

Workshop on DEI by Mr. Sajit Padhy

*MDP Room | October 1, 2022 | 11:30 AM – 1:30 PM |
HR Batch 2021-23 | Participants – 6*

On 1st October 2022, the HR Batch of 2021-2023 attended a '**Diversity, Equity and Inclusion**' workshop facilitated by Mr. Sujit Padhy, Head of Human Resources at Symtronics Automation Pvt Ltd.

Mr. Sujit Padhy initiated the workshop with a brief round of introductions and made the atmosphere comfortable for all attendees. He followed with a video on unconscious bias to create a basic understanding to the broad topic of Diversity, Equity and Inclusion. The message of this video was 'Make the Unconscious – Conscious'. He played a second video that highlighted the message of diversity in inclusion. Mr. Padhy asked all attendees to think of the topic from the perspective of a board member in a corporate meeting and understand the significance of DEI from an industry standpoint.

Mr. Padhy elaborated on the concept of DEI, focusing on its origin, meaning and types. He explained the correlation between employee engagement & DEI through an interactive diagrammatic representation. The area for EE & DEI to work depends on the job role, which is the intersection of organisation & individual goals and strategy. He made the session more interactive by explaining the concepts of expectation gaps through multiple activities. Mr. Padhy focused on diversity concepts which are further classified into internal, external, organisation and world-view diversity. He reiterated that diversity is a fact while inclusion is a choice and an attitude with equity ensuring everyone has access to the same possibilities. Mr. Padhy further stated the best practices and challenges to DEI in the current industry scenario.

The workshop ended with a interactive round of questions and answers.

Key takeaways:

"The workshop by Mr. Sujit Padhy was an eye-opener into the industrial practices of Diversity, Equity and Inclusion. He delivered greater insights into the concepts of DEI".

- Shubham Bali, MBA-IB (2021-23)

"Today's session on DEI was excellent. We were introduced to different aspects of DEI. Mr. Sujit Padhy made the entire session very interactive and informative."

- Suruchi Nidhi, MBA-IB (2021-23)

Pictures:

