

# WOMEN

## Shaping the Future with Influence, Parity and Equality.

The changing times has seen women taking the forefront in decision making, not only in the professional world, but also on the home front. In most of the countries across the globe, majority of the household buying decisions are now being made by women. This clearly shows their growing power. Despite the remarkable strides in social position they have made in the past century, women sadly still appear to be underestimated in the workplace. According to a recent research<sup>1</sup>, the number of women in senior roles in companies has risen by just 3% in the last five years.

Although various companies are introducing gender diversity, women retention strategies and gender parity polices, the transformational change should occur at senior levels, as that's where the policies are created and shaped up. Targeting senior business leaders would enhance businesses to recognize opportunities for women in leadership roles. Additionally, when diverse teams work together towards achieving the same goal, it deepens the capacity of businesses by creative effective problem solving techniques and serving an increasingly diverse customer base. Trusting and supportive relationships among co-workers unleash the power of diversity by enabling employees to transform their differences in skills, talent and thoughts into innovative practices and ideas that can help an organization grow.

To attain this, we have launched the Mphasis Women's Forum (MWF). The key objective of this forum is to create advancement opportunities for women leaders within Mphasis and support their journey. The forum is designed to Include, Involve and Invest in women to reach their potential, both personally and professionally. Gender-related issues such as conflicting priorities, health, getting financial advice, can be discussed in this forum. It is a platform that encourages women to learn, share and contribute equally to the organization. An important aspect of this program is to ensure gender equality and awareness of gender biases, which will be attained through activities like:

- Analyzing diversity mix
- Creating special leadership pathways
- Setting up mentoring programs and counselling
- Ensuring gender sensitization and inclusion of LGBT employees
- Health and wellness initiatives for everyone
- Spreading awareness of POSH (Prevention or Sexual Harassment)
- Offering tips on attaining work-life balance
- Conducting policy and practice reviews and briefings
- Career coaching
- Sharing powerful stories through series like 'I am my Own Woman' and 'I make my Own Destiny'

The forum comprises of a Governing Council that will be led by Mphasis Leadership along with an Advisory Council, Executive Council, Core Committee, and project teams.

Here is how you can contribute:

- Join our Advisory Council, where your valuable input will contribute to the Global Inclusion program
- Provide thought leadership through 'Integrated Circuits' and Dialogue seminars
- Be a part of the Women's Mentoring program
- Conduct workshops that help women
- Motivate women by sharing your stories

There are enormous opportunities that an organization can offer women. So let's be the change we want to see in the world!

<sup>1</sup><https://www.grantthornton.global/en/insights/women-in-business-2018/>