

JUNE 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



SASHA
DIVERSITY & INCLUSION

CENTRE MAKES IT MANDATORY FOR DISABILITY CERTIFICATES TO BE ISSUED ONLINE

EASE OF ACCESS



In a relief for people with disabilities, the Centre declared that it is Mandatory for all States/UTs to grant certificate of disability through online mode

WHAT'S IN ?

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only using UDID portal. States/UTs have been advised for compliance by the Ministry's Disability Affairs Department.

The online registration will ensure complete digitization of certification of disability. It will also provide a viable mechanism for cross-checking the genuineness of the certificate to achieve pan-India validity. Further, it will simplify the process claims the government. For people with disabilities, a disability certificate is a necessity as they can avail the benefits of different government schemes by furnishing the document.

10,000+ WOMEN ARE SUING GOOGLE OVER GENDER PAY DISPARITY FOR \$600 MILLION

GENDER PAY GAP



The state court has approved 'class-action' status for a long-running lawsuit accusing Google of paying certain female employees less than men.

The women allege that Google was in violation of California's Equal pay Act, which is regarded as the most stringent measure of its kind across the US.

Advocates hail the case significant for women at Google and in the technology sector. This shows that it is critical that companies prioritize paying women equitably over spending money fighting them in litigation.



EDITOR'S NOTE

A Happy Pride Month. 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

POP ICON DEMI LOVATO COMES OUT AS NONBINARY

CLAIMING ONE'S IDENTITY



Pop icon Demi Lovato came out as nonbinary through a Twitter video. They also announced that they are updating their pronouns to they/them.

"I feel that this best represents the fluidity I feel in my gender expression, and allows me to feel most authentic and true to the person I both know I am and still am discovering," Lovato said.

INDIA COURT MOVES AWAY FROM PROTECTIONISM: A NEW TRAJECTORY FOR GENDER DISCRIMINATION CASES?

UPHOLDING HUMAN RIGHTS



High Court of Kerala, India, invalidated an employment notification that invited only male candidates to apply for the permanent post of Safety Officer.

The judgement, which determined that women cannot be denied employment on account of the appointment involving work during night hours, is a significant step in fueling true empowerment. In acknowledging the changing dynamics of professions, liberally construing protective provisions and (re)emphasizing the fundamental right to equality as enshrined in the Indian Constitution, the decision materializes the common aspiration of achieving gender parity in workplaces.

GERMAN CHURCHES DEFY THE VATICAN TO BLESS GAY COUPLES

UPHOLDING HUMAN RIGHTS



Catholic churches around Germany offered blessings for gay couples in a protest against the Vatican's refusal to approve same-sex partnerships. More than 100 churches in Germany signed up to host services under the motto "love wins" - a scheme initiated by priests and volunteers.

"We must finally recognise as a church that sexuality is part of life - and not only in a marriage between a man and a woman, but in all faithful, dignified and respectful love relationships," - German working group on sexuality.

*TO READ ARTICLES IN FULL,
KINDLY INVOKE GOOGLE

Call for Contributions



Please keep them coming in!

WOULD BE GREAT TO LEARN FROM YOU

Invitation to share (any):

- Articles/ Opinions/ Poems
- Diversity, Equity, Inclusion (DEI), Best-Practices
- Your DEI ideas that all of us at large could reflect on
- Lock down diary – short pieces on what you have been up to and how you've been keeping yourself well from a mental wellness perspective
- Photos - syncing with Diversity & Inclusion Theme
- Jokes
- Film and Netflix/Amazon/Hotstar reviews of Inclusive series



NEED NO REASON TO SMILE

LOL WITH TOONS

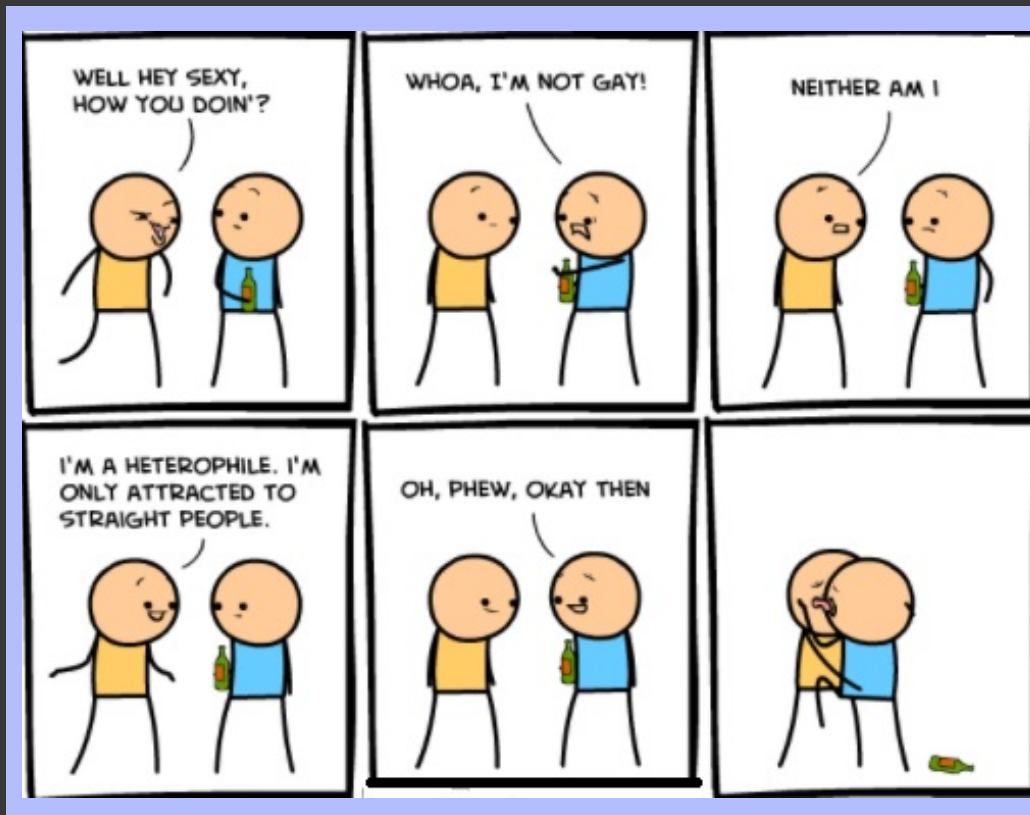


Image 1 Description of a Cartoon with 2 persons seemingly of the same gender.

Person 1 : Well, Hey , Sexy. How you doing?

Person 2: Whoa. I am not gay.

Person 1: Neither am i
I am a heterophile - i am attracted to only straight people.

People 2: Oh.. Okay

The 2 then kiss.

SIGNS THATS SHINE



Image 2 description:
Sushi Rolls NOT Gender Roles

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

100% COTTON T-SHIRTS



DESIGNED BY LGBTQ DESIGNERS & MODELLED BY QUEER PEOPLE AS WELL. SHOP AT **BE UNIC**

WWW.BEUNIC.IN | CALL - 9637187279
INSTAGRAM: BEUNIC_INDIA

PRIDE CELEBRATIONS - WEAR & DECOR



PRIDE FLAGS, RAINBOW RINGS, CUSHION COVERS ETC SHOP FROM **QUEER BAZAAR**

CHECK OUT INSTAGRAM: QUEERBAZAAR FOR MORE | CALL/SMS: 9986011456

GIVE-BACK OPPORTUNITY

SO, HOW ABOUT WE SAVE A LIFE THIS TIME?

Your contribution will enable us to provide emergency oxygen support to 10,000+ vulnerable families in the poor settlements of Bengaluru.

#WeStandTogether

DONATE NOW

Ketto | **Let's Be The Change** | **@team_lbt** | **www.letsbethechange.in**

LET'S BE THE CHANGE

#WESTANDTOGETHER SUPPORTS 10,000+ VULNERABLE FAMILIES IN 6 URBAN POOR SETTLEMENTS IN BANGALORE. YOUR **CONTRIBUTION** WILL BE A RAY OF SUNSHINE - **CALL 80959 03171**

JUNE 2021

DRIPPING 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 & INCLUSION EVENTS & 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
MAIL US FOR MORE INFO
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

EMAIL FOR MORE INFO
LWP@WORKINGWITHPRIDE.ORG

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

PRIDE CELEBRATIONS 2021 - BY MIST

30 Movies of Resilience

It's time to donate rations & pop the corn!

MOVIES THIS WEEK

Thank you filmmakers and contributors for supporting...

Begum Parvathi (Jun 1)
Out Of Syllabus - Gender Identity (Jun 2)
Paul 10 (Jun 3)
Are We There Yet ? (Jun 4)
Ochin Pakhi (Jun 5)
FOG (Jun 6)

Get access to the 30 movies of resilience by supporting our Dry Ration Campaign for the Transgender Community at www.lgbtq.co.in

ANNOUNCING 30 MOVIES OF RESILIENCE

CAMPAIGN TO RAISE DRY RATIONS FOR THE TRANSGENDER COMMUNITY

A HUGE SHOUT OUT TO ALL THE CONTRIBUTORS AND FILMMAKERS WHO ACCEPTED TO BE PART OF THIS INITIATIVE. THANK YOU FOR YOUR SUPPORT.

THIS PRIDE MONTH,
LET'S MAKE A CHANGE

BY MAKING A DIFFERENCE.

ACCESS TO THE 30 MOVIES OF RESILIENCE BY SUPPORTING OUR DRY RATION CAMPAIGN FOR THE TRANSGENDER COMMUNITY AT
WWW.LGBTQ.CO.IN

JUNE 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 :)

