



How PeriFerry and LTIMindtree

FORGED AN INCLUSIVE FUTURE BY
PUTTING AWARENESS INTO ACTION

In a sector where only **18%** of LGBTQ+ professionals feel included, LTI Mindtree partnered with PeriFerry to bridge systemic DEI gaps.

POLICY TO PRACTICE framework helped the collaboration move beyond policy. Through targeted manager and support staff sensitization, and deep cultural transformation, LTI Mindtree has increased DEI and also earned **Gold in Brandon Hall Group™ Awards** and India Workplace **Equality Index** recognition for LGBTQ+ inclusion.

The Challenge: A Crisis of Access



Despite global DEI commitments, LTI Mindtree faced a "last-mile" problem in scaling inclusion



Managerial Awareness Gap

Middle managers lacked practical skills to foster inclusion, risking inconsistent DEI implementation.



Support Staff Inclusion Gap

Frontline staff, often from diverse linguistic and socioeconomic backgrounds, were excluded from DEI initiatives, leading to workplace silos.



Representation Gap

Female and LGBTQ+ representation stagnated (30.69% women, 0.25% LGBTQ+), and support staff attrition remained high.

The Intervention: A 360-Degree Partnership



PeriFerry and LTIMindtree deployed a two-pronged strategy: Internal Awareness and Scalable Engagement.

A

Building Awareness Foundations (Manager Sensitisation)

Between FY 23-25, PeriFerry facilitated:

- 3+ virtual workshops (English, 90 mins), training 55+ managers on unconscious bias, allyship, and inclusive leadership.
- 90%+ positive feedback on practical application of DEI skills.

B

“Scaling Inclusive Practices” (Support Staff Engagement)

- 6+ virtual workshops (regional languages, 60 mins), reaching 200+ staff across Hindi, Marathi, Bengali, Telugu, Kannada, and Tamil.
- Customized modules on psychological safety and cultural sensitivity.

The Impact: Redefining Inclusion



The partnership demonstrated that DEI transformation is scalable, sustainable, and measurable

18

DEI
Engagement
increased by
18%

90

90% of
participants
reported
increase in
confidence to
address DEI
issues

30+

Women
representation
at 30.69% in
FY25

75%

Employee
satisfaction with
DEI rose from
68% to 75% in
the FY25
compared to
FY24



Silver - LGBTQ+
Category, IWEI24



Gold - Brandon Hall
Group, HCM Excellence



Best Companies for Women in India (BCWI25)

The Future: Self-Sustainability

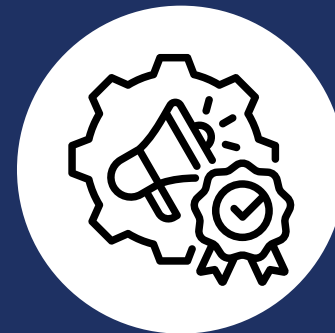


Today, DEI at LTIMindtree is not a "special project" but Business As Usual (BAU).



Retention

Improved metrics indicate high retention and integration.



Recognition

Recognition by Brandon Hall Group,
Best Workplaces for Women in India
2025 and India Workplace Equality
Index.



Leadership

LTI Mindtree sets industry benchmarks
for scalable DEI, inspiring broader IT
sector adoption