



# Invitation



UGC SPONSORED  
TWO DAY NATIONAL SEMINAR  
ON

**DIVERSITY, EQUITY AND  
INCLUSION AT  
WORKPLACE – DEI – 2023**

25<sup>th</sup> - 26<sup>th</sup> March, 2023

To

Prof./Dr./Sri \_\_\_\_\_

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\_\_\_\_\_

From \_\_\_\_\_

**Dr. Nagaraju Battu**

Seminar Director

**DEI - 2023**

Department of Human Resource Management

Acharya Nagarjuna University

Nagarjuna Nagar-522510

Guntur District, Andhra Pradesh, India

Seminar E-mail: seminardei2023@gmail.com

### Organizing Committee

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Vice-Chancellor, ANU

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For any further queries  
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**Dr. Nagaraju Battu**  
Seminar Director, DEI - 2023  
Seminar E-mail: seminardei2023@gmail.com



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### REGISTRATION FORM

Name.....

Designation .....

Address: .....

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Mobile: .....

Email: .....

Amount: .....

Demand Draft No: .....

Name of the Branch: .....

Presenting Paper: Yes/No

If yes, Title of the Paper: .....

.....

Whether accommodation required: Yes/No

No. of accompanying persons: .....

Date, Time and mode of Arrival: .....

.....

Date:

Place:

SIGNATURE



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TWO DAY NATIONAL SEMINAR ON

**DIVERSITY, EQUITY AND INCLUSION  
AT WORKPLACE – DEI – 2023**

**Seminar Director**

**Dr. NAGARAJU BATTU**



**Organised by**

Department of Human Resource Management  
ACHARYA NAGARJUNA UNIVERSITY  
Nagarjuna Nagar, Guntur, A.P., India.  
www.anu.ac.in

**Date of the Event**  
25<sup>th</sup> - 26<sup>th</sup> March, 2023  
(Saturday & Sunday)

**Venue**

Prof. L. Venugopal Reddy Seminar Hall  
at Dr. H.H. Deichmann &  
Dr. S. John David Auditorium  
Acharya Nagarjuna University Campus



## About the University

The Acharya Nagarjuna University has completed 46 years of its existence. It was inaugurated on 11th September, 1976 by the former President of India, Sri. Fakiruddin Ali Ahmed. The University was established by Act 43 of 1976 of A.P. State Legislature and Governed by Act 4 of 1991. The University is spread across sprawling 263 acres located on the NH16, within the Capital Region of Amravati, between the Vijayawada and Guntur. It is accredited by NAAC with 'A' Grade, 21 rank in India and 2 rank in A.P. among top universities in Asia by Times Higher Education. It is offering Post Graduate Education in 47 Courses. The University having 450 affiliated Colleges offering Undergraduate, Engineering, Education, Law, Pharmacy and Oriental Language courses. For the administrative Convenience and student friendly, University Campus is divided into SIX Colleges, College of Arts, Commerce & Law, College of Sciences, College of Engineering, College of Architecture, College of Pharmacy and College of Physical Education. The MHRM (Master of Human Resources Management) Department functioning under the faculty of Commerce and Management, College of Arts, Commerce & Law.

## University College of Arts, Commerce and Law

The University College of Arts, Commerce and Law was established on 1st November, 2010 consequent to the decision made by the university to divide the campus college into 6 colleges. Today, it has 16 Departments and 8 Research Centers and all the Departments are equipped with Departmental Libraries, Computer Labs, Smart Classrooms, Seminar Halls, etc.

## About the Department

Bommidala Department of Human Resource Management was established in the year 1994. Bommidala Charitable Trust, Guntur donated Rs. 20 Lakhs as an endowment fund for the HRM Department. MHRM is a job-oriented course, both theoretically, practically planned under semester system, to provide professional orientation to the students. This course is intended to increase the tempo of industrialization, considering the growing importance of personnel function in industrial and business organizations and to address the need for trained professionals. The Department maintains excellent liaison with industrial organizations and all concerned Government Regulatory offices by sending the students for field work and practical training. MHRM students interact regularly with corporate managers through extension lectures, workshops and seminars arranged by the department.

## About the Seminar

The start of the decade has seen a convergence of three major trends: the accelerated use of revolution technologies in the midst of the pandemic, job market disruptions to both remote work and work requiring physical presence, and widening call for greater inclusivity, equity, equality and social justice. Now more than ever, in the midst of such sweeping change, organizations have an opportunity to embed greater diversity, equity and inclusion. Societal change and the need for future creativity and innovation demand that business consider the best use of new technologies in enabling this journey. Successful organizations are powered by the diverse opinions, skill sets and life experiences of their employees. To tap into the full potential of human diversity, organizations need to hire diverse talent and create an inclusive working culture underpinned by a fundamental sense of belonging, fairness and equity, enabling people to bring their 'full self' to work.

In the current scenario most companies are set to implement new technologies and practices to manage their workforces. However, implementing these tools without due consideration risks a range of unintended consequences which can ultimately undermine a company's reputation and competitive position. Today, more than ever before, new workplace technologies and practices are no longer simply 'neutral' with regard to diversity, equity and inclusion outcomes.

Leading companies are increasingly recognizing this and proactively leveraging technology as part of organization-wide strategies for achieving 'Diversity, Equity and Inclusion'. Conversely, companies without such an integrated approach are increasingly facing unintended consequences and risks when implementing new technology tools. Recent events are a reminder of the persistent inequities that continue to pervade our societies and economies. As companies seek to take on more responsibility for addressing social justice ensuring that diversity and equality becomes the norm in the very near future, a key pathway is to adopt an integrated approach to diversity, equity and inclusion in the workplace, and a renewed commitment to tangible change. Ensuring racial justice, gender parity, disability inclusion, LGBT+ equality and inclusion of all forms of human diversity needs to be the 'new normal' in the workplace.

This seminar is designed to highlight the opportunities and outline the challenges specific to diversity, equity and inclusion efforts. It is designed for students, scholars, academicians, organizational leaders, Chief Diversity and Inclusion Officers and others actively working to promote diverse, equitable and inclusive workplaces globally.

The world of work is changing. Technology is everywhere, diversity is essential, and the line between personal and professional continues to blur. Our Global and collaborative culture of inclusion drives talent development and innovation which guarantees our accelerated results. To be successful in today's global economy, a genuine commitment to diversity and inclusion isn't an option, it's a necessity. A diverse and inclusive workforce is a prerequisite for being successful with innovation, internationalization. Bottom line, what we mean to diversity is to embrace different styles, behaviors and mind-sets.

There is a world of knowledge, expertise and innovation at our fingertips and the more we leverage on it, the stronger we become. A diverse and inclusive workforce not only provides a competitive advantage – it separates the good from the great. Organizations are now looking to diversity as a source of competitive advantage and are taking action to increase the representation of their workforce. In a world where wealth and economic growth are shifting and expanding into new regions, where women are a growing pool of talent and maintain a strong decision-making role as consumers, and where social media is changing human interaction, organizations need different knowledge, ideas and insights to succeed.

The Business benefits of diversity are now more widely accepted than they have ever been, and organizations are looking to diversity as a source of competitive advantage. They are taking action to increase the representation of their workforce by using inclusive leadership to promote and retain diverse talent within their business. People want to be respected and valued; the inclusive leader recognizes this and is self-aware enough to encourage and develop the diverse strengths of others to achieve the goals of the organization.

Dignity at work is all about being respectful of each other. When individuals come to work, they should be able to expect a safe environment, free from bullying and harassment of all kinds. The consequences to an organization of not managing dignity at work effectively can include absenteeism, health challenges, confidence and morale issues, and ultimately a decrease in performance.

To upskill recruiting managers, HR and recruitment professionals and other personnel under the Equality Act 2010 with a focus against all discriminations at work place. Providing an awareness of how to attract a broader diverse pool of candidates and ensuring the recruitment process supports all candidates to create a level playing field in securing the vacancy. The Act protects lesbian, gay, bi and trans people from direct discrimination, indirect discrimination, harassment and victimization at work. It applies to anyone who is perceived to be lesbian, gay, bi or trans, or anyone who experiences discrimination because they associate with LGBT+ People inclusive.

Recognizing the ability of individuals without any discrimination to understand their own emotions, and those of people they work with, is the key to better business performance. Employee's Personal relationships outside of the work can have impact on business performance and look at the softer skills of communication and function when faced with individuals with social and professional differences within the workplace. Focusing on both internal and external behaviors is the desirable thing.

Hamessing Young Professionals everywhere (HYPE) is a task of millennial ERG (Employee Resource Group) focused on developing and utilizing the innovative skills of young professionals. As such, the group reflects organizations belief that diversity encompasses generational differences and life stages as much as it does more traditional distinctions, such as gender and ethnicity. Today, 25-35% of the global workforce is made up of those born between 1984 and 1995, and that segment is playing an important role as influencers and drivers of business decisions across all industries.

Women Empowerment Networks (WEN) seeks to advance women's careers and performance through a culture of mentoring and coaching. By enabling member's professional and personal growth, it provides reputational and financial benefit to the organization community and their stake holders. Along with championing women's advancements in an organization, the WEN, ERG supports initiatives that foster entrepreneurship among women.

Organizations in order to execute our growth strategy and rapidly adapt to changing clients and industry requirements, the vast majority of organizations people need to be fully in tune with the challenges the external world offers. Road blocks to exploit this entrepreneurial behavior should be removed. This refers not only to anticipate on client's needs to drive organization's marketing, sales and innovation priorities, but also to track, learn and compete with best practices for all functions. The external orientation is also needed to broaden organization's networks and engage with stakeholder groups.

Fostering an inclusive culture that embraces differences will help to create a more diverse workforce, which will drive a high-performance organization achieving its business and strategic goals, especially in view of organizations further internationalization, innovation and sustainability. A more balanced leadership group (in terms of age, gender, race, region, and cultural background) will improve organizations decision-making process as well as the implementation of organization's strategy. Equity and Equality Diversity and Inclusion requires thoughtful bridging skills and a full commitment to organizational values.

By increasing the representation of women and targeted diverse nationalities in a sustainable way, organizations expect to achieve a change in mind-sets and greater understanding and appreciation for organizations ever-growing diverse stakeholder and clients base, boost innovation and contribute to the fulfillment of organizations business objectives. An inclusive culture is essential with diversity to flourishing the organizations by providing the equal opportunities, that organizations have work environments where all people can thrive and reach their full potential.

In order to change the pace of the inclusive growth Equity, Diversity is the agenda to ensure that it is an integral part of the behaviors, that to accelerate throughout the organization and with all the stakeholders. The inclusive behaviors need to drive and foster an environment where organization can benefit from the various experiences, knowledge and working styles of all the employees and clients, as well as celebrate differences across cultures globally. Achieving Equity, Diversity and Inclusion aspirations will provide organizations with the insight and foundation needed to sustain organizations growth for the next century and beyond.

## Sub-Themes

1. Leadership Inclusive
2. Dignity at Work
3. LGBT+ Inclusion
4. Diverse Talent Management
5. Cultural competency and diversity initiatives.
6. Diversity & Inclusion Business Imperative (Unconscious Bias)
7. Women Empowerment
8. Emotional Intelligence

**Guidelines:** Manuscripts should be typed in 12 font-size, Times New Roman, 1.5 spaced with 1" margin on a standard A4 size paper. It should be organized in the following order: title, name(s) of author(s) and his/her (their) complete affiliation(s) including zip code(s), Abstract, Introduction, Main body of paper, Conclusion and References and not more than 8 pages.

## Publication:

Only Selected papers will be published after seminar

## Originality:

All submission papers must be original and should not have been copied, published or accepted in a journal or conference proceedings, or presented in any another conferences.

## Best Paper Awards:

On merit, the best paper certificate will be awarded in each theme for their work of genuinity, importance and quality research as adjudged by an awards committee.

## Important Dates:

**The Deadline for submitting the Full Paper is 20<sup>th</sup> March 2023**

Seminar Brochure, registration and copy right forms are available on the University website. Each author should register separately. The Seminar fee includes seminar kit, refreshments, tea and lunch.

Delegate Category	Domestic Delegate
Students	Rs.400
Research Scholars	Rs.800
Foreign Students/Scholars	Rs.800
Academicians/Delegates from Industry /NGO's any other organizations	Rs.1000

• Registration fee includes GST

Delegates can also pay registration fee by NEFT/Online Payment/Demand Draft drawn in favour of The Seminar Director, DEI 2023, Acharya Nagarjuna University, Nagarjuna Nagar 522510, Guntur, Andhra Pradesh.

## Account Details of Union Bank

Name: M's Seminar Director DEI 2023, Acharya Nagarjuna University.

Account No: 150812010000338

IFSC : UBIN0815080



## Accommodation:

Accommodation will be provided as per the request of the delegates on payment basis. Please contact the Seminar Director.