

ungender **acta**

Volume 3

News updates about gender & workplace from around the world.



Vivek Tejuja,
Culture Editor, Verve

Dear Ungender Community,

Happy Pride 2020!

In a world of differences, I seek empathy. For me being queer is about just being like you, like anyone else, but above all, it is to be like me. Who I stand for and what I believe in. It extends beyond the physical, beyond the perception of how one should be, and definitely embracing the essence of living and let living.

This further is a constant work in progress of not judging, not jumping to conclusions, of practicing empathy, knowing your flaws will spring up - every now and then. Being queer is so much more and so constrained in the world we live in.

Gender stories we're reading right now

The Photographer Creating A Safe Space For Queer Feminine Love In Singapore. [Read.](#)

An App In Tamil To Connect The Global Queer Community. [Read.](#)

The Best Online LGBT Exhibitions For Pride Month. [Read.](#)

Only One School In All Of India Is Participating In Pride Month

How To Build A Gender-Fluid Work Culture In Advertising. [Read.](#)

I Am Going To Spend Pride Month Talking To Companies: Parmesh Shahani [Read.](#)

J.K. Rowling Writes About Her Reasons For Speaking Out On Sex And Gender Issues. [Read.](#)

Daniel Radcliffe Criticizes Rowling's Anti-Transgender Tweets. [Read.](#)

Free Gender Reassignment

The news, opinion and advocacy-related updates from Ungender blogs

Gender stories we're writing.

D&I Podcasts

Diversity And Inclusion: 10 Podcasts Indian Bosses Should Be Listening To.

D&I Books

12 Books On Diversity And Inclusion For Indian Managers At Work.

Am I Offending Anyone?

Are You Wondering How Not To Offend Your Colleagues At Work?

Zero Tolerance For SH

Five Ways Indian Law Can Help Mitigate The Risk Of Sexual Harassment At Workplace.

Gender and Sex

'Gender' & 'Sex': How We Have Got It Wrong.

Diversity and Productivity

Research Shows That Diversity Is Connected To Creativity And Innovation.

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.



Dr. Soumitra Pathare, Director of Centre for Mental Health Law and Policy at Indian Law Society's Law College, Pune, explains how to measure the mental health status of employees in a company. [Read the interview here.](#)

Anjan Bhowmick, who works with the Reinsurance Group of America, Incorporated (RGA) as Executive Director, Talent and OD for Asia and Australia markets,



Raj Nayak, former Viacom18 Chief Operating Officer, and current founder of content company, House of Cheer, speaks about the important role patriarchy plays in determining popular content. [Read the interview here.](#)

Gender appointments that caught our eyes.

We love it when women are appointed to leadership roles or win awards.



- Ella Jones, first black and woman Mayor of Ferguson. [Read](#)
- Rebecca Vincent is RSF's Director of International Campaigns. [Read.](#)

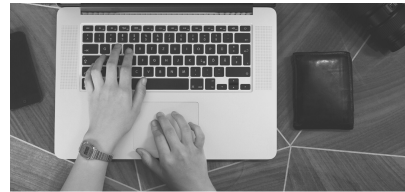
- NASA selects new head of human spaceflight mission. [Read.](#)

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](#)



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**Get Certified as a
POSH Practitioner.**

write to us at contact@ungender.in

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.

WHERE ARE THE WOMEN?

WEBINAR SCALING E-COMMERCE

Date: 17th June, 2020 | TIME: 4pm to 5pm



Gaurav Gupta
Co-Founder
Shipway Technology



Ashwani Arora
Head- Product and
business development
pickrr



Subhashish Bharuka
Founder & CEO
NuttyFox



**A VIRTUAL CONFERENCE ON
CYBER SECURITY**
IN THE AGE OF CORONA VIRUS
~ EVOLVING THREAT LANDSCAPE - "PRE-COVID AND POST COVID" ~

KEY SPEAKERS

 Co-Founder, NuttyFox Cyber Law Expert, Government of India	 Co-Founder, Shipway Technology Cyber Security & Emerging Technologies Expert	 Head of Product & Business Development, pickrr Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India
 Head of Product & Business Development, pickrr Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India	 Co-Founder, Shipway Technology Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India
 Head of Product & Business Development, pickrr Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India	 Co-Founder, Shipway Technology Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India
 Head of Product & Business Development, pickrr Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India	 Co-Founder, Shipway Technology Cyber Security & Emerging Technologies Expert	 Co-Founder, NuttyFox Cyber Law Expert, Government of India

Regulators' Web-Confluence
Corporate Restructuring, M&A & Joint Venture
- Present Challenges, Growth Opportunities and way Forward -
Saturday | 23 May, 2020 | 11:00AM to 01:00PM

 Chairman, CCI	 Joint Secretary, MCA	 Executive Director, SEBI	 Regional Director (West), MCA	 Chief General Manager, SEBI
 Central Government Nominated Director on Board of SEBI	 Chief Trading Operations and Listing Sales, BSE	 President, ASSOCHAM Founder & Managing Director, Hiranandani Group of Companies	 Sr. Vice President, ASSOCHAM & Managing Director, Transport Corporation of India Limited	 Managing Committee Member, ASSOCHAM and CMD Global Securities
 Secretary General, ASSOCHAM	 Chairperson, ASSOCHAM National Council for CA, CL&CG & Chairman, Source Bharat Council	 Founder, Corporate Professionals Group and M&A Task Force, ASSOCHAM	 Founder, Madan Law Offices and M&A Task Force Co-Chair, ASSOCHAM	

Unlearn with Ungender

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

Ind.

'Ind' is a gender neutral title for non-binary people. It's short for individual.

contact@ungender.in

Satranghi Salaam

A slogan raised or a phrase used to greet each other within several queer communities in India. Satranghi means rainbow, which is used to represent the LGBTQIA+ community worldwide.

#GENDERDICTIONARY

#FactOfTheDay

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ONLY

2%

OF TRANS INDIVIDUALS STAY WITH THEIR PARENTS.

SOURCE: NHRC REPORT

#QuoteOfTheDay



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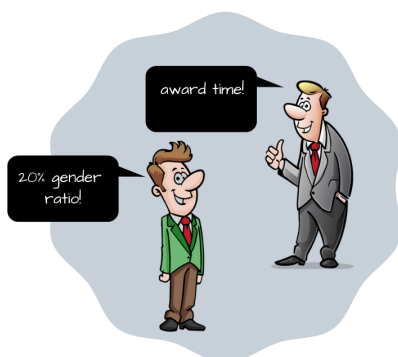
“

What we need is support from corporates, who have CSR funds at their disposal. We need them to channel these into helping the trans community, which is already socially, educationally and financially disadvantaged.

Grace Banu

Cartoons And Polls

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



What bare minimum looks like

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

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



Ungender Legal Advisory
@UngenderTalks

How can offices be better prepared to take care of the #MentalHealth of employees?

Appoint counsellors	34.2%
Mental health insurance	18.4%
Flexible work hours	23.7%
Mental health leave	23.7%



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

What are people watching and listening to in the lockdown?



LGBTQ pride month 2020: What is so symbolic about Rainbow Colours for the queer community? Watch the origin story of the pride flag.

Online Gods – Dalit Online Media: A monthly podcast on digital cultures and their political ramifications, featuring lively conversations with scholars and activists. [Listen.](#)

Change Catalyst + Tech Inclusion: A weekly podcast discussing D&I issues. The Tech Inclusion podcast has young folks from Silicon Valley talk about their experiences of building diverse and inclusive practices. [Listen.](#)

Queer Money: A one-of-a-kind podcast for queer folks on how they can manage their personal finances, live debt free. [Listen.](#)



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