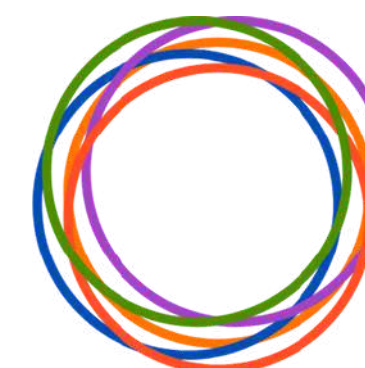


The Outcast Collective

company book

Drawing the margins to the center.



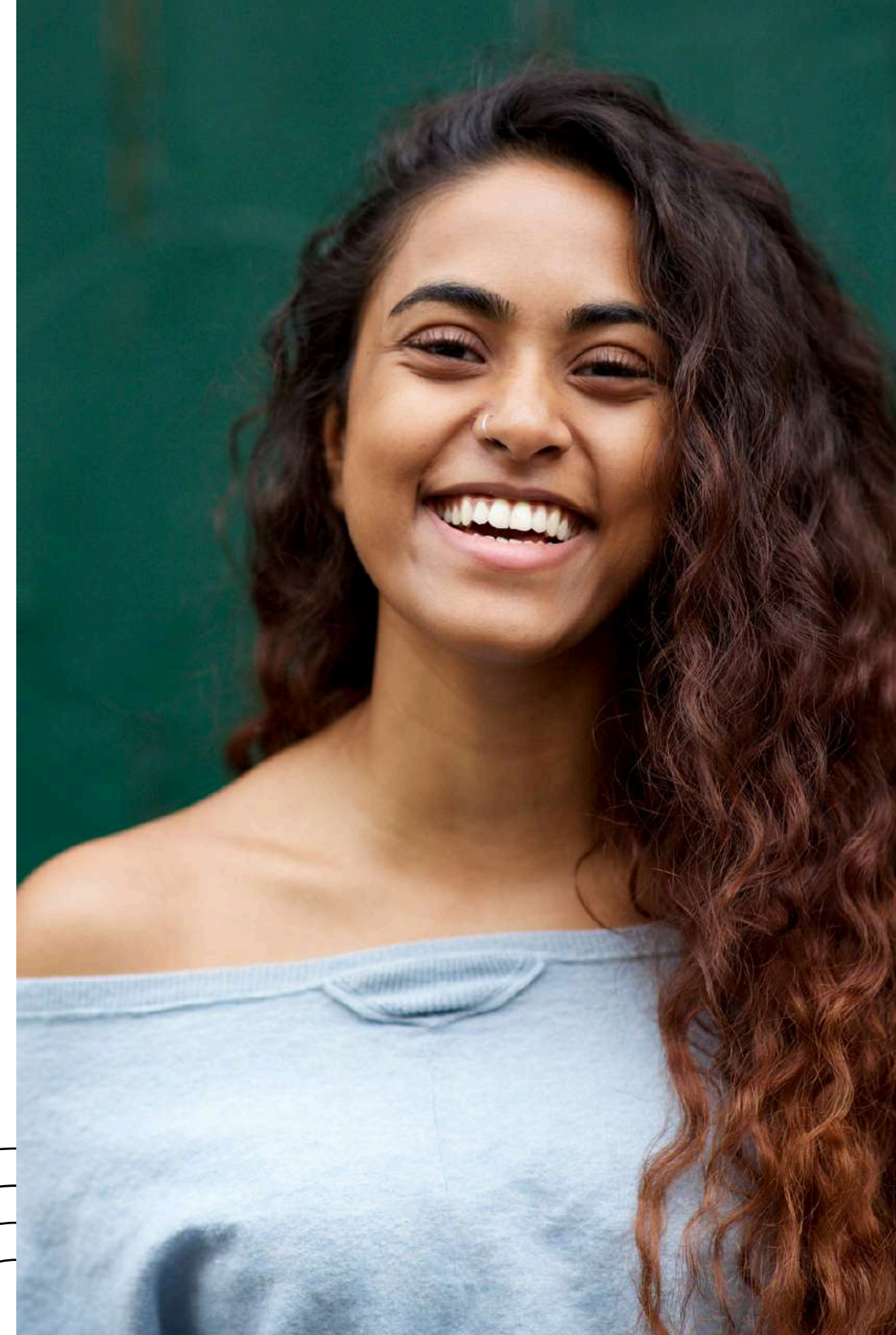
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Who we are?

WHO WE ARE DRIVES WHAT WE DO.

The Outcast Collective (TOC)
is a Diversity, Equity,
Inclusion & POSH consulting
and advisory firm.

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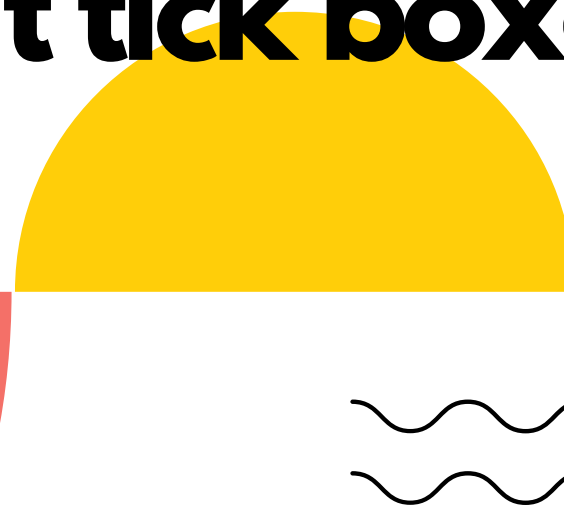
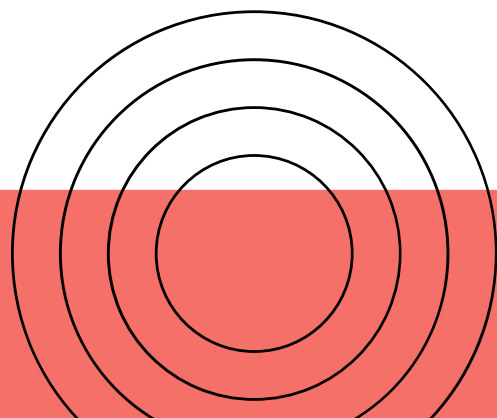
**Values
are our
bedrock.**

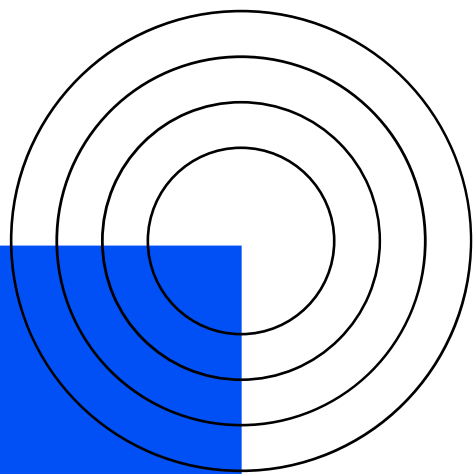
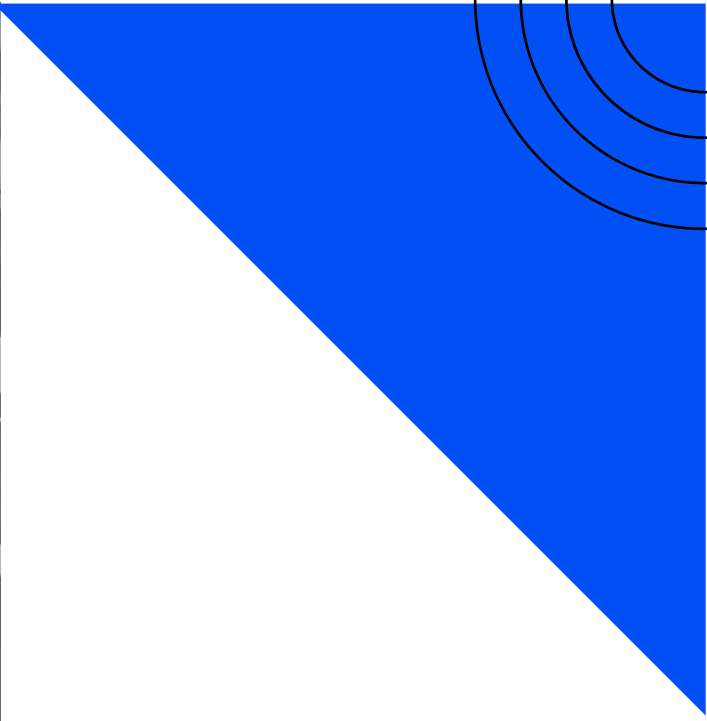
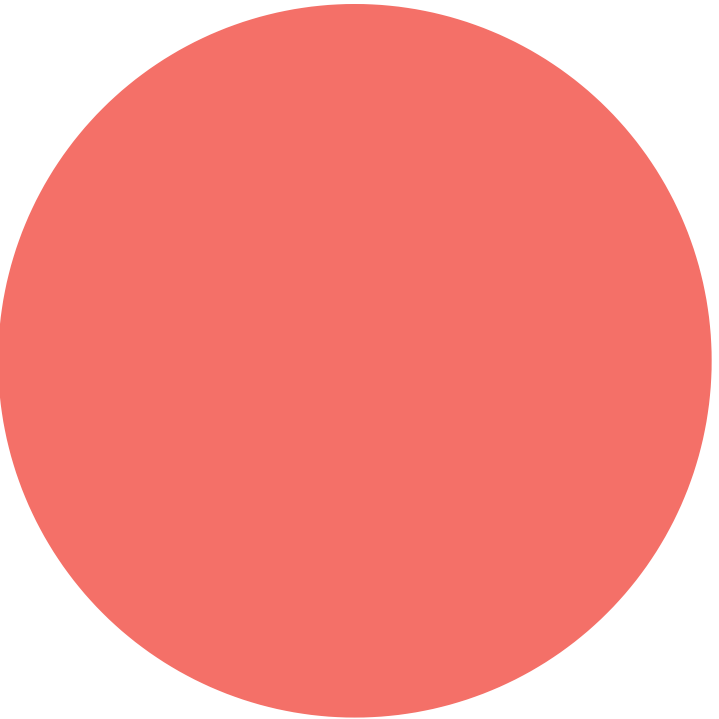
At The Outcast Collective, we center voices from the margins—advocating for **LGBTQIA+ rights, gender equity, caste inclusion, and fair workplace practices.**

We move beyond checkboxes, **driving real change through dialogue, intent, and action.** With deep expertise in people and culture, we lead **behavior change, culture transformation, and inclusive policy consulting.**

Our mission: To **co-create workplaces rooted in intersectionality, affirmative action, and a lived commitment to DEI.**

We don't tick boxes. We build belonging.





What We Do

WE CATALYSE
DIVERSITY DIALOGUES



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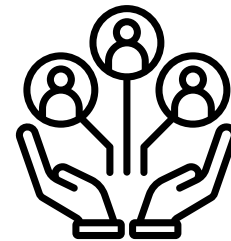
OUR SERVICES



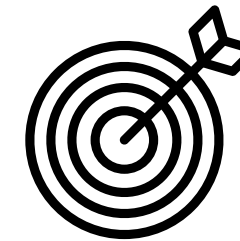
ENABLING INCLUSIVE WORKPLACES



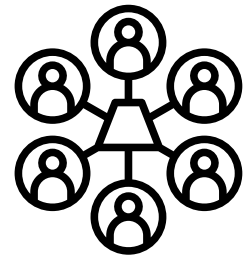
**DEI STRATEGIC
CONSULTING
& ADVISORY**



**POSH ADVISORY &
LEGAL COMPLIANCE**



**IMPACT :
COLLECTIVE STUDY**



**OUTCAST
DIALOGUES**

DEI Strategic Consulting & Advisory

DEI WORKS

- **Designing and Aligning DEI Vision, Strategy & Framework**
- **Conducting DEI & POSH Climate Surveys** with in-depth analysis and actionable insights
- **Establishing and Operationalizing Diversity Governance Councils** for sustained inclusion
- **Building Executive Sponsorship Programs** for women and other underrepresented talent groups



DEI Strategic Consulting & Advisory

DEI WORKS

- **Inclusive Leadership Training & Coaching** for leaders, managers, and teams
- Establishing **Employee Resource Groups (ERGs)**
- **Strategic DEI Communication Partner**
- **Embedding DEI into L&D and OD initiatives**



POSH Advisory and Legal Compliance

POSH WORKS

- **POSH policy review/drafting.**
- **Setting up and registration of ICC.**
- **Awareness programs about prevention and redressal of workplace sexual harassment.**
- **Training of IC members for effective investigation of POSH cases.**



POSH Advisory and Legal Compliance

POSH WORKS

- **Drafting Annual Compliance Report.**
- **External Member Empanelment and case investigation.**
- **Designing communication tools for POSH awareness.**


















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DEI Toolkit for Organizations

IDF's DEI Toolkit Implementation Partner

Impact Area	Key Data	Industry Implementation	
Financial Performance	Companies with diverse executive teams achieve 25% higher profitability. (McKinsey & Co.)	JPMorgan Chase: DEI initiatives foster inclusive leadership, boosting client trust and profits by 5% . Costco: An inclusive culture boosts profitability & customer loyalty, increasing annual revenue by 7% . Schabel Solutions: Implemented DEI training, reducing HR complaints by 90% .	  
Innovation & Revenue	Diverse companies see 19% higher innovation-driven revenue. (Boston Consulting)	Microsoft: Diverse teams innovate faster, enhancing product development by 20% . Intel: Increased market reach through diverse supplier programs, leading to a 15% revenue boost.	 
Talent Attraction & Retention	76% of job seekers consider workplace diversity a key factor. (Glassdoor Report)	Accenture: DEI initiatives improve employee engagement and reduce turnover by 30% . Unilever: DEI policies enhance diversity and retention, boosting employee satisfaction by 12% .	 
Decision-Making Efficiency	Inclusive teams make better decisions 87% of the time. (Cloverpop Study)	Deloitte: Inclusive decision-making improves outcomes and operational agility by 25% . Pfizer: Diverse R&D teams drive better clinical outcomes, reducing trial errors by 18% .	 
Competitive Edge	DEI-driven companies outperform peers by up to 36% in profitability.	Citi: DEI initiatives strengthen market leadership and boost annual profit by 7% . Mastercard: Inclusive strategies enhance trust and profitability, raising revenue by 9% .	 
Regulatory Compliance	Aligns with Indian legal frameworks and ESG mandates.	Tata Group: DEI policies ensure compliance and growth, improving ESG scores by 10% . Infosys: Structured DEI initiatives ensure ESG alignment, boosting investor confidence by 12% .	 
Enhanced Decision-Making	Diverse leadership enhances decision-making quality by 87% .	Johnson & Johnson: Diverse leadership enhances innovation and decisions, driving 5% profit growth. KPMG: Inclusive decision-making improves strategies, boosting client satisfaction by 15% .	 
Sustainable Growth	Inclusive cultures deliver 2.3x higher employee retention .	Wipro: Inclusive work culture enhances long-term workforce stability, reducing attrition by 20% . Capgemini: DEI-led policies support sustainable business growth, increasing talent retention by 18% .	 

The ROI of DEI



Business Outcome: Higher Revenue Growth



Statistical Evidence: Companies with high gender diversity report **15%** more revenue from new products. (**Harvard Business Review**)



Industry-Wide Application: Google: Inclusive practices drive product innovation and user engagement, contributing to a **12%** increase in new product revenue.

Procter & Gamble: DEI initiatives increase customer base and sales growth by **9%**.



Business Outcome: Increased Market Expansion



Statistical Evidence: Companies with diverse leadership teams generate **19%** more revenue from innovation. (**Boston Consulting Group**)



Industry-Wide Application: Amazon: DEI-focused leadership expands market access and customer reach, resulting in a **14%** market share increase.

IBM: Diverse teams foster global innovation and business growth, increasing international revenue by **10%**.



Business Outcome: Stronger Brand Reputation



Statistical Evidence: **70%** of consumers prefer brands with clear DEI values. (**Edelman Trust Barometer**)



Industry-Wide Application: Nike: Inclusive marketing enhances brand loyalty and public trust, leading to a **6%** increase in customer retention.

Adobe: DEI commitments improve brand perception and customer engagement, boosting customer satisfaction by **8%**.



Business Outcome: Improved Employee Engagement



Statistical Evidence: Inclusive workplaces have **35%** higher productivity and **50%** lower attrition. (**Deloitte**)

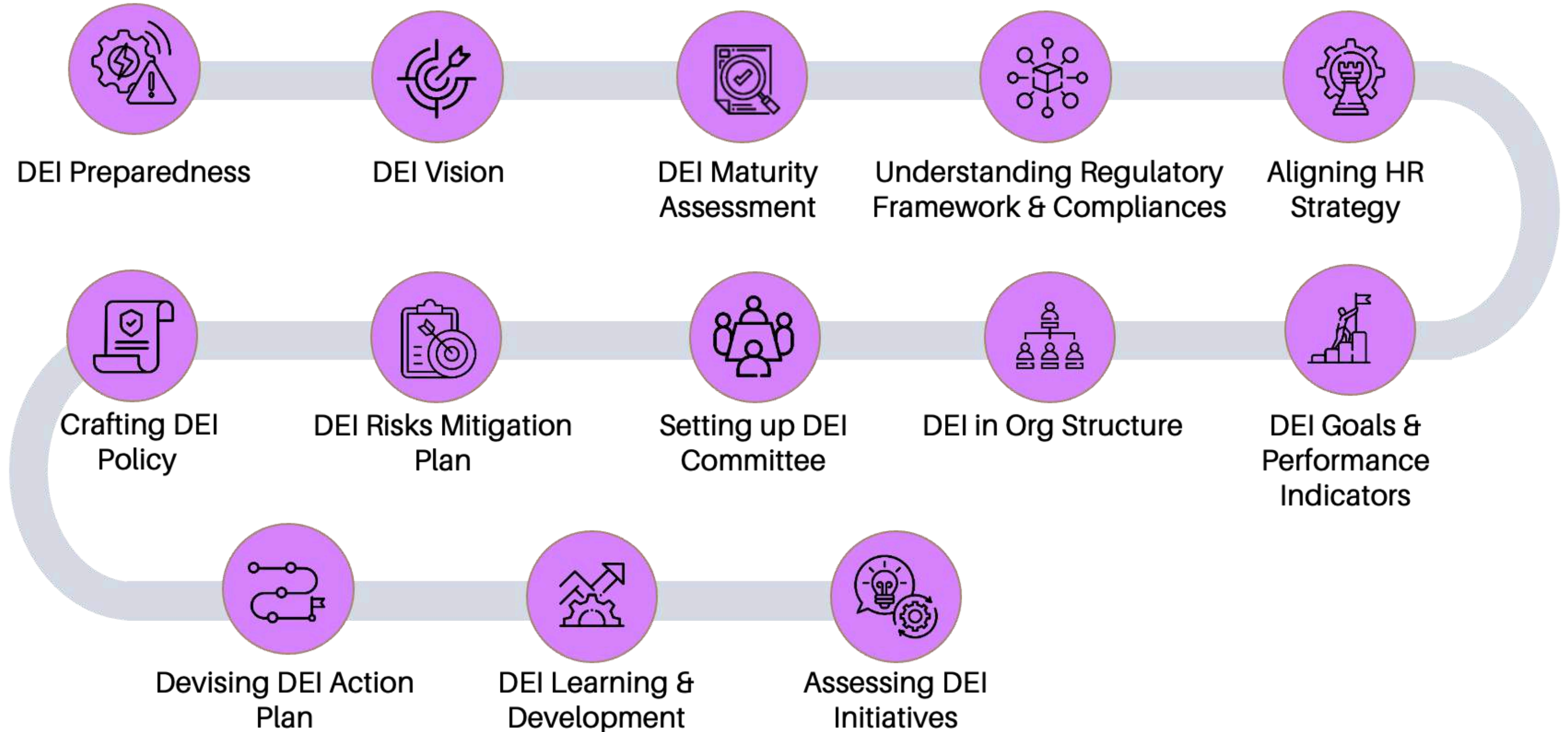


Industry-Wide Application: Wipro: Inclusive work culture enhances long-term workforce stability, reducing attrition by **20%**.

Capgemini: DEI-led policies support sustainable business growth, increasing talent retention by **18%**.



DEI Toolkit Roadmap to successful DEI implementation



WE ARE TRUSTED BY



Our Team



Rutuja Shinde

Service Delivery Lead -POSH

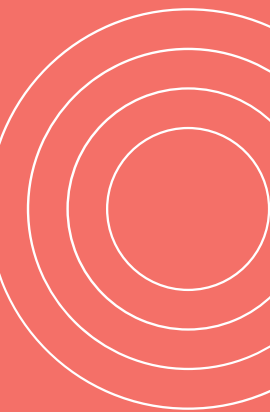
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Lakshmi Sreenivasan

Service Delivery Lead - DEI

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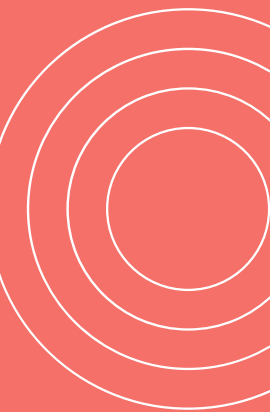
Our Mentors



Mini Nair



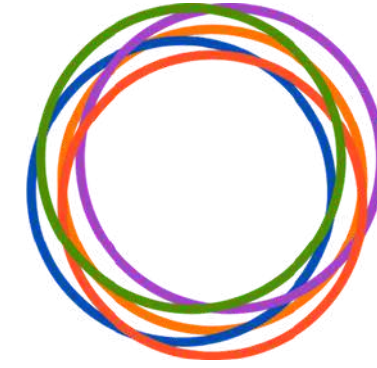
Ritushree Panigrahi



It is not our differences that divide us. It is our inability to recognise, accept, and celebrate those differences. ~Audre Lorde



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Thanks for considering us!

NOW LET'S GET TO WORK.

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