

#WPIndia2024



Workplace  
**Pride**

THE INTERNATIONAL  
PLATFORM FOR LGBTIQ+  
INCLUSION AT WORK

# DEMYSTIFYING LGBTIQ+ WORKPLACE INCLUSION IN INDIA

21 MARCH  
**2024**  
BENGALURU

HOST



Co Hosts



Supporters





Welcome

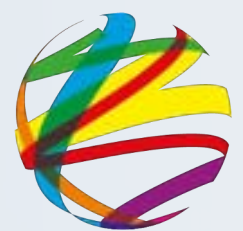
Conference Moderator:  
**Pratibha Priyadarshini** (She/Her)

VP and Head of HR  
Shell Companies in India





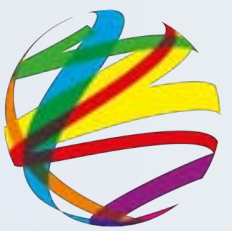
# Lamp Lighting Ceremony





# 2023 Workplace Pride Media Outreach Impact Award Winner

**We Are Human First**  
Shell Mobility India

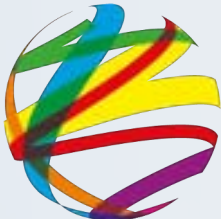




# Opening

**Pratibha Priyadarshini** (She/Her)

VP and Head of HR  
Shell Companies in India





# International and Indian LGBTIQ+ Landscape

**David Pollard** (He/Him)

Executive Director  
**Workplace Pride**



**Zainab Patel** (She/Her)

Board Member  
**Workplace Pride**





# Keynote Speaker

**Viswanath PS** (He/Him)

MD & CEO  
Randstad India





# The Challenges Ahead – Bridging the gap between employers and the community

**Moderator:**  
**Pratibha Priyadarshini** (She/Her)

VP and Head of HR  
Shell Companies in India

**Zainab Patel** (She/Her)

Lead Inclusion and Diversity  
Pernod Ricard

**Debanjali Sengupta**

Country Head  
Shell Lubricants

**Akanksha Agarwa** (She/Her)

HR Lead for UniOps  
Unilever

**Geetha Ramadevi**

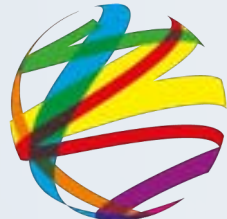
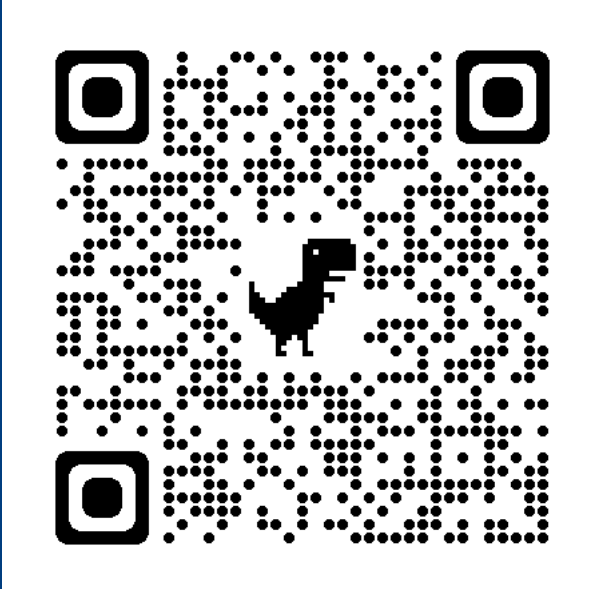
Head of House  
Elsevier Bangalore







# Morning Break





# Where is the LGBTIQ+ workplace inclusion movement in India?

**Moderator:**

**David Pollard** (He/Him)

Executive Director  
**Workplace Pride**

**Priyanka Shetty** (She/Her)

Associate Director - Diversity, Equity & Inclusion  
**Pride Circle Foundation**

**Shubha Chacko** (She/Her)

Executive Director  
**Solidarity Foundation**

**Rovin**

Senior Manager  
Equity, Diversity, Inclusion & Belonging  
**Randstad**

**Ajay Jagadeesh** (He/Him)

Lecturer & Vice-Chair True U  
**Delft University of Technology**



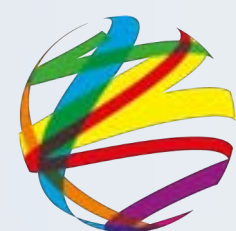


Keynote Speaker

**Zahara Fernandes** (She/Her)

MD

Accenture India Operations





## **Breakout Information**



**13:30 – 14:30**

**1**

**Measuring Success for  
LGBTIQ+ inclusion in India**

Room: Vijaynagar 1

**2**

**Implementing LGBTIQ+  
inclusive policies and  
practices**

Room: Trinity 1

**3**

**Leveraging Allies & Role  
Models for more progress**

Room: Vijaynagar 2

**4**

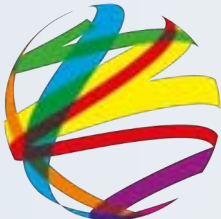
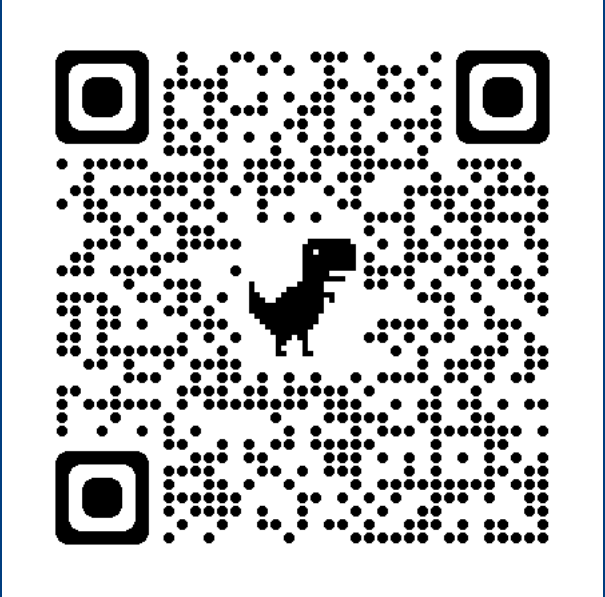
**Connecting Business to  
Civil Society in India**

Room: Trinity 2





# Lunch Break



**Breakout 2 : Trinity 1**  **13:30 – 14:30**

2

**Implementing LGBTIQ+ inclusive policies and practices**

**Moderator:**

**Manisha Bhattacharya** (She/Her)

MD Global Corporate Citizenship  
Accenture

**Dhritisha Bhagawati** (She/Her)

Senior Program Manager  
Pride Circle

**James Fowler** (He/Him)

Production Reliability Engineer  
Shell



# Shell Australia Gender Affirmation Policy (Launched June 2022)

Launched in June 2022 in conjunction with Pride Month, this policy is fairly simple but is accompanied by an **Action Plan** and **Guide**. It is intended to support a Shell Australia employee who chooses to affirm their gender and to provide guidance to their line manager and colleagues.

Many of the entitlements mentioned to the right are standard policy for all staff but the guide and action plan provide templates and additional guidance for line managers and employees wishing to affirm their gender.

The policy, action plan and guide all refer to Kaleidoscope, the LGBT+ Employee Resource Group (ERG), as a point of contact for the line manager and employee concerned to get support and to access resources and training.

## Policy Entitlements

- Paid Leave (up to 6 weeks) – not recorded and managed between the employee and their manager
- Unpaid Leave paid (up to 12 months unpaid)
- Employee Assistance Program (EAP)
- Flexible Working

## Other Considerations

- Facilities (restrooms)
- Dress Code (uniforms, PPE and office attire)
- Confidentiality (what is shared, when and with whom?)
- Training (education and engagement on transgender inclusion)
- Harassment & bullying (must be addressed)



# Shell Australia Gender Affirmation Policy (Launched June 2022)

## Action Plan

The Action Plan considers what steps to take before, during and after an employee's gender affirmation.

It is important to develop an Action Plan that is bespoke to an employee and some of the key issues to address are likely to include (but not limited to):

- when and how an employee will present at work in their new gender status;
- the point at which colleagues, especially any direct reports, will be informed and how this will be done;
- if and how third parties, such as clients, should be informed;
- an employee's leave plans and how absence from work for reasons associated with affirming (for example, for medical appointments and/or medical treatment) will be managed;
- arrangements for changing an employee's name on their personnel records,
- email, security badges etc.; and
- confidentiality.

## Guide

- What is gender affirmation?
- Key terminology
- Information for employees affirming, for line managers, for colleagues
- Support/resources
- FAQs

## Additional advice from HR

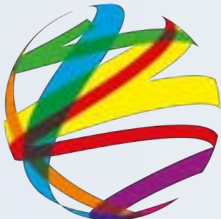
- collaborate with the experts for access to tailored advice
- consider confidentiality to encourage uptake without fear
- continuously educate in this space to support
- Build flexibility into the policy to recognise everyone's affirmation journey will be different and hence will benefit from varying support.
- Help line managers – any hesitation is likely due to a lack of confidence in this space, and not a lack of will to want to provide good support
- Continue to openly share DE&I policy advancements externally, view as less of a competitive advantage but focus more on making progress collaboratively in this space so that we can move at a faster pace together







# Afternoon Break

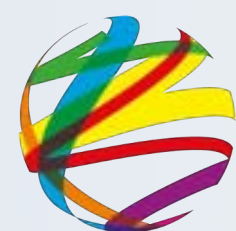




## Closing Plenary

**Pratibha Priyadarshini** (She/Her)

VP and Head of HR  
Shell Companies in India



 **Breakout Takeaways**

1

**Measuring Success for  
LGBTIQ+ inclusion in India**

2

**Implementing LGBTIQ+  
inclusive policies and  
practices**

3

**Leveraging Allies & Role  
Models for more progress**

4

**Connecting Business to  
Civil Society in India**



1

# Measuring Success for LGBTIQ+ inclusion in India

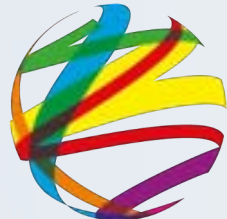
**Moderator:**  
**David Pollard** (He/Him)

Executive Director  
Workplace Pride

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away text  
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away text  
here...



2

## Implementing LGBTIQ+ inclusive policies and practices

**Moderator:**  
**Manisha Bhattacharya** (She/Her)

MD Global Corporate Citizenship  
Accenture

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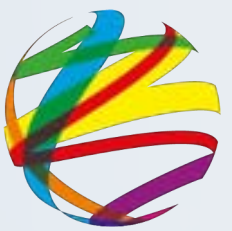
# Leveraging Allies & Role Models for more progress

**Moderator:**  
**Sabina Divien** (She/Her)  
Co-chair the Global LGBT+ Forum  
Shell

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# Connecting Business to Civil Society in India

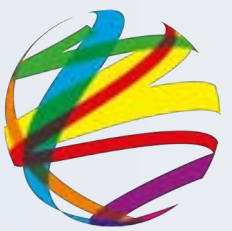
**Moderator:**  
**Graham Sparks** (He/Him)

Advisory Board Member  
**Workplace Pride**

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## Diplomatic Panel - Learning from others' experiences

**Moderator:**

**Michiel Kolman** (He/Him)

Co-Chair Workplace Pride

Workplace Pride Foundation / RELX

**Hilary McGeachy** (She/Her)

Consul-General in India, Bengaluru  
Australia

**Ewout de Wit** (He/Him)

Consul-General  
Kingdom of the Netherlands

**James Godber** (He/Him)

Deputy Head of Mission  
British Deputy High Commission Bengaluru







## Declaration of India

**Shubha Chacko** (She/Her)

Executive Director  
**Solidarity Foundation**



**David Pollard** (He/Him)

Executive Director  
**Workplace Pride**



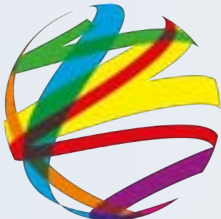

**Priyanka Shetty** (She/Her)


Associate Director - Diversity,  
Equity & Inclusion  
**Pride Circle Foundation**





# Declaration of India








## Declaration of India "Call to Action"

*21 March 2024*


1. Employers must provide a safe, comfortable equal opportunity workplace and promote authenticity for LGBTIQ+ employees in India.
2. Employers should work closely with and benefit from the knowledge of other parties (employee networks and civil society organisations) dealing with LGBTIQ+ workplace issues in India to achieve improvements.
3. Employers should identify and support leaders and decision makers (LGBTIQ+ and non-LGBTIQ+) that actively strive to create LGBTIQ+ inclusive working environments in India.
4. LGBTIQ+ employees who choose to be visible at work should actively strive to collaborate with their employers on diversity and inclusion, leading the way for all employees.
5. LGBTIQ+ employees should guide their employers on measures to support this Declaration's goals and implementing best practices.
6. Employers and LGBTIQ+ employees should create and support structures in the organisation that ensure progress.
7. Employers should embed the Declaration's concepts in organisational principles, and include them explicitly in external communications such as Annual and Corporate Responsibility Reports.
8. Employers and employees should develop and establish measurements that identify the level and progress of LGBTIQ+ inclusiveness within the organisation and benchmark this externally.
9. Employers should dedicate a minimum of ₹100 per employee in India to support LGBTIQ+ programs such as Employee Resource Groups, mental health support, and prevention of workplace harassment.
10. Organisations should visibly support the improvement of working environments for their LGBTIQ+ employees wherever they are active in India.



**Lyn Lee**  
Chief Diversity, Equity and Inclusion Officer  
Shell




**Geetha Ramadevi**  
Sr Director & Head of House - BLR  
RELX India Private Limited



**Viswanath PS**  
MD & CEO  
Randstad India



**Anuradha Razdan**  
Executive Director, HUL & Chief Human Resources Officer South Asia  
Unilever



**Zahara Fernandes**  
Managing Director  
Accenture India Operations





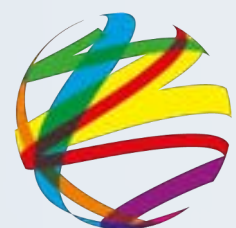
## Closing Words

**Lyn Lee** (She/Her)

Chief Diversity, Equity and Inclusion Officer  
**Shell**

**David Pollard** (He/Him)

Executive Director  
**Workplace Pride**





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