



Time	Agenda
01:00 pm – 02:00 pm	Registration followed by Networking Lunch
02:00 pm – 02:10 pm	INAUGURAL Welcome Address by Ashok Pamidi , Lead, Diversity & Inclusion and CEO, NASSCOM Foundation NASSCOM D&I Excellence Awards 2019 Categories Announcement

<p>02:10 pm – 02:15 pm</p>	<p>Women Wizards Rule Tech (W2RT) – An initiative by NASSCOM D&I to Nurture Women Tech Leaders for Tomorrow!</p> <p>While IT-BPM industry employs women in large numbers. The research has shown that less than 27% women are in core technology compared to the non-core tech group. Despite the fact that core technology based career paths prove to have better return on investments, giving scope for creativity, innovation including gender diversity. A reality check highlights that the number of senior managers and c-suite level is strikingly low. This is due to women’s career preference (in different phase of life) to move to non-core tech group such as application development, maintenance, project and product development.</p> <p>W²RT is a gentle nudge to change the leadership landscape, encouraging women technologists to become leaders. The session will share the success of the program over the first phase.</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Archana Eshwarlal, Program Head - W²RT – NASSCOM
<p>2:15 pm – 03:45 pm</p>	<p>Career Transformation Journey - Turning your Snakes into Ladders! (Workshop by SAP)</p> <p>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.</p> <p>Speakers:</p> <p>Krithika G, Development Manager – SAP Lab Ramkumar G Ramachandran, Director – SAP Labs</p>
<p>03:45 pm – 04:00 pm</p>	<p>Chai Pe Charcha</p>
<p>04:00 pm – 05:30 pm</p>	<p><u>#EQUALITYATWORK – LGBT+ INCLUSION AND EQUALITY AT WORKPLACE – DEEP DIVE CONVERSATION</u></p> <p>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</p>

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.

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Speakers:

- **Kevin Kochar**, Managing Director – **Goldman Sachs**
- **Ashok Row Kavi**, Chair-Person - **The Humsafar Trust**
- **Shregauri Sawant**, Transgender Champion
- **Chetan Agarwal**, Group Manager - **BNY Mellon**
- **Pooja Shahani**, Head Global Leadership & Diversity – **Goldman Sachs**
- **Sneha Suresh**, Diversity & Inclusion - **Goldman Sachs**

05:30 pm onwards

Vote of Thanks

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