

D&I Roadmap

	Past Performance	FY 22	FY 23	FY 24
Gender	<p><u>Last 3 Y</u> Women Workforce = 20%</p> <p>CMET = 25% I-grow = 13% Hotel Interns = 12%</p> <p>Shadow Board = 35%</p>	Increase gender diversity across various levels in the organization	Increase gender diversity across various levels in the organization	Increase gender diversity across various levels in the organization
		Women Workforce (20%)	Women Workforce (25%)	Women Workforce (30%)
		Increase Women representation in Development Programs.	Increase Women representation in Development Programs	Increase Women representation in Development Programs
		1. CMET (30%)	1. CMET (40%)	1. CMET (40%)
		2. I-Grow (15%)	2. I-Grow (15%)	2. I-Grow (15%)
		4. Hotel Interns (20%)	4. Hotel Interns (30%)	4. Hotel Interns (30%)
	Focus on building Women Leadership through Development Programs	Focus on building Women Leadership through Development Programs	Focus on building Women Leadership through Development Programs	
	1. Shadow Board (35%)	1. Shadow Board (40%)	1. Shadow Board (50%)	
	2. <i>Coaching</i>	2. <i>Coaching</i>	2. <i>Coaching</i>	
	New Initiatives	Conduct “Career Intentionality for Women” programs to identify and develop untapped potential at Resorts and CA functions	Conduct “Career Intentionality for Women” programs to identify and develop untapped potential at Resorts and CA functions	Institutionalize programs to develop select Women Managers in Resorts and CA functions
Conduct “Gender Intersect Audit” to understand and promote Gender Diversity & Inclusion		Facilitate programs to promote Gender Diversity & Inclusion	Institutionalize programs to promote Gender Diversity & Inclusion. Measure effectiveness through the “Gender Intersect Audit”.	
Special Coaching for “Returning Mothers”		Special Coaching for “Returning Mothers”	Special Coaching for “Returning Mothers”	
Identify select Women-only Colleges/Institutions (5%) for Campus recruitment for Mid-level hiring		Identify select Women-only Colleges/Institutions (5%) for Campus recruitment for Mid-level hiring	Identify select Women-only Colleges/Institutions (10%) for Campus recruitment for Mid-level hiring	
People with Disabilities	<p><u>Last 3 Y</u> FY 18-19: 63 FY 19-20: 63 FY 20-21: 46</p>	Increase number of differently abled employees 55	Increase number of differently abled employees 65	Increase number of differently abled employees 70
		Study, and industry bench marking on employability of PwD	Measuring improvement against Industry Leaders	Sustaining performance against Industry Leaders and increasing bandwidth to accommodate more variables
		Tie-ups with partners to train and hire from the identified groups	Tie-ups with partners to train and hire from the identified groups	Tie-ups with partners to train and hire from a larger PwD base
		Build workforce sensitivity through programs and training on sign language	Build workforce sensitivity through programs and training on sign language	Build workforce sensitivity through programs and training on sign language
Culture		Revision of policies to make then Gender neutral and inclusive (20%)	Revision of policies to make then Gender neutral and inclusive (40%)	Revision of policies to make then Gender neutral and inclusive (75%)
		Pilot study to plan alteration to existing infra to make it PwD accessible (Overall 10%)	New builds/existing offices to have essential infra to support PwD (Overall 25%)	New builds/existing offices to have essential infra to support PwD (Overall 40%)