



# CELEBRATING PRIDE EVERYDAY

**JUNE 2024**

## INTRODUCTION

As we embark on a month-long celebration of love, acceptance, and diversity, we're thrilled to release our special Pride edition newsletter. As a country, we have a long road ahead when it comes to including the queer community. Read inspiring stories, highlighting LGBTQ+ voices, and delve into the history and significance of Pride Month.

A step forward in the right direction is when every corporation, whether big or small, progresses towards inclusion of the queer community. Since our inception, Kelp has been taking a step forward to help other corporations become more inclusive. As PRIDE month approaches we are offering special pricing on our DEI products - webinars, workshops and diagnostics to help your organization become more inclusive.

Please contact Kelp at [info@kelphr.com](mailto:info@kelphr.com), +91-9500129652, visit [www.kelphr.com](http://www.kelphr.com) for more information and any customization needs. You can also refer to the last page of this newsletter for a detailed list of our DEI offerings.

Join us as we embrace unity, foster understanding, and celebrate the power of love in all its forms. Let's march forward with pride, resilience, and a commitment to creating a more inclusive and compassionate world for everyone.

**Happy Pride Month!**

## INCLUSION MANIFESTO: FOSTERING DIVERSITY AND EMPOWERMENT IN THE WORKPLACE

**“Is your workplace LGBTQIA+ inclusive?”**

In an era where inclusivity is gaining recognition and support, it has become essential for organizations to establish safe and inclusive environments that embrace the diversity of their employees. **Smita Shetty Kapoor, CEO and co-founder of Kelp (formerly KelpHR)**, engaged in a thought-provoking and enlightening discussion at the Kashish Mumbai International Queer Film Festival with a diverse panel consisting of allies and individuals from the LGBTQIA+ community, including **Anupama Easwaran** - Diversity and Inclusion Coach and Consultant, **Maya Awasthy** - Co-Chair & Co-Founder, TWEET Foundation, **Parmesh Shahani** - Author, Public Speaker, Culture Curator, Inclusion Advocate and **K Vaishali** - Author, Podcast Host.

Creating safe and inclusive workplaces goes beyond mere tokenism. It requires proactive efforts from organizations to encourage discussions, sensitize employees, and challenge societal norms. By embracing diversity and inclusivity, organizations empower all employees to thrive, contributing to a more equitable and productive workforce. Read more here <https://www.kelphr.com/blogs/inclusion-manifesto-fostering-diversity-and-empowerment-in-the-workplace/>



## BUILDING AN INCLUSIVE WORKPLACE FOR LGBTQ+ EMPLOYEES



Inclusion, an important indicator of a workplace that cares for its employees, is a vital prerequisite for every organization today. The term inclusion has multiple layers, and building an inclusive workplace is much more than just enabling people to be a part of the group culture of the organization. Inclusion also means giving the right to an employee to say no and refuse to be a part of the group culture if they wish.

A multitude of challenges persist for LGBTQIA+ employees, including workplace harassment, unwarranted inquiries about their identity from colleagues, limitations on expressing their viewpoints, pressure to conform, and various other obstacles. Following the repeal of section 377 of the IPC and the recognition of gender and sexual orientation as fluid and non-binary, it is imperative for organizations to acknowledge the rights of Lesbian, Gay, Bisexual, Trans, Questioning, Intersex, and Asexual (LGBTQIA+) employees in order to achieve genuine inclusivity.

Read more in this article by Apoorva Ravi <https://www.kelphr.com/blogs/advantages-of-lgbtq-inclusive-workplace/>

## SAME-SEX MARRIAGE JUDGEMENT: UNDERSTANDING THE IMPACT ON WORKPLACES AND SOCIETY IN INDIA



In recent times, the Indian legal landscape has undergone a significant transformation concerning same-sex marriages. A groundbreaking judgment recently delivered by the Honorable Supreme Court of India has sparked crucial debates surrounding the definition of 'Indian' and the rights of queer individuals to lead lives in harmony with societal norms.

Contrary to expectations, the judgment did not grant the community the explicit right to marry. The Apex Court maintained that the issue of marriage falls within the legislative domain, beyond the judiciary's scope. It clarified that marriage, though not explicitly recognized as a fundamental right by the Constitution, obligates the state to recognize and provide benefits to queer couples under the law.

Read more in this article by Meenakshi Vuppuluri here

<https://www.kelphr.com/blogs/same-sex-marriage-judgement-understanding-the-impact-on-workplaces-and-society-in-india/>

## MEET KANMANI, THE RESILIENT TRANSWOMAN LAWYER PAVING THE PATH FOR CHANGE



Back then I was not very openly “Trans”, “the category” that we use right now but I was very feminine as a boy (referring to the fact that they were closeted a trans person and were perceived as a boy), and this caused significant challenges for them personally as well as in their pursuit of education.

*“I decided not to go for a full-time college, which was a major step back and also ignored a Masters, however I attended a bunch of examinations. My father suggested that I enroll for some professional course, so I tried my hand at getting into MBA colleges. I cleared the Xavier aptitude test for HR, but the admission price was exorbitant, and I didn’t know how to go about CAT. The only other thing I applied for was LLB and I got in.”*

Despite these obstacles, Kanmani’s resilience led her to attend law school, where she discovered her passion for Law due to Social Justice and advocacy. But her dreams were not just for herself; they were for the entire transgender persons community.

Meet Kanmani, a resilient and inspiring transwoman lawyer who is breaking barriers and fighting for a brighter future. After a long day at her tax law firm in Chennai, she sat down for an interview, looking tired but wearing a smile that warmed the room. Despite the exhaustion, she remained patient, ensuring the conversation was unhurried and wrapped up right on time. However, Kanmani’s generosity didn’t stop there; she went beyond the allotted interview time, eager to share her journey. Read Part 1 of her interview here <https://www.kelphr.com/blogs/kanmani-resilient-transwoman-lawyer-1/>

Read Part 2 of her interview here <https://www.kelphr.com/blogs/breaking-barriers-and-building-dreams-meet-kanmani-part-2/>

Watch the recording of her interview here <https://youtu.be/tSNWSodJ1Xw>



## THE INTERSECTION OF LGBTQ+ RIGHTS AND SEXUAL HARASSMENT PREVENTION



Pride month is celebrated to recognize the struggles and achievements of people from the LGBTQ+ community while simultaneously spreading awareness on the struggles and triumphs of the community. With companies capitalizing on this agenda, by making their goods and services fit the theme of rainbow colours, it has lent some truth to the allyship of these organisations. However, the larger question remains whether the same allyship extend to job opportunities in organisations, access to opportunities, inclusivity and access to justice which they have been deprived of, owing to the discrimination faced by them throughout the years.

Do employees feel free to speak their minds? Do affected employees raise complaints about concerns they are facing? Does this right extend to everyone, in a diverse workforce, or are there inequities in the access?

Read more here <https://www.kelphr.com/blogs/lgbtq-rights-and-sexual-harassment-prevention/>

“There’s nothing more Beautiful and Powerful than someone who chooses to be themselves.”

## SPECIAL PRICING FOR



### Webinars & Workshops

- Gender Sensitization
- Cultural Sensitivity
- Unconscious Bias
  - Workplace Adjustment
- Micro-Inequities & Discrimination

### DEI Diagnostics

- Inclusion Survey
  - Leadership conversations
  - Focus Group Discussions
- Detailed Report & Recommendations

### “Did You Know?” Series

- Quick bytes on various DEI-related topics such as micro-aggressions, intersectionality, gender and more

## CONTACT US



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