

APRIL 2021

*The*

# INCLUSION DIGEST

THE DIVERSITY & INCLUSION NEWSLETTER

*Praying for all our near and dear ones - May we all find the strength & support in these difficult times*



## LANDMARK JUDGMENT, KERALA HC DECLARES MUSLIM WIFE-INITIATED DIVORCE, AS ABSOLUTE

RIGHTS OF WOMEN HOLD



One of the rights of a Muslim woman to divorce is by way of 'Khula' which may be called as wife - initiated Talaq. Till now, according to Ulemas interpretation, Khula can be exercised only when

## WHAT'S IN ?

- 01 NEWS PAGE 1
- 02 NEWS PAGE 2
- 03 NEWS PAGE 3
- 04 NEED NO REASON TO SMILE  
DIVERSITY SHOP
- 05 GIVE BACK OPPORTUNITY
- 06 DEI EVENTS & HAPPENINGS

the husband accedes to the wife's request. If he refuses, the woman has no option but to approach courts of law under the provisions set out in the Dissolution of Muslim Marriage Act of 1939. Interpreting applicable verses of Quran, the court said that the right of Khula is an unconditional right of the woman. The HC has deemed Khula as absolute and said that no specific reasons are required to invoke it.

## INDIAN ADS FURTHER GENDER STEREOTYPES, SHOWS UNICEF STUDY

### STUDY FINDINGS



An analysis of 1000 Indian advertisements on TV and YouTube show that portrayal of girls and women is problematic. They further gender stereotypes — women are more likely to be shown as married, less likely to be shown in paid occupation, also more likely to be depicted as caretakers and parents than male characters.

Females are 2X times more likely to be shown taking household decisions & doing household chores while males are shown to be smart and taking decision for the future. Male characters are almost 2X likely to be shown as funny than female characters.

Female characters are 9 times more likely to be shown as “stunning/very attractive & Thin” than male characters

\*TO READ ARTICLES IN FULL,  
KINDLY INVOKE GOOGLE



## EDITOR'S NOTE

*I am delighted to bring you this monthly newsletter with the Diversity, Equity & Inclusion thoughts, news & happenings.*



*I really appreciate your time and look forward to keeping this month's prompt.*

**Shashwati**

*Making inclusive spaces a reality*

## CENTRAL GOVT, NCC APPEAL AGAINST KERALA HC RULING ALLOWING ENROLMENT TO TRANSPERSONS

### RIGHT TO SELF IDENTIFICATION CHALLENGED



The move challenges a single-judge verdict allowing the entry of a transgender woman into the National Cadet Corps (NCC) in accordance with her self-perceived gender identity. The Centre and NCC, in its appeal, contended that a Transgender person who has got different physical and psychological features distinct from female gender cannot be allowed admission to female category.



## OSCARS STAGE HAD A RAMP FOR THE 1ST TIME EVER

DISABILITY INCLUSION IN SPOTLIGHT



This year's having 3 nominees - Crip Camp, Sound of Metal, Loop at the Academy Awards meant the spotlight shine on performers and characters with Disability.

The Oscars broadcast also featured a moving Google ad about a pair of deaf grandparents communicating with their grandchild.

## COST CUT FOR GENDER RECOGNITION CERTIFICATE IN UK - FROM £140 TO £5 - BUT MANY BARRIERS STILL REMOVING BARRIERS ONE BY ONE



The Equality and Human Rights Commission (EHRC) said the fee reduction is a 'missed opportunity to simplify the law on gender recognition'. According to law, a transgender person has to undergo a 2 year waiting period, a review before a specialist panel, and paying fee before being able to change their gender legally. Also, the highest proportion of transgender people in UK are non binary, and there is still no way for non binary people to have their gender recognised.

## EUROPEAN COMMISSION'S 1ST FEMALE PREZ LEFT WITHOUT CHAIR AS THE 2 MALE OFFICIALS TAKE SEAT

GENDER EQUALITY TAKES CENTRE STAGE



European Council chief Charles Michel and Turkey President, Erdogan took the chairs as Ursula von der Leyen stood looking at both men, expressing her astonishment as they reach to discuss EU-Turkey relations.

## DISNEY UPDATES PARK DRESS CODE, ALLOWS WORKERS TO UNCOVER TATTOOS

INCLUSION AT WORKPLACE



Disney parks has updated its dress and style code for employees, as part of a wider effort to make its employees and guests feel even more welcome at its theme parks. The new guidelines mean cast members won't have to cover their tattoos and can style themselves in costumes that are gender inclusive.

The company will also provide more inclusive products like costumes for people in wheelchairs, LGBTQ Mickey ears, and revamp attractions in the parks to feature more diversity.

\*TO READ ARTICLES IN FULL,  
KINDLY INVOKE GOOGLE

## NEED NO REASON TO SMILE

### LOL WITH TOONS



"Of course we employ people with disabilities! Dan can't make a decision, Tina is a chronic whiner, Zack can't stop talking, Kathy has no sense of humor, Tim can't sell...."

Image 1 Description of a Cartoon.

Joke:

Two people are talking. One person seems to be asking questions to the officer of an organization.

Officer is saying - Of course we employ people with Disabilities. Dan cannot make a decision, Tina is a chronic whiner, Zack can't stop talking, Kathy has no sense of humor, Tim can't sell..

### SIGNS THATS SHINE



Image 2 description:  
Showing cat figures in many colors -  
text reads PURRIDE



### HEALTH CORNER MORNING CUP IMMUNITY BOOSTER

#### INGREDIENTS:

- 1 CUP OF WATER
- ¼ TSP RAW GRATED GINGER
- ¼ TSP TURMERIC ROOT
- 1 TSP APPLE CIDER VINEGAR
- 1 TSP HONEY

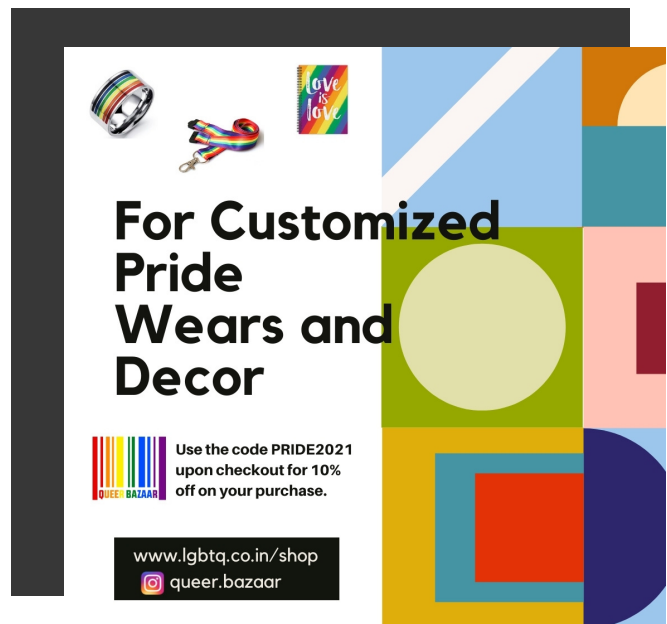
BOIL WATER, GINGER + TURMERIC -10 MINS  
TURN OFF STOVE AND LET IT COOL A LITTLE.  
STRAIN DRINK IN A CUP, ADD HONEY +  
VINEGAR . DRINK TO A HEALTHY YOU



## DIVERSITY SHOP

PRIDE MONTH CELEBRATIONS  
CORPORATE GIFT-BOXES

HANDCRAFTED & CURATED GIFT-BOXES, NOTEBOOKS, T-SHIRTS, KEYCHAINS BY LGBTQ+ ARTISTS - SHOP AT **BE UNIC**  
WWW.BEUNIC.IN | CALL - 9637187279  
INSTAGRAM: BEUNIC\_INDIA

CUSTOMISED PRIDE WEAR  
& DECOR

PRIDE FLAGS, RINGS, CUSHION COVERS ETC SHOP FROM **QUEER BAZAAR**  
CHECK OUT INSTAGRAM: QUEERBAZAAR FOR MORE | CALL/SMS: 9986011456



## GIVE-BACK OPPORTUNITY

Reg No : BNG (U) PYA 648 2020-2021

**ನಮ್ಮನೆ ಸುಮ್ಮನೆ**  
**NAMMANE SUMMANE**  
Gangondanahalli Circle, 3rd Cross, 4th Main Road, Bangalore - 560 073

**Moh: 9535236199**  
**8050035748 / 8431668589**  
Mail ID : nammanesu@gmail.com

The Nammane Summane Organisation as known as temple of refuse street starts says that it is says that some elderly people and home less are left without cloths food and shelter in there old age. Knowing this **Ms. MILANA** **Nakshatra** (Trans Women) **Founder of Nammane Summane.** Set up a refused shelter and brought in street stars who were found on the street. We are providing them Milk, Nutritious meals, Clothing and Medical facilities. Request to assist in the Rehabilitation of Refugees and special things is were are welcoming for LGBT+QR People. Who are Mentally and physically depressed peoples from the family got mentally upset from there family. We are working for them and we are giving counseling for there life.

NAMMANE SUMMANE - ORPHANGE RUN BY TRANSGENDER WOMEN - OPEN FOR ALL PEOPLE (ALL GENDERS) - 22 PERSONS LIVING  
**SPONSOR MONTHLY GROCERY Rs. 1000-** per person | **URGENT REQ:** CALL: +91 953526199

**Dropping Point**  
Guru Vidhyashram Special School  
No:12,Nandhi Nagar,  
Keekattali,Chennai-600117  
9840894264/9500043911

**Ration Distribution Initiative**  
by **DSW TRUST**  
**GBH HOLDINGS LLC**

**DONATE AND SAVE TAX**  
Dhanabakkiammal Social welfare Trust  
Bank: Axis Bank  
A/c:No: 921010003441816  
IFSC Code : UTIB0000083  
Branch Code: 000083  
Branch: Madipakkam

**DRY RATION SUPPLY**  
FOR SPECIAL CHILDREN AND COVID-19 NEED PERSON...

**GBH HOLDINGS LLC**

GURU VIDHYASHRAM SPECIAL SCHOOL  
FREE EDUCATION, EARLY INTERVENTION, COVID CARE FOR 63+ CHILDREN WITH DISABILITIES  
**SPONSOR MONTHLY GROCERY Rs. 899/-** per child  
CALL: +91 9840894264

## LOOK FORWARD TO



DIVERSITY &amp; INCLUSION EVENTS &amp; HAPPENINGS

## LEADING WITH PRIDE - LEADERSHIP DEVELOPMENT PROGRAM FOR LGBTQ+ INDIVIDUALS

**LEADING WITH PRIDE**

**BECOME**  
UNSTOPPABLE  
Your Story is your Drive

**FIND YOUR INNER STRENGTH**  
Discover and Empower your Unique Self

**STARTING**  
SUNDAY, 4 JULY 2021  
DELHI  
SATURDAY, 10 JULY 2021  
BANGALORE

**APPLY AT**  
[www.workingwithpride.org](http://www.workingwithpride.org)  
**MAIL US FOR MORE INFO**  
[LWP@workingwithpride.org](mailto:LWP@workingwithpride.org)

FIND YOUR INNER STRENGTH  
- YOUR STORY IS YOUR DRIVE

LWP BATCHES ARE HERE  
STARTING:

- DELHI - 4 JULY 2021
- BANGALORE - 10 JULY 2021

APPLY AT  
[WWW.WORKINGWITHPRIDE.ORG](http://WWW.WORKINGWITHPRIDE.ORG)

EMAIL FOR MORE INFO  
[LWP@WORKINGWITHPRIDE.ORG](mailto:LWP@WORKINGWITHPRIDE.ORG)

Don't miss out on this opportunity to  
effect positive change.

## OUT &amp; LOUD PUNE INTERNATIONAL QUEER FILM FESTIVAL, 2021

**OUT & LOUD**  
PUNE INTERNATIONAL  
QUEER FILM FESTIVAL  
2021

**AUDIENCE REGISTRATIONS  
NOW OPEN**

Register at [www.lgbtq.co.in](http://www.lgbtq.co.in) to attend the festival

14 - 16 May 21  
[www.lgbtq.co.in](http://www.lgbtq.co.in)

Logos: WORKING WITH PRIDE, LEADING WITH PRIDE, publicis sapient, IBM, BARCLAYS

Social media icons: Instagram, Facebook, Twitter, LinkedIn, WhatsApp

@outloudpiqff

## GET READY TO BINGE

HAND-PICKED QUEER **MOVIES** FROM  
AROUND THE WORLD

- DATE: **14-16 MAY 2021**

PIQFF IS ONLINE THIS YEAR  
AND **FOR FREE!**

AUDIENCE REGISTRATION IS NOW OPEN:  
[WWW.LGBTQ.CO.IN](http://WWW.LGBTQ.CO.IN)

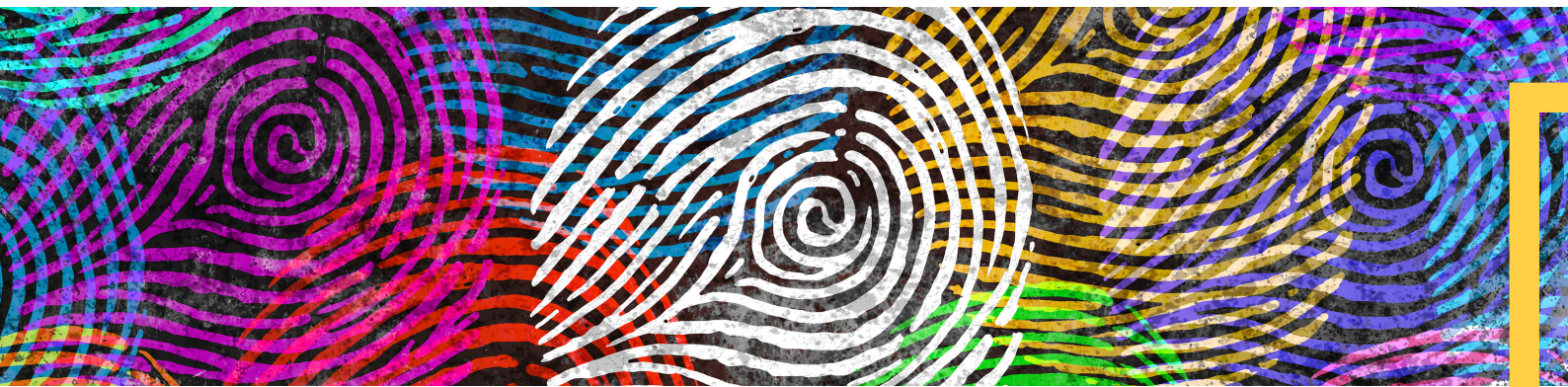
IF YOU ENJOY THE MOVIES, YOU ARE  
WELCOME TO BUY US POPCORN AND  
SODAS - OPEN TO CONTRIBUTIONS :)  
CALL/SMS: 9986011456



APRIL 2021

# THANK YOU

WISH YOU HEALTHY & HAPPY DAYS AHEAD.



**SHARE YOUR**

**ORGANIZATIONAL BEST PRACTICES**

**INFO ON DIVERSITY SUPPLIERS -**  
(BUSINESSES BENEFITTING MINORITY GROUPS )

**UPCOMING EVENTS**

**AWARDS & RECOGNITIONS**

**DEI ARTICLES & OPINIONS**

**HAPPY TO FEATURE YOU IN OUR UPCOMING  
ISSUES**



PLEASE DROP IN A TEXT MSG AT 8971854300

We shall get in touch with you in 2-3 business days :)