



Please find below the agenda:

Day 1	
Time	Agenda
09:30 am – 10:30 am	Registration
10:30 am – 12:30 pm (Break at 11:30 am)	<b><u>UNLEASH THE TRUE POWER OF DIVERSITY &amp; INCLUSION THROUGH DESIGN THINKING</u></b>



**In Partnership**

If we were to begin a design challenge to improve diversity and inclusion in the industry, what should it look like?

Design thinking is a discipline that uses design methods to match the needs of one or more users with a feasible and viable business strategy that provides value to that user. It can be a powerful tool to innovate new design solutions for the delivery of services, and, in the case of diversity, employee experience. We need to consider all spectrums of diversity and inclusion: visible differences (genders, race, language, age etc.), non-visible differences (e.g., LGBT) and diversity of mindset (different thoughts, perspectives, experiences). Diversity and inclusivity are not just buzzwords. These words are burgeoning with potential, and have the power to move our society towards something better.

*Design thinking offers a way to address our industry's diversity problem*

Design thinking is a power tool in a change agent's toolbox that may help our goals of improving diversity in the profession. Let's use it to suggest better, creative, empathetic, and judgment-free solutions that avoid the same old story that ends with diverse employees leaving the halls of organisations.

**Speaker :** Ameen Haque, Founder & Innovation Coach– Storywallahs  
Venue : Rajendra 5

**BUILDING THE LEADERSHIP PIPELINE DEEP DIVE**



**Sponsored by**

10:30 am – 12:30 pm  
(Break at 11:30 am)

	<p>Research has time and again proved that organizations with diverse talent have performed much better than their counterparts, and more and more corporate are becoming sensitive to and making the diversity and inclusion agenda a part of their strategic priorities. Yet the question "Why is that we still don't see enough women in Boardrooms?" remains. The discussion will focus around what corporates can do to make their gender diversity agenda more sustainable and impactful. The session would start with an hour of hands on workshop.</p> <p><b>Speakers:</b> K.K Biju, Senior Director – Fidelity Investments  Lakshmi R Rajagopal, - Fidelity Investments  Sumukhi Jairam, VP Talent &amp; Development – NTT DATA  Dr. Clem Herman, Director – eSTEem – Open University UK  Mrin Agarwal, Founder Director – Finsafe  Nagaraj V, Head HR – AXA Business Services</p> <p>Venue: Rajendra 1,2,3</p>
12:30 pm – 01:30 pm	Networking Lunch
01:30 pm – 03:30 pm	<p><b><u>WORKSHOP ON BIAS – CONSCIOUS AND UNCONSCIOUS</u></b></p> <div data-bbox="714 1066 1028 1230" data-label="Image"> </div> <p><b>Powered by</b></p> <p>Bias can be defined as an inclination or prejudice for or against one person or group, especially in a way considered to be unfair. <b>Our</b> background, personal experiences, societal stereotypes and cultural context can have an impact on</p>

our decision and be exhibited by our behavior. This workshop challenges our thinking and hence our mind-set through a combination of tools ranging from simulation, survey and conversation.

**Speakers:** Justin Jesudas: Researcher - Cognizant Technology Solutions  
Kartic Srinivasan, Chief Digital Officer – Adpro  
Vidya Nath, Director, Digital Media & Global Innovation Center - Frost & Sullivan  
Sharda Srinivasan, Deputy General Manager- SIFY Technologies Ltd – eLearning  
Rashmi Vikram : Senior Manager , Community Business  
Amita Karadkhedkar: AVP Project Delivery Manager - UK Retail Banking, Barclays  
Gayathri Ramamurthy, Senior Director, D&I lead – Capgemini (*Moderator*)

Venue : Rajendra 5


**#EQUALITYATWORK - LGBT+ INCLUSION AND EQUALITY AT WORKPLACE – DEEP DIVE CONVERSATION**



**Sponsored by**

01:30 pm - 03:30 pm

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.

	<p>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.</p> <p><b>Speakers:</b> Kevin Kochar, Managing Director – Goldman Sachs          Srini Ramaswamy, Inclusion &amp; Collaboration India &amp; APJC – Cisco          Ramkrishna Sinha, Graphic Hardware Designer – Intel          Nirmala Menon, Founder &amp; CEO – Interweave          Pooja Sahni, Head Global Leadership &amp; Diversity – Goldman Sachs</p> <p>Venue: Rajendra 1,2,3</p>
03:30 pm – 04:00 pm	Chai Break
04:00 pm – 05:30 pm	<p><b><u>PLENARY WORKSHOP SESSION: EMBRACING THE RPD ACT IN SPIRIT</u></b></p> <div data-bbox="741 794 1108 991" style="border: 1px solid red; padding: 10px; text-align: center;">  </div> <p><b>Sponsored by</b></p> <p>India is a signatory to the United Nations Convention on the Rights of Persons with Disabilities popularly known as UNCRPD. The enactment of Rights of Persons with Disabilities Act 2016 by the Indian Parliament in December 2016 and notifying of rules in June 2017 institutionalizes a much awaited robust rights regime for all persons with disabilities in the country. Persons with Disabilities are definitely a valuable human resource that needs to be harnessed and to be utilized in the nation building process. The enactment of the Act assumes utmost relevance as it is an enabling legislation aimed at ensuring human rights and fundamental freedoms of persons with disabilities on equal basis with others. Also for the first time the definition of “establishment” in the Act includes Private Sector in its ambit. Therefore, it is of utmost importance that the IT-ITES Sector which is the largest employment generator in</p>

the private sector understands the dictums of the Act and carve out a path to work in tandem with government and other civil society organisations to ensure the provisions of the Act translate on ground. The workshop will focus on

- Salient features of the Act
- Categorization of Disabilities
- Illustrative glimpses of some specific provisions
- Regulatory, monitoring and grievance redressal mechanisms provided to persons with disabilities in the Act
- Role of Private sector vs-a-vis the Rights of Persons with Disabilities Act

This will followed by experience sharing by inclusion practitioners from the industry on value adds that persons with disabilities can bring to the organisation in the current disruptive scenario

**Speakers:** Swarnima, Counsel – Trilegal

Ankit Rajiv Jindal, Marketing and Advisor for RPD - NTT DATA

P. Rajasekharan, Co- Founder – v-shesh

Subrato Ghosh, Director Lean Centre of Excellence, Barclays Bank

Santosh Abraham, Vice President – NASSCOM Foundation (*Moderator*)

Venue: Rajendra 1,2,3

- Disclaimer: NASSCOM reserves the right to make changes to the topics and times of any session


Please find below the agenda:

<b>Day 2</b>	
<b>Time</b>	<b>Agenda</b>
09:00 am – 09:10 am	<p><b>INAUGURAL</b></p> <p>Welcome Address – Mr. Ravi Raman, COO State street India &amp; Chair- NASSCOM Diversity and Inclusion Council</p> <p>Summit Address – Amardeep Devadason, SVP RR Donnelley and Chair – Diversity and Inclusion Summit 2018 will share the agenda and what not to miss</p> <p>Venue: Rajendra 1,2,3</p>
09:10 am – 09:25 am	<p><b>LAUNCH OF WOMEN WIZARDS RULE TECH – A NASSCOM INITIATIVE</b></p> <p>The launch of the women in technology initiative to ensure the increase of pipeline of women in STEM/ Technology and ensure that these women are retained and remain in their domain</p> <p>Venue: Rajendra 1,2,3</p>
09:25 am – 09:45 am	<p><b>REPORT RELEASES &amp; AWARDS 2019 CATEGORIES ANNOUNCEMENT</b></p> <p>Report Release on – Prevention of Sexual Harassment at the Workplace – Toolkit on Best Practices  Women in IT Score Card – Edition II Release  Hexagon of Flex – Flexi Working Hours Report  Women in Leadership Study, India</p> <p>Venue: Rajendra 1,2,3</p>

<p>09:45 am – 10:30 am</p>	<p><b>CEO'S FOR D&amp;I – NAVIGATING LEADERSHIP IN THE COMPLEX WORLD OF INCLUSIVITY</b></p> <p>Diversity of Thought has emerged to be the game changer in today's world and as a futuristic leader, it becomes important to understand its relevance and application in times to come. VUCA world continues to challenge us with lot of unpredictability about future and multitude of issues such as rapid rate of change in political, social, economic factors that impact decision making. Coupled with this, emergence of nouveau technologies such as automation, robotics and artificial intelligence has also brought about a paradigm shift in the way of life globally.</p> <p>The CEO panel while addressing the above would also deliberate on</p> <ul style="list-style-type: none"> <li>• A business leader's view on signing up for and standing by the D&amp;I agenda</li> <li>• What are some of the challenges that business leaders face while embedding D&amp;I in business strategy?</li> <li>• What are some of the expectations of a business leader from various stakeholders to build an inclusive work environment?</li> </ul> <p><b>Speakers:</b> Kalyani Sekar, Managing Director – Verizon Data Services India  Uma Ratnam Krishnan, Co- CEO – Barclays Global Service Centre India  Sumit Mitra, CEO – Tesco Global Business Services  Lilly Prasad, Managing Director – BNY Mellon India  Prithvi Shergill, Co Creating Organisations &amp; People for Tomorrow – Smarten Spaces (<i>Moderator</i>)</p> <p>Venue: Rajendra 1,2,3</p>
<p>10:30 am – 11:15 am</p>	<p><b>PLAY HOW TO GENERATIONAL – MIND THE GAP</b></p> <p>How can organizations build engagement across generations to create more inclusive workplaces and how we make leaders of tomorrow without compromising on D&amp;I.</p>



	<p><b>Speakers:</b> Arpana Mehra, Global HR Head – Aricent (<i>Moderator</i>)          Madhushree Dutta, HR Leadership Team – Intuit          Sonal Bhimani, Director Learning &amp; Development – Target          Vinoth Kumar, Founder – Paperflite</p> <p>Venue: Rajendra 1,2,3</p>
11:15 am – 11:30 am	Chai Break
11:30 am – 12:30 pm	<p><b>FUTURE OF WORK</b></p> <p>The pace of technological change and the potential impact on the future of work is far greater than we’ve ever seen. Organisations are faced with increasingly complex questions as technological capabilities continue to accelerate— they are now under pressure to completely rethink what work means, how employees are selected and trained, and how the workplace is designed.</p> <p><b>Speakers:</b> Pradipta Banerjee, VP &amp; CHRO – CGI          Naozer Dalal, COO – Conneqt Business Solutions (Formally Tata Business Support Services)          Sarika Naik, CMO – Capgemini Technology Services India          Sunila Gollapudi, Executive Vice President &amp; Enterprise Architecture Evangelist - Broadridge          Ashok Pamidi, Senior Director – NASSCOM (<i>Moderator</i>)</p> <p>Venue: Rajendra 1,2,3</p>

12:30 pm - 01:30 pm	<p><b>PREPARING THE FUTURE WORKPLACE FOR PEOPLE WITH DISABILITIES</b></p>  <p><b>Powered by</b></p> <p>Understanding the new Legislation leads to the next important question which is how can one ensure effective inclusion of persons with disabilities in the work force especially under the current disruptive scenario and technological revolution. Indian Education System has long been ineffective in preparing the students for the real world employment. Under the circumstances one can only imagine the challenges faced by persons with disabilities given the number of challenges they face in acquiring a decent education. Yet the fact remains that they require livelihood opportunities just like anyone else. Under the circumstances how can technology be leveraged to prepare them for the real world jobs in the IT-ITES sector</p> <p>Speakers: Leena Rayer, Operations Head Kindle Selection - Amazon</p>	<p><b><i>A HIGH-LEVEL ROUNDTABLE DISCUSSION ON EMPLOYER-SUPPORT POWERED BY IFC (BY INVITATION ONLY)</i></b></p> <p>This session will bring together stakeholders to discuss how employees play an important role in tackling childcare to achieve better business outcomes and gender diversity. The roundtable will be Moderated by <i>Roshika Singh</i> to facilitate the discussion to explore innovative approaches on how companies can support their employees' childcare needs, including compliance with legislation, to contribute towards recruitment, retention and promotion of employees, particularly women.</p> <p>Venue: Tanjore Board Room</p>

Jay Mallisetty, VP - Thomson Reuters Enterprise Business Solutions  
Dipesh Sutariya, Co Founder & CEO - Enable India  
Amardeep Devadason, SVP – RR Donnelley  
Santosh Abraham, Vice President – NASSCOM Foundation (*Moderator*)

Venue: Rajendra 1,2,3

01: 30 pm - 02:30 pm

Networking Lunch

02:30 pm – 03:30 pm

**DIVERSITY + INNOVATION = THINK OUTSIDE THE BOX**



**Powered by**

Technology has always fostered innovation and from a D& I perspective, it has immensely helped organizations to provide the required flexibility to enable employees to work with any device and from anywhere and collaborate seamlessly through audio and video Technologies like BYOD, Video collaboration have demolished traditional office practice which requires employee’s physical presence in offices. It offers enormous advantages to men, women, millennials and people with disabilities.

A culturally and intellectually diverse workforce will bring fresh, new ideas to the table, augmenting innovation and creative problem solving within an organisation and to help you on this journey, technology is a key enabler.

**Speakers:** Shantha Maheswari, Managing Director - Accenture  
Rangarajan Satagopan, VP & Centre Head – Fidelity Investments

	<p>Paranth Thiruvengadam, Senior Director Engineering – Walmart Labs  Vaishali Neotia, Co Founder &amp; CEO – Merxius  Arun Karna, Managing Director – AT&amp;T Global Network Services (<i>Moderator</i>)</p> <p>Venue: Rajendra 1,2,3</p>
03:30 pm – 04:00 pm	<p><b>SUPPLIER DIVERSITY</b></p> <p>How organisations recognize the importance of having a diverse supplier base that reflects the organisations' customers around the world. By working with small and diverse suppliers, how companies tap into new ideas that add value to businesses and provide innovative solutions to their marketing, manufacturing and research &amp; development efforts.</p> <p><b>Speaker:</b> Karanbir Singh, HR Business Partner &amp; D&amp;I Lead, Intel Corporation  Ritheesh Sheety, Founder – Sun ITeS  Mike Mattsen, CEO – Mattsenkumar (<i>Moderator</i>)</p> <p>Venue: Rajendra 1,2,3</p>
04:00 pm – 04:30 pm	<p><b>CLOSING PANEL – IN CONVERSATION WITH THE #FIRSTLADIES</b></p> <p>In conversation with Dhanya Menon - First Woman Cyber Crimes Investigator in India, Ira Singhal – First Physically Challenged Woman IAS Officer, Upasana Taku – First Woman to Head a Payments Startup in India and Debjani Ghosh – First Woman President of NASSCOM</p> <p>Venue: Rajendra 1,2,3</p>
04:30 Onwards	Chai and Networking

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