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

**Bengaluru, India, 9 December 2020** – Community Business, a leading not-for-profit organisation advancing responsible and inclusive business practices in Asia, yesterday announced the winners 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 were announced at the [2020 D&I in India Best Practice Awards Ceremony](#), sponsored by Refinitiv, on Tuesday 8 December virtually. Ahead the awards announcement, there was a [Virtual Conference](#) showcasing the insights and learnings from the finalists of the [2020 D&I in India Best Practice Awards](#) on Monday 7 December.

The [Virtual Conference](#) featured a keynote address from Hitesh Ramchandani, a Paralympic Medal Winner and a Global Motivational Speaker. He shared his journey on overcoming his challenges and creating an extraordinary life. Following Hitesh's keynote, participants attended breakout sessions featuring best practice sharing from the finalists of six award categories: Advancement of Women, D&I Pioneering Initiatives, Disability Confidence, Employee Network, LGBT+ Inclusion and Promoting Social Inclusion. The conference also featured a session entitled "Should Religion Be on Your Corporate D&I Agenda?" conducted by Kate Vernon, Executive Director of Community Business and Dramanon, one of the top emerging theatre companies in India.

The [Virtual Awards Ceremony](#) featured an Indian sign language tutorial from Shashwati and a performance from Dance out of Poverty Team. Please view a recording of the event on [Community Business' YouTube page](#).

*"We were deeply encouraged to see the great work that continues to be done by companies here in India to advance diversity and inclusion in the workplace – even in the most challenging of circumstances. We congratulate each and every company that submitted a nomination and demonstrated that they are putting diversity and inclusion at the heart of their business strategy."* said **Vijaya K Matt, Country Head, India at Community Business**.

*"We are delighted to be partnering with Community Business for the 2020 D&I in India Best Practice Awards. In this time of increasing social change and uncertainty, particularly what we have seen this year, it is even more important to recognise leaders in this field who are authentic about diversity and inclusion in the workplace. These awards are a celebration of exceptional dedication, both outstanding organisations and outspoken individuals who are going above and beyond and walk the talk for diversity and inclusion in India."* said **Jyothi Sivaramakrishnan, Head of India HR at Refinitiv**.

High-quality nominations were received across eight award categories for the D&I in India Best Practice Awards, now in their third year. Community Business announced the following winners 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.

**Winner:**

- **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.

**Winner:**

- **Intel** for Intel India Women Progression and Advancement

**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.

**Winners (in alphabetical order):**

- **Accenture** for Abilities Unleashed
- **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.

**Winner:**

- **Goldman Sachs** for Pride in Inclusion 2019

**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.

**Winner:**

- **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.

**Winner:**

- **R.R. Donnelley** for Digital Jobs in the Himalaya



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

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

**Winner:**

- **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.

**Winner:**

- **Sheenam Ohrie**, Vice President for Dell Digital Services Self-Service from **Dell Technologies**

All winners were selected from a shortlist of finalists by a [Judging Panel](#) comprising of one senior leader from the award sponsor, senior executives from Community Business and at least one external expert. The two events provided the opportunity for key stakeholders, including business leaders as well as D&I leaders and professionals from across India, to learn from the best practices of the finalists, and consider what they can apply to their own organisations.

For more information about **2020 D&I in India Best Practice Awards**, please visit [our website](#).

To view the **2020 D&I in India Best Practice Awards Ceremony**, please visit our [YouTube Channel](#).

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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](http://www.communitybusiness.org).

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