DEMystifying LGBTIQ+ Workplace Inclusion in India

21 March 2024
Bengaluru

Co Hosts
Unilever
Australian Consulate-General, Bengaluru, India

Supporters
Nestlé
British Deputy High Commission, Bengaluru
RELX Group
Randstad
Accenture
Solidarity Foundation
Pride Circle
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
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

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
Launch 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
Measuring Success for LGBTIQ+ inclusion in India

Moderator:
David Pollard (He/Him)
Executive Director
Workplace Pride

Information take away text here… Information take away text here… Information take away text here…
Implementing LGBTIQ+ inclusive policies and practices

Moderator:
Manisha Bhattacharyya  (She/Her)
MD Global Corporate Citizenship
Accenture

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Information take away text here…

Information take away text here…
Leveraging Allies & Role Models for more progress

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

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Information take away text here...
Information take away text here...
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

“Call to Action”
21 March 2024

1. Employers must provide a safe, comfortable equal opportunity workplace and promote
   authority for LGBTQI+ 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 LGBTQI+ workplace issues in India
   to achieve improvements.
3. Employers should identify and support leaders and decision makers (LGBTQI+ and non-
   LGBTQI+) that actively strive to create LGBTQI+ inclusive working environments in India.
4. LGBTQI+ 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. LGBTQI+ employees should guide their employers on measures to support this Declaration’s
   goals and implementing best practises.
6. Employers and LGBTQI+ 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 LGBTQI+ inclusiveness within the organisation and benchmark this externally.
9. Employers should dedicate a minimum of ₹100 per employee in India to support LGBTQI+ 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 LGBTQI+
    employees whenever they are active in India.
Closing Words

Lyn Lee  (She/Her)  
Chief Diversity, Equity and Inclusion Officer  
Shell

David Pollard  (He/Him)  
Executive Director  
Workplace Pride
DEMYSTIFYING LGBTIQ+ WORKPLACE INCLUSION IN INDIA

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