

*The*

# INCLUSION DIGEST

DIVERSITY & INCLUSION NEWSLETTER

*Celebrating the historic day of the reading down of sec 377, Indian Penal Code*



SASHA  
DIVERSITY & INCLUSION

## INDIA FINISH WITH 19 MEDALS: TOKYO PARALYMPICS 2021

SPORT HONOURS



Television exposure and new interest from sponsors are raising hopes that the Games can build on their momentum.

## WHAT'S IN ?

- 01 NEWS: INDIA AT PARALYMPICS 2020
- 02 NEWS: POLICY, TRANS INCLUSION
- 03 NEWS: LGBTQ+ , GENDER EQUALITY
- 04 FROM OUR READERS: COMPANY BEST PRACTICES, VERITAS
- 05 FUN: NEED NO REASON TO SMILE
- 06 DIVERSITY SHOP , GIVE BACK OPPORTUNITY
- 07 DEI EVENTS & HAPPENINGS



## EDITOR'S NOTE

Dear Leader

The Paralympics is a place for sporting history, but also carries a tremendous potential to change attitudes towards people with disabilities. "Sports persons with disabilities are doing great things but they are not superhumans. I want people to know that they are human beings just like you," said a Japanese para-canoeist. We hope that the Paralympics will be a springboard that allows people to live more closely alongside people with disabilities.

Secondly, it is encouraging to see Indian courts shining the light on equality for people with disabilities and LGBTQ+ community. We have had some landmark judgements. This month we also celebrate the historic day in 2018 when the Supreme Court read down Sec 377 of IPC

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.

Regards, Shashwati

Making inclusive spaces a reality

India's medal tally now stands at 19 at these Paralympics. It has won 5 golds, 8 silvers and 6 bronze medals.

Paralympians strive for equal treatment with able-bodied Olympic athletes, but there is a large funding gap between Olympic and Paralympic athletes. Although the restlessness generated by multiple lockdowns, coupled with the cultural democratization shaped by social media, has amplified a shift in values and tastes, particularly among young people, that emphasizes the overlooked and undervalued.

## NASDAQ MISSED IMPORTANT OPPORTUNITY TO DEMONSTRATE TO CORPORATE AMERICA THAT PEOPLE WITH DISABILITIES MATTER

DIVERSITY IN BOARDROOMS



In their board diversity reporting initiative, for the "underrepresented minority," group, disability will not be considered as a qualifying criterion - This Nasdaq initiative largely sidelines people with disabilities when it comes to boardroom diversity reporting.

The proposed rule requires U.S.-listed companies to have two diverse directors, including one identifying as female and another as an underrepresented minority, or LGBTQ+, or they must explain why they do not.

## HYDERABAD NOW HOME TO 1ST TWO TRANSGENDER CLINICS IN INDIA

TRANSGENDER AWARENESS



Hyderabad in all its glory is now home to not one but 2 transgender clinics making it the first ever place in the country to do this.

This is a part of the Union government's plans to have exclusive transgender clinics in different metro cities as mandated in the Transgender Persons Act, 2019.



## POLISH REGION WANTS TO REMAIN AN 'LGBT-FREE' ZONE DESPITE RISKING MILLIONS IN EU FUNDS

ANTI-LGBT + VOICES



Polish regional council has voted to remain an "LGBT-free zone" despite a warning from the European Union that it could lose funding.

Numerous local authorities in Poland have declared themselves free of so-called "LGBT ideology" as gay rights have become a high-profile and deeply divisive issue in the predominantly Catholic country under conservative nationalist rule.

This has set Poland on a collision course with the European Commission, which says the zones may violate EU law when it comes to non-discrimination on grounds of sexual orientation.

## SCHOOL BOARD WHICH BARRED STUDENT FROM USING BOY'S RESTROOM TO PAY \$1.3 MILLION IN SETTLEMENT

TRANSGENDER RIGHTS



A Virginia school board agreed to pay \$1.3 million in settling a federal discrimination lawsuit brought by a transgender former student barred from using the boys' restroom in high school nearly 7 years ago.

The school board policy required the student to use restrooms that corresponded with his biological sex — female — or private bathrooms. He filed a federal lawsuit that wound its way through the courts for 6 years.

## BEGINNING OF A JUMP FOR GENDER EQUALITY IN SPORT

OLYMPICS 2021



The Tokyo Olympics was the most gender balanced in the history of the Games with nearly 49% of the athletes women.

The Olympic Charter of 2010 was the first to include in its missions: "To encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women." Those words were called out by a Gender Equality Review Project commissioned after the 2016 Rio Olympics. 25 recommendations made by that project, were adopted in these Olympics 2020

\*TO READ ARTICLES IN FULL,  
KINDLY INVOKE GOOGLE



## FROM OUR READERS

**'The Extended Family' Program**

-- By Bhanu Mahanti

DIRECTOR, CUSTOMER CARE, VERITAS

Among all the news of people affected by the pandemic, the death of a colleague hit us hardest, second only to a close friend or family member's demise. The impact to the deceased colleague's family or what we called the 'Extended Family of the company' is much worse.



The effect of the illness during and after the illness & death has three stages: first, during the actual phase of the illness, second, during the death and immediately after that and finally, in the medium to long term afterwards. Companies across the country did admirably well to help employees affected and needing support by setting up helplines and taskforces to help employees secure oxygen, beds, ambulances etc. And in the event of a death, the taskforces helped with last rites and other attendant arrangements. Post that, HR swung into action and ensured the deceased employees family got the full and final settlement, Insurance etc. at the earliest.

But what happens to the employee's family after the insurance has been paid out? Is this 'Extended Family' of ours to be left to its own devices after the full and final settlement? Very often, the employee was the primary breadwinner of the family. And, too many of us are underinsured and do not adequately plan for a disruption such as this. And since a disproportionate number of death's have been among men, it's the wives who are left behind to carry on. While some of the wives have successful careers, most do not and were the homemakers in the family.

In my organization, we started an informal program to reach out to the spouses of the deceased employees and ask if they would like to join the workforce. Simultaneously, we reached out to all the business leaders in India and asked them to identify roles that can be filled by training up an inexperienced candidate. Several teams were able to identify such roles and set up the training modules to upskill the candidates.

I am happy to report that we have had very good success with this program and 4 women have been successfully onboarded in this calendar year. And we are thrilled to have them as this 'extended family' of the organization continues to be in the fold!



## NEED NO REASON TO SMILE

### LOL WITH TOONS



THE BEST WAY TO COME OUT

Image 1 : Child says " Hey Dad. I got you a scratch card"

Image 2: Card says - Is your son gay ?Scratch 3 yeses to win prize

Father scratches. Ans says " Yayy.. I won."

He then realises that this means he son is gay. and he says "Oh!"

### SIGNS THATS SHINE



Image description: An image of a person on unicorn. Text reads: Feeling Magical But also Stabby.



### HEALTH CORNER TURMERIC LATTE

#### INGREDIENTS:

- 350 ML MILK
- ¼ TSP GROUND TURMERIC
- ¼ TSP GROUND CINNAMON
- ¼ TSP GROUND GINGER
- ½ TSP VANILLA EXTRACT
- 1 TSP MAPLE SYRUP
- GRIND OF BLACK PEPPER

PUT ALL THE INGREDIENTS IN A SAUCEPAN AND WHISK CONSTANTLY OVER A GENTLE HEAT, IDEALLY WITH A MILK FROTHER IF YOU HAVE ONE. ONCE HOT, POUR INTO MUGS AND SPRINKLE WITH A LITTLE MORE CINNAMON TO SERVE.



## 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

RAINBOW FLAGS, TOTE BAGS, RINGS, APPARELS & ACCESSORIES.. SHOP FROM **QUEER BAZAAR**

CHECK OUT INSTAGRAM: QUEERBAZAAR  
CALL/SMS: 9986011456

## SHIRTS &amp; BODY BUTTERS



DESIGNED BY LGBTQ DESIGNERS & MODELLED BY QUEER PEOPLE AS WELL - SHIRTS, ACCESSORIES & MORE..**SHOP AT BE UNIC**  
[WWW.BEUNIC.IN](http://WWW.BEUNIC.IN),  
INSTAGRAM: BEUNIC\_INDIA

## GIVE-BACK OPPORTUNITY

**DSW TRUST**

**Donate**  
wheel chairs & crutches  
to transform lives  
Join hands with DSW Trust-  
Help Disabled person  
Independent for  
**Life time**  
Donate and get tax Exemption

**Bank Detail:**  
M/S Dhanabakkiammal Social Welfare Trust  
(Tax Exemption U/S 12AA,80G)  
Dhanabakkiammal Social welfare Trust  
Bank: Axis Bank  
A/c:No: 921010003441816  
IFSC Code : UTIB0000083  
Branch Code: 000083  
Branch: Madipakkam

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FOR PERSONS WITH  
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## DEI EVENTS & HAPPENINGS

### WHAT HAPPENED



#### AIPC MAHARASHTRA'S HISTORIC RAINBOW FLAG HOISTING

On the 3rd anniversary of the SC verdict on #Sec377, the rainbow flag was hoisted in Congress Bhavan, Pune - the 1st time any Indian political party has done so.

The rainbow flag was hoisted by Abhay Chhajer [Gen. Sec., Pune District Congress Committee], Mathew Antony [President, All India Professionals' Congress Maharashtra], Shyam Konnur and Sri Ram [Members, Committee for #LGBTQIA+ Affairs, AIPC Maharashtra].

The hoisting of the rainbow flag was followed by the distribution of ration kits to members of the transgender community in need.

### UPCOMING

#### • LEADING WITH PRIDE LEADERSHIP DEV PROGRAMME

FIND YOUR INNER STRENGTH  
- YOUR STORY IS YOUR DRIVE

LWP BATCHES ARE HERE!

STARTING:

- MUMBAI - 03 OCT 2021
- PUNE - 09 OCT 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.

- **INTERNATIONAL DEAF WEEK** - celebrated globally 20-26 Sept, 2021



**LEADING WITH PRIDE**  
Leadership Development Program  
for LGBTQIA Professionals



Capgemini



SEPT 2021

# THANK YOU

WISH YOU HEALTHY & HAPPY DAYS AHEAD.



## *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 :)