' Core Advisory group**.

Moderator



Founder and director of Mann - The Mind, a training and consultation firm, **Dr. Vipul Vyas** is an **HR facilitator and coach** and works for Management Development programmes.

With over **5000+ clientele base**, Dr. Vipul Vyas has delivered no. of training sessions to HR trainers, corporate professionals, faculties spread across a wide spectrum of sectors. His Management Development programmes has been facilitated in some renowned organizations such as **TATA, Indian Oil, Adani, Kotak Life, Pfizer** among many others. He has also conducted a number of sessions on **emotional intelligence** and its importance in a learning setup.



Conference

Venue: K J Somaiya Institute of
Management, Mumbai Campus

23rd - 24th Jan, 2023

9:30 AM – 5:00 PM IST



Keynote Speaker

Dr. Saundarya Rajesh

Founder-President at **Avtar**

Working for Indian Women Professionals, Dr Saundarya Rajesh pioneered the concept of second career programs in India to help gauge career breaks and second career options for women.

She has worked with numerous leading organizations such as Accenture, Deloitte, IBM, EY, PepsiCo, Cognizant, JSW, Max Life, Jubilant, Nestle and many more.

Besides her work in creating and filling opportunities for women, she has created DEI solutions through **Avtar- Business consulting for Diversity**. Some of the initiatives taken included “A&B (Allyship & Belongingness of Inclusion) of Inclusion”, “Non-conscious Bias Training”, “Men as Gender Advocates” “Multi-generational workforce training.” She worked on country’s largest gender analytics study, “**BCWI – Best Companies’ for Women in India**”.

Dr Saundarya Rajesh has been recognized under “**#100Women Achiever**” by **India’s Ministry of Women and Child Development** and is also listed in the **United Nation’s “Women Transforming India”**.

Along with mentoring and working with corporate leaders, through **Project Puthri**, she worked towards empowering young girls from underprivileged background towards a career driven path.



Speaker

Dr. Ritu Anand

Senior Vice President, Chief Leadership & Diversity Officer at **TCS**

In this role, she is responsible for identification and development of senior leaders in **TCS**. In addition to this, she is leading diversity for the entire organization, enhancing all aspects of diversity in workforce, with a focus on creating more women leaders in the Leadership Pool – with a commitment to build and sustain a robust leadership pool with diverse representation from all employee segments.

Prior to this role, she was Deputy CHRO and led Talent Management and Total Rewards functions in TCS where she was recognized for progressive policies for women and GenY workforce, competency, performance, compensation, and leadership practices. She is a well-renowned speaker at various global forums, sharing her visionary views on the future of workplace, talent, and inclusion. Featured on the **SAP Game Changing Women Radio**, she has written for various international magazines on evolving face of workplaces and culture of diversity.

She serves as an independent director and an advisory board member for few organizations. She was selected as one of the **20 Top HR Influencers** chosen by **HR 40under40** and recognized as one of the **LinkedIn Top Voices of India** on **LinkedIn** for two consecutive years.

An iconic leader, a charismatic speaker in the HR community and a doctorate in psychology, Dr. Ritu has been pivotal in bringing diversity, equal opportunity, and advancement of women in corporate leadership along with being a role model to many aspiring young leaders.



DEI Certification Workshop

A **certification workshop** on **DEI** will be conducted in collaboration with **Axis Bank Ltd.**

The **contours** of the workshop are as below:

Context Setting

- Explaining DEI and its meaning in Indian context
- Parameters of Diversity and Inclusion

Impact of DEI on Org Performance

- Parameters of Org Performance
- Triple Bottom line
- Positioning diversity as a business imperative

Building Inclusive Organizations: The Structural Approach

- Road blocks and challenges in creating an Inclusive organizations.
- How to ensure inclusion as a key organizational policy

Conclusion and Way Ahead

- Role of Chief Diversity Officer
- Diversity Audit

Date & Duration: Jan 23, 2023, 6 hours

Facilitators from Axis bank: Ms. Vaijayanti Naik, SVP and Head-Wholesale Banking and Harish Iyer, Head DEI

Venue: K J Somaiya Institute of Management, Mumbai Campus



SOMAIYA
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K J Somaiya Institute of Management



AXIS BANK



Online Workshop on Big Data Analytics for Qualitative Research in DEI

Objectives of the workshop are:

Jan 16: Introduction to Big Data Analytics Methods for DEI research (5 to 7 pm)

- What is Big Data Analytics; how does it differ from statistical analysis?
- Sources of text data that can be used for DEI research.
- Methods of analysing text data: visualization, summarizing, content analysis/ topic modelling and sentiment analysis

Jan 17: Demo & Live Lab on Sentiment Analysis using Twitter data (5 to 7 pm)

- Scrapping text, relevant to DEI, from Twitter
- Preprocessing of text
- Generating visualizations
- Conducting sentiment analysis and interpretation
- Python code will be used for demo and live lab.



Date & Duration: Jan 16th and 17th, 5-7 pm IST on Zoom

Facilitator: Dr Smruti Bulsari, Senior Research Officer in the ESRC Business and Local Government Data Research Centre, University of Essex

Call for Submissions

Qualitative and quantitative research papers or case studies or practitioner papers are invited from industry practitioners, academicians, research scholars, consultants and students on the following broad themes. The list of themes and subthemes is **indicative but not exhaustive**.

Themes

Identity & Belongingness

- Individual, Community & Society based orientations towards Culture, Ethnicity, Race, Age, Gender, Sexuality, Disability, Neurodiversity, Discrimination, Unconscious Biases, Religion, Micro aggression
- Bridging rural- urban divide
- Role of Mass media
- Justice and Rights
- Living in a world full of 'isms' and 'hashtags'

Educational Environment Orientations

- Inclusive teaching learning process
- Language and literature
- Role of administrators
- Policy makers and teachers in promoting DEI
- Designing DEI based curriculum and instructional framework
- Role of technology

Organizational Initiatives

- Inclusive leadership
- Changing mindset and shifting organizational culture and climate
- Handling power and privilege
- Hybrid workforce policies
- Multi generational workforce challenges
- Compensation policies

Any other related theme



Submission Guidelines

- Only original, unpublished work is sought. Any proposal submitted to present identical or substantially similar work already published, under review for another conference or publication will not be considered.
- Submissions are invited across **three categories**:
 1. **Research papers**:
 - We accept empirical papers, conceptual papers and working papers
 - **Extended abstracts** including review of key literature, methodology, major results, discussion, implications, limitations and key references (APA format)
 2. **Case studies**:
 - **Summary** including background information, protagonist(s), dilemma/ challenge/ opportunity, choices and relevant data
 3. **Practitioner papers**:
 - **Synopsis** including thrust area, objective or purpose of the policy/ practice, approach, implementation and stakeholder impact
- Extended abstract of research paper or summary of case study or synopsis of practitioner paper of at least **1,500 words** in Microsoft Word format should reach us latest by **15th November, 2022**.
- By submitting, the author makes a good faith commitment to present his/her work at the conference.
- All submissions will be peer reviewed.
- Names of the authors, their addresses (postal and email), and phone numbers should also be indicated. Each submission should have at least three-five keywords.
- All the accepted submissions will be published in a compendium with an ISBN number.
- One author can make a maximum of two submissions.
- In a joint submission at least one of the co-authors should be registered for the conference.
- The conference is in **offline mode**, but one track for presentations will be in **online mode**.
- The institute has a strict anti-plagiarism policy so the originality of the work should be ensured by the authors.
- [Click here](#) to upload your **submissions**

Conference Submission Details

Last Date for Submission	Acceptance Decisions	Early Registration Window Closes	Last Registration Deadline
15th November 2022	10th December 2022	15th December 2022	23rd December 2022

[Click here](#) to **submit**

Conference Fee Details

- The payment link will be sent with the acceptance of the submission.
- Registration Fee includes GST, admission to the conference, workshop sessions & softcopy of compendium.
- * Full-Time Research Scholars: Only full-time doctoral students would be considered as research scholars. Kindly upload a certificate of student status from the head of the department with a seal, on the letterhead of the institute. Alternatively, you can also upload your Student ID Card (both sides)

Conference Fee Details

Nationality	Category	Early Bird Registration (Before 15th December 2022)	Registration (After 15th December 2022)
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Delegates from Indian and SAARC Countries	*Full Time Research Scholar	₹ 1500	₹ 3000
Delegates from Indian and SAARC Countries	Academician or Alumnus	₹ 4000	₹ 8000
Delegates from Indian and SAARC Countries	Industry	₹ 8000	₹ 20000

Delegates from other Countries	*Full Time Research Scholar	\$100	\$200
Delegates from other Countries	Academician or Alumnus	\$150	\$250
Delegates from other Countries	Industry	\$200	\$300

Note: 20% reduction in conference fees for those presenting in online mode.



Award Categories

- Research Paper
- Budding Researchers - MBA students
- Case Study
- Practitioner Paper

One selected submission from each category shall receive the Award nominated by the jury after carefully scrutinizing all aspects of the submission and the presentation.

Publication Opportunities



Journal Name: Equality, Diversity & Inclusion

Publisher: Emerald Publications

Category: B, Scopus Indexed



Journal Name: International Journal of Cross Cultural Management

Publisher: Sage Publications

Category: B, Scopus Indexed



Journal Name: Employee Relations

Publisher: Emerald Publications

Category: B, Scopus Indexed

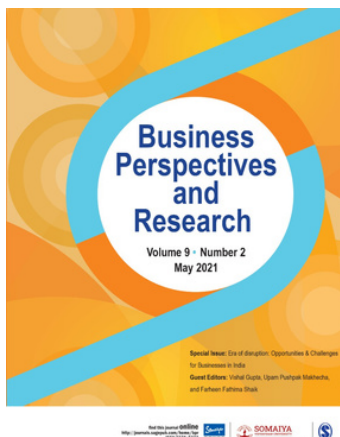
Publication Opportunities



Journal Name: Human Resource Development International

Publisher: Taylor & Francis Publication

Category: B, Scopus Indexed



Journal Name: Business Perspectives and Research

Publisher: Sage Publications

Category: C, Scopus Indexed

**Case Research
Centre**

K J Somaiya Institute of Management

Journal Name: K J SIM Case Centre

Guidelines for the author(s) interested in publication opportunities:

1. You are invited to submit your full paper/case study latest by December 31
2. Only the submissions shortlisted (highest rated) at the conference will be shared with the partnering journals for their consideration
3. Author(s) whose work is found to be relevant and interesting by any journal shall be invited to submit their full paper to the respective journal as per its specifications
4. Only papers that meet the rigour and requirement of the concerned journal will be considered for publication. The decision of the journal will be final and binding

Conference Convener

Prof. Vidhya Thakkar

Prof. Nikhil Mahindroo

Organizing Committee

Prof. Hemangi Bhalerao

Prof. Preeti Rawat

Prof. Shailaja Karve

Prof. Shiji Lyndon

Prof. Sumagna Bhowmick

Prof. Seetha Pachchhapur

Prof. Fallan Carvalho

Prof. Meghna Goel

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[Click here](#) to **register or submit**



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Note: The Conference in January is planned in Offline mode at the campus in Mumbai, but it may be shifted to Online mode if there is any Government instruction or any situation similar to Covid 19

Designed by:

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