

The Rainmaker Roundup

Creating Ethical Workplaces



NOTE FROM THE CEO

As we see more and more organizations actively participate in discussions around the inclusion of the LGBTQ+ community, I am delighted to address you in the June edition of the Rainmaker Roundup.

Over the last few years, Rainmaker has striven to drive conversations around Diversity and Inclusion across the hundreds of organizations with which we have had the good fortune of interacting. We have engaged with various individuals from across minority and marginalized communities to learn from them and to amplify their voices in whatever way we can. We have worked with organizations on their diversity and inclusion journeys to break biases and stereotypes, engaged their employees in reflective and difficult conversations, and supported them as they made efforts to include those traditionally excluded from employment opportunities just because they were 'different'.

At Rainmaker, we consider this to be our raison d'être as we aim to transform mindsets to build a safe, progressive and inclusive environment for a continuously evolving world. Our vision may be audacious, but our determination and passion, unwavering.

As we celebrate Pride Month, I personally commit to educating myself about the unique challenges faced by the LGBTQ+ community and becoming an active ally in creating a more inclusive society.

By embracing diversity in all its forms, we not only foster an environment where our team members can thrive, but also set an example for the wider community. At Rainmaker, we understand that each of us is on a path of learning and may perhaps stumble along the way. However, what truly matters is our willingness to listen, to grow and to take action. As we embark on this journey together, let us remember that allyship is not a one-time event, but an ongoing commitment. It requires us to challenge our biases, actively seek knowledge, understand and empathize, and stand up against discrimination and prejudice. By creating a safe space for dialogue and learning, we can cultivate a culture of empathy, respect and acceptance. Together, let us be the change we wish to see in the world, fostering a society where everyone, regardless of their sexual orientation or gender identity, can live authentically and thrive.

Irrespective of where you might be on your inclusion journey, please reach out to us if you think we can support you -- or learn with you -- in any way.

Thank you,
Antony Alex
Founder & CEO
Rainmaker



Image Source: Feminism in India; June 2019

UNDERSTANDING OF PRIDE

The history of Pride can be found deep-rooted in the Stonewall Riots, also known as the Stonewall Uprising, Stonewall Rebellion or simply, Stonewall. These were a series of spontaneous protests by members of the LGBTQ+ community in relation to a police raid that was evoked in the early hours of June 28, 1969, at the Stonewall Inn near Manhattan, New York City.

In India, the first Pride Parade took place in Kolkata on July 2, 1999, and is known as the Kolkata Rainbow Pride Walk. This was also the first-ever Pride march in South Asia. However, while it garnered interest from cities like Mumbai and Bangalore, participation in the parade was limited to only about 15 people -- none of whom were women.

The parade, also known as the Friendship Walk, is thought to have been known for its similarity to numerous human rights groups, including feminists, Dalit rights, rights of people with disabilities and child rights.

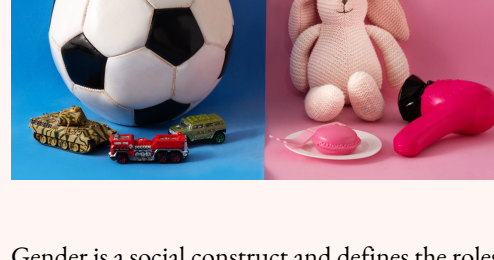
SEX, GENDER AND SEXUALITY ARE ALL SEPARATE CONCEPTS



Sex usually refers to the biological differences between males and females, and is generally assigned at birth.



Sexuality or sexual orientation describes a person's romantic and/or sexual attraction to others.



Gender is a social construct and defines the roles that men and women should be playing in society. These gender norms are learned during the course of one's life and are heteronormative order, stipulating that there are only two sexes (genders) and that they are attracted to each other. However, some people identify with a gender that could be different from the sex they were assigned at birth. Gender can be expressed in different ways through behavior and/or appearance.



Gender identity, on the other hand, is an individual's experience of gender. It is a person's sense of being anywhere along the gender spectrum. One's gender identity can correspond with the sex they were assigned at birth or could be different.

Remember that you don't know anyone's sexual orientation or gender identity unless they tell you.



Inclusive Language

Language that acknowledges and appreciates individual differences creates experiences and environments that are inclusive and welcoming. Consciously using inclusive language ensures that we aren't leaving anyone out of the conversation -- at work and in social dialogue. This applies both when we are speaking directly to people and if we are referring to people who may not be present while we are speaking.

Don't assume that everyone is heterosexual when communicating

Traditionally, we have had the tendency to use language that assumes that all relationships are heterosexual. For example, when referring to someone who we may assume identifies as a man, we may ask them about their 'wife'. In case the individual is not heterosexual, this may devalue their identity and relationship. Using words such as 'partner', 'parents', 'relationship', and 'in a relationship' are examples of LGBTQ+ inclusive language. Better still, mention aspects like gender, sexual orientation (even racial group, religion and disability, etc.) only when relevant to the conversation.



Here are a few other principles of inclusive language:

Ask if you aren't sure

When in conversation, look for an opportunity to ask if you aren't sure. Use your personal pronouns when introducing yourself and give the others a chance to introduce themselves too.



Approach inclusive language with a growth mindset

The more we learn, the more inclusive we will become in our communication. Along the journey, we will find that we may make mistakes. The magic lies in the effort we make; we will eventually get better.



Inclusive language that takes the LGBTQ+ community into consideration changes over time, and can differ across cultures and generations. We may also encounter outdated or even offensive terms in medical, psychological or legal contexts.

For example, in June 2018, the World Health Organization (WHO) declassified being transgender as a mental illness. The term 'gender dysphoria' has been replaced with 'gender incongruence' and has been placed under the broader ambit of sexual health.

Allyship & Wellbeing

Imagine the stress that most of us have to deal with in regular life. Now multiply that with the unique challenges that people of the LGBTQ+ community have to face -- particularly because our societies may often discriminate against and exclude them.

Consider the following stressful situations:

- feeling different from others
- being physically or verbally bullied
- feeling pressure to deny or change one's sexuality
- being worried about coming out, and the chances of then being rejected or isolated
- feeling misunderstood/unsupported
- homelessness -- many LGBTQ+ people who are homeless have either been kicked out of their families for being who they are or have run away to escape violent relationships or situations.

These situations can exacerbate the mental health challenges with which people from the LGBTQ+ community would have to deal. In this context, having allies is critical. Allies feel comfortable support for people from different communities and create environments in which they feel comfortable and can be their authentic selves. Allies learn about the communities they actively support, so that they can truly empathize and improve the experiences of these groups.

Many of us may feel like we are allies, when we are truly only neutral.

Make that change today -- act on your allyship.

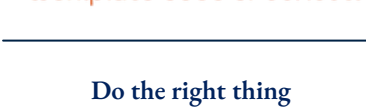
OUR AREAS OF EXPERTISE:

- 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