



Athiya

DE&I REPORT 2023



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INTRODUCTION

Welcome to the latest edition of our Diversity, Equity, and Inclusion (DEI) report. As Athiya Global continues to expand internationally, we encounter an ever-widening spectrum of cultures and perspectives, which reaffirms our commitment to the transformative power of diversity.

In the past year, the formalization of our DEI initiatives has provided invaluable insights into our organization, fostering deeper understanding and continuous growth in our DEI journey. This process has not only enhanced our internal culture but also elevated the services we provide globally, particularly through our staff augmentation offerings that promote DEI by connecting diverse talents with businesses worldwide.

This report reflects our ongoing transparency and dedication to building an inclusive and progressive culture. Here, we share our progress, our ongoing goals, and the tangible steps we are taking to ensure that every team member, regardless of their circumstances, feels valued, heard, and empowered.

At Athiya Global, our commitment to Diversity, Equity, and Inclusion is deeply rooted and longstanding. We continue to deliver DEI-focused training to our partners, emphasizing the importance of inclusivity and understanding. Our journey of growth and global expansion underscores the need for structured DEI practices, leading by example and illustrating our belief in the power of these principles.

As we present our current DEI metrics and ambitions, we invite you to engage with us. Your feedback and experiences are crucial for refining our approach and advancing our collective mission. This report is not only a showcase of our efforts but an open invitation for dialogue and collaboration.

Thank you for joining us on this transformative journey. Together, we can ensure that DEI transcends the pages of this report and becomes a lived reality across every aspect of our operations.



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).

63%

OF ATHIYA EMPLOYEES ARE
MULTI-LINGUAL



OUR 2023

Building upon our inaugural DEI report, the year 2023 has been another step forward in our commitment to diversity, equity, and inclusion. As we reflect on the past year, we are reminded that the path to true inclusivity is not always linear; it is a journey filled with lessons, challenges, and growth opportunities.

We are grateful for the learning journey that our DEI efforts have led us on, recognizing that both successes and setbacks offer valuable insights. While we may not have met all the ambitious goals we set for ourselves in 2023, we remain steadfast in our determination to continue advancing our DEI initiatives.

Just as we celebrated our achievements, we also acknowledge the areas where we fell short, understanding that transparency and

accountability are essential in driving meaningful change. Through open dialogue and a commitment to listening and learning, we are more determined than ever to build a workplace where every individual feels valued, respected, and empowered to thrive.

As we navigate the complexities of DEI, we are reminded that progress requires perseverance and a willingness to confront uncomfortable truths. We are committed to embracing this journey with humility, compassion, and a steadfast dedication to fostering an inclusive culture where everyone has the opportunity to contribute and succeed.

Together, we will continue to strive towards a more equitable and inclusive future, guided by our shared values and a collective commitment to making a positive impact in the world.

ADDED FOCUS: ACCESSIBILITY!

In our evolving journey toward diversity, equity, and inclusion (DEI), we are excited to announce the addition of Accessibility as a new focal point. This expansion reflects our commitment to fostering an environment where every individual, regardless of ability, feels valued and included. Although we are in the nascent stages of this initiative and presently do not have team members with specific accessibility needs, we believe in proactively shaping our environment to be welcoming for all abilities. Starting this journey now lays the groundwork for a future where inclusivity is not just reactive, but a foundational aspect of our organizational ethos.



DIVERSITY GENERATIONS UNITE

The generational diversity within Athiya Global shows a range in ages from 28 to 63 years, with an average age of approximately 41 years. Most employees are clustered in their late 30s to mid-40s, as indicated by the median age of 40 years. This suggests a workforce that combines both young professionals and those with substantial experience, offering a blend of innovation and seasoned expertise.

LINGUISTIC HARMONY BRIDGING CULTURES AT WORK

Language diversity in our company mirrors the vibrant tapestry of our global reach and cultural inclusivity. With employees fluent in languages ranging from Tamil and Kannada to Marathi, Spanish, English, Dutch and Japanese, we embrace a multitude of linguistic backgrounds that enhance our communication and understanding across different markets.

This diversity not only facilitates better teamwork among our multicultural staff but also aligns with our commitment to Diversity, Equity, and Inclusion (DEI) by fostering an environment where multiple perspectives are heard and valued. It enriches our company culture and empowers us to connect more deeply with clients and communities worldwide, ensuring that everyone, regardless of their language, feels included and respected. This linguistic inclusivity is pivotal in driving innovation and delivering solutions that resonate on a global scale.

GENDER DIVERSITY: STILL GOING STRONG

Continuing our commitment to gender diversity, our company proudly maintains a significant representation with 60% of our workforce being women. This consistency reinforces our ongoing dedication to fostering an equitable and inclusive work environment, showcasing our resolve to empower and elevate diverse talents.

28 TO 63

Spanning ages of our
workforce

63%

of our workforce is
multi-lingual

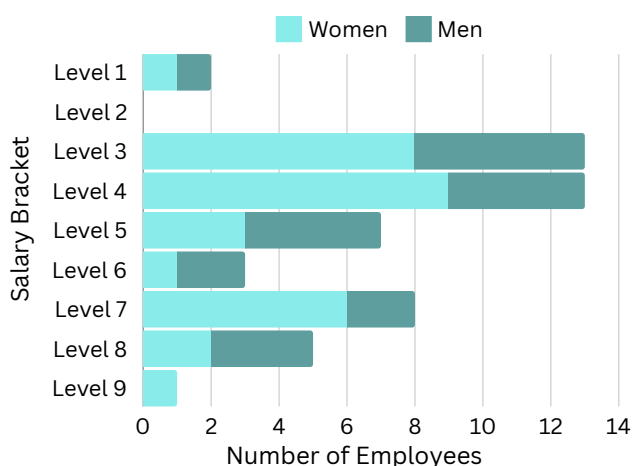
60%

of workforce are
women



GENDER EQUITABLE SALARIES

In our company, salary equity across genders within specific roles and locations indicates a general balance, though variations exist primarily due to the difference in years of experience among employees. For instance, female consultants and core employees in India tend to have a slightly higher average salary. While these findings reflect our company's commitment to equitable compensation practices, the small size of our workforce may result in apparent discrepancies that are not statistically significant but coincidental. Our ongoing effort ensures that salaries are adjusted to the local cost of living, further demonstrating our dedication to fairness across all locations. This approach not only adheres to global equity standards but also respects the economic contexts of our diverse team locations, aligning with our core values of diversity, equity, and inclusion.



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.

17.7%

Gender Pay Gap

60%

Fair Advancement
Opportunities for Women

9%

Ethnic Pay Gap



INCLUSIVITY IN LEADERSHIP

In our small and agile company, the wide age range observed across leadership positions underscores our commitment to inclusivity. Despite being a flat organization, which traditionally limits the number of leadership roles, we maintain a management and leadership cadre that spans from mid-life to later career stages. This diversity in age not only brings together a rich mix of experience and innovative ideas but also exemplifies our ability to integrate and value professionals at different life stages. It supports a dynamic and flexible decision-making process, critical for swiftly adapting to client needs. By actively including diverse age groups in our management and leadership, we foster a culture that respects and leverages varied perspectives, enhancing our organizational wisdom and responsiveness.

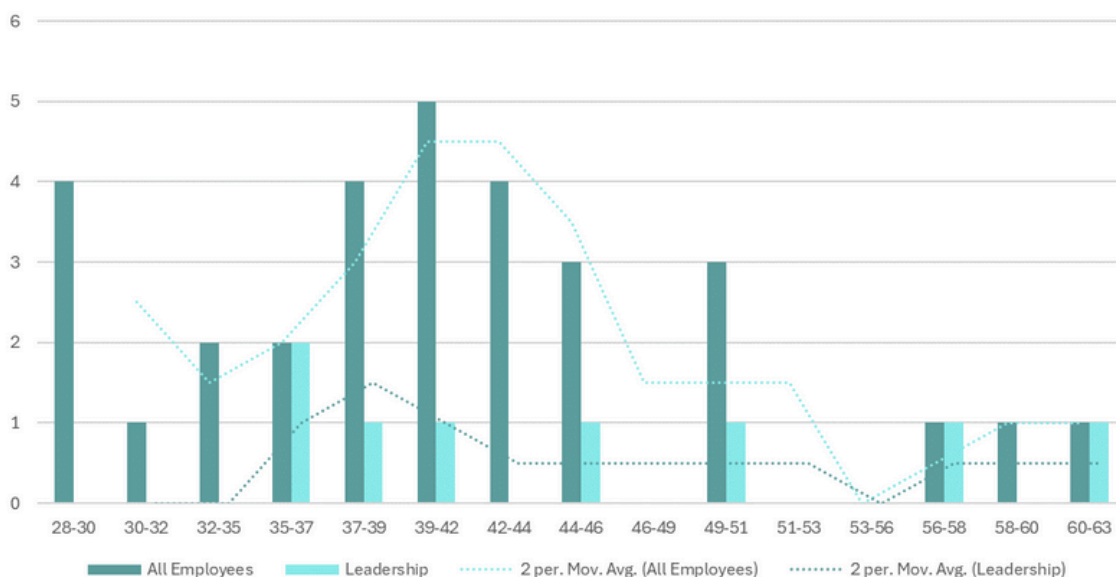
57%

of management & leadership
roles are held by women

4.52

avg age adjustment needed to
align leadership to workforce age

Comparative Age Distribution:
All Employees vs Management & Leadership



2023 GOALS HOW WE DID

In our inaugural DEI report in 2022, we set ambitious goals for the year ahead. Over the past year, we have strived hard to meet these targets but have fallen short in some areas. However, we view these challenges not as setbacks but as learning opportunities to deepen our commitment. Our journey toward embedding DEI at the core of our operations continues as we persist in our efforts to grow and improve. Join us as we reflect on our progress and outline our path forward.

1

Foster Upskilling Across All Organizational Levels

In 2023, Project Management and Power BI training was offered to some of our staff. With most of our staff embedded within client companies, our capacity for additional training is limited by client schedules. We strive to avoid overwhelming our employees with training outside their contracted hours, maintaining a balance that promotes continuous learning and adaptability without excess burden.

2

Universal Participation in DEI eLearning Modules

At the end of 2023, we provided all employees the opportunity to participate in voluntary online DEI training. Subsequently, we issued a voluntary survey to assess comprehension of the material. Although participation rates in the training were modest, reflecting our intent not to overburden our staff—particularly those embedded full-time within client operations—those who completed the survey achieved full scores.

3

Offer Senior-Staff-Led Mentoring Programs

Informal mentoring is a natural part of our culture, but we have not formalized these interactions. With most staff embedded within client sites and our core team small, mentoring occurs organically through peer interactions and open exchanges. We are assessing whether to formalize this process, recognizing the value of our existing, spontaneous support network.

4

Enhance Accessibility Options Across the Board

This year, we've made strides in enhancing accessibility by relocating to an office that includes wheelchair access to our floors, albeit with some necessary workarounds. This is a notable upgrade from our previous location. We also maintain our commitment to inclusivity by consistently offering remote work options, ensuring all team members have the opportunity to thrive.

OUR 2024 GOALS

As we forge ahead, we embrace the balance between ambition and realism in our DEI pursuits. For 2024, we've chosen to concentrate on two specific goals, committing to not only achieve these objectives but to do so with depth and integrity. This focused approach allows us to channel our resources and efforts into making a meaningful impact, ensuring that our strides in DEI are both significant and sustainable.

1

Refined Approach to Upskilling

While we have made strides in fostering continuous learning across all organizational levels, our focus in 2024 will be to refine this process. We aim to systematize upskilling, ensuring it is seamlessly integrated into our workflow and culture. To facilitate this, we will embed an Athiya Global spokesperson within our client teams. This role will be essential in organizing and providing tailored upskilling opportunities directly to our resources on-site, ensuring a seamless integration of learning and development with daily operations and client needs.

2

Deepened Engagement with DEI Learning

After initiating our DEI eLearning modules, we are committed this year to deepening engagement with these principles. Our aim is two-fold: firstly, to enhance tracking of training participation, ensuring all employees are actively involved; and secondly, to delve deeper into the DEI topics introduced last year, exploring these aspects more thoroughly. Our long-term goal is to embed DEI principles into our daily operations and company culture, transforming them from mere checklist items into a continuous, enriching dialogue.

Our DEI goals for 2024 are designed to not only further our commitment to diversity, equity, and inclusion but to weave these essential principles into the very fabric of our operations. By focusing on precise areas such as upskilling and deepened learning engagement, we aim to foster an environment where DEI is not just practiced, but lived. Through these dedicated efforts, we are setting the stage for a more inclusive and dynamic future.



SPOTLIGHT CORNER

FREE DEI ELEARNING

In this year's DEI report, we turn the spotlight to a new chapter in our commitment to expanding diversity, equity, and inclusion beyond the confines of our organization. Reflecting our dedication to community outreach and education, we have offered our self-paced DEI online course for free to members of the Rotary Club and long-standing clients.

This initiative not only extends our educational resources to a broader audience, to over 2000 members of the Rotary Club, but also reinforces our belief in the power of shared knowledge to foster a more inclusive society. By granting these community leaders and business partners access to our DEI curriculum, we aim to strengthen the foundations of equity and understanding across various sectors.

Among the Rotary Club recipients, approximately 20% are women and 80% are men, which provides a unique opportunity to enhance DEI awareness in a demographic traditionally dominated by male participation. We anticipate that this will catalyze a chain reaction, encouraging a balanced representation and wider acceptance of DEI values.

With this act of goodwill, we aspire to set a precedent for other organizations, inspiring them to contribute to this collective mission. It's a step towards ensuring that the principles of diversity, equity, and inclusivity extend well beyond our organizational boundaries, fostering a profound and lasting impact on workplace culture globally.

We recognize that the path to embedding diversity, equity, and inclusion in every facet of society is a marathon, not a sprint. This collaboration with the Rotary Club and our clients is a stride forward in that marathon. It's a commitment to sustained progress and a reflection of our belief that the best way to predict the future is to actively shape it with the values we hold dear.



CONCLUSION

As we draw this edition of our DEI report to a close, we recognize that the path towards a truly diverse, equitable, and inclusive workplace is a continual endeavor. This report has highlighted both our strides and the steps still needed to deepen our commitment.

At Athiya Global, our goal extends beyond mere statistics or superficial benchmarks; we are committed to fostering a genuine culture where each individual feels valued, heard, and empowered. We take pride in our accomplishments but remain dedicated to ongoing learning and improvement.

In the coming year, we will keep pushing forward, actively seeking feedback, and engaging in meaningful dialogue to tackle the challenges and seize the opportunities that lie ahead. We are grateful to our employees, partners, and stakeholders for their invaluable role in this journey. Together, we are dedicated to crafting a more inclusive future at Athiya Global.

Thank you for your engagement with our DEI efforts. We continue to invite your insights, suggestions, and partnerships as we progress along this important path.

**Athiya Organizational
Competencies Inc.**

3205, Village Crest Ct.
Flower Mound,
Texas 75022, USA

www.athiyaglobal.com

contact@athiyaglobal.com

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