

The Rainmaker Roundup

Creating Ethical Workplaces



rainmaker
ALL INCLUSIVE

NOTE FROM THE CEO

I am thrilled to share with you the tremendous success of our recent All-Inclusive Symposium, which highlighted the crucial link between Diversity, Equity, and Inclusion (DEI) and Prevention of Sexual Harassment (PoSH).

Over the course of two days, we were joined by eminent speakers who are making a tangible difference in creating safer and more inclusive workplaces for women. Through their insights and experiences, we gained a deeper understanding of the challenges that women face in the workplace, and the importance of DEI and PoSH in promoting a healthy and respectful workplace culture.

The practical activities that engaged our participants were the highlight of this event. These activities were designed to provide a hands-on learning experience and an opportunity to apply the knowledge gained during the symposium.

I am pleased to share that our participants showed a high level of engagement and enthusiasm, which is a testament to their commitment to creating inclusive and safe workplaces.

In addition to learning and networking, the symposium provided an opportunity for participants to become Rainmaker-certified Inclusion & PoSH Practitioners. This certification will enable them to make a tangible impact in promoting a culture of safety and inclusivity.

I would like to extend my heartfelt thanks to all the speakers, participants and the Rainmaker team who made this event such a resounding success. I am proud of the work we are doing at Rainmaker to promote DEI and PoSH, and I look forward to continuing our efforts to create safer and more inclusive workplaces.

Thank you,
Antony Alex
Founder & CEO
Rainmaker



HERE'S AN OVERVIEW OF THE CRUCIAL TOPICS WE COVERED AT THE RAINMAKER ALL-INCLUSIVE SYMPOSIUM:

CHAPTER 01 Understanding the Undeniable Link Between Inclusion and PoSH

This chapter highlighted the need for organizations to make conscious efforts to ensure inclusion of women in the workforce, and how the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, also known as the PoSH law, aligns perfectly with the inclusion dialogue.

CHAPTER 03 PoSH Through an Inclusion Lens

In this session, we discussed the legal framework for PoSH, emphasizing the importance of fostering a workplace culture that values respect and inclusion, effective reporting and investigation procedures, and the principle of proportionality when determining appropriate punishments. The differences between retributive and reformative forms of punishment was also highlighted.

CHAPTER 05 Challenges and Opportunities in Addressing PoSH at the Workplace

The focus of this session was the risks of underestimating the power of the PoSH law and provide tools to address challenges proactively. We also highlighted the importance of effective training and creating a safe and respectful workplace culture for all employees.

CHAPTER 02 Starting with the Inclusion Lens

Here we explored diversity, inclusion, nonconscious biases, gender bias, methods to recognize and address biases, and the concept of intersectionality. The emphasis was on creating brave and inclusive workplaces as a key takeaway from the symposium.

CHAPTER 04 Building a PoSH Praxis that Aligns with DEI Goals

At this time, the critical role of aligning PoSH policies and practices with DEI goals to create a fair, just and respectful workplace for all employees was the key topic of conversation. We provided strategies for engaging employees, ensuring accessibility, and creating a gender-inclusive PoSH policy.

CHAPTER 06 The Bigger Picture: A Leadership Perspective

Absolutely critical, in closing we spoke of the importance of leaders modeling expected behavior for all employees and prioritizing DEI and PoSH initiatives. The need for patience, time and perseverance in creating safe workplaces and continuously measuring metrics to align ongoing efforts and demonstrate the return on investment was highlighted.

GUESTS AT THE SYMPOSIUM



Mugdha Kalra
Broadcast Journalist & Inclusion Activist



Zainab Patel
Chief Inclusion & Diversity
Pernod Ricard India



Aparna Acharekar
Co-Founder
coto



Veena Gowda
Women's Rights Lawyer

Stay tuned for the latest updates on our upcoming events!

GLIMPSES OF THE SYMPOSIUM



OUR OFFERINGS FOR ORGANIZATIONS

E-MODULES

Our e-learning modules are self-paced learning experiences that include written content, audio, video, and other visual elements. The dramatized, situation-based modules are impactful and memorable - transforming even monotonous content into engaging training formats.

FACILITATOR-LED WORKSHOPS

Facilitated workshops ensure a group-based approach through visual and verbal communication and collaboration, where our expert trainers bring about commitment and buy-in to the training outcomes.

OUR AREAS OF EXPERTISE:

Prevention of Sexual Harassment | Diversity, Equity & Inclusion | Anti-Bribery Anti-Corruption | Code of Conduct | Data Protection & Privacy | Prevention of Insider Trading



Sensitize your employees against the menace of sexual harassment

Comply with the PoSH Act, 2013 with expert guidance



Do the right thing the right way

Decipher the code



Train your employees on Anti-Bribery laws

The U.S. FCPA & The Indian PCA



Embed the values of Diversity, Equity & Inclusion in your workplace

Keep up with the evolving world of DEI with the most trusted partner