Cognizant recognized for the second consecutive year in the India Workplace Equality Index

Cognizant has been recognized as a ‘Gold’ employer, the highest rating awarded, by theIndia Workplace Equality Index (IWEI) 2023 for ensuring an inclusive culture and workplace for lesbian, gay, bisexual, transgender, queer, non-binary and intersex (LGBTQ+) employees and demonstrating long-term and in-depth commitment towards the LGBTQ+ community.

“Being recognized for our efforts to create an inclusive workplace for LGBTQ+ associates not only makes us proud of the path we are on, but also reinforces our commitment to fostering an environment where our talent can thrive and be their authentic selves”, shared Shameka Young, VP and Global Head of Diversity & Inclusion, Cognizant.

With a 14% increase since the last edition, this year’s Top Employer IWEI features 120 organizations from 20 sectors.

“We hope that this is the turning point for corporate India and that more employers recognize the true value of supporting LGBT+ people to bring their full selves to work. We are hugely inspired by the outstanding commitment of Cognizant in pushing for change for LGBT+ people in the workplace, and we cannot wait to see what advances you make in 2024,” said Ramkrishna Sinha, Co-Founder of Pride Circle and Rainbow Bazaar.

The Top Employer recognition reflects Cognizant’s focus in nine areas to advance LGBTQ+ inclusion, including, HR policies and benefits, diversity and inclusion hiring practices, a dedicated LGBTQ+ employee resource group, allies and senior leadership within the organization, raising internal awareness and external community engagements, among others.

In addition to establishing more diverse hiring panels and creating gender-neutral job descriptions, Cognizant also offers medical benefits that include health insurance for same-sex partners, gender reassignment surgery, hormone therapy and counselling to help support the gender transition process.

Since 2021, Cognizant’s India chapter of its LGBTQ+ employee affinity group, Embrace, has been organizing LGBTQ+ awareness and sensitization sessions across the country. Embrace’s efforts have been recognized by the IWEI this year, receiving the Pride ERG of the Year Award, setting the bar high for workplace equality.

To learn more, click here.
