

# INCLUSION DIGEST

*The* DIVERSITY & INCLUSION NEWSLETTER



SASHA  
DIVERSITY & INCLUSION

## WITNESSES WITH DISABILITIES CANNOT BE TREATED AS INFERIOR: HC ADMITS EVIDENCE FROM A WOMAN WITH VISUAL IMPAIMENT, SCENTENCES MAN TO 7 YRS

RIGHT TO EQUALITY



Madras High Court has upheld the conviction of a man for molesting a woman with visual impairment

## WHAT'S IN ?

- 01 NEWS: RIGHT TO EQUALITY, DISABILITY
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- 03 NEWS: LGBTQ+ , OLYMICS 2020
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GIVE BACK OPPORTUNITY

The Madras High Court has upheld the conviction of a man for molesting a visually impaired woman, saying that the evidence in the case cannot be treated as inferior because of the disability of the victim. The man has been sentenced to seven years of rigorous imprisonment.

"Merely because of the factum of disability, her evidence cannot be treated as inferior in nature to that of an able-bodied person. To do so, could be negation to the constitutional principle of the right of equality,"

The accused had appealed that the evidence submitted before the court for his conviction was not valid and that the victim being visually impaired can not be taken as an eyewitness but only as hearsay.

## 26 WEEKS OF EQUAL PARENTAL LEAVE FOR ALL EMPLOYEES: DIAGEO INDIA

INCLUSIVE POLICIES



Diageo India announced a 26-week parental leave, comprising all benefits and bonuses, irrespective of gender or sexual orientation under its family leave policy.

The policy is part of the company's commitment to build a diverse and inclusive workplace culture and also to fulfil its ambition of supporting gender equality, Diageo India said in a statement.

AUG 2021



## EDITOR'S NOTE



Dear Leader

The Olympics, Tokyo 2020 left us mesmerized & wanting more. Under the tagline, "Know Differences, Show Differences", it showed us how Diversity & Inclusion (D&I) is essential to achieving the Games Vision and delivering successful Games. It was encouraging to see D&I being incorporated into all aspects of planning and operations. Tokyo 2020 embraced 'Diversity' by celebrating the differences of individuals, while 'Inclusion' saw people being accepted and respected regardless of age, ethnicity, nationality, gender, sexual orientation, religious beliefs or intellectual or physical impairment.

I hope that the structure of the newsletter will help to promote active interchange among D&I champions. To that end, several regular sections and columns will appear in each issue.

Let's open our hearts & minds, and lay the foundation for a more just and equitable society. Thank You for sharing your valuable time - appreciate that & promise to keep this prompt.

*Shashwati*

Regards, Shashwati

Making inclusive spaces a reality

## KARNATAKA CLEARS RESERVATIONS FOR TRANSGENDER PERSONS

GENDER INCLUSION



Karnataka became the first state in India to reserve one percent of government jobs for the transgender community. This ruling is one of the most significant for transgender rights. In it, the apex court declared that there should be no discrimination on grounds of gender identity, which can be male, female, or transgender.

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## SENATE CONFIRMS 2 LGBT WOMEN TO MILITARY POSITIONS IN HISTORIC FIRSTS

LGBT + INCLUSION



Gina Ortiz Jones, who is a lesbian, was confirmed to be the undersecretary of the Air Force, making Jones the first out lesbian to serve in the role of undersecretary of any military branch. Shawn Skelly will serve as the assistant secretary of defense for readiness, making Skelly the highest-ranking out transgender defense official in the country's history.

## RECORD NUMBER OF LGBTQ ATHLETES COMPETING AT TOKYO OLYMPICS, TEAM USA LEADS WITH 30 COMPETITORS

BEING OUT & PROUD

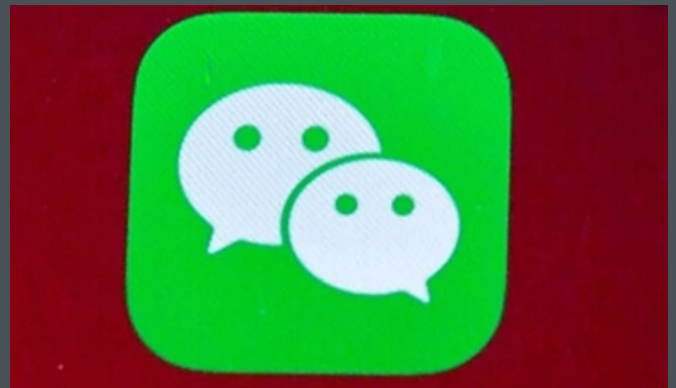


The number of out LGBTQ+ athletes competing in Tokyo is more than double of the competitors tallied during the last Summer Games in 2016.

This year, 121 openly queer athletes are vying for gold medals. Across the 25 countries with known LGBTQ+ athletes, women make up the highest population with a 7 to 1 ratio. The list also includes Laurel Hubbard, a New Zealand weightlifter, who is the first transgender athlete to compete in the Olympics.

## WECHAT BLOCKS LGBT ACCOUNTS, USERS SLAM ANTI-HOMOSEXUALITY CRACKDOWN IN CHINA

ANTI-LGBT MOVES



With a fresh crackdown against homosexuality in China, WeChat, a popular social media platform owned by Chinese tech giant Tencent, has deleted more than a dozen LGBT (lesbian, gay, bisexual, and transgender) accounts, run by university students.



*Call for Contributions*

Details on Page 8

\*TO READ ARTICLES IN FULL,  
KINDLY INVOKE GOOGLE



## FROM OUR READERS

## MY PRIDE VISION

*We live in a world, Where we have to,  
Fight, Protest, Question, Object, Disagree, Challenge,  
Dissent, Debate, Sensitize, Declare, Announce, Explain,  
Things that should have been, Normal by Nature.*

*I wish for the world,  
Where there is no need of normalizing,  
Gender, Race, Color, Ethnicity, Sexuality, Age, Disability,  
Love, Marriage, Rights, Equality, Sex change, Body Type.*

*I wish for a world, where it is normal to love anyone,  
I wish for a world, where it is normal to declare my gender,  
I wish for a world, where it is normal to be in any race or color,  
I wish for a world, where it is normal to be GAY.*

*I wish for a world, where there is no discrimination,  
I wish for a world, where there is no prejudice,  
I wish for a world, where there is no intolerance,  
I wish for a world, where there is no bigotry.*

*I wish for the world that loves everyone,  
I wish for the world that accepts everyone,  
I wish for the world that welcomes everyone,  
I wish for the world that is RAINBOW.*

*But, We live in a world, Where we have to,  
Fight, Protest, Question, Object, Disagree, Challenge,  
Dissent, Debate, Sensitize, Declare, Announce, Explain,  
Things that should have been, NORMAL BY NATURE.*

*And together, You, We and I,  
Fight, Protest, Question, Object, Disagree, Challenge,  
Dissent, Debate, Sensitize, Declare, Announce, Explain,*

*Until normal becomes normalized by nature!*

-- By Sriram Sridhar



## Why Leading With Pride?

I registered myself to attend Leading with Pride in June 2020 Bangalore batch along with Sasha (Editor of Inclusion Digest) and a few others. The experience was definitely incredible and I really learnt a lot of new things from LWP. LWP helped me to become a better person and not judge anything that happens only in my POV. Using the Personal Moments of Truth tool, I was able to look at my life experiences differently and analyse them in a better way that breaks down my self-judgements and assumptions to build better ones.

I was also able to conceptualize my personal pride vision and set my goals and aspirations in alignment with my pride vision to create a safe and healthy environment for everyone including myself. My pride vision was about Normalization. In today's world we speak about normalization on a daily basis to someone we interact with. But why do we have to normalize things that are normal by nature? LWP gave me the potential to think through this and write the below sentences to curate my Pride Vision.



## FROM OUR READERS

## ONKNOWN SELF

-- By Fathima

You ask me what do you intend?  
What do you seek, what do you desire to show?  
I say I want to live, not show, live rainbow.  
I am rainbow, I breathe rainbow, I wear rainbow.

Intimidated by your defeat.  
You denounce me of being notorious.  
Charge me of tarnishing your fake dignity.  
And designate my feelings as a phase of uncertainty.

Oh! My only wish to live.  
To live - which is a human right.  
I should not die without seeing this flux.  
I should not die till there is an end to this plight.

Yes, we are diverse as diverse as human nature is!  
We are part of nature not unnatural but naturally natural.





## NEED NO REASON TO SMILE

### LOL WITH TOONS



Image 1 : Boss says " You are fired" to an employee. Employee is sad.

Image 2: Now the Boss says " Not really.. But now the 2% raise wont seem so bad"

Boss then explains to the cat that its all about manage expectations.

### SIGNS THATS SHINE



Image 2 description: An image of a person on a wheelchair. Text reads: Lazy is not a handicap. Park elsewhere.



### HEALTH CORNER CALMING TEA

#### INGREDIENTS:

- 2 INCHES CINNAMON,
- 2 GREEN CARDAMOMS,
- 2 CLOVES,
- 5 - 6 DRIED ROSE PETALS - OPTIONAL
- 10 - 12 STRANDS OF SAFFRON.
- SLICED ALMONDS
- GREEN TEA

BOIL ABOVE INGREDIENTS -10 MINS. TURN OFF STOVE AND ADD GREEN TEA, SAFFRON AND ALMONDS. LET IT SIT FOR 5 MINS STRAIN DRINK IN A CUP, ADD HONEY/ SUGAR . DRINK TO A HEALTHY YOU



## DIVERSITY SHOP

## SALE ! PRIDE WEAR &amp; DECOR

**your one stop pride store.**

Order for INR 2000/- or above and get a copy of I AM DIVINE, SO ARE YOU by Devdutt Pattanaik for FREE...

**FREE**

Visit [lgbtq.co.in](http://lgbtq.co.in) or write to [ram@lgbtq.co.in](mailto:ram@lgbtq.co.in) for bulk / customized orders

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a copy of "I am divine, so are you" by  
Devdutt Patnaik.. **FREE**

## PRODUCTS BY INDIAN LGBTQ+ ARTISTS

DESIGNED BY LGBTQ  
DESIGNERS &  
MODELLED BY QUEER PEOPLE  
AS WELL.

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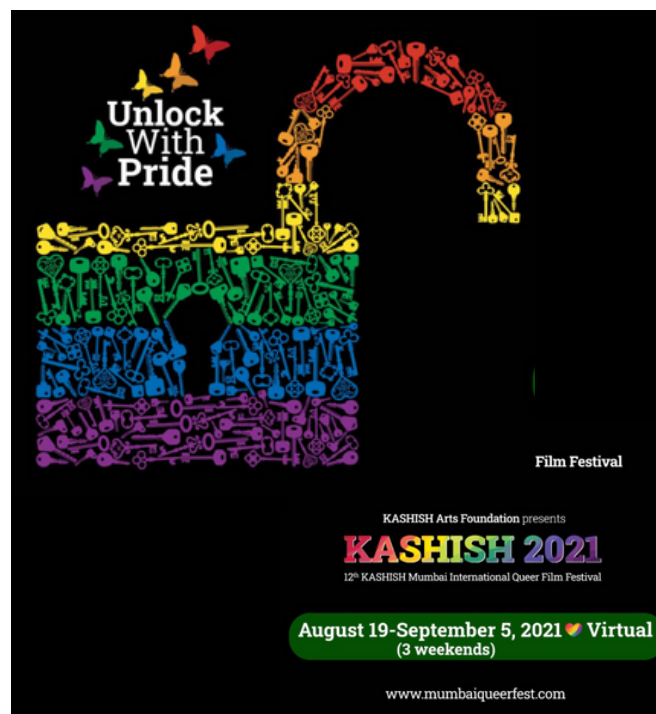
## DEI EVENTS & HAPPENINGS

### ACCEPTANCE MEET



**It's time!** for India's Independence Day and THE ACCEPTANCE MEET - annual event where LGBTQIA+ community and allies come together to share their stories of acceptance. Theme this year - #AcceptingTheDifferences. Let's get ready to witness some amazing and inspiring stories of acceptance. Sun, **August 15, 2021, 5 PM** onwards LIVE on Facebook & YouTube

### KASHISH 2021



South Asia Biggest **LGBTQIA+ Film Festival**

**August 19 - September 5, Virtual**

Visit <https://mumbaiqueerfest.com/>

## GIVE-BACK OPPORTUNITY



### URGENTLY REQUIRED

Dry Ratio, warm clothes, Biscuit & Snacks, Medical kits, bucket, mug, tooth pastes, Sanitary pads and clothes.

### Dropping Point:

Guru Vidhyashram Special School  
No:12, Nandhi Nagar,  
Keelkattalai,  
Chennai-600117

### DONATE NOW

(Tax Exemption U/S12AA, 80G)

Dhanabakkiammal Social welfare Trust  
Bank: Axis Bank  
A/c No: 921010003441816  
IFSC Code: UTIB0000083  
Branch Code: 000083  
Branch: Madipakkam

G- Pay:  
**9840894264**

**DRY RATION KITS, CLOTHES, MEDICAL SUPPLIES ETC, FOR SURVIVORS IN FLOOD AFFECTED AREAS, INDIA**

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# THANK YOU



## Call for Contributions



Invitation to share :

- Articles/ Opinions/ Poems
- Diversity, Equity, Inclusion (DEI), Your Company 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

**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 :)