

#DEISymposium2026

NOV. 2026

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ND 2026

BEYOND
INCLUSION.
TOWARDS A
WORLD OF BELONGING.



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INCLUSION IS NO
LONGER A CORPORATE
INITIATIVE,

**IT IS A LEADERSHIP
IMPERATIVE.**

The world of work is experiencing one of the most significant transformations in modern business history.

Rapid technological disruption, demographic shifts, evolving employee expectations, changing regulatory environments, and increasing demands for responsible corporate governance are fundamentally redefining how organizations attract talent, develop leaders, build culture, and sustain growth.

In this environment, **Diversity, Equity & Inclusion (DEI)** has evolved far beyond representation targets or compliance mandates.

Today, inclusion has become a strategic capability.

Organizations that create workplaces where every individual feels respected, empowered, and able to contribute their best ideas consistently outperform those that do not only in attracting and retaining talent, but also in innovation, resilience, customer trust, and long-term business performance.

RECENT GLOBAL RESEARCH REINFORCES THIS TRANSFORMATION

Deloitte's **2025 Global Human Capital Trends** found that organizations are navigating an increasingly "boundaryless" world where balancing business outcomes with human outcomes has become one of leadership's greatest challenges. While 73% of organizations acknowledge the need to reinvent the role of managers, only 7% believe they are making significant progress, highlighting a critical leadership gap. Additionally, 54% of workers and leaders express concern about the growing overlap between work performed by humans and technology, reinforcing the need for inclusive leadership and trust-based cultures.

Similarly, McKinsey's **Women in the Workplace 2025** research, expanded for the first time to include India, reveals that although organizations continue to recognize the importance of fostering inclusive cultures, leadership representation remains uneven.

Persistent barriers continue to limit women's advancement into leadership roles, demonstrating that creating opportunity requires sustained action beyond policy commitments.

At the same time, organizations are facing a rapidly changing workforce.

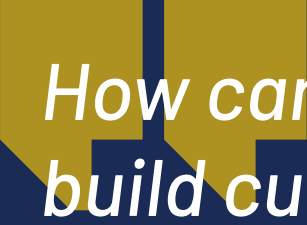
- Five generations are now working together for the first time in history.
- Gen Z expects purpose, flexibility, transparency, and continuous learning.
- Accessibility is evolving from compliance to experience.
- Neurodiversity is increasingly recognized as a source of innovation.
- Employee wellbeing has become inseparable from business performance.
- Leadership expectations have fundamentally shifted, from managing people to creating environments where people can thrive.



THE INCLUSION AGENDA ITSELF IS ALSO EVOLVING.

Across global markets, organizations are re-evaluating how inclusion programs are designed, measured, and governed. While public conversations around DEI continue to evolve, leading organizations are embedding inclusion into leadership capability, culture, governance, talent strategy, accessibility, and business performance rather than treating it as a standalone initiative.

The question is no longer whether inclusion matters. The question is:



*How can organizations
build cultures where
inclusion becomes a
competitive advantage
rather than simply a
corporate commitment?*

WHY NOW?

India stands at a defining moment in its workforce evolution.

As one of the world's fastest-growing economies, India's demographic advantage, digital transformation, and expanding global capability centres position it to become a global talent powerhouse.

However, sustaining this momentum requires organizations to build workplaces that are not only productive but also equitable, inclusive, and resilient.

Today's organizations must navigate several critical challenges simultaneously:

- Building leadership pipelines that reflect the diversity of the workforce.
- Strengthening trust and belonging in increasingly hybrid and distributed workplaces.
- Creating equitable access to learning, career progression, and leadership opportunities.
- Ensuring accessibility for persons with disabilities and designing workplaces that are inclusive by default.
- Supporting multigenerational teams with evolving expectations around flexibility, wellbeing, and purpose.
- Embedding fairness and transparency into talent decisions, performance management, and organizational culture.

The organizations that succeed over the next decade will not simply be those with the best technology or the largest workforce, they will be those that unlock the full potential of every individual.



THE DEI SYMPOSIUM 2026

The symposium will convene CEOs, CHROs, Board Members, policymakers, ESG leaders, Chief Diversity Officers, academics, and industry experts to examine the evolving role of inclusion in shaping high-performing organizations.

Through executive keynotes, leadership dialogues, research presentations, and peer-led conversations, participants will explore how organizations can build cultures rooted in trust, belonging, fairness, innovation, and accountability.

Key discussions will include:

- Inclusive Leadership in an Era of Transformation
- Building Cultures of Belonging
- Accessibility and Inclusive Workplace Design
- Women in Leadership and the Leadership Pipeline
- Neurodiversity and the Future of Talent
- Multigenerational Workforce Strategies
- Psychological Safety and Employee Wellbeing
- Measuring Inclusion Through Business Outcomes
- Governance, Accountability, and ESG
- Inclusive Innovation and Sustainable Growth



THE DEI INDEX 2026

The DEI Index is India's comprehensive benchmarking framework recognising organizations that demonstrate measurable excellence in building inclusive workplaces.

Unlike conventional recognition programmes, the Index evaluates organizations across multiple dimensions of inclusion, governance, leadership, culture, accessibility, talent, and employee experience to establish a credible national benchmark.

The DEI Index aims to encourage organizations to move beyond policy statements and embrace measurable progress, accountability, and continuous improvement.



WHY THIS PLATFORM MATTERS

The future of work will not be shaped solely by technological innovation.

It will be shaped by organizations that understand one fundamental truth:

Inclusive organizations build stronger leaders. Stronger leaders build resilient cultures. Resilient cultures create sustainable business performance.

The DEI Symposium & DEI Index 2026 is designed to inspire that transformation—bringing together India's most influential leaders to shape workplaces where inclusion is not merely practiced but embedded into the very fabric of organizational success.

WHO SHOULD ATTEND?

- **C-Suite Leaders:** CEOs, Managing Directors, COOs, CHROs, Chief Diversity Officers, Chief People Officers, Chief Sustainability Officers and Board Members driving organizational transformation.
- **HR & People Leaders:** CHROs, HR Heads, Talent Acquisition Leaders, Learning & Development Heads, Employee Experience, Culture & Organizational Development professionals.
- **DEI, ESG & Sustainability Leaders:** Diversity, Equity & Inclusion Leaders, ESG Heads, CSR Leaders, Accessibility & Wellbeing Champions driving responsible business practices.
- **Policymakers & Government Representatives:** Government officials, regulators and public sector leaders shaping workforce policies, accessibility standards and inclusive economic growth.
- **Industry Bodies & Professional Associations:** Industry chambers, trade associations, professional councils and sectoral bodies advancing inclusive leadership and workforce development.
- **Academia, Researchers:** Universities, business schools, labour economists, policy researchers and institutions.
- **NGOs, Social Enterprises & Inclusion Advocates:** Organizations championing gender equity, disability inclusion, LGBTQIA+ inclusion, neurodiversity, accessibility and community empowerment.
- **Investors, Consultants & Advisory Firms:** Management consultants, leadership advisors, ESG consultants, institutional investors and governance experts supporting sustainable organizational transformation.



WHAT TO EXPECT AT THE DEI SYMPOSIUM 2026

The DEI Symposium 2026 is designed as an immersive leadership experience, bringing together business leaders, policymakers, workplace practitioners, and inclusion champions to exchange ideas, challenge conventional thinking, and shape the future of inclusive workplaces.



1. **The DEI 100 – India's Benchmark for Inclusive Excellence**

The unveiling of the 2nd Edition of DEI 100, recognizing organizations that are setting new standards in workplace inclusion, leadership accountability, accessibility, employee experience, and equitable talent practices. More than recognition, it is a national benchmark for organizational excellence.

2. **Executive Leadership Dialogues**

Thought-provoking conversations featuring CEOs, CHROs, Board Members, policymakers, and global thought leaders discussing the future of inclusive leadership, workforce transformation, and organizational resilience.

3. **DEI Insights & Research Outlook 2026**

An exclusive presentation of the latest global and Indian research, workplace trends, and benchmarking studies from leading institutions, providing actionable insights on the evolving landscape of diversity, equity, inclusion, accessibility, belonging, and the future of work.

4. Boardroom Conversations

Interactive panel discussions where senior leaders share practical strategies, real-world experiences, and measurable outcomes on topics including inclusive leadership, culture transformation, accessibility, psychological safety, talent development, and workforce equity.

5. Voices of Inclusion

Powerful first-hand narratives from leaders, employees, and change-makers whose personal experiences highlight the impact of inclusive workplaces, inspiring organizations to move from intent to meaningful action.

6. Innovation Showcase

A curated showcase of emerging HR technologies, accessibility solutions, employee experience platforms, and workplace innovations that are enabling organizations to build more inclusive, equitable, and future-ready workplaces.

7. Interactive Inclusion Labs

Hands-on workshops and facilitated discussions focused on solving real workplace challenges through collaborative learning, practical frameworks, and peer-to-peer knowledge exchange.

8. Leadership Networking

Exclusive opportunities to engage with senior business leaders, policymakers, industry experts, and DEI practitioners, fostering meaningful collaborations and knowledge-sharing across sectors.

9. The Future of Work Forum

Dedicated discussions exploring the workplace of tomorrow—from multigenerational workforces and evolving leadership expectations to accessibility, skills-based talent strategies, wellbeing, and responsible adoption of emerging technologies.

10. Actionable Takeaways

Every attendee will leave with practical frameworks, proven case studies, benchmarking insights, and strategic recommendations that can be immediately implemented to strengthen workplace culture, leadership effectiveness, and organizational performance.

AGENDA

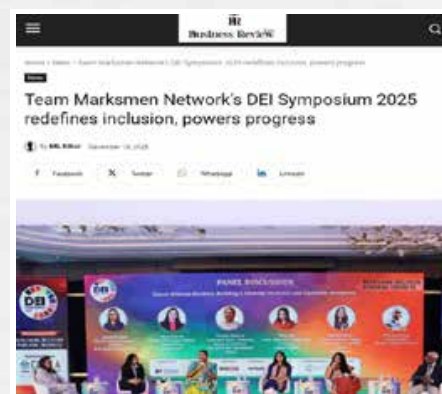
TIME	SESSION
09.00 – 10.00 am	Registration & Breakfast
10.00 – 10.10 am	Welcome Address by Team Marksmen Network
10.10 – 11.00 am	CEO Panel: Leaders as Torchbearers of Inclusion: Shaping Cultures That Inspire, Empower & Perform Inclusion begins at the top. As organizations navigate an increasingly complex business landscape, CEOs and Managing Directors play a pivotal role in setting the tone for culture, trust, and belonging. This session explores how leadership commitment can transform inclusion from an initiative into an organizational mindset that drives innovation, collaboration, and sustainable business success. DISCUSSION POINTS • Why inclusive leadership is a business imperative, not just a people initiative • Embedding inclusion into organizational purpose, values, and decision-making • Creating cultures of trust, belonging, and psychological safety • Leading by example: the role of CEOs and MDs in driving cultural transformation • Building leadership accountability for inclusive outcomes • Sustaining inclusion through governance, transparency, and measurable impact
11.00 – 11.15 am	Partner Presentation
11.15 – 11.30 am	Networking Tea / Coffee Break
11.30 – 12.20 pm	Panel: From Capability to Culture: L&D Leaders Shaping the Future of Inclusive Workplaces As organizations navigate rapid change and evolving workforce expectations, Learning & Development leaders are emerging as key drivers of culture, inclusion, and capability. This session explores how L&D can leverage new-age technologies to create equitable learning opportunities, build future-ready skills, and foster workplaces where every individual can learn, grow, and thrive. KEY DISCUSSION POINTS • Evolving the role of L&D from capability building to culture transformation. • Leveraging AI, immersive learning, and digital platforms to personalize learning at scale. • Creating equitable and accessible learning experiences for a diverse, multigenerational workforce. • Building a skills-first organization through continuous reskilling, upskilling, and internal mobility. • Developing inclusive leaders who foster belonging, collaboration, and psychological safety. • Measuring the impact of learning on employee growth, business performance, and organizational culture.

12.20 – 01.00 pm	Panel: The Belonging Imperative: Inclusion for All Belonging is where inclusion becomes meaningful. This session explores how organizations can create workplaces where every individual, including PwD, LGBTQ+ professionals, neurodivergent talent, and diverse communities feels valued, respected, and empowered to thrive. KEY DISCUSSION POINTS • Moving from inclusion to a culture of belonging. • Advancing accessibility and opportunities for PwD and LGBTQ+ professionals. • Building allyship and psychologically safe workplaces. • Embracing neurodiversity and diverse perspectives. • Embedding belonging into leadership, culture, and employee experience. • Driving innovation and performance through inclusive workplaces.
01.00 – 02.00 pm	Networking Lunch
02.00 – 02.20 pm	Industry Spotlight: The Retention Equation: Where DEI Meets Workplace Psychology Retaining talent requires more than competitive compensation, it demands workplaces where people feel valued, respected, and connected. This session explores how DEI, psychological safety, and inclusive leadership influence employee engagement, wellbeing, and long-term retention. KEY DISCUSSION POINTS • The role of DEI and psychological safety in improving talent retention. • Building trust, belonging, and employee engagement through inclusive leadership. • Understanding the retention needs of a diverse and multigenerational workforce. • Identifying and addressing unconscious bias and barriers to career growth. • Measuring the impact of DEI initiatives on retention, culture, and business performance.
02.20 – 02.35 pm	Partner Presentation

02.35 – 03.30 pm	Panel: The CHRO Mandate: A DEI Blueprint for the Next Generation Workforce As Gen Z and Generation Alpha reshape the workplace, CHROs are redefining talent strategies to build organizations that are inclusive, digitally enabled, and future ready. This session explores how DEI, new-age technologies, and skills-first approaches can help organizations attract, develop, engage, and retain the workforce of tomorrow. Key Discussion Points • Meeting the expectations of Gen Z and Generation Alpha. • Leveraging AI, people analytics, and digital HR to enhance employee experience. • Building a skills-first culture through continuous learning and internal mobility. • Fostering belonging, wellbeing, and psychological safety to retain talent. • Developing future leaders through inclusive career pathways and DEI-led leadership.
03.30 – 04.00 pm	Advisory Board Discussion: The Way Forward: How Inclusive Leadership Shapes Society The impact of inclusion extends far beyond the workplace. Decisions taken by leaders influence communities, industries, education, public policy, and the future of society. This closing dialogue brings together distinguished members of the Advisory Board to discuss how inclusive leadership can create lasting social impact and build a more equitable, prosperous, and resilient world. KEY DISCUSSION POINTS • How leadership decisions shape society beyond the workplace. • The role of business, government, and academia in advancing inclusion. • Creating opportunities through education, skills, and equitable access. • Building trust, social cohesion, and inclusive economic growth. • A collective vision for a more inclusive and sustainable future.
04.00 – 04.10 pm	Guest of Honor Address
04.10 – 05.00 pm	Unveiling of DEI Index 2026 & Felicitation Ceremony
05.00 pm	Closing

MEDIA COVERAGE

PRESS RELEASE

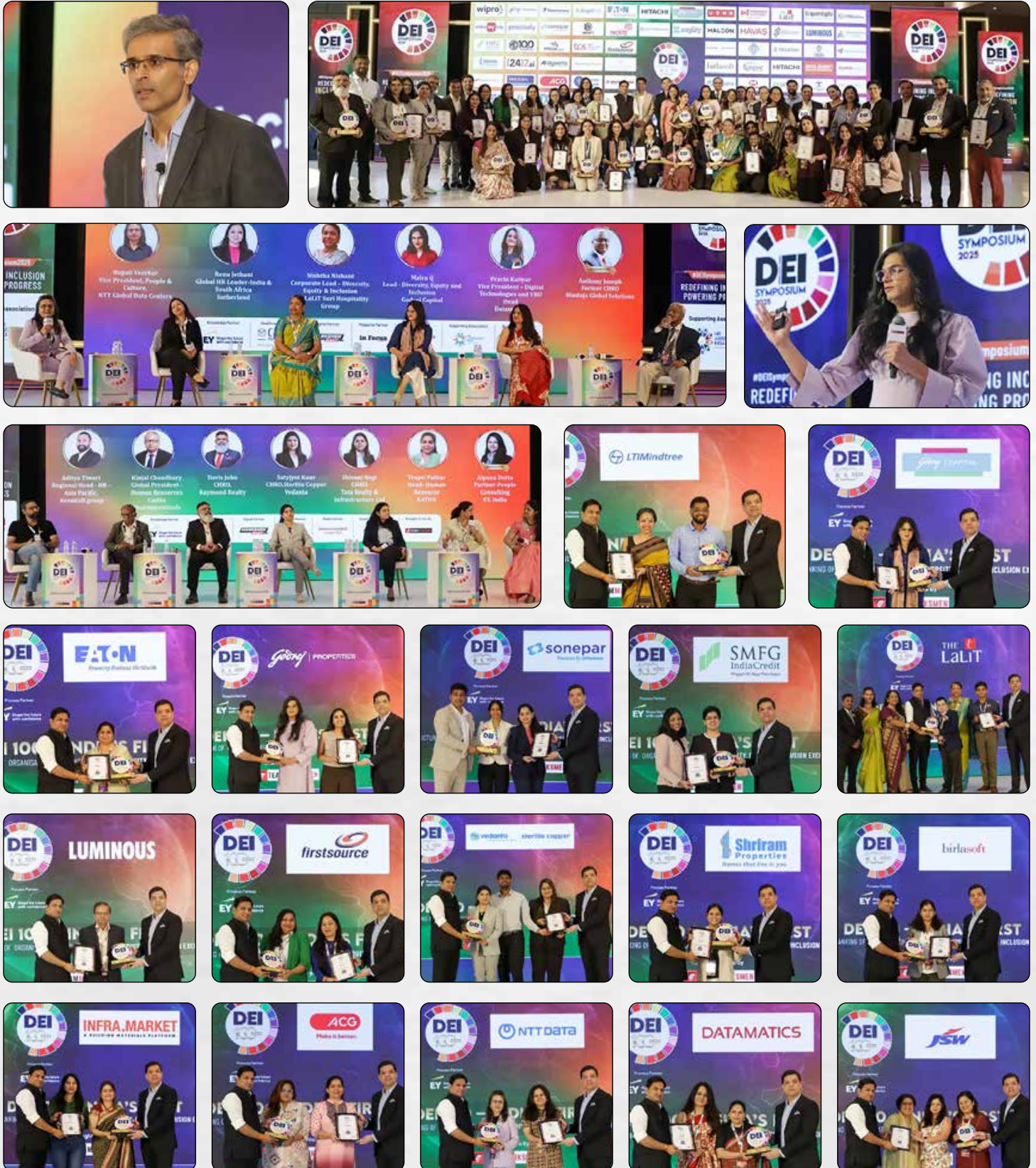


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The image displays a large grid of logos, likely representing a list of companies or organizations. The logos are arranged in a grid format, with a central logo that reads "DEI" (Diversity, Equity, and Inclusion) and a "Process Partner" logo below it. The logos are organized into rows and columns, with some logos being larger than others. The logos include:

- wipro
- angelOne
- F&T-N
- HITACHI
- USHA
- WONDER CEMENT
- THE LaLiT
- quantilphi
- LTIMindtree
- make my trip
- precisely
- sonepar
- UBISOFT
- reckitt
- SUTHERLAND
- sagility
- HALCON
- HAVAS
- Biocon
- LUMINOUS
- ANNAPOORNA
- SMFG
- 100
- PRIDE
- tcs
- firstsource
- SHRIRAM
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- ayvens
- SHOPIERS STOP
- birlasoft
- aspire
- HITACHI
- INFRA.MARKET
- raymond
- REXEL
- ACG
- Thomas Cook
- DYNAPAC
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- Muthoot Finance
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- TENSORGO
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- KPT
- CROWNE PLAZA
- DATAMATICS
- ENERGY
- DACHSER
- THE REWARD
- MULTIPLES
- ReNew
- SEABIRD
- UDS
- RR
- INRAM
- NOBROKER
- JSW
- AVANSE
- asian
- BDO
- CILICANT
- RESEARCH
- Garware
- KHAITAN & CO
- FORMULA GROUP
- Consolidated
- DECATHLON
- ASHOK
- PIPRA
- Epiroc
- zydus
- comviva
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- RELIANCE
- CERA
- Inncircles
- SPM
- PIPIRA
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and many more...

ABOUT **TEAM MARKSMEN**

At **TEAM MARKSMEN NETWORK**, our mission is to lead from the front as trailblazers in the B2B media landscape. We are India's fastest growing B2B media firm also recognized by DPIIT. We create impactful platforms that inspire thought leadership, foster collaboration, and spark innovation across industries. Driven by a relentless commitment to excellence, we aim to amplify stories of resilience, innovation, and transformation, shaping narratives that empower leaders and drive meaningful progress in India and beyond.



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ABOUT **MARKSMEN DAILY**

MARKSMEN DAILY is a leading and fastest growing digital knowledge platform committed to showcasing stories that engage, inspire, and captivate the imagination. Through crisp, bite-sized information, this new-age website breaks down the world around us by uncovering the latest business happenings, highlights trends to keep an eye on, and demystifies all things complex.

MarksmenDaily.com has been very well-received and gets over 175,000 visitors a month and is already very well received by industry executives and general populace.

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