

WRITE-UP

IFCCI Webinar

Friday, 05.02.21

LGBTQIA - Social Responsibility and Inclusion at the Workplace



The Indo-French Chamber of Commerce in collaboration with Alliance Française de Bombay organised an event on Social Responsibility and Inclusion at the Workplace on Friday, 5th Feb 2021.

The Indo-French Chamber of Commerce and Industry and the Alliance Française de Bombay organised a joint event on 'LGBTQIA - Social Responsibility and Inclusion at the Workplace'; the event emerged as a participatory and interactive discussion bringing together personalities and companies to discuss the integration of the LGBTQIA community at the workplace. The event aimed at increasing awareness with an open discussion on often suppressed and silenced issues in order to understand the ground reality within organisation and society.

The event welcomed distinguished panelist and moderators from varied backgrounds who shared their thoughts and ideas on LGBTQIA.

Ms Dana Purcarescu, Deputy Head of Mission, **Embassy of France to India** in her speech quoted that *“Change never comes on its own, it is a decision we collectively make”* and highlighted that the companies should take positions, promote engagements and should follow a code of conduct for these inclusions.

This session was then followed by a fireside chat with **Ms. Suz Vaz Anne**, **ABC Consultants** and **Mr Parmesh Shahani**, VP, **Godrej Industries Ltd & Head of Godrej Culture Lab** who shared his thoughts and experiences as he spoke about his book *Queeristan*. Mr. Pramesh Shahani stated *“Give a glimpse into our lives, our works, our success, our dreams, our support systems and show when you include, how it stands and opens up and everyone benefits”*

Mr. Ravin Mirchandani, Chairman and MD, Ador Powertron moderated the Panel discussion on ‘LGBTQIA : Transformation towards social acceptance’ wherein we had 3 dynamic personalities from the community who voiced their opinions :

Ms Apsara Reddy, National spokesperson – Tamil Nadu Government (**AIADMK**) & Senior Editor, **Deccan Chronicle** **Apsara Reddy** commented *“Everybody is God's child, please don't penalize us or judge, don't discriminate us for being different. I think difference adds a very interesting dimension to our democracy. All kinds of people should be celebrated with love. Finally, would like this at everybody has an aspiration for themselves. Let everybody live their aspiration that's the true spirit of equality”*

Mr Cyril Feuillebois, Founder & Director, **Kronokare Cosmetics Pvt. Ltd** insisted *“Let's get back to the roots of the Indian Culture. It's full of acceptance, diversity and love”*

Prince Manvendra Singh Gohil, Chairman and Co-Founder, **LAKSHYA Trust** affirmed *“Love yourself”*

Leaders from major French companies like **BNP Paribas India**, **Capgemini India**, **Sodexo India**, **Pernod Ricard India**, etc engaged in another panel discussion and put across their outlook on the Topic *“Equal Opportunity and Inclusion of the LGBTQIA community in the Workspace”*

The interaction focussed on the social responsibility for the people within the LGBT Community & shed light on what organizations are doing to help foster more visibly welcoming, safer, supportive, and promising environment for every individual to be themselves and feel inclusive in their space. It evoked new ideas and innovative thoughts on a range of opportunities and policies that companies can to adopt for the LGBTQIA community.

Mr. Bruno Bronquard, Regional Director, IFCCI and **Mr. Stéphane Doutrelant**, Director, Alliance Française de Bombay shared their concluding remarks while thanking the distinguished speakers, sponsors and the participants. The session was very interactive and was appreciated by all.

About Indo-French Chamber of Commerce & Industry (IFCCI)

Established in 1977, the Indo-French Chamber of Commerce belongs to a worldwide network of 120 French Chambers (CCIFI) in 90 countries with over 33,000 companies. One of the most active bilateral chambers in India, the Indo-French Chamber is a private association that promotes mutually beneficial trade relations between India & France and caters for its members' needs and interests. The Chamber has four offices in Mumbai, New Delhi, Chennai, Bangalore and two representations in Chandigarh and Pune. For more information, please visit <https://www.ifcci.org.in/>

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