

# un~~gender~~ acta

News updates about gender & workplace from around the world.

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As the virus continues to spread unabated, the biggest toll of Covid-19 is on those trapped in an exhausting cycle of domestic chores, work, and caregiving. A lot has been written in India on equal distribution of labour, so much so that a woman has even started a petition asking Prime Minister Narendra Modi to instruct men to share household chores with their wives and partners!

In addition to the burden of unpaid labour, the virus has also sharply increased the gender inequality gap. Women are losing paid work, and the lockdown has pushed them into the role of primary caregivers of children, the elderly, the ill, and those who live with disabilities.

In addition to this domestic violence in India continues to put women at risk, with no scope of escape in the lockdown. Individuals from the queer community continue to be trapped in hostile homes. Sex workers are more vulnerable than ever to abuse and deprivation.

The collective worry is that it will take years to recover from this and achieve gender parity. Question is, how extensive will the damage be by then?

# From Ungender's Desk



## QUEER VOICES

### Effect Of The NALSA Judgement (I)

This is part one of a three-part series analysing the effects of the NALSA judgement on the inclusion of the transgender community.



## DIVERSITY AND INCLUSION

### Make Your Webinars More Inclusive

Unfortunately, not all organizers have prioritized on making their online offerings inclusive and representative of the diversity that exists in the Indian workforce.

## DIVERSITY AND INCLUSION

### Sustaining D&I At Workplace

In the absence of a common framework, organizations have created their own criteria for the “kind of diversity” they want to encourage.



## QUEER VOICES

### Effect Of NALSA Judgement (II)

This is part two of a three-part series analysing the effects of the NALSA judgement on the inclusion of the transgender community.





# Favourite Reads

[Achref El Abed, A Male Bellydancer In Tunisia Is Shaking Off Gender Stereotypes](#)

['F\\*\\*king Bitch' And The Everyday Terror Men Feel About Powerful Women](#)

[Law Grad Gets University To Include Mother's Name](#)

[Romania: First-Ever Trans Woman To Run For Office Vows To Make Life Better For Women, Sex Workers](#)

[The Washington Post Names Krissah Thompson Managing Editor For Diversity & Inclusion](#)

[NASA's Spacesuits Have A Gender Problem. And These Women Are Fixing It.](#)

[Nonbinary New Yorker Sues To Have 'X' Gender Option On Driver's Licenses](#)

## Learn With Ungender

We believe that every individual has the capacity to become the internal inclusion and safety leader for their company. Enrol for our PoSH programme. We have a new product that will help companies streamline work around PoSH, D&I and Learning.



EXECUTIVE CERTIFICATE PROGRAM FOR  
POSH PRACTITIONERS

### Get Certified as a POSH Practitioner.

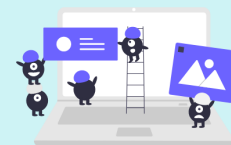
Enroll now. [contact@ungender.in](mailto:contact@ungender.in)

[Download the Brochure](#) | [Make the Payment](#)

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## CONDUCT

A new #SaaS product that will revolutionize the way companies structure Sexual harassment complaints, employee learning and D&I metrics.



[www.getconduct.in](http://www.getconduct.in)

[Visit Getconduct.in to request for early access](#)



# Conversation With Leaders

Conversation With Leaders is an ongoing series of interviews with industry leaders to highlight the best practices in organisations in the areas of safety, law, healthcare, D&I, gender rights and empowerment. We use these conversations to help other companies build diverse and inclusive workplaces.



## DIVERSITY AND INCLUSION

### Yashmi Pujara, CHRO, Cactus Global: Diversity In Action Is Inclusion

In her long career, Yashmi Pujara has played an important part in shaping internal conversations around work, equal opportunity, diversity and inclusion, work culture, and women's empowerment. She often gives people her own example of how she used her company's policies to create flexible working modules for herself when she needed the time away the most.

## LEADERSHIP

### Nikhil Arora, VP & MD, GoDaddy: No Pay Disparity At GoDaddy

Nikhil Arora, Vice President and Managing Director at domain registration and web hosting company GoDaddy, says he believes in hands-on leadership that cuts through high bureaucracy and delivers quality service to his clients. In a free-flowing conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Nikhil talks about addressing internal bias, insight into how background checks are done at GoDaddy and how the company built its inclusion metrics.



**INSOL India presents SIG24 Samvaad WEBSERIES IV**

"What Further Policy Changes Does India Need To Deal with Wave of Future Insolvencies"

July 23, 4:00PM

**Click to Join Webinar!**

**Vishal Gupta**  
Senior Vice President  
SBI Capital Markets

**Sundaresh Bhat**  
Partner & Head  
Restructuring Practice  
BDO

**Debanshu Mukherjee**  
Founding Member  
Vidhi Centre for Legal  
Policy

Moderated by  
**Divyanshu Pandey**  
Partner, J. Sagar  
Associates

**Somasekhar Sundaresan**  
Counsel  
Mumbai High Court

INSOL India

Twenty years of thought leadership in Insolvency

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This is a manel

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**Virtual Startup Summit**

16th May 2020 | Saturday | Online

**Anchal Saini**  
CEO, Flyrobe

**A Vijay Kumar**  
Founder, MyGate

**Darshika Singh**  
Marketing Lead, Yulu

**Sajith Pai**  
Director, Blume Verni

**Padmaja Ruparel**  
Co-Founder, Indian Angel  
Network & Founding  
Partner of IAN Fund

**Madhusmita Panda**  
Head of Marketing, KredX

**Ramya Ramachandran**  
Head - Marketing, Bounce

**Nikhil Joy**  
Senior Director -  
Product at ZestMoney

**Dharmesh Gandhi**  
SVP and Head of  
Product, RentMojo

**Shashank Mehta**  
Director, Product  
Strategy - RazorpayX

**Dushyant Par**  
Head of Market  
NestAway

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This is not a manel

# Call To Action: Building Gender Balanced Panels

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 are not mindful of diversity in the way they shape participation.

Women make up a considerable part of the formal workplace and yet they are not fairly represented in opinion spaces. Other genders also have little or no representation at these events. At Ungender, we curate a [#NoMoreManel thread](#) on Twitter because we feel representation forms the backbone of empowerment. To be seen and heard is to inspire others to aspire to these roles.

So we, at Ungender Legal Advisory, decided to put out a call to action about how we can help change the narrative. We created a [Google form](#) to collect responses online on experts in various subject areas who aren't just cisgender male. The form has over 50 categories and allows anyone either to nominate themselves or recommend a speaker from an under-represented gender; Cisgender women, trans woman, trans man, nonbinary individuals, and others who identify as gender fluid.

What we hope to do is when we have crowdsourced a big enough list, we hope that it will serve as a helpful document to refer to for organisations when they are putting together panels and will have names they can reach out to represent as experts. On our Twitter [#manel](#) thread, we will continue to [□](#) panels that are balanced and [□](#) for panels that are not. [Access the form here.](#)

# Ungender Unlearn

All of us are a product of age old conditioning supported by the language we learned, books we read, media we watched.

Add to this societal rules that have been passed on through generations. Un-learn harmful language and biases.



## STEREOTYPES

Gender stereotypes harm. At Ungender, we have started to analyze advertisements over the years to see how brands wove narratives around gender roles and work and how times have changed.



## INTERNALISED BIAS

Addressing internal bias is key to understanding how our prejudices are harming others at the workplace and at other spaces.



## GENDER BIAS

Over centuries, men and women have been conditioned to be gatekeepers of patriarchy which often spills over at the workplace. Gender roles and expression form part of the conditioning. Workplaces should centre diversity and inclusion in all that they do.



# Ungender Suggests

How can we do better? How can we reach out and change what we see and hear and address gender diversity, gender roles and expressions?

Here are some of the ways.

**ungender**

**Pass**

Means to be in your preferred gender image and to be able to do so convincingly in the eyes of those around you, for example a cross dresser or drag king who looks like a man and not like a woman.


#GENDERDICTIONARY

**ungender**

**FOR REGISTERED USERS ONLY**

**UNDERSTANDING DOCUMENTATION PERTAINING TO POSH COMPLIANCE**

**Jul 25 | 4PM-5PM**



- Documentation for prevention
- Documentation for awareness and education
- Documentation related to IC constitution and activities

## ACTIVE LEARNING

Read, learn, observe, and look up on the Internet what you do not organically know. Read the PoSH Act to know your rights and protect the rights of others at the workplace. Attend our webinars.



**Ungender Legal Advisory**  
@UngenderTalks

We are running week-long polls to go deeper into the learnings of workplace sexual harassment. Please vote.

This week's poll: Will increasing awareness about sexual harassment among employees help in making workplaces safer?



“

The need to listen, think, and learn with each other, particularly voices from the margins of women, of the queer community, of the oppressed castes, of the whispers of nature with a spirit of comradeship is vital.

Anita Dube



## ENGAGEMENT

Do you engage and try to learn from communities? Polls are a great tool for engagement. They allow organisations to gauge what their audience is thinking.

## EMPOWERMENT

Amplify women. Make active resolutions to address your biases. Read more on gender and equality, and how power structures work.

# Gender Inclusive Appointments & Awards

What happens when under-represented gender groups are appointed to prominent positions? It allows others to aspire to those positions and gives them hope. Representation and acknowledgement of work goes a long way to empower and nurture the workforce.



## KenGen CEO Rebeca Miano Joins World Bank's Advisory Council On Gender And Development

KenGen says Miano's appointment to the Advisory Council will be for a period of two years starting July 2nd, 2020.



## Tina Dabi Appointed BRICS Honorary Advisor

IAS officer Tina Dabi, topper of the 2016 civil services examination, has been appointed honorary advisor to the steering committee for BRICS Chamber of Commerce and Industry Young Leaders.



## Anmol Narang: First Sikh Woman To Graduate From West Point

Anmol Narang said she was inspired to apply to West Point after visiting the Pearl Harbour National Memorial in Hawaii.



# Report Of The Month

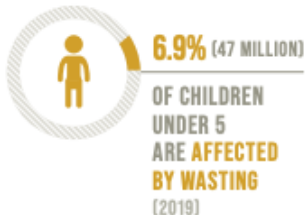
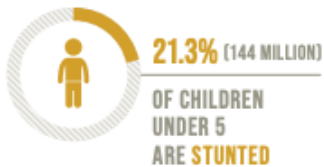
In every issue of Ungender Acta, we will bring you key research happening around the world in the space of workplace, gender, pay, diversity, inclusion, and a lot of other things.

In this edition, we highlight UN's report, '[Sustainable Development Goals Report 2020](#)'. The 2030 Agenda for Sustainable Development was launched in 2015 to end poverty and set the world on a path of peace, prosperity and opportunity for all on a healthy planet. The SDG Report 2020 brings together the latest data to show that, before the Covid-19 pandemic, progress remained uneven. The world wasn't on track to meet the Goals by 2030. Now, due to Covid-19, an unprecedented socioeconomic and health crisis is threatening lives and livelihoods

## HIGHLIGHTS FROM THE REPORT

**+71 MILLION PEOPLE ARE PUSHED INTO EXTREME POVERTY IN 2020**

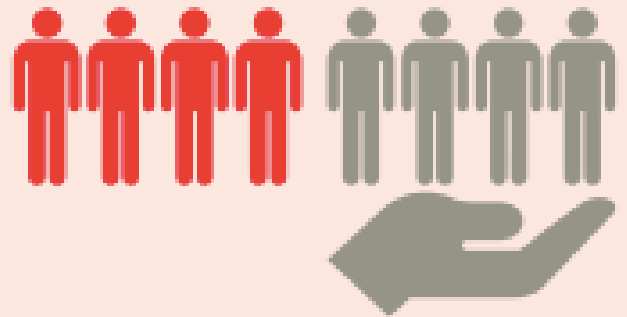
**STUNTING AND WASTING AMONG CHILDREN ARE LIKELY TO WORSEN**



**ILLNESS AND DEATHS FROM COMMUNICABLE DISEASES WILL SPIKE**



SERVICE CANCELLATIONS WILL LEAD TO  
**100% INCREASE IN MALARIA DEATHS**  
IN SUB-SAHARAN AFRICA



**4 BILLION PEOPLE DID NOT BENEFIT FROM ANY FORM OF SOCIAL PROTECTION IN 2016**

**INEQUALITIES IN EDUCATION ARE EXACERBATED BY COVID-19**

IN LOW-INCOME COUNTRIES, CHILDREN'S SCHOOL COMPLETION RATE IS



**79%** IN RICHEST 20% OF HOUSEHOLDS



**34%** IN POOREST 20% OF HOUSEHOLDS



**YOUNG WORKERS ARE TWICE AS LIKELY TO BE LIVING IN EXTREME POVERTY AS ADULT WORKERS (2019)**

**THE PANDEMIC HAS**

**INTERRUPTED CHILDHOOD IMMUNIZATION PROGRAMMES IN AROUND 70 COUNTRIES**



**READ THE FULL REPORT**

# Videos, Podcasts, Shows

Hey! Our YouTube channel is up and running. This edition of the gender newspaper will feature videos of our conversations with leaders in the diversity and inclusion space.



**Rahul Gonsalves**



**Srikanth Suvvaru**



**Shiben Moitra**



**Monica Pillai**



**Shantanu  
Bhattacharya**



**Yashmi Pujara**



**Nikhil Arora**



**Pallavi Pareek,  
In conversation**

The podcasts and shows we love, and we want you to listen and learn from.

## Dekho Behnen Aati Hain

Local Diaries is a show where fearless women journalists tell us stories about other women from the Bundelkhand region in Uttar Pradesh.

## Women Interrupted

A podcast by and for women in the era of Covid-19.

## Ten Minutes India with Dr Roja on Dalit Feminism

Roja Singh's critical ethnography on caste and gender is rooted in interactions and lived experiences in communities of Dalit women in Tamil Nadu.

## Pod Save The People

On Pod Save the People, DeRay Mckesson explores news, culture, social justice, and politics with Sam Sinyangwe, Kaya Henderson and De'Ara Balenger.

## About Acta

'Acta' is a gender newspaper that curates gender and workplace news from India, and the best organisational practices. This is our attempt to keep you informed about what is happening in the gender and workplace around the world. It is curated keeping in mind the shifting conversations around gender and the need for companies to stay abreast of labour laws, good practices and reference material. If you are interested in featuring your story in it, or your company's news on #PoSH compliance, write to us in the address below.

## About Ungender

Ungender Legal Advisory is a diversity and inclusion laws advisory firm – working on bridging the gender and inclusion divide at workplaces. Our collective intelligence is an output of working with over 300 companies directly, educating over 10,000 companies leaders, 250+ case investigations, and sensitizing over a lakh individuals on diversity and inclusive laws. Our dedicated efforts towards this have resulted in niche advisory on compliance and implementation of various labour laws.

## Write to us

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