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[For Immediate Release]

Community Business Announces Finalists for the 2020 D&I in India Best Practice Awards Celebrating Best Practice in Diversity and Inclusion in India

Bengaluru, India, 12 October 2020 – Community Business, a leading not-for-profit organisation advancing responsible and inclusive business practices in Asia, today announced the finalists of its [2020 D&I in India Best Practice Awards](#). Introduced to celebrate best practice in diversity and inclusion (D&I) in India, the winners of each category will be announced at the [2020 D&I in India Best Practice Awards Ceremony](#), on Tuesday 8 December virtually. Ahead of the awards announcement, there will be a [Virtual Conference](#) showcasing the insights and learnings on the successes of companies leading the way in developing D&I best practice in India on Monday 7 December.

“Building on the success of the Awards over the last two years we are delighted to have received such trailblazing nominations in 2020. The calibre of submissions was incredibly high and the competition was closer than ever. It is encouraging to see more and more companies in India in a position to share their best practice and celebrate the advancements made in diversity and inclusion. I look forward to the Best Practice Virtual Conference and Awards Ceremony in December.” said **Vijaya K Matt, Country Head, India at Community Business.**

We received high quality nominations across eight award categories of the D&I in India Best Practice Awards. Community Business is pleased to announce the following finalists (**in alphabetical order**) for each award:

1. **Employee Network Award**

To recognise a specific employee network in India that has not only proactively promoted diversity and inclusion, but also acted as a business partner - aligning its activities to the priorities of the business.

Finalists:

- **AIG** for India Women & Allies ERG
- **American Express** for Women’s Interest Network (WIN)
- **Northern Trust** for Northern Trust India Pride BRC
- **SAP Labs India** for SAP Early Talent Ambassador Network

2. **Advancement of Women Award** sponsored by **Northern Trust**

To recognise a specific initiative that has had a positive and measurable impact on supporting and promoting the advancement of women in the workplace in India.

Finalists:

- **Credit Suisse** for The RISE Programme and Project Greenlight
- **Intel** for Intel India Women Progression and Advancement
- **SAP Labs India** for iLead@SAP



3. **Disability Confidence Award** sponsored by **Credit Suisse**

To recognise an organisation that has demonstrated a specific initiative to building disability confidence and promoting disability inclusion, within the workplace and beyond.

Finalists:

- **Accenture** for Abilities Unleashed
- **Ernst & Young** for Purple Champions
- **Sodexo** for Ability is in Everyone

4. **LGBT+ Inclusion Award**

To recognise an organisation that has adopted a specific initiative to creating an inclusive workplace for LGBT+ employees in India.

Finalists:

- **Goldman Sachs** for Pride in Inclusion 2019
- **IBM** for Proud to be an Ally
- **Salesforce** for Queervāna: LGBT+ Health and Wellbeing
- **Walmart** for Hiring & Enablement of Transgender Professionals

5. **D&I Pioneering Initiative Award**

To recognise a specific initiative that demonstrates a bold, new, different or creative approach to promoting and/or advancing diversity and inclusion in the workplace in India.

Finalists:

- **Ernst & Young** for GigNow
- **Northern Trust** for SKY IS THE LIMIT
- **Wells Fargo** for Veteran Inclusion –from battle fields to corporate corridors

6. **Promoting Social Inclusion Award**

To recognise a specific corporate initiative that has had a positive and measurable impact in promoting the social inclusion of a diverse or under-represented group in the wider community in India.

Finalists:

- **Ernst & Young** for EY Ripples – Student Mentoring Program
- **R.R. Donnelley** for Digital Jobs in the Himalaya
- **SAP Labs India** for Code Unnati

7. **D&I Champion of Change Award** sponsored by **Intel**

To recognise an corporate professional who has been a visible and committed champion of change in advancing diversity and inclusion in the workplace and beyond in India.

Finalists:



- **Natasha Pinto** from **Refinitiv**
- **Poonam Pouplard** from **Credit Suisse**
- **Vieshaka L Dutta** from **Publicis Sapient**
- **Vihaan Peethambar** from **Goldman Sachs**

8. D&I Business Leader Award

To recognise a business leader/senior executive who has demonstrated personal passion and used their influence to promote diversity and inclusion in the workplace and beyond in India.

Finalists:

- **Christina Ruggiero**, Chairperson and CEO from **Hindustan Coca-Cola Beverages**
- **Sheenam Ohrie**, Vice President for Dell Digital Services Self-Service from **Dell Technologies**
- **Sindhu Gangadharan**, SVP and Managing Director from **SAP Labs India**

As the final stage in this rigorous assessment process, all finalists were invited to present to a [Judging Panel](#) comprising:

- at least one external expert/experienced D&I corporate professional
- one senior leader from the Award sponsor
- at least two representatives from Community Business

For details about the 2020 D&I in India Best Practice Awards, please click [here](#).

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About Community Business

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia, Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides consulting and training. Our focus on responsible business is aligned to four mission-led themes:

- Building responsible leadership
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.

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