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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

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# Breaking Barriers: A Study on Advancing Diversity and Inclusion in Indian Society

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**ABSTRACT:** In today's highly competitive and fast-growing workplaces, the importance of diversity and inclusion (D&I) is increasing dramatically. Indian organizations are increasingly aware of the key role of well-being and the involvement of employees. The initiative promotes equity, diversity and inclusion, which acquires importance as a key factor in success. This study examines how the promotion of an integrated and diverse work environment supported by multicultural capabilities, collaborative technology, and strategic engagement in social media leads to material business outcomes. With the development of D&I guidelines, improvements to maintain long-term effectiveness remain inherently important. This study shows how a strong commitment to inclusion and diversity can improve India's global competitiveness. By analyzing current trends and challenges, this study aims to reveal implementable knowledge that companies can make significant advances in D&I practices. While existing literature shows that marginalized groups are often exposed to underestimation or misrepresentation, integrated advertising achieves positive outcomes for both brands and society. However, gaps consist of representations of broader diversity attributes such as disability, gender identity, and religion. Future research should simultaneously examine several dimensions of diversity, with inter sectionality, and expand the scope to integrate the advertiser's perspective to better understand the obstacles to integrated representation.

**KEYWORDS:** Diversity, Education, India, Workplaces and Academia

### I. INTRODUCTION

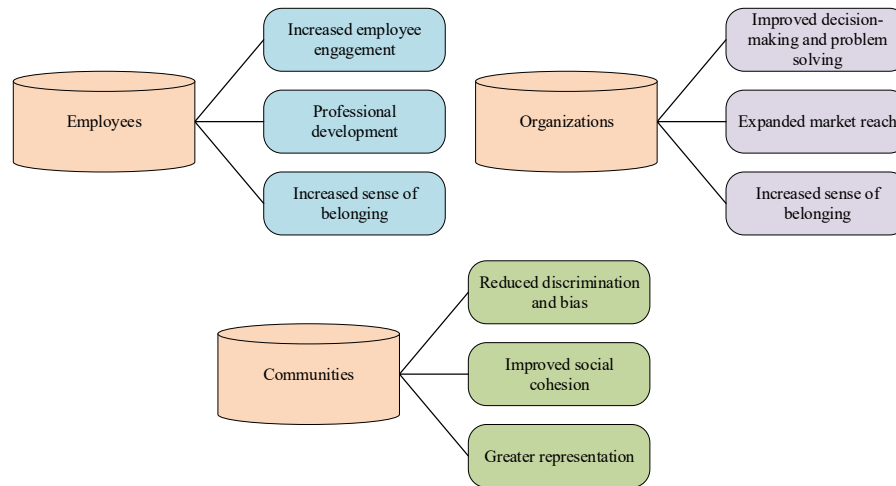
Practical guidance on how to include diversity and inclusion concerns into individual AI systems and the broader global AI ecosystem is lacking at the present time [1]. Historically, clinical trials of experimental medical goods have not included enough women and members of most racial and cultural groups in the US. The ability to be generalized of trial results and the entire knowledge of the safety and effectiveness of novel medications, technologies, biologics, and vaccines are both compromised by the lack of proper representation of these populations. Consequently, not everyone who needs a new medical product will be able to get one, and existing discrepancies in outcomes across different demographic groups may persist, become worse, or even emerge [2]. Multilingualism and linguistic variety are being promoted globally via language technology. Nevertheless, the ever-developing field of language technology and applications only covers a fraction of the world's more than 7,000 languages [3]. Research in the field of international business has to take into account the growing need for MNEs to tackle issues of diversity, inclusion, and equality if it wants to keep up with the times. This is the first comprehensive study of electronic data interchange in the IB, and its purpose is to assess how well EDI studies conducted inside IB meet the needs of social justice and equality on a global scale, both now and in the future [4].





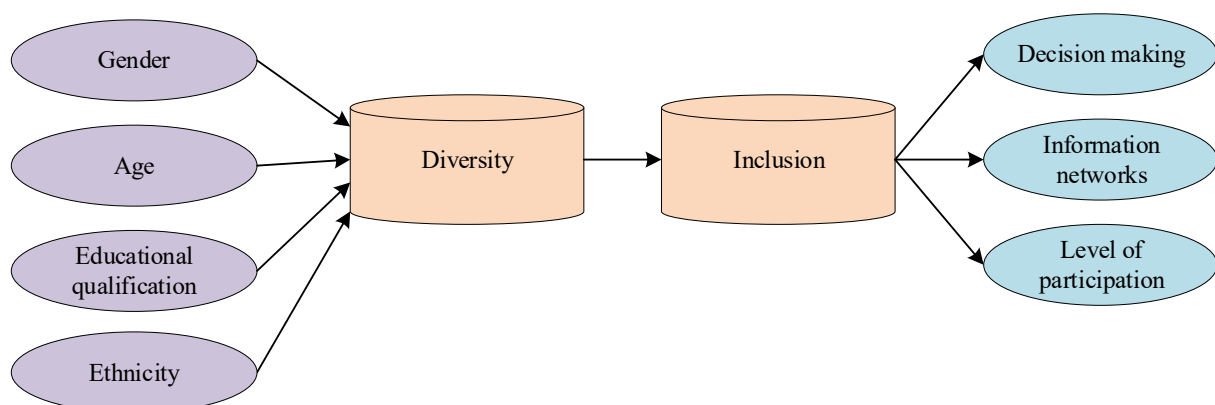
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**Fig.1. Benefits of diversity and inclusion**

To successfully handle important concerns of equity, trust, prejudice, and openness, it is imperative that AI systems be inclusive and diverse in their development and deployment, given the prevalence and diversity of AI systems. The design, development, as well as deployment of AI systems, however, pay little attention to D&I factors [5]. Graduate schools in behavior analysis should teach students to be sensitive to other cultures so that they can work well with clients from all walks of life. Incorporating equality, inclusion, and diversity materials into behavioral analysis graduate course sequencing is a crucial method for assisting students in developing a culturally sensitive repertoire. Nevertheless, there is a lack of recommendations for how behavior analysts should choose which topics to include in their courses on diversity, equality, and inclusion [6]. The term D&I refers to a wide range of issues that crop up while working with open source software, including but not limited to gender, experience level, language, and geographic location. With the increasing focus on diversity and inclusion in open source ecosystems and projects, several initiatives have been launched to encourage a more diverse pool of contributors. The current status of diversity and inclusion, however, remains unknown. A better grasp of the present situation of diversity and inclusion in open source projects may help the community create or revise existing plans to increase diversity in the project's contributor pool and provide light on the factors that contribute to the growth of welcoming online communities [7]. While progress has been made, there is still much more to be done. Indian diplomats in the past have also urged governments to appoint women diplomats to leadership positions, as they can lead dialogues and discussions while effectively communicating India's stance on women's issues. Generative AI debates continue to focus on the lack of diversity in language models. India can also aim to shape this from the medium to the long term and globally communicate this.



**Fig.2. Major Factors in Diversity and Inclusion**



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### II. TYPES OF DIVERSITY AND INCLUSION

**Internal Diversity:** internal diversity refers to the differences that are inherent to a person or their family, such as age, ancestry, sex, physical and mental abilities, and cultural identity. Discrimination based on any of these things is completely unacceptable. Efforts should be made to create an environment where members of the LGBT (lesbian, gay, transgender, bisexual,) group can thrive without being discriminated and firms should ensure that the LGBT community is adequately represented in their hiring. While the gender as well as sex ratio in entry-level positions may not be too lopsided, it is somewhat concerning when it comes to top positions in Indian companies. When it comes to pregnant women, the level of discrimination is two times higher

However, things have been shifting recently, and more and more businesses are employing women. If the organization implements progressive and equitable workplace regulations, women will be able to reach their full potential. Businesses may do their part to foster an inclusive workplace for people of all genders and sexual orientations by doing things like instituting regular work hours, providing access to childcare, enforcing zero-tolerance policies against harassment, and ramping up safety programs.

**External Diversity:** Personal traits that are connected to an individual but are not determined at birth but may be shaped by their environment are called external diversity. Religion, education, hobbies, abilities, socioeconomic position, marital status, life experiences, place of residence, citizenship, and other characteristics may also change with time. It is imperative that companies construct their recruitment procedures in a way that promotes diversity and inclusion. It is unacceptable to treat people differently because of their faith or their socioeconomic situation.

The quality of the applicant is more important than their alma mater. Indirectly discriminating based on socio-economic position, such employment practices are so.

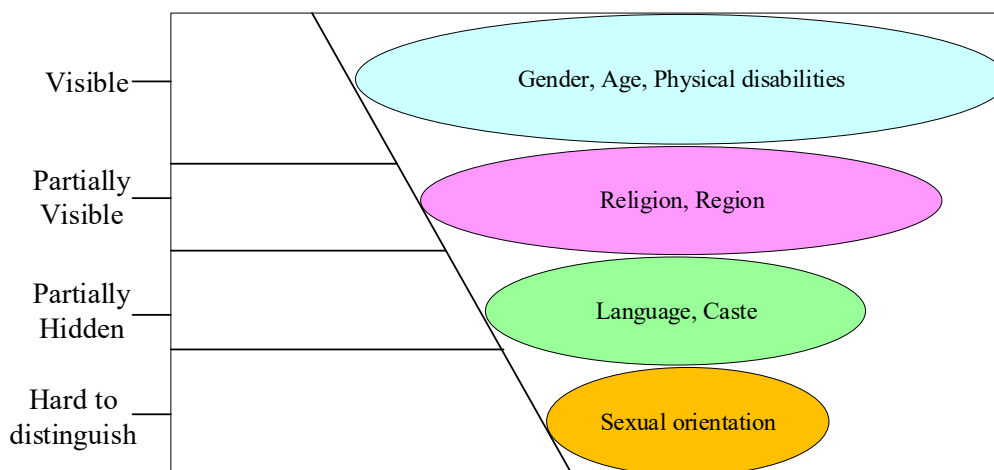


Fig.3. Different Numbering Factors in Diversity and Inclusion

**Organizational Diversity:** Distinctions in rank or seniority, job description, department, employment type, and physical location are all examples of the kinds of characteristics that make up an organization's diversity. While seniors' expectations of juniors' job quality are often addressed, the inclusion and mentorship expectations of junior associates from seniors are less often explored.. However, just promoting someone will not synthesize leadership and decision-making abilities. Leadership along with decision-making skill development is an ongoing process that should begin at a young age via appropriate training. Consequently, everyone must be involved in making decisions and developing strategies so that they are not surprised when their contributions are needed.

**Worldview Diversity:** What we mean when we talk about "worldview diversity" is the fact that individuals have different ideas and viewpoints on many topics, including ethics, religion, politics, philosophy, and even the nature of knowledge itself. Establishing a culture that values and accepts differing viewpoints is critical for any business or organization. Ambiverts and introverts, who are often seen as "quiet" or "anti-social," and extroverts, who are viewed as energetic and positive, are just a few examples of the types of individuals whose behaviors and attitudes the



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workplace should be welcoming to. Filling up the gaps and fostering invention and creativity may be achieved via a blend of personalities and career styles.

### III. REVIEW OF LITERATURE

A qualitative analysis of the Barbara Ross-Lee, DO, Equity, Inclusion, and Diversity Award applications to the Accreditation Council of Graduate Medical Education [8] uncovered both the most basic and the most ambitious diversity, equity, and inclusion initiatives implemented by model GME programs. Implementing a mission-driven holistic analyze for admissions as well as selection, providing interviewer instruction on implicit bias mitigation as well as the effects of racism and discrimination on admission processes as well as advancement, establishing inclusive selection as well as DEI committees, including DEI in mission statements, and retaining a more diverse faculty were all necessary foundational strategies. To better DEI in residency, guarantee conformity with accrediting criteria, and enhance health outcomes for everyone, these results imply that GME programs may follow the tactics of exemplar programs.

Research organizations need to rethink and revamp the way clinical trials are planned and carried out in order to get long-term support for inclusiveness and diversity, as previously discussed in [9] with an emphasis on study-level tactics. In order to get insight into organizational-level practices that encourage diversity and inclusion in clinical trials, the Clinical Trials Transformation Initiative interviewed executives from institutions that carry out clinical trials. Executives detailed factors that motivate people to do good deeds, including moral and ethical imperatives, organizational practices like staff investment as well as resource allocation, perceived ROI, like improved research, and barriers, such time and money. In addition, the CTTI arranged for an expert conference to go over the results of the interviews and provide recommendations. In order to advance health equity, they offer a framework that incorporates expert advice and interview results into four main areas: commitment, partnerships, and accountability, along with resources. These areas pertain to maintaining organizational-level strategies for enhancing inclusion and diversity in clinical trials.

To trace the development of various languages, the authors in [10] examine the correlation between language kinds, available resources, and attendance at natural language processing conferences. Their numerical study challenges the "language agnostic" stance of existing models and systems by highlighting the differences across languages, particularly with regard to their resources. In that work, they want to persuade the ACL society to prioritize fixing the problems they've identified here, so that nobody's language is left.

According to a review of 1618 articles in [11], international business EDI studies follow the same diversity categories (such as gender) and reasons for studying EDI (such as performance) as mainstream EDI studies outside of IB. However, IB studies fail to take advantage of the global aspects of MNE and are sluggish to change their focus from firm or team accomplishment to the inclusion of underrepresented populations. They found that IB does a good job of explaining processes connected to heterogeneity, but it stays away from moral arguments for EDI and its results don't always take into account power or status gaps, postcolonial legacies, or other forms of inequality. That is based on their narrative assessment of 101 papers within IB. While they continue to be interested in the link between EDI and organizational performance, they are calling for more power-laden and morally-based analysis to help reduce international hostility to EDI. Authors see a chance to spearhead social transformation at the crossroads of IB with EDI research.

The purpose of the SLR described in [12] was to catalog the problems with D&I in AI and the methods, techniques, guidelines, and practices that have been developed to address these issues. Authors found 48 relevant scholarly publications published between 2017 and 2022 after a thorough search and selection process. Researchers found 55 distinct problems and 33 distinct solutions related to diversity and inclusion in artificial intelligence by using open coding on the data retrieved from the chosen publications. When it came to improving D&I procedures with AI, they found 24 distinct problems and 23 distinct solutions. Their review and synthesis of the relevant research helps fill gaps in their knowledge on diversity and inclusion concerns and factors to be considered throughout the AI ecosystem's creation, testing, and rollout phases. The results would be significant in drawing attention to the need for academics and practitioners to include diversity and inclusion ideas and practices into future AI systems, as well as raising awareness of the issue. Also, that analysis finds several major holes in the literature that other researchers might fill up with their own work.



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Incorporating readings on diversity, equality, and inclusion into the regular course frameworks of behavioral analysis graduate programs is proposed in the article [13]. Detailed suggestions are provided for each course prerequisite in the Verified Course Sequence by the Association for Behavioral Analysis International.

A critical analysis of diversity and inclusion studies published in the field of hospitality and tourism is the goal of that article [14]. That paper's design, technique, and approach were informed by a critical reflection that used thematic analysis to integrate two bodies of academic work that had emerged independently, one from the field of human resources and the other from the field of consumer behavior. That critical analysis fills the void that exists between the two points of view. The writers identify three promising areas for further study and propose a research agenda based on their findings: marketing, diversity resistance, and human resource management. In order to create a more welcoming environment for people of all backgrounds in the hospitality and tourist industries, they prioritize theory-driven research with real-world applications.

Finding out how far along the path to diversity and inclusion software engineering programs at Finland's higher education institutions are is the goal of the research cited in [15]. The purpose of that online survey was to gather information from 30 software engineering university professors in Finland on the methods they employ, instances of diversity and inclusion in the classroom, and the obstacles they encounter when trying to include these concepts into their lessons. There is space for improvement in the methodologies utilized and in raising awareness among instructors on the significance of inclusiveness and diversity in software engineering training and within faculties in Finland, according to the major results.

### IV. DEVELOPING A D&I STRATEGY

The proliferation of social media, heightened sensitivity to international happenings, new policies, the work of advocacy and consulting groups, and progressive rulings from India's courts have all contributed to a recent uptick in discussions in the country about diversity and inclusion (D&I). Creating a welcoming and diverse work environment is no easy feat, particularly in a nation where bigotry and prejudice run rampant. On the other hand, it is encouraging to see the steadfastness with which different groups are working toward a common goal, particularly when members of the oppressed communities speak up about their struggles and fearlessly question established norms.

The following strategy could be adopted:

- To review diversity and inclusion initiatives.
- To set focuses on all diversity associated parameters
- Equal pay for equal work is maintained.
- Diversity training is provided to employees according to the defined number of hours.
- Mentors are assigned to pertinent employees and provide them with effective guidance.

#### Diversity and Inclusion in the Workplace

Promoting inclusive and diverse workplaces via a variety of initiatives and policies is the essence of inclusion and diversity in the workplace policy framework. Diversity refers to the wide variety of variances that exist among people in any given setting, including but not limited to racial/ethnic/national/gender/sexual orientation/ability status. The goal of inclusion, in contrast, is to make everyone feel welcome and safe, even those who may be seen as different from the norm. From a legal perspective, it is possible to find discrimination in any work environment that does not really promote inclusiveness.

Potential factors taken into account by employers include:

- **Identify core organizational value**
- **Data collection and assessment**
- **Draft and implement a plan document.**
- **Legal compliances, internal policies and a support system**
- **Conduct creative sensitization workshops**
- **Monitor progress Ensuring authentic diversity and inclusion**



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When discussing diversity and inclusion, it is common to observe that most corporate policies have a gender perspective. Depriving someone of a chance at something without a good reason may not be acceptable, thus policies should work to ensure diversity in all its forms, including sexual orientation, ethnicity, handicaps, race, religion, demographics, culture, geography, etc. Beyond just meeting legal requirements, it is essential to stress that inclusion and diversity ought to be deeply embedded as enduring organizational principles. Maintaining everyone's basic liberties and rights calls for this strategy.

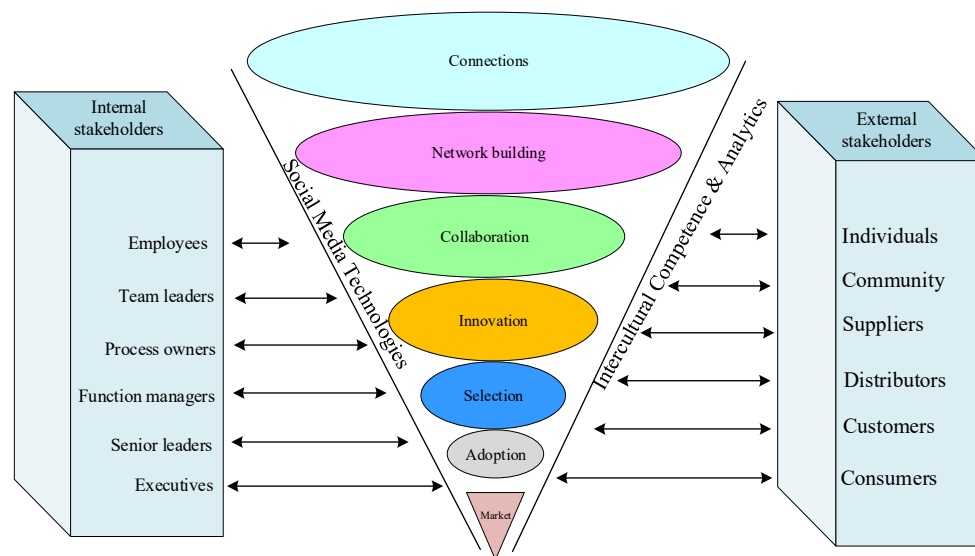


Fig.4. Functional Management of Diversity and Inclusion

### V. IMPORTANT POLICIES TO TAKE OUT DISCRIMINATION

**Equal Opportunity Policy:** It is mandatory for some businesses to disclose their equal treatment policy. As per the Rights of Peoples with Disabilities Act 2016, this policy shall detail the measures done to provide accommodations for persons with disabilities and guarantee that the facility is accessible to those with disabilities.

**Non-Discrimination for Transgender Persons:** Discrimination against transgender people is prohibited under the terms of the 2019 Transgender Persons (safeguarding of Rights) Act.

**Gender Diversity in Company Boards:** In order to comply with the Companies Act of 2013, certain businesses must have a board of directors that is at least 50% female.

**Equal Remuneration:** Equal Remuneration Act of 1976 states that companies are obligated to pay men and women equally for equal labor, without any sort of discrimination in hiring.

**Non-Discrimination against Women:** To prevent gender bias in hiring, onboarding, performance reviews, and compensation, the Maharashtra Shops and Organizations (Article of Employment and Terms of Service) Act, 2017 was enacted.

**Occupational Safety and Health:** In 2020, there will be changes to the planned Code on Occupational Health and Safety and Working Conditions that would allow transgender people to have their own bathrooms, locker rooms, and showers.

### VI. CONCLUSION

There is still a lot of room for improvement in leadership, focusing on behaviors and culture, and strategically positioning D&I, according to the latest study. However, these three areas are essential for making a good influence on





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results. Put simply, research indicates that the majority of organizations have not yet implemented the necessary changes and measures to reap the advantages of diversity and inclusion. When it comes to leadership, diversity and inclusion are often unaccountably handled. When it comes to the challenges that diverse workers face in terms of inclusiveness, senior executives are often oblivious and disconnected. In addition to not assessing the effect of enterprise activities, monitoring progress, or learning about what is effective and what isn't, they frequently fail to prioritize or empower staff members to encourage diversity and inclusion. Companies fail to address diversity and inclusion (D&I) issues, including the detrimental micro-behaviors that different workers encounter on a daily basis and which may damage their confidence and well-being. Enterprise approaches to diversity and inclusion (D&I) and employee expectations of their companies in this area have come into clearer focus as a result of the worldwide COVID-19 pandemic's disruption, which has highlighted preexisting societal disparities. It may be premature to draw broad conclusions about the effects of this worldwide event, but there are indications that, along with difficulties, it presents chances for advancement, particularly as many businesses reevaluate their work practices and the value they provide to workers, which includes diversity and inclusion.

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