



OUT & EQUAL
WORKPLACE ADVOCATES

2019 OUT & EQUAL LGBTQI+

INDIA FORUM

SPEAKERS

AUGUST 8, 2019
LALIT ASHOK BANGALORE

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



ANUBHUTI BANERJEE
MANAGER - ADVANCED ANALYTICS (MARKETING & SALES) -
TATA STEEL LTD.

SESSION | KEYNOTE ADDRESS

Anubhuti works in Data Science & Analytics for Marketing & Sales in her role of Manager at Tata Steel. She transitioned at her workplace, and also founded and leads the LGBT+ ERG - called Wings. She has also been part of the inclusion journey of many other organizations and is a regular speaker at many national and International forums.



AISHWARYA AHUJA
SENIOR ANALYST - YSC CONSULTING

SESSION | FROM UNCONSCIOUS BIAS TO CONSCIOUS INCLUSION

Aishwarya has worked globally with leaders from a variety of industries, focusing on areas of Succession Planning and Developing a Talent Pipeline, Team Effectiveness and Authentic Leadership, Building Resilience, and Fostering Self-Awareness and Individual Development. Aishwarya holds a BSc. in Psychology and an MSc. in Human Resource Management and Employee Relations.



ALEX MATTHEW AKA MAYA
MARKETING AND PR EXECUTIVE & DRAG QUEEN -
THE LALIT SURI HOSPITALITY GROUP

SESSION | QUEERING THE PITCH WITH THE LALIT

Alex Mathew works as PR and Marketing Executive at The Lalit Ashok Bangalore. Alex identifies himself as a gay individual and also performs at Kitty Su as Maya-The Drag Queen. Her ideals are to fight against inequality, towards individualism, gender equality and feminism. Along with that, she loves to act, sing, dance and entertain people."



AMIT DESAI
DIRECTOR & LEAD - PRIVATE EQUITY (APAC) - YSC CONSULTING

SESSION | FROM UNCONSCIOUS BIAS TO CONSCIOUS INCLUSION

Amit brings two decades of global industry experience in Banking, Education, Leadership Consulting & Organisation Development. He consults CEOs in helping them design their leadership strategy including on Inclusion and Diversity, as a key lever to accelerate performance. Amit has an MBA and a Bachelor of Commerce in Accounting.



ANITA JOSHI
HR DIRECTOR - SAP

SESSION | REFLECTING ON THE PAST YEAR: ADVANCEMENTS, NEXT STEPS & FUTURE GOALS

Anita is HR Director at SAP labs. She comes with strong Academic and Business background. She holds MBA(HRD) from Symbiosis and Master degree in Labour law from Pune university with around 20 years of work experience. She has worked in Executive leadership positions supporting both India and regional markets in organizations like Apple, Lenovo, GXS and Kettera.



ANJALI RAO
INDIA HUMAN RESOURCES DIRECTOR - INTEL

SESSION | REFLECTING ON THE PAST YEAR: ADVANCEMENTS, NEXT STEPS & FUTURE GOALS

Anjali leads HR for Intel in India. Anjali's passion lies in engaging with organizations and their leaders, enabling them to achieve their strategy and goals. Throughout her 14 year career in Intel HR, she has shown incredible leadership and acumen in enabling Intel India growth with a continued focus on Intel India efforts on Diversity & Inclusion.



ARCHANA CHILLALA
SR. CONSULTANT - THOUGHTWORKS INDIA

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

Archana is a developer working with ThoughtWorks. She is passionate about building a community of allies for the LGBTQI+ community by conducting workshops, sensitisation programs, participating in events and conferences. She is one of the program anchors for Interning with Pride.



ARINDAM BANERRJI
EXECUTIVE VICE PRESIDENT MANAGING DIRECTOR, ENTERPRISE
GLOBAL SERVICES - WELLS FARGO EGS (INDIA) PRIVATE LIMITED

**SESSION | REFLECTING ON THE PAST YEAR:
ADVANCEMENTS, NEXT STEPS & FUTURE GOALS**

Arindam Banerji leads Enterprise Global Services (EGS) for Wells Fargo, which includes the Global In-house Centers (GIC) in India and the Philippines. He provides leadership in implementing Wells Fargo's strategic vision and direction. Arindam is a qualified Chartered Accountant with a career span of over 27 years. He has a deep understanding of the banking infrastructure and its functioning in the areas of finance, technology, mid-office, and operations.



CV VIVERITO
SENIOR MANAGER OF GLOBAL INITIATIVES - OUT & EQUAL

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

CV is the Senior Manager of Global Initiatives with Out & Equal Workplace Advocates, where they work with corporations and NGOs to advance LGBTQI+ inclusion in the workplace in different countries around the world. CV has previous experience working with NGOs and activists in the U.S., Balkans, India, Latin America and the Caribbean and South Africa to organize political leadership trainings for LGBTQI+ leaders, research, civil society forums and regional conferences. With nine years of experience promoting the social, legal, and economic inclusion of LGBTQI+ people, both in the US and around the world, they bring a dedicated passion for creating change through an intersectional community-driven framework.



DANIEL MENDONCA
INTERSEX RIGHTS ACTIVIST

**SESSION | I FOR INTERSEX, I FOR INCLUSION –
INCLUSION INCOMPLETE WITHOUT INTERSEX**

Daniel Mendonca is the first Intersex person to represent India at the United Nations in 2014 and is also the first Intersex TEDx Speaker from India. She holds the Vidyarthi Bharti Ratne Award for excellence in Academics and a silver medal in Bachelor of Social work. Daniel has spoken on forums like The Economist Time Event (Hongkong), Salzburg Conference (Nepal), Amplify 18 (Taiwan) and many more. She is a national and international speaker on LGBTQI+ rights and aims to create Inclusive and Safe Spaces for all genders, to reach the goal of an Equal World with Equal opportunities.



DEENA FIDAS
MANAGING DIRECTOR OF GLOBAL STAKEHOLDER ENGAGEMENT -
OUT & EQUAL

SESSION | WELCOME ADDRESS & CLOSING REMARKS

Deena's work with Out & Equal focuses on virtual and in-person connection, community development through intersectionality, and building strong global programming – bringing the vision of a world where all LGBTQ professionals belong and thrive at work to every corner of the globe. Previously, Deena spent nearly 12 years leading the Workplace Equality Program at the Human Rights Campaign (HRC), and as the visionary and driver behind the Corporate Equality Index (CEI). In this position, she worked with major employers to accelerate transgender-inclusive policies, healthcare and inclusion practices to reach historic highs across the CEI. She has developed a decade worth of research and resources on workplace climate to elevate Bi visibility, generational differences, POC experiences, regional and other elements of our community's rich diversity.



FREYA D'SOUZA
ASSOCIATE VP - DENTSU WEBCHUTNEY

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

Freya has over a decade of experience in marketing and communications, having worked with the Reliance Group, The TATA Group and the Aditya Birla Group. In her current role, she works with both with legacy brands and those born of the internet era. She also leads the social impact initiative at the firm, and lends her voice to D&I endeavours across corporates.



GAURAV AHLUWALIA
MANAGING DIRECTOR AND HEAD OF HUMAN RESOURCES, INDIA
CORPORATE CENTERS - J.P. MORGAN CHASE

SESSION | WELCOME REMARKS

Gaurav is the Managing Director and Head of Human Resources at JPMorgan Services India. As the Chief Human Resource Officer for JPMorgan Chase' India Corporate Centers, Gaurav is helping to accelerate the firm's transformation through a robust people agenda with a key focus on leadership & management development, diversity & inclusion, and health & wellness. Known for his calm, empathetic and driven leadership approach, Gaurav has over two decades of extensive experience leading organizational transformations through custom fit people agendas. He has been associated with large global organizations across banking, telecommunications and IT domains and has worked both in India and abroad in his capacity as HR Head and member of the Board. Gaurav is an active public speaker and has served on the National HRD Executive Committee at Hyderabad in various senior capacities. He is a keen traveler, listener, photographer and a budding golfer. Gaurav, Neha, and their 12 year old son Adit are based in Hyderabad.



HARSHA RAVIKUMAR
ERG GLEAM INDIA CO-LEAD - MICROSOFT

SESSION | REFLECTING ON THE PAST YEAR: ADVANCEMENTS, NEXT STEPS & FUTURE GOALS

Harsha Ravikumar (pronouns – He/Him/His) is a Software Engineer with Cloud+AI team at Microsoft. He also co-leads GLEAM ERG in Microsoft India (Global LGBTQI+ Employees and Allies at Microsoft). As part of this role he has worked with multiple stakeholders in building a more inclusive workplace by revisiting policies, infrastructure and raising more awareness. Building more visible Allies and helping people understand the LGBTQI+ spectrum and continuum is one of his life goals. He has been part of lot of inter-tech conversations and pro-bono support groups for the community in the external environment.



JIBY JOYCE
PROGRAMME MANAGER - COMMUNITY BUSINESS

SESSION | HOW TO BE A GOOD LGBTQI+ ALLY

Jiby Joyce is responsible for driving strategies and projects for Diversity and Inclusion in Asia Network in India (DIAN India), DIAN India Deliverables, project planning for Community Business India Conference, as well as supporting training and consulting for companies in India. Powered by the UN, Jiby was the sole delegate from India invited to present his paper on Faith and Sexuality at a Global Conference organized by GNRC and Dignity USA held in Chicago, IL. Jiby has worked on innovative strategies to promote accountability and awareness related to diversity and inclusion, driving cultural interventions focused on behavior and leading organisational change to reach a more diverse and inclusive audience.



KAKU NAKHATE
INDIA COUNTRY EXECUTIVE - BANK OF AMERICA

SESSION | AMCHAM INDIA & BANK OF AMERICA: ROAD TO LGBTQ+ WORKPLACE INCLUSION

Kaku Nakhate is the India country executive of Bank of America and is on the bank's Asia Pacific Executive Committee since 2010. With nearly three decades of experience, Kaku is an industry veteran having deep insights and knowledge of India's growing banking and financial services sector. Kaku is responsible for building a market-leading franchise in India, overseeing strategy and direction. In this role, Kaku leverages her international experience, having interacted with many major Corporates and Financial Institutions across major markets, enhancing existing client relationships, developing new clients and building business opportunities for the firm.



KARTHIK DAMARSETTI
APPLICATION DEVELOPER - THOUGHTWORKS INDIA

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

Karthik is one of the interns who participated in and completed the Interning With Pride program. They are a passionate technologist and a budding advocate for queer and physically impaired folk, drawing from their own personal experiences.



KAVISH ARORA
MANAGING DIRECTOR & HEAD, CORPORATE BANKING & FINANCIAL
INSTITUTIONS - BANK OF AMERICA

SESSION | CLOSING REMARKS

Kavish is Head of Client Management team, Corporate Banking (CBK), Bank of America, India, as well as the Co-Chair of the LGBT+ Chapter in Bank of America India. Before joining Bank of America in September 2004, Kavish worked with Deutsche Bank for 10 years in different areas and geographies, including working on projects across Germany, Turkey, Oman & Saudi Arabia. Previously, he spent one year with KPMG's Management Consultancy Division, India, in 1991. Kavish has a Bachelor of Engineering (Mechanical) from Delhi College of Engineering, Delhi University, India and holds Masters in Management Studies (Finance) from Indian Institute of Management (IIM), Bangalore, India. He is married and has a 16 year old son.



KIARA NARAYAN IYER
PR & MARKETING EXECUTIVE - KITTY SU, THE LALIT NEW DELHI

SESSION | QUEERING THE PITCH WITH THE LALIT

Kiara Narayan Iyer works as PR and Marketing Executive for Kitty Su. Kiara identifies herself as Transwoman. Kiara underwent her Gender affirmation surgery at work and because of the support from the colleague, acceptance and inclusiveness, Kiara feels The Lalit is like a second home for her. She is proud to be working at a place where inclusion and diversity is a way of living.



LADY BAI
DRAG ARTIST / IT - IBM

EMCEE

Lady Bai is a a Drag Artist / IT company employee.



M. GANGABHAVANI
TRANSGENDER AND INTERSEX PERSONS' RIGHTS ACTIVIST

**SESSION | I FOR INTERSEX, I FOR INCLUSION –
INCLUSION INCOMPLETE WITHOUT INTERSEX**

Gangabhavani is a Transgender and Intersex rights activist since 10 years. She won a PIL in the AP High Court in 2019 against GO-16 mandating body screening for transgender persons and is challenging AP's GO-20 on civic amenities for transgender persons. A biology and nursing graduate she worked as a village accountant and women's rights activist in Anantapur district, AP.



MADHURI DESHPANDE
GLOBAL DELIVERY LEADER FOR CONSUMER, SMALL BUSINESS AND WEALTH MANAGEMENT TECHNOLOGY (CSWT) AND CHIEF DATA OFFICER (CDO) - BANK OF AMERICA

**SESSION | AMCHAM INDIA & BANK OF AMERICA:
ROAD TO LGBTQ+ WORKPLACE INCLUSION**

Madhuri Deshpande leads the global delivery for Consumer, Small Business and Wealth Management Technology (CSWT) and Chief Data Officer. She is a member of the Global Business Services leadership team. She has over 30 years of experience and is the Executive Sponsor for D&I council and a sponsor for Women in Technology & Operations. Madhuri holds a Master of Business Administration from La Trobe University (Australia) and a bachelor's degree in Applied Science from Chisholm Institute of Technology (Australia).



MOHUL SHARMA
FOOD AND BEVERAGE SERVICE ASSOCIATE - THE LALIT NEW DELHI

SESSION | QUEERING THE PITCH WITH THE LALIT

Mohul works in Food and Beverage Services at The LaLiT New Delhi. Mohul identifies himself as a Transman. He joined the skill enhancement training program started by The Lalit Suri Hospitality Group in March 2018 and after successful completion of his training joined Food and Beverages Department. Transitioned at work, Mohul is grateful that the organization has given him a rebirth as Mohul; a self reliant young man.



MUKESH BATRA
SENIOR VICE PRESIDENT, CONSUMER AND SHARED SERVICES OPERATIONS TECHNOLOGY - BANK OF AMERICA

**SESSION | AMCHAM INDIA & BANK OF AMERICA:
ROAD TO LGBTQ+ WORKPLACE INCLUSION**

Mukesh Batra is responsible for technology service delivery planning, execution and support services for Consumer and Shared Services Operations. Have been leading Employee Engagement, Technology with Operations and LGBTQ+ during last 6 years in the Bank. Leadership positions previously held in Open Solutions (part of Fiserv now), HCL Technologies and Bhabha Atomic Research Centre. Mukesh is a Bachelor in Electrical Engineering from NIT Kurukshetra and Post Graduate from National Centre for Software Technology, Mumbai.



NAINA DASAN
ASSISTANT MANAGER - KITTY SU, THE LALIT

SESSION | QUEERING THE PITCH WITH THE LALIT

Naina Dasan works as Assistant Manager at Kitty Su, New Delhi. Naina fought a fearsome battle of self and societal acceptance but is standing tall against all odds, she internalized her truth, fell in love and openly came out as a proud Lesbian. She feels strongly about The Lalit's values and inclusive outlook. It gives her satisfaction that through her engagement with The LaLiT, she is contributing to the queer community in some form.



PRACHI RASTOGI
D&I LEADER - IBM

SESSION | INCLUSION JOURNEY: AN EXERCISE IN MINDFULNESS

A mindfulness practitioner and facilitator, Prachi Rastogi experiments with active and passive techniques to stay in the present moment. These techniques are impactful, engaging and a lot of fun with it. Feedback from participants includes stress release, emotional stability and resilience to constant change. Prachi does workshops for adults and children.



PUSHPA ACHANTA
ASSOCIATE DIRECTOR - SOLIDARITY FOUNDATION

SESSION | I FOR INTERSEX, I FOR INCLUSION – INCLUSION INCOMPLETE WITHOUT INTERSEX

Pushpa, Associate Director, Solidarity Foundation, moved from writing software code (for 14 yrs) to peoples' stories for the last decade. Pushpa identifies as asexual & gender fluid.



RICHA SINGH
CORPORATE LEARNING & DEVELOPMENT AND DIVERSITY MANAGER - THE LALIT SURI HOSPITALITY GROUP

SESSION | QUEERING THE PITCH WITH THE LALIT

Richa is an ICF Coach and L&D professional from the Hotel Industry with 18 years of experience. An Alumni of IHM Pusa, she completed her ISTD program, Green Belt in Six Sigma and has been awarded the Hospitality Achievers Award by Association of Hospitality Professionals & the Women in Leadership Award. She is passionate about the march to greater inclusion in our everyday lives and works to push for Gender Balance, inclusion of PWDs and the LGBTQ community. She is a core member of the Keshav Suri Foundation & It Gets Better India Campaign.



ROSE S
SENIOR EXECUTIVE, HR - NESTAWAY TECHNOLOGIES

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

A social activist turned HR professional, Rose started her career as a civil engineer. Post which she spent over 5 years advocating for the rights of trans community and served as a peer counselor. Now working as a senior HR executive at NestAway Technologies, she is passionate about solving real world problems and helping my community to grow.



SANDEEP NAIR
PROGRAM MANAGER - COMMUNITY BUSINESS

SESSION | HOW TO BE A GOOD LGBTQI+ ALLY

With a core belief that everybody has a special responsibility for making a positive difference, Sandeep's work focuses largely on creating an inclusive workplace environment for the LGBTI+ community in India. Sandeep Nair has conducted research and events, has lead programmes and campaigns, and also provided training to various organisations to drive the LGBTI+ strategy in India. He is currently working on a comprehensive 'LGBTI+ Resource Guide for Employers in India' to be released in September 2019.



SANJAY MITRA
VICE PRESIDENT, GLOBAL TREASURY BUSINESS FINANCE & CONTROL -
BANK OF AMERICA

**SESSION | AMCHAM INDIA & BANK OF AMERICA:
ROAD TO LGBTQ+ WORKPLACE INCLUSION**

Sanjay Mitra has been with Bank of America for over 11 years. Currently managing Global Treasury Business Finance group and previously worked for organizations such as Oracle, ITC and PwC. Key facilitator since inception for the LGBTQ+ India Pride Network and also a key contributor of Disability Advocacy Network of the Bank. Management Accountant by qualification and also holds a Master's degree from the Indian Institute of Foreign Trade (IIFT), New Delhi.



SHASHWATI P
PROGRAM MANAGER - GIFTABLED

SESSION | "SILENT CHATS" CLOSING MASS PARTICIPATION EXERCISE

An experienced Program Manager with a passion for creating societal impact and a masters from FMS, Delhi, Shashwati has been championing the Diversity & Inclusion agenda. She has facilitated 10+ workshops for senior management, lead 40+ mass sensitization programs and meaningful employee engagements. She is a forever learner and hopes to be the change she wants to see in the world.



SMITHA CHELLAPPAN
DIVERSITY AND INCLUSION LEAD - INTERWEAVE CONSULTING PVT LTD

**SESSION | I FOR INTERSEX, I FOR INCLUSION –
INCLUSION INCOMPLETE WITHOUT INTERSEX**

Smitha Chellappan is a certified diversity professional and a human resource specialist with over 10+years of experience across Investment banking, IT enabled services and social sector. She comes with rich experience in the area of Talent Management, Employer Branding, Strategic Partnership, Program Management and Diversity and Inclusion. She is a post graduate in Human resources and Labour laws. Smitha is passionate about creating a safe and inclusive environment where people from diverse groups feel empowered to be their authentic self. She has volunteered with several NGOs working in the space of Disability and LGBTQ+ inclusion. She currently heads the Diversity and Inclusion vertical for Interweave Consulting.



SRUJAN KUMAR BOJJAM
SR. TECHNOLOGY CONSULTANT - THOUGHTWORKS INDIA

SESSION | HIRING FROM THE LGBTQI+ TALENT POOL

Srujan has been a Software Consultant for 7 years, Actively works in the Social and Economic Justice space, contributes to Diversity and Inclusion initiatives in the organization, co anchored the "Interning with Pride" program.



SUDHIR JAIN
MANAGING DIRECTOR, HEAD OF FI CREDIT RISK, ASIA PACIFIC; CHIEF
RISK OFFICER, INDIA - BANK OF AMERICA

**SESSION | AMCHAM INDIA & BANK OF AMERICA:
ROAD TO LGBTQ+ WORKPLACE INCLUSION**

Sudhir Jain is the Financial Institutions Credit Risk Head for Asia Pacific at Bank of America. Sudhir also serves as Country Risk Manager for India. Sudhir has been with Bank of America for over 24 years and has worked in Mumbai and London. Sudhir is the Co-sponsor for the LGBTQ+ India Pride Network and helped launch the Chapter in 2017. He is also the LGBTQ Chapter Lead for AMCHAM (American Chamber of Commerce) in India. Sudhir graduated from the Regional Engineering College, Bhopal in 1992 where he majored in Computer Science. He earned a Master's in Finance from the Indian Institute of Management, Calcutta in 1995.



VEDA PERSAD
SENIOR VICE PRESIDENT - APAC HEAD - GLOBAL SERVICES OPERATIONS -
NORTHERN TRUST

**SESSION | REFLECTING ON THE PAST YEAR:
ADVANCEMENTS, NEXT STEPS & FUTURE GOALS**

Veda Persad is the Senior Vice President at Northern Trust responsible for Global Services Operations in the APAC region. A passionate executive with 30 years of experience and extensive knowledge managing multiple facets in the financial services industry. Veda started her career in Canada, has been in India for 4 years and is a strong advocate for LGBTQ+ inclusion both in and out of the corporate world.

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