

OUT & EQUAL
2024 APAC
FORUM

Detailed Agenda

Featuring session abstracts, speakers and more

Time	Description
9:00 – 10:00	Registration Open & Networking Breakfast
10:00-10:15	Opening Remarks
10:15-10:30	Keynote Remarks
10:30-11:30	Opening Plenary: Marriage Equality and its effect on LGBTQI+ Inclusion in the Workplace
11:30-12:00	Networking Coffee Connect
12:00-13:00	Master Workshop (Breakout Session I): <ul style="list-style-type: none"> - Employee Resource Groups: Strengthening Your Impact in Challenging Times - Amplifying Voices: Fostering a Transgender and Nonbinary Affirming Community - Inclusive Leaders Learning Journey: Master and Effectively Lead Diverse Teams
13:00-14:15	Networking Lunch & Rainbow Bazaar
14:15-15:15	Panel Discussion (Breakout Session II) <ul style="list-style-type: none"> - Unpacking The Strengths And Challenges of Regional DEIB Roles in the Asia-Pacific (APAC) - DEIB in Non-office Workplaces and Factories - Parents of LGBTQ+ Youth / Rainbow Families - A Growing Stakeholder Group in the Workplace
15:15-15:45	Networking Coffee Connect
15:45-16:45	Storytelling Series/Community Conversation <ul style="list-style-type: none"> - Visible Allyship: Allyship and Advocacy - Love Without Labels: Navigating Aromantic and Ace Identities - Beyond the Rainbow: Intersecting Identities in LGBTQI+ Inclusion Efforts
16:45-17:00	Closing Remarks
17:00-18:00	High Tea

OPENING REMARKS



Ramkrishna Sinha (he/him)
Co-Founder
Pride Circle & Rainbow Bazaar, India &
UK



Deena Fidas (she/her)
Managing Director | Chief Program &
Partnership Officer
Out & Equal

Moriaki (Mori) Kida (he/him)
Chairperson & CEO
EY Japan



Integrating Your Identities as a Leader: Cultivating Authentic Leadership in LGBTQI+ Inclusion

In today's diverse and dynamic workplaces, leaders face the imperative of integrating their identities authentically while fostering inclusive environments for LGBTQI+ individuals. This keynote address delves into the vital intersection of personal identity and leadership, exploring the journey towards authentic leadership in LGBTQI+ inclusion. Drawing from personal experiences and best practices, our Keynote will provide insights into the multifaceted nature of identity integration and its profound impact on organizational culture. Through illuminating examples and practical strategies, this session empowers leaders to cultivate authenticity, empathy, and allyship in driving meaningful LGBTQI+ inclusion efforts. Join us as we embark on a transformative exploration of leadership authenticity and its pivotal role in shaping inclusive workplaces where all individuals can thrive.



Jeiz Robles (she/her)
Thought Leader, Diversity,
Inclusion, Employee
Experience & Talent
Management



Utkarsh Saxena (he/him)
Petitioner and Lawyer for
the Indian Supreme Court
Marriage Equality Case

Exciting Panelists Joining Soon

Marriage equality represents a significant milestone in the journey towards LGBTQI+ inclusion and equality. Drawing from Out & Equal's resource on [India's Marriage Equality Loss and Its Impact on The Business Community: Next Steps for Continued LGBTQI+ Progress](#), this opening plenary will explore the profound impact of marriage equality on workplace dynamics and LGBTQI+ inclusion initiatives. Through a comprehensive analysis of legal, social, and cultural implications, attendees will gain insights into how marriage equality has the capacity to reshape organizational policies, practices, and attitudes towards LGBTQI+ individuals in the workplace. Drawing from real-world examples, this session examines the transformative effects of marriage equality on employee morale, productivity, and organizational culture. Participants will leave with a deeper understanding of the importance of marriage equality in fostering inclusive workplaces and actionable strategies for advancing LGBTQI+ inclusion initiatives in their organizations. Join us as we explore the intersection of marriage equality and workplace diversity, equity, inclusion and belonging.

Curtis Baker (he/him)

Chairperson APAC Regional Inclusion,
Diversity & Equity (ID&E) & Employee
Experience (EX) Lead

Dow



Employee Resource Groups: Strengthening Your Impact in Challenging Times

As Employee Resource Groups (ERGs) play a crucial role in fostering diversity, equity, and inclusion (DEI) in the workplace, it's essential to support their sustainability and well-being, especially during challenging times. This interactive workshop will provide ERG leaders and members with practical strategies for recognizing, managing, and preventing burnout. Through learning resources, attendees will learn how to prioritize self-care, build resilience, and cultivate a supportive community within their ERGs. By strengthening ERG impact and resilience, participants will be better equipped to drive meaningful change and promote DEI initiatives in their organizations. Participants will learn how to identify community needs, offer meaningful support through informal and structured activities, and ensure their efforts align with organizational goals.

Zoya (they/them)

Manager – D&I, Employer
Branding
Godrej Properties



Amplifying Voices: Fostering a Transgender and Nonbinary Affirming Community

This workshop is designed to provide a comprehensive understanding of the challenges faced by transgender and gender nonbinary individuals and to equip participants with the knowledge and skills necessary to create inclusive environments. This interactive session will provide participants with valuable insights into the unique experiences and challenges faced by transgender and nonbinary individuals in the workplace. Through engaging discussions, case studies, and practical exercises, attendees will gain practical insights into allyship, advocacy, and community-building techniques to support the diverse needs and experiences of transgender and nonbinary individuals. Additionally, participants will receive a comprehensive resource toolkit featuring best practices, guidelines, and resources for promoting trans and non-binary inclusion in their organizations.

Exciting Panelists Joining Soon

Inclusive Leaders Learning Journey: Master and Effectively Lead Diverse Teams

This workshop is designed to equip leaders with the essential skills and knowledge to create an inclusive environment where all individual's unique perspectives and contributions are valued and leveraged effectively. Research emphasizes that inclusive leadership, characterized by visible commitment, humility, empathy, and the ability to recognize and address unconscious bias, is essential for harnessing the power of diverse teams and ensuring their superior performance. The workshop aims to provide leaders with the tools to actively seek out and consider different perspectives, treat all team members equitably, and create an environment where everyone feels valued, respected, and supported to achieve their full potential. By focusing on inclusive leadership, the workshop seeks to enhance the performance of teams and foster a sense of belonging for all individuals, ultimately contributing to a more inclusive and successful workplace environment.

Panel Discussion: Unpacking The Strengths And Challenges of Regional DEIB Roles in the Asia-Pacific (APAC)



Curtis Baker (he/him)
Chairperson APAC Regional Inclusion, Diversity & Equity (ID&E) & Employee Experience (EX) Lead



Weena Ekid (he/him)
VP, Corporate & Investment Bank & Global Co-Chair, Gender Expansive Council
JPMorgan Chase



Mona Malakooti (she/her)
APAC Diversity, Equity & Inclusion Director
Warner Bros. Discovery



Prachi Rastogi (she/her)
Diversity and Inclusion Leader APAC
IBM

This is a comprehensive exploration of the unique opportunities and obstacles faced by individuals in regional Diversity, Equity, Inclusion, and Belonging (DEIB) roles within the APAC region. This session delves into the multifaceted nature of these roles, highlighting the strengths they bring in driving DEIB initiatives across diverse cultural and organizational landscapes. Attendees will gain valuable insights into the strategic approaches and best practices employed by regional DEIB leaders to promote diversity, equity, inclusion and belonging within APAC-based organizations. Additionally, the session will address the challenges encountered by **Out & Equal's APAC Business Inclusion Council members**, such as navigating cultural nuances, overcoming resistance to change, and ensuring alignment with global DEIB objectives. Through interactive discussions and real-world examples, participants will gain practical strategies for overcoming these challenges and maximizing the impact of their DEIB efforts in the APAC region.

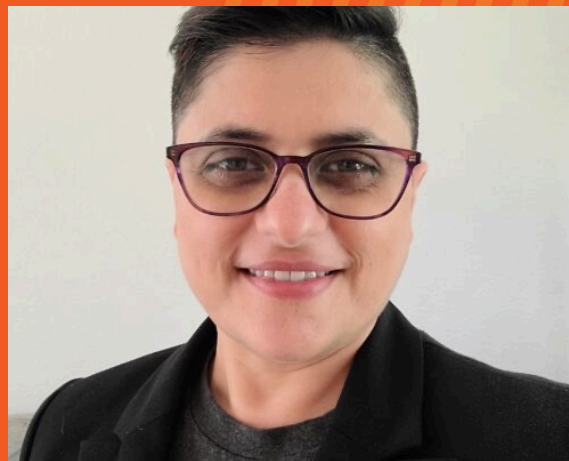
Exciting Panelists Joining Soon

While significant attention has been directed towards Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives within office environments, the distinctive challenges and opportunities encountered in non-office settings demand customized approaches to cultivating diversity and inclusion. Although significant strides have been made to integrate DEIB into employee programs and recruitment practices within non-office workplaces and manufacturing facilities, there remains a noticeable deficiency in diversity across various dimensions, including age, ethnicity, nationality, race, religion, sexual orientation, and physical ability. Participants will acquire invaluable insights into the specific dynamics of DEIB within non-office environments such as in factories, hospitals, and warehouses. Panelists will delve into subjects such as addressing cultural and linguistic barriers, ensuring equitable access to advancement opportunities, and fostering a sense of belonging among diverse workforce demographics.

Panel Discussion: Parents of LGBTQ+ Youth / Rainbow Families - A Growing Stakeholder Group in the Workplace



Aruna Desai (she/her)
Co-Founder
Sweekar - The Rainbow Parents



Deep Joshi (they/them)
Director, Partner Success
Out & Equal



Vaishali Kannan (she/her)
JAPAC RVP for Outforce
Salesforce

"Parents of LGBTQ+ Youth / Rainbow Families - A Growing Stakeholder Group in the Workplace" delves into the evolving role of parents within LGBTQ+ youth and rainbow families as significant stakeholders in the workplace. This session highlights the importance of acknowledging and supporting parents who are navigating the complexities of supporting their LGBTQ+ children or raising rainbow families, as they're bringing the burdens of this experience with them everywhere, including in the workplace where their concerns and experiences are not always understood. In this session, attendees will learn how allies can effectively respond to arguments that they're getting "too political" by focusing on the impact of external forces in the workplace. And learn from game-changing allies about how they became advocates for the LGBTQ+ community and used their ally platforms to create change in the face of deep adversity.

Exciting Speaker Joining Soon

Visible Allyship: Allyship and Advocacy

This storytelling session will provide an opportunity for attendees to hear personal narratives, experiences, and insights on allyship and advocacy within the workplace. Through compelling storytelling, participants will gain a deeper understanding of the importance of visible allyship in creating inclusive environments for LGBTQI+ individuals. Participants will have the opportunity to discover effective allyship strategies and explore ways to advocate for LGBTQI+ inclusion in their organizations. By amplifying voices and fostering meaningful dialogue, this session aims to inspire action and empower attendees to become visible allies in promoting LGBTQI+ inclusion in the workplace.

Dr. Pragati Singh (she/her)

Doctor & Impactpreneur SRHR,
LGBTQIA+ Leader



Love Without Labels: Navigating Aromantic and Ace Identities

"Love Without Labels: Navigating Aromantic and Ace Identities" is a thought-provoking storytelling session that delves into the speaker's experiences with aromantic and asexual (ace) identities in professional settings. Through discussions on inclusive language, supportive workplace policies, and the celebration of diverse identities, participants will gain valuable insights and practical strategies for creating affirming and respectful workspaces for individuals with aromantic and asexual orientations.

Sujoy Das (he/him)

Global Co-Lead for PROUD (LGBTQ+) and NeAbled (people with disabilities) & EMEA Controller
NetApp



Beyond the Rainbow: Intersecting Identities in LGBTQI+ Inclusion Efforts

This storytelling session will delve into the multifaceted nature of diversity and inclusion within the LGBTQI+ community, exploring how intersecting identities shape experiences and perspectives in a workplace environment. By exploring the connections of sexual orientation, gender identity, and other dimensions of identities and through the speaker's personal reflections, participants will gain insights into the unique challenges faced by individuals with intersecting identities, as well as strategies for fostering greater inclusivity and equity in the workplace. By recognizing and addressing the complexities of intersecting identities, this session aims to advance more holistic and effective LGBTQI+ inclusion efforts in workplaces and beyond.

CLOSING REMARKS



Ramkrishna Sinha (he/him)
Co-Founder
Pride Circle & Rainbow Bazaar, India &
UK



Deena Fidas (she/her)
Managing Director | Chief Program &
Partnership Officer
Out & Equal

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