



OUT & EQUAL
WORKPLACE ADVOCATES

2019 OUT & EQUAL LGBTQI+

INDIA FORUM

AGENDA

AUGUST 8, 2019
LALIT ASHOK BANGALORE

CREATING GLOBAL WORKPLACES WHERE ALL
PEOPLE ARE EQUAL, BELONG, AND THRIVE.

8:30 - 9:15 · REGISTRATION OPENS
Grand Ballroom Entrance

9:15 - 9:35 · WELCOME ADDRESS
Grand Ballroom

9:35 - 9:55 · INCLUSION JOURNEY: AN EXERCISE IN MINDFULNESS
Grand Ballroom

9:55 - 10:15 · KEYNOTE ADDRESS
Grand Ballroom

**10:15 - 11:30 · REFLECTING ON THE PAST YEAR:
ADVANCEMENTS, NEXT STEPS & FUTURE GOALS**
Grand Ballroom

ABSTRACT: One year after Out & Equal's inaugural LGBTQI+ India Forum and leading up to the one-year mark after Section 377 of the Indian Penal Code was read down by the Supreme Court, many companies have taken innovative steps to advance their LGBTQI+ D&I initiatives. However, there still exist social barriers and backlash that can impede progress. This opening plenary will discuss some of the positive outcomes that we've seen over the past year while remaining grounded in addressing current challenges, concrete next steps, and future goals.

11:30 - 11:45 · COFFEE BREAK

11:45 - 12:45 · BREAKOUT
I for Intersex, I for Inclusion – Inclusion Incomplete Without Intersex
Beginner - LaLiT 1 & 2

ABSTRACT: The session aims to create awareness and understanding of the Intersex community and their challenges. The discussion will enable participants to be more appreciative of the community and change social attitudes in the workplace, and enable more intersex people to bring their authentic selves to work. This in turn will help achieve supportive, safe and an inclusive workplace.

From Unconscious Bias to Conscious Inclusion
Advanced - LaLiT 3 & 4

ABSTRACT: Our brains search for acknowledgment and appreciation of who we are and the identities we hold. When our identities are acknowledged, we thrive; when they are not, we limit our potential. This sits at the core of inclusion. Our approach to conscious inclusion moves away from shaming or burdening any individual or group, towards creating a sense of possibility, engagement, and action for leaders and individual contributors. We bring a positive lens, making the agenda about you, us, and I.

12:45 - 13:45 · NETWORKING LUNCH
Grand Ballroom

13:45 - 14:00 · BREAK

14:00 - 15:00 · BREAKOUT
Queering the Pitch with The Lalit
Beginner - LaLiT 1 & 2

ABSTRACT: Listen to 4 Queer employees tell their success stories and how their workplace is helping them be their authentic self. Queering the Pitch aims to bring employees and employers together to understand each other closely to foster inclusion and diversity in the workplace.

AMCHAM India & Bank of America: Road to LGBTQ+ Workplace Inclusion

Advanced - LaLiT 3 & 4



ABSTRACT: The American Chamber of Commerce in India (AMCHAM India) is an association of American business organizations operating in India. AMCHAM's Diversity & Inclusion Committee recently launched the LGBTQ+ Chapter that actively engages with its members for sharing of best practices and driving significant initiatives through appropriate forums. Join this session, which will be co-led by AMCHAM India and Bank of America, to hear directly from their leaders about what its members have been working on, what the future holds for the LGBTQ+ chapter and how your company or organization can actively engage and collaborate to advance workplace inclusion.

15:00 - 15:15 · COFFEE BREAK

15:15 - 16:15 · BREAKOUT

How To Be A Good LGBTQI+ Ally

Beginner - LaLiT 1 & 2

ABSTRACT: This session aims to help participants increase their awareness and understanding about who a good LGBTQI+ Ally is, identify personal biases and increase their belief of why allies are important to the LGBTQI+ community. This is an opportunity to influence change and encourage effective Ally behavior.

Hiring from the LGBTQI+ Talent Pool

Advanced - LaLiT 3 & 4

ABSTRACT: There are many steps that should take place before, during, and after a company decides to diversify their employee pool. When it comes to recruiting and hiring more LGBTQI+ folks, ThoughtWorks and PeriFerry offer unique and provenly effective approaches to building healthy inclusive workplaces. With a focus on trans and non-binary inclusion, the presenters will offer their valuable insights, experience, and advice to those companies looking to launch or improve their LGBTQI+ hiring practices.

16:15 - 17:00 · CLOSING REMARKS & MASS PARTICIPATION EXERCISE

Grand Ballroom

17:00 - 18:00 · NETWORKING RECEPTION

LaLiT 1 & 2