

DIVERSITY & INCLUSION



NASSCOM Diversity & Inclusion 2019
Redefining D&I Series III
6th March 2019
Crowne Plaza, Gurgaon

Time	
8.00 am – 8:50 am	Registration
8:50 am – 9:00 am	Welcome Note Speaker Ashok Pamidi, CEO, NASSCOM Foundation Venue: Tulip Ballroom
9:00 am - 9:20 am	Opening Keynote Address Carol Vahey, COO, Asia Pacific, Fidelity International Topic: Relevance of Diversity & Inclusion Venue: Tulip Ballroom
9:20 am - 10:10 am	CEO Panel discussion 1: Impact of Diversity on Business Fundamentals Moderator: Vani Gupta Dandia, CEO, Benddit Panelists Babu Thiagarajan, Country General Manager, Fidelity International Mohit Mehra, Partner, GOSS Leader, Mercer Mike Mattsen, CEO, MattsenKumar Megha Chawla, Partner, Bain & Company Sunil Goyal, COO, Sopra Steria Larry Stone, Chairman, British Telecom, India Venue: Tulip Ballroom
10:10 am – 10:30 am	Networking Tea Break
10:30 am – 10:40 am	NASSCOM D&I Way forward (Announcement of D&I Awards) Speaker

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	Ashok Pamidi, CEO, NASSCOM Foundation
10:40 am – 11:30 am	Panel discussion 2: Building Inclusive mindsets beyond unconscious bias
	This panel discussion will explore how organizations are building inclusive mindsets in each individual. It will explore how mature organizations have changed cultures by addressing more than unconscious bias training and policies.
	Moderator: Sangeeta Murthi Sahgal, Founder, Diversity Dialogs
	Panelist
	Sunita Rebecca Cherian, Senior VP & Global Head – Group Human Resources, Wipro
	Kanisha Raina, Director- HR, Fiserv
	Chavi Jafa, Head of Business Solutions, India and South Asia, Visa
	Bharat Patel, VP - Corporate Infrastructure Technology, NASDAQ
	Namrata Rana, Director-Strategy and Brand, Futurescape
	Sukla Chandra, Managing Director, GE Licensing and Technology Ventures, India
	Venue: Tulip Ballroom
Parallel session	
11:30 am - 1:00 pm	Workshop 1: Career transformation Workshop : Snakes & Ladders (workshop by SAP)
	It is not always the fastest or the brilliant who is most successful in career, but it's the one who makes the right choices, adapts and leverages the best out of an existing situation without losing sight of the ultimate goal. This workshop involves understanding the career enablers and derailers while playing the game of "Snakes and Ladders" because career exemplifies the long winding journey of success and pitfalls in the truest sense of the word.
	Speakers
	Uma Rani T M, SAP Labs India Pvt Ltd
	Krithika G, SAP Labs India Pvt Ltd
	Venue: Tulip Ballroom
11:30 am - 1:00 pm	Workshop 2: Designing for Inclusion
	How to move from compliance to culture and make inclusion a part of the culture of your organization. Culture does not have to be explained or mandated, it is automatically picked

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	up by new people and is evident in everyday behavior of the employees. Inclusion is best exemplified by the leadership team. In this workshop, Ameen Haque, Founder, Storywallahs, will take participants through a reflective and experiential journey that lead them not just with thoughts but also action plans on inclusion.
	Speaker
	Ameen Haq, Founder, Storywallahs
	Venue: Orchid Ballroom
1:00 pm – 2:00 pm	Networking Lunch
Parallel session	
2:00 pm – 3:30 pm	Workshop 3: LGBT+ INCLUSION AND EQUALITY AT WORKPLACE - Goldman Sachs
	Organizations across the world who want to be inclusive often find themselves wondering how to go about it and it is especially stark with inclusion of LGBT+ people where law and society are often at odds with the ethical principles of Inclusion. This is even more so in country like ours where there is a fair degree of confusion in terms of where the law stands, and yet there is a clear and visible commitment from many leaders for greater inclusion of minority communities. LGBT+ employees, whether out or closeted hope for a workplace that is free from discrimination and harassment so that they could be their most productive selves without having to worry about being judged for who they are. This deep dive will take every participant/organization through a detailed flow on LGBT Primer, on Meeting the People, becoming an Ally, on best practices and charting out solutions and plans and of course an experiential learning module.
	Sponsored by Goldman Sachs
	Speaker
	Kevin Kochar, Managing Director – Goldman Sachs
	Moderator: Pooja Shahani, Head Global Leadership & Diversity – Goldman Sachs
	Salil Mohanty, Goldman Sachs
	Panelists
	Nidhi Singh, Head- Global Diversity & Inclusion (GD&I) - EMEA & India, Microsoft
	Sumit Kumar, Associate Director - Inclusion & Diversity, KPMG India & KPMG Global Services

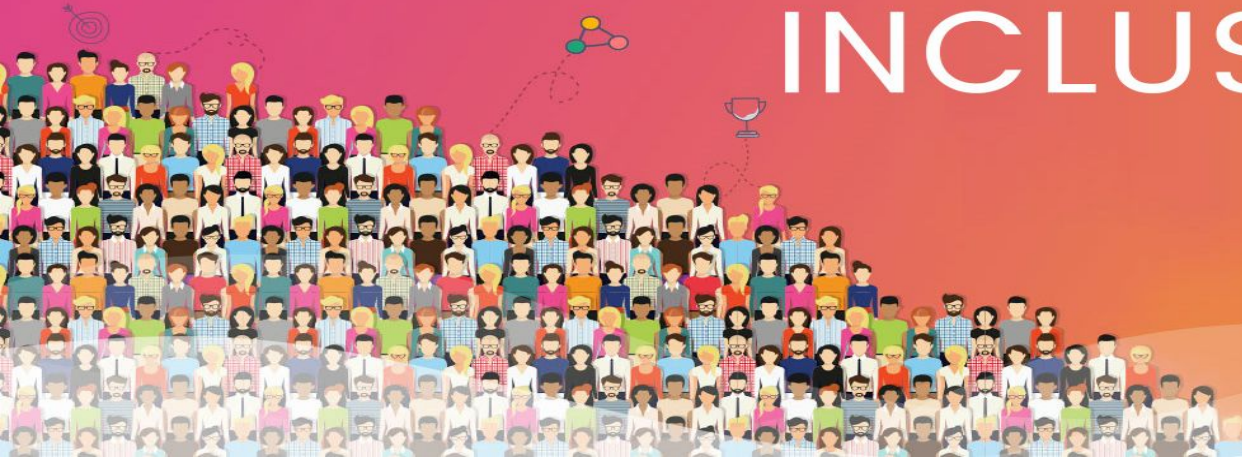
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	Bhuwan Kathuria, Business Development Consultant, Google
	Venue: Tulip Ballroom
2:00 pm – 3:30 pm	Workshop 4: Brand You
	A brand is a promise. What do you promise? Brand You is a workshop to enable building and positioning of your own brand by learning to discover precise, meaningful perceptions about the values and qualities you stand for. Through experiential and interactive exercises, this workshop will help you understand the building blocks of a brand and apply them to designing your own brand in order to present your best self at work.
	Speaker
	Prajakta Kanaglekar - Senior HR Business Partnership Manager, GE
	Venue: Orchid Ballroom
3:30 pm - 3:45 pm	Networking Tea Break
3:45 pm - 4:30 pm	Panel Discussion 3: Disability Inclusion in the Workforce
	It is now an established fact that people with disabilities can make equally productive employees and have much to contribute to the organization in which they work, as well as economic social development of the country. Employers have begun to recognize the need to tap into the resource pool of people with disabilities.
	The objective of the session is to build discussions and share practices along the following lines -
	<ul style="list-style-type: none"> • How do organizations strategize Disability Inclusion at workplace? • How to we build Disability Diversity in the long run? • What needs to be done for people with disabilities to be able to contribute to the best of their ability and on an equal footing? • What measures can an employer take to ensure that suitable qualified people with disabilities can enjoy equal opportunities and are equally represented in the workforce?
	Moderator: Santosh Abraham, VP, Nasscom Foundation

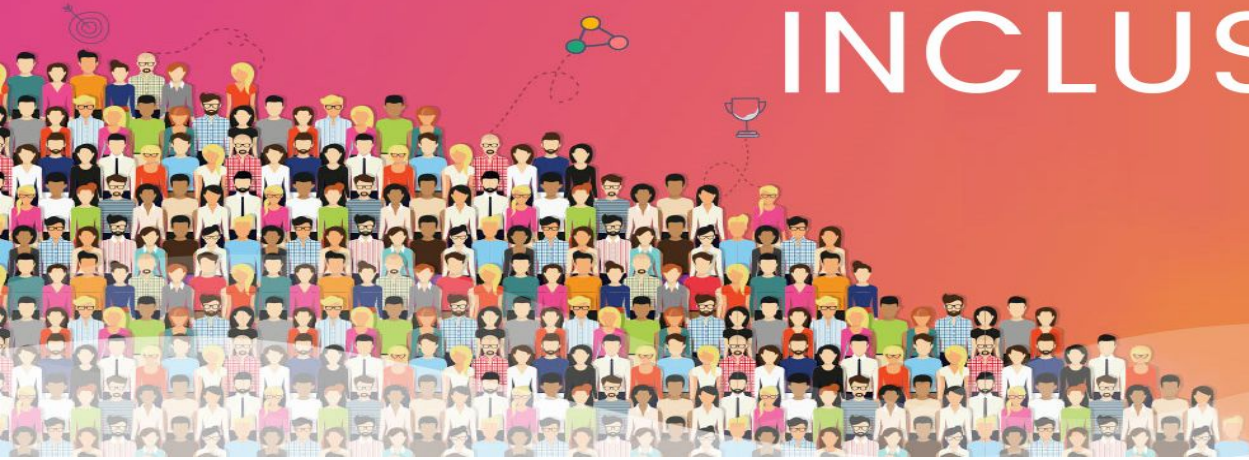
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	Panelists
	Manas Fuloria, CEO, Nagarro
	Deepa S, Head, Diversity & Inclusion India COE, Dell
	Shantha Maheswari, Managing Director, Lead - Inclusion and Diversity at Accenture, India
	Shalabh Mittal, Executive Director, Strategy & Transformation, JPMorgan Chase & Co
	Kirthana Kripash, Technology for Social Good, Diversity and Inclusion, JPMorgan Chase & Co.
	Venue: Tulip Ballroom
4:30 pm – 4:50 pm	20-minute Spotlight Session: Inclusive Culture : Sharing Experiences
	Moderator: Shweta Rajpal Kohli, Director, Government Affairs, Salesforce India & South Asia
	Panelists
	Julien Haye, Global Head Of Operational Risk, Fidelity International
	Arnab Biswas, Manager & Pride Champion, Fidelity International
	Venue: Tulip Ballroom
4:50 pm - 5:30 pm	Panel Discussion 4: Why is Gender Balance taking so long?
	Moderator: Pooja Sharma – Director HR - BT India
	Panelists
	Charu Thapar, Regional Director Head of Strategy & Platform, PAM Asia Pacific, JLL
	Aashish Prakash, Head, Financial Modeling Group & D&I Lead, BlackRock
	Aparajeeta Sarmah, Director- HR, Metlife
	Rajeev Bharadwaj, Vice President – Human Resources, Sunlife
	Prachi Rastogi, Diversity and Inclusion Leader-India, IBM
	Ritika Basu, Global Technology Leader, India & Careers, Mercer
	Venue: Tulip Ballroom
5:30 pm	Vote of Thanks / Networking Tea & Coffee
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