

ungender **acta**

Volume 2

Back to work, post Covid

Dear Ungender Community,

It has been over three months since enforced measures to fight a catastrophic pandemic of the Covid-19 virus has locked us in, and in the process, affected every aspect of our lives — work, relationships, fundamental rights, access to healthcare, food, clean water, money, and legal and mental health resources. Some of us are better than the others. Hundreds of migrant workers, including women and children, have taken the weary walk home in searing heat, locked out of the civil infrastructure they helped build.

*We know this hasn't been an easy time, especially for working professionals. In our second edition of **Ungender Acta** we curate the gender news that will change the future of work in the months to come as workplaces struggle to adjust to the new normal of work from home.*

Since Acta is new and you are still learning to read it with us, here is a quick summary of the soil and seed it's made of:

1. **Gender Story** collection that caught our eyes around the world. We loved reading them, and learned something new as well. These are stories on gender issues from the fashion world, to migrant workers, gender policies, #metoo, workplace inclusion, and more.

2. **Gender Stories** we wrote, which will provide insights on workplace issues on gender micro-aggressions, what defines harmful and harmless behaviour, women in care economy, and technical knowledge on conducting POSH investigations.

3. **Conversations with Leaders** is a one-on-one interview

edition, we have focused on pay equality for genders, safety and inclusion, and Adaptive Quotient as a new mantra for leadership success.

4. **Gender Appointments** across the world celebrating women leaders on the rise.

5. **Learn with Ungender** showcases our exhaustive certificate course on workplace diversity and sexual harassment prevention.

6. **NoMoreManels** is a collection of learning and educational initiatives we came across online with ONLY male panels.

7. **Unlearn** is a collection of bite sized information for you to quickly adapt and adopt in our day to day lives as we become more inclusive. This is a journey, we all will walk it together.

8. **UngenderWatch** is a recommendation on some informative and educational video and audio content we learned from.

Happy weekend to all of you and Stay safe.

To know how Ungender can assist you in building a safe and gender-inclusive workplace, write to us at contact@ungender.in

News updates about gender & workplace from around the world.

Gender stories we're reading right now

Why Is COVID-19 Striking Men Harder Than Women?. [Read.](#)

The Novel Coronavirus And Its Impact On The Most Marginalised Communities. [Read.](#)

Covid-19: India Is Staring At A Mental Health Crisis. [Read.](#)

The Number Of Women Running Fortune 500 Companies Are At An All-Time High. [Read.](#)

What Covid-19 Teaches Us About Workplace Inclusion. [Read.](#)

#MeToo In The Age Of Coronavirus. [Read.](#)

Johnson & Johnson India Includes Family Benefits For Same Gender

Never Be the Same. [Read.](#)

A Trans Man's Coming Out Story.
[Read.](#)

*India's Women Stand To Lose From
The Country's COVID-19 Policies In
Many Ways. [Read.](#)*

*Sexism In Statistics Is Hurting
Women's Sports. [Read.](#)*

[The news, opinion and advocacy-related updates from Ungender blogs](#)

Gender stories we're writing.

Women & Work

The more things change the more they stay the same, by Vinati Dev. [Read.](#)

How To Say 'No'

Differentiate between 'harmless' and 'harassing' behaviour, by Suruchi Kumar. [Read.](#)

Care Economy

Why women drive the care economy, by Harini Calamur. [Read](#)

Microaggressions At Work

What is Gendered Micro-aggression & why is it important to address it? [Read.](#)

Ikea's Impactful D&I

Constructing a gender-neutral workforce the Ikea way. Lessons for impactful D&I policy design. [Read.](#)

How Men Can Be Allies

How men can contribute to feminism at the workplace, by Ananya Kundu. [Read.](#)

PoSH Investigation Report

Preparing a POSH inquiry report is one of the most arduous tasks. [Read.](#)

Conversation With Leaders

Ungender's new series of conversations with CHROs, CXOs and startup founders aim to understand the processes that make workplaces more diverse. How do leaders bring about active change? We want to find out.

Kanishka Mallick, Head of Talent Acquisition and Lead of Human Resource Business Partner at Times Internet, speaks about gender pay equality, safe workplaces and gender pay equality. [Read.](#)



Policy of Times Internet. [Read.](#)



Anjan Bhowmick, who works with the Reinsurance Group of America, Incorporated (RGA) as Executive Director, Talent and OD for Asia and Australia markets, speaks about gender, inclusion and diversity, and how AQ is the new mantra for leadership success. [Read.](#)

Gender appointments that caught our eyes.

We love it when women are appointed to important leadership roles.



- Lalita Nayak joins Nodwin Gaming to head sales and marketing [Read.](#)
- Sonajharia Minz appointed VC of SKMU, Dumka, Jharkhand. [Read.](#)
- Usha Iyer joins Strides Pharma as Head – Corp Communication. [Read](#)
- Carol Tome to assume charge as UPS CEO from June 1. [Read.](#)

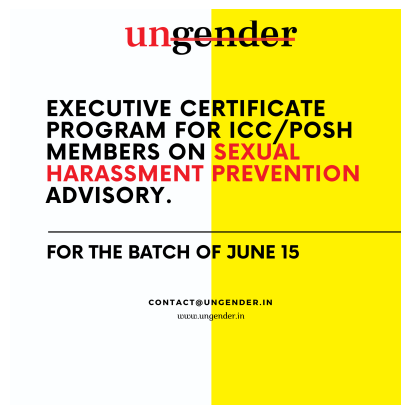
Learn With Ungender

For HR, ICC Members, NGO Professionals, Legal Counsels and others.

Have you seen our Executive POSH Certificate Programme? If you want to be certified as a workplace sexual harassment prevention trainer, sign up!

[Download the Brochure](#)

[Make the Payment](#)



Sign Up for Our POSH Certificate Programme

#NoMoreManels

Word: Manel

Definition: A panel, where all members present are "male".

Have you noticed a rise in **#Manels** — or all male panels recently? We have. It seems even during the #Covid19 lockdown, webinars and Zoom sessions are not mindful of diversity in the way they shape participation. Here are the Manels from May. Check out our [#NoMoreManel thread](#) on Twitter.

Live to Lend Another Day

Tuesday, 19th May | 6.30 PM IST | Zoom Webinar



Ajay Mahajan
MD & CEO
CARE Ratings



Ananth Venkat
Independent Director,
IHCL, Axis AMC
and Ecom Express



Jaspal Bindra
Chairman
Centrum Group



KVS Manian
Whole Time Director,
Group Management
Council Member,
Kotak Mahindra Bank



Rakesh Singh
MD & CEO
Aditya Birla Finance



Rohit Sawhney
MD & CEO
India Ratings & Research



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MINISTER OF ROAD TRANSPORT & HIGHWAYS, MoC

PAWAN GOENKA
MANAGING DIRECTOR, MAYNARA & MAYNARA

RITESH AGARWAL
FOUNDER AND CEO, OYO ROOMS

RAHUL KANWAL
NEWS DIRECTOR, INDIA TODAY AND IJL TMC

AJAY SINGH
CHAIRMAN & MANAGING DIRECTOR
SPECIALIST

NIRANJAN HIRANANDANI
CO-FOUNDER AND MD
HIRANANDANI GROUP

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WHERE ARE THE WOMEN?

CONTACT@UNGENDER.IN

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Business innovation: the new world's competitive advantage



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COO, The Leela Palaces,
Hotels and Resorts



Vivek Kapoor
Co-founder,
Dineout



Aamir Akhtar
CEO, Arvind Lifestyle
Fabrics - Denim



Vineet Singh
Group CMO,
Embassy Group
(Moderator)

wework

5pm, 19 May | Live on Zoom

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- Present Challenges, Growth Opportunities and way Forward -

Saturday | 23 May, 2020 | 11:00AM to 01:00PM



Ashok Kumar Gupta
Chairman, CCI



K.V.R. Murthy
Joint Secretary, MCA



Pawan Kumar
Executive Director, SEBI



M.M. Jindal
Regional Director
(West) MCA



Jeevan Sonparote
Chief General Manager,
SEBI



Dr. Girish Ahuja
Central Government
Nominated Director on
Board of SEI



Girish Joshi
Chief Trading Operations
and Listing Sales
NSE



Dr. Niranjan Hiranandani
President, ASSOCHAM
Founder & Managing
Director, Hiranandani
Group of Companies



Vineet Agarwal
Sr. Vice President,
ASSOCHAM & Managing
Director, Transport
Corporation of India Limited



S.C. Agarwal
Managing Committee
Member, ASSOCHAM and
CMD Global Securities



Deepak Sood
Secretary General
ASSOCHAM



Preeti Malhotra
Chairperson, ASSOCHAM
National Council for CA,
CL&C & Chairman,
Smart Bharat Group



Pavan Kumar Vijay
Founder, Corporate
Professionals Group and
M&A Task Force
Chair, ASSOCHAM



G.P. Madan
Founder, Madan Law
Office and M&A Task
Force Co-Chair,
ASSOCHAM

Contact Us - Santosh Parashar, Head Department of Corporate Affairs ASSOCHAM | +91 8860572357



Rishi Suri
@rishi_suri

Replying to @MasalaBai @KiranManral and 7 others

I have personally turned down 3 webinar's now because of the lack of gender representation & even the basic understanding of why it's important!!! 🙄

9:48 AM · May 25, 2020 · Twitter for iPhone



Raj Nayak
@rajcheerfull

Recently my daughter educated me about "manels" — all male panels. Sadly I have been on many. Moving forward I have decided that I will only accept invitations for panels that have adequate representation of both genders.

8:59 AM · May 17, 2020 · Twitter Web App

391 Retweets 3.6K Likes

Unlearn with Ungender

Update your gender knowledge and follow tips
on how to write without bias.

#Unstereotype

ungender

Mx

~~Mr, Ms, Mrs~~

Get rid of the gender stereotypes

#GenderDictionary

ungender

Hegemony

One group's multiple levels of dominance over another, including the suppressed group's consent to domination.

#GENDERDICTIONARY

#TipOfTheDay

AVOID GENDER BIAS IN WRITING

BIASED: The manager or his assistant.

Assumption: **Managers are men.**

CORRECT: The manager or an assistant.

ungender

#QuoteOfTheDay



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“

Life's been tough but I've been tougher. I beat life at its own game.

Zohra Sehgal

Cartoons And Polls

PoSH satire and daily polls to measure what our audiences think
about gender issues.



image credit: <https://vectorcharacters.net/>

Have you seen our #PoSHCartoons yet? You'll love them!



Stay in touch with the pulse of our audience with daily polls on Twitter.

UngenderWatch

What are people watching and listening to in the lockdown?



The coronavirus pandemic presents new dangers for people with disabilities. We spoke with disability rights activist Nipun Malhotra in India about these challenges.

Gender Question is a weekly podcast in which Hindustan Times Associate Editor Dhamini Ratnam addresses blindspots around gender and sexuality. Listen.

Break The Taboo: Menstruation and Trans* Persons, a podcast with Ditilekha, Sangat A Feminist Network. Listen.

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