



# DE&I REPORT 2022



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# INTRODUCTION

**Welcome to our inaugural Diversity, Equity, and Inclusion (DEI) report. As we rapidly expand our footprint across the globe, the rich tapestry of cultures, backgrounds, and perspectives we encounter strengthens our conviction in the power of diversity.**

Among our suite of offerings, our global staff augmentation services play a pivotal role in DEI. They not only extend our reach but also inherently promote DEI by connecting businesses with diverse talent from all over the world. This report embodies our commitment to transparency and to cultivating an inclusive and forward-thinking culture. Within these pages, we share our current state, our goals, and the concrete actions we're taking to ensure every team member, irrespective of their situation, feels valued, heard, and empowered.

At Athiya Global, our dedication to Diversity, Equity, and Inclusion (DEI) is not a recent initiative. For years, we've championed these values, both within our organization and through the services we offer to our partners. We've proudly delivered DEI-centric trainings to various companies centered on fostering inclusivity and understanding.

As we find ourselves on a rapid trajectory of growth and global expansion, we recognize the importance of formalizing and sharing our commitment to DEI. This is not just a reflection of our internal practices but a testament to our belief in leading by example. Though this is our inaugural DEI report, it represents a long standing ethos and a pledge to continuous improvement. As we unveil our current DEI metrics and future ambitions, we hope you appreciate the transparency and authenticity behind each page.

Embracing DEI is a collective effort that thrives on collaboration and open dialogue. We're not just sharing numbers and strategies; we're opening up a conversation. Your feedback, insights, and experiences are invaluable in shaping the roadmap ahead. This report is as much an invitation for dialogue as it is an exposition of our efforts. Together, we can ensure that DEI isn't just a section in a report but a lived reality across all facets of our business.

Thank you for being with us on this transformative journey.



# OUR STORY SO FAR

## OUR MISSION

At Athiya Global, our mission is to empower businesses and individuals globally through innovative eLearning solutions and unparalleled talent connections. We strive to bridge knowledge gaps, foster inclusivity, and challenge the norms of traditional learning and staffing. By leveraging the vast potential of diverse minds from across the world, we aim to deliver experiences that are not only informative but transformative. As we grow, our commitment remains rooted in creating lasting, positive change for every client, learner, and partner we serve.

Our mission extends beyond our external offerings. We're deeply committed to fostering a culture of continuous learning and self-improvement within our own walls. Recognizing that growth is an ongoing journey, we relentlessly pursue excellence, not just for our partners and clients, but for ourselves. Every day presents a new opportunity to enhance our skills, broaden our perspectives, and deepen our understanding. As we empower others, we equally invest in the evolution of our team, ensuring that our journey of progress and innovation never stands still.

## OUR PURPOSE

Our purpose is more than just delivering impeccable services; it's about making a tangible impact in the world of learning and development. We believe in the power of education to transform lives, businesses, and societies. With each eLearning module we craft and every global talent we connect, we aim to bridge knowledge gaps, inspire change, and pave the way for limitless possibilities. Central to this purpose is our commitment to Diversity, Equity, and Inclusion (DEI).

# 62%

OF ATHIYA EMPLOYEES ARE  
**WOMEN**



# OUR 2022

**Embarking on our first year of formal DEI reporting has been both an enlightening and transformative journey.**

This section is not just about numbers or percentages; it's a reflection of our commitment to transparency, growth, and understanding. By shedding light on our current state, we aim to celebrate our milestones, acknowledge areas that demand further attention, and foster an environment of continuous dialogue and improvement.

The insights we present below are a culmination of dedicated research, candid conversations, and rigorous analysis. They serve as a testament to our dedication towards an inclusive and diverse workplace, reinforcing our belief that every team member brings a unique value. As you navigate through our findings, we hope you recognize our earnest efforts to be better, act proactively, and consistently evolve in our DEI journey.

## WHAT'S OUR DIVERSITY STATUS?

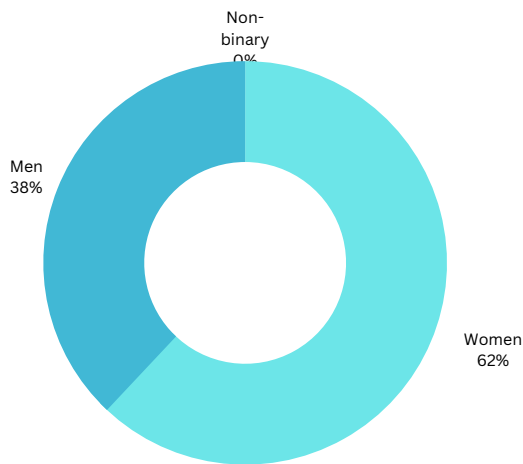
In the realm of global businesses, context is crucial. For us, that context is rooted in the Indian landscape, where a significant majority of our staff is based. Traditionally, the Indian workforce has seen a higher percentage of men occupying various sectors. Yet, in an intriguing deviation from the norm, our industry is primarily female-centric. It's also worth noting that India, in many respects, remains a largely homogenous country, both culturally and demographically. This presents a unique blend of cultural, regional, and industry-specific factors that shape our diversity figures. As you delve deeper into this segment, we hope this perspective offers clarity and underscores the nuances of our diversity narrative.

With this context in mind, let's delve into our specific diversity metrics and results.



# WOMEN IN THE WORKFORCE!

As highlighted earlier, while the majority of our staff operate within India—a region with a predominantly male working-age population—our industry stands out with its significant female representation. Our unique position in this context is clearly reflected in the figures we're about to present.



## BEYOND BINARY: OUR COMMITMENT TO ALL GENDER IDENTITIES.

While our current data showcases a binary representation of gender, we recognize and acknowledge the absence of non-binary and other gender identities in our demographics. A significant portion of our team resides in regions where cultural and societal norms might not always be conducive to open identification beyond the male-female spectrum. However, we want to emphasize our unwavering support and acceptance of all gender identities. As we continue our global expansion, it's paramount for us to communicate to both existing and potential employees that our doors are open, our environment is inclusive, and every individual, irrespective of their gender identity, is valued and respected.

62%

of our team  
are women

50%

of our executive team  
are women

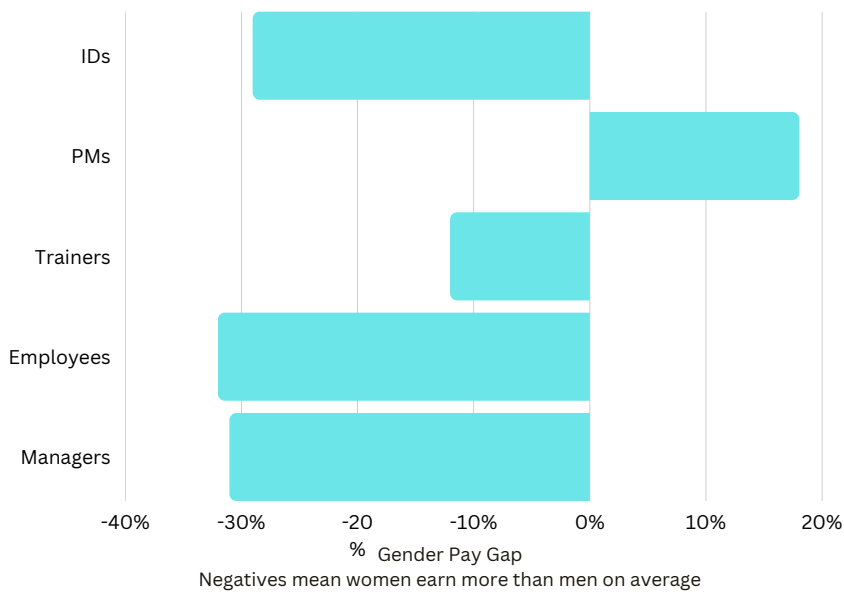
67%

of our managers  
are women



# GENDER EQUITABLE SALARIES

Our commitment to gender diversity extends beyond representation to ensure fairness in compensation. We take pride in the fact that not only do we have a balanced gender representation across various roles, but we also uphold the principle of gender equitable salaries.



**-0.5%**

gender pay gap  
in India

**84%**

of staff, across ethnicities,  
participated in training

**56%**

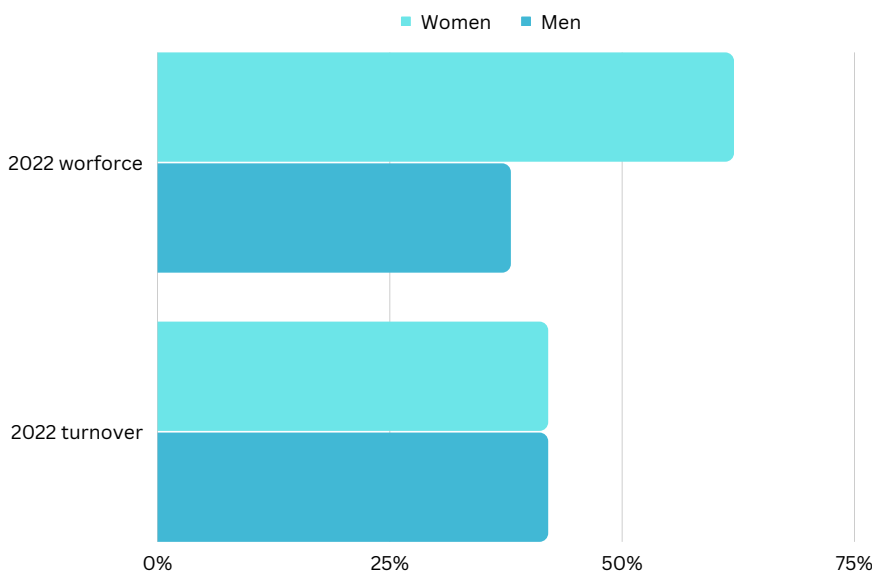
of women and 50% of men  
participated in training

In our quest for equity, we've thoroughly examined pay structures throughout Athiya Global, ensuring gender-equitable salaries at every level. Many observed pay gaps relate to years of role experience. With a limited workforce outside of India, our primary analysis is currently India-centric. However, as our global teams expand, our reporting will reflect this. We remain steadfast in our belief that every Athiya Global member deserves fairness and equality.



# FOCUS ON GENDER INCLUSION

Diversity and equity often dominate DEI conversations due to their measurable aspects. Yet, inclusion is equally vital. It's about ensuring everyone, no matter their background or identity, feels valued and supported. While it's challenging to quantify feelings and perceptions, our commitment is unwavering: to make our workplace not just diverse and equitable, but deeply inclusive.



0%

gender disparity in  
turnover rates

100%

of meetings are timed to  
ensure diverse participation

100%

of employees utilize flexible  
work options regularly

While we take pride in achieving notable metrics in gender inclusion, we recognize that these are just initial steps. There are multiple facets of gender inclusion, and while these milestones reflect our commitment, we understand that we have a long journey ahead. We are determined to delve deeper, address other areas of concern, and continue our relentless pursuit to establish a truly inclusive workplace for everyone.



# OUR 2023 GOALS

As we reflect on our journey and set our gaze towards the future, we are proud to present our ambitious yet attainable DEI goals for 2023. We believe that to chart a course forward, it's essential to have clear, actionable objectives. These four goals signify not only our commitment to continual growth but also our unwavering dedication to embedding DEI at the heart of everything we do. Let's delve into the roadmap we've envisioned for the coming year.

## 1

### **Foster Upskilling Across All Organizational Levels**

Our objective is to encourage continuous learning and professional development among our employees, regardless of their position or seniority. By promoting upskilling, we aim to equip our team with the necessary tools and knowledge to navigate the evolving workplace dynamics, fostering a culture of inclusivity and adaptability.

## 2

### **Universal Participation in DEI eLearning Modules**

We are committed to ensuring that every member of our team engages with our DEI eLearning module. This initiative is designed to cultivate a deeper, organization-wide understanding of diversity, equity, and inclusion principles, ensuring that these essential values are ingrained in our everyday operations and practices.

## 3

### **Offer Senior-Staff-Led Mentoring Programs**

Our goal is to provide meaningful mentoring opportunities spearheaded by our senior staff. Through these programs, we aim to facilitate the exchange of knowledge, experience, and perspectives, thereby fostering a supportive environment where every team member feels valued and empowered to reach their full potential.

## 4

### **Enhance Accessibility Options Across the Board**

In our ongoing commitment to inclusivity, we aim to improve and expand accessibility options within our organization. This goal reflects our dedication to creating a welcoming environment where all team members, regardless of their physical abilities or constraints, can thrive and contribute their unique perspectives and talents.



# SPOTLIGHT CORNER

## CHITRALEKHA

Co-Founder and Director at Athiya Global

In this inaugural edition of our DEI report, the spotlight naturally falls on our achievements in gender diversity, equity, and inclusion. Central to this story, and exemplifying the essence of Athiya's ethos, is our co-founder, Chitralekha Narayan.

Chitralekha's life story is a mosaic of experiences, challenging norms and redefining boundaries. Born and raised in India, her educational journey began at a Catholic school, despite being a Hindu, fostering an early appreciation for interfaith dialogues. By her mid-twenties, she'd experienced the contrasting cultures of Germany and Saudi Arabia. In Saudi Arabia, not only did she immerse herself in work, but also embraced the joys and challenges of motherhood, all while navigating the complexities of a conservative society. Her time in Hong Kong further enriched her global perspective.

Returning to India marked a transformative phase in Chitralekha's professional journey. She contributed her expertise to various organizations, including the Centre of American Education and Healthscribe, an American Medical Transcription Company, where she played a pivotal role in training individuals to adeptly transcribe doctors' medical reports. Through these diverse experiences, Chitralekha cultivated a broader vision.

She soon sensed that her capabilities could forge a more substantial impact, sparking the inception of Athiya Organizational Competencies in 2004. Co-founding Athiya allowed her to pioneer innovative strategies in Learning & Development and Talent Management, embodying a holistic approach to organizational excellence.

Chitralekha's life choices and career trajectory have naturally infused Athiya with a spirit of diversity, equity, and inclusion. Beyond her professional realm, Chitralekha's eclectic interests range from community service and French lessons, to musical pursuits and storytelling, revealing a multifaceted personality.

Chitralekha's diverse experiences seamlessly align with Athiya's DEI values, embodying the company's dedication to fostering a varied, fair, and inclusive environment. Her journey exemplifies the richness of perspective and commitment that Athiya strives to champion in the professional realm.



# CONCLUSION

As we conclude our DEI report, it's evident that our journey towards a more diverse, equitable, and inclusive workplace is an ongoing commitment. The data and stories shared reflect both our achievements and areas where we can further evolve.

Our mission at Athiya is not just to meet numbers or check boxes, but to build an authentic culture where everyone feels valued, heard, and empowered. We are proud of our progress, yet remain humble and eager to learn and improve.

Looking forward, we pledge to continue our efforts, solicit feedback from our team members, and work collaboratively to meet the challenges and opportunities that lie ahead. We're thankful to our employees, partners, and stakeholders for being a part of this transformative journey. Together, we will shape a more inclusive future for Athiya.

Thank you for engaging with our DEI report. We welcome conversations, suggestions, and collaborations as we navigate this path.

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**WE THANK YOU  
FOR YOUR CONTINUED SUPPORT IN  
OUR DEI JOURNEY**

# Diversity, Equity and Inclusion 2022 Dashboard

## Company Makeup: Gender

**62%** Women 

**38%** Men 

**0%** Non-binary 

## Company Makeup: Ethnicity

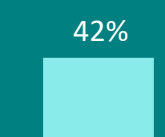
**88%** Indian 

**6%** Latin-American 

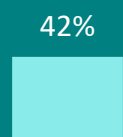
**4%** European 

**1%** North-American 

## Turnover: Gender



Women



Men

## Turnover: Ethnicity

European 0%

Latin-American 25%

Indian 44%

North-American 100%

## New Hires

 **1** New Hire

In 2022, we welcomed one new team member: a European woman.

## Training: Note



Of the 37 employees who participated in training, 33 did so as part of a specific project, ensuring all team members in that project were uniformly trained.

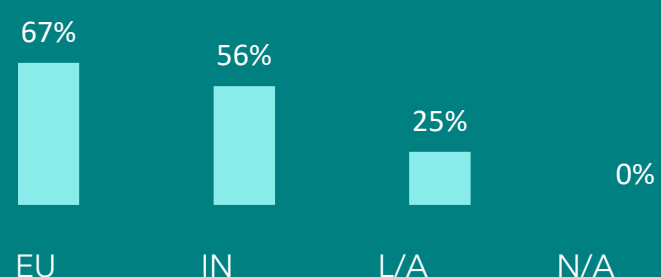
## Training: Gender



**56%** of our female employees participated in training.

**50%** of our male employees participated in training.

## Training: Ethnicity



## Salaries: Gender



**1%** salary disparity by gender for equivalent roles across different countries.

## Salaries: Ethnicity



**< 1%** salary disparity exists between ethnic groups within the same positions and the same countries.

While our presence outside of India is limited, early data on our ethnic diversity across countries and positions looks promising.