



We Embrace Equity

A focus on gender equity needs to be a part of every society's DNA. This Women's Day and each day, we at TalentNomics India #EmbraceEquity and #Pledge to be a part of the movement! We all pledge to challenge gender stereotypes, call out discrimination, draw attention to bias, to help forge an inclusive world.

This newsletter showcases the pledges we all made to elevate a global focus on identifying and calling out conscious and unconscious bias in order to help drive positive change for women worldwide.

#EmbraceEquity #Pledge

Walk the talk. Each of us can embrace equity in our everyday life.

-IPSITA KATHURIA

I pledge to spread gender awareness within my community.

-INA WADHWA

I understand that equality is about sameness, while equity is about fairness and I pledge that I will strive to weave both these strands together in all my actions, in order to create a truly inclusive and supportive ecosystem for women at work.

-DEVAPRIYA KHANNA

I pledge to continue building joy and cultivating compassion at work - integral elements of an Equiverse (an equal universe).

-NIKITA SINGLA

I will help forge a gender equal world and embrace equity in all its forms. This is my commitment...

-PAYEL CHAKRABARTI

I pledge to work collectively to make a positive impact for change and forge a fair and equitable world in all aspects of our lives, including workplaces, communities and beyond.

I will #embrace equity consciously and fully!

-SHILPA AJWANI

I pledge to educate myself and people in my immediate environment on the impact of systemic inequalities and the role we can play in addressing them. Also actively working on creating a more inclusive and respectful environment around myself.

-SANCHAIYATA B. MAHADIK

I pledge to actively continue supporting gender equity in all aspects of life.

-SWATI KATHURIA

I pledge to recognize and address systematic barriers and inequities in all aspects.

I will cultivate an inclusive mindset.

-MEGHA CHHABRA

To accept oneself is the first step to build an inclusive world. I pledge to accept myself and others as humans ... nothing more ... nothing less...

-SHINY RAJAN

I pledge to always ensure equal opportunity and embrace equity in everything. I do understand that the difference between equity and equality is critical and will be a priority for me.

-LAVANG KHARE

I pledge to support those who step up and motivate those who are facing hurdles.

-KIRAN CHHABRA



Success Story

Bharti Singhla

COO & Co-Founder, Chakr Innovation

Bharti Singhla is the Co-Founder and Chief Operating Officer of Chakr Innovation, an organization working towards developing sustainable and scalable technologies that combat the threat posed by pollution. Chakr Innovation has developed an emission control device for diesel generators that can capture approximately 90% of particulate matter emissions from the exhaust of diesel generators (without causing any adverse impact on the engine), thus reducing pollution at the source. They are also developing more novel products in the cleantech space.

Bharti completed her chemical engineering from IIT-Delhi and was hired by Boston Consulting Group (BCG) thereafter. While she enjoyed working at BCG across various diverse sectors, she had always been passionate about working in the environment sector and was looking for avenues to work in this space. However, BCG did not have a climate practice at the time. She then happened to connect with some of her colleagues from IIT-Delhi who were then in the process of setting up Chakr. So, she decided to quit her job and joined them as an 'early employee'. However, given her role in the company's growth, she was soon promoted to the position of cofounder. Her father played a crucial role in this switch as he was very supportive of her decision to switch from her well-paid job at BCG to a new start-up.

While she had never thought of becoming an entrepreneur herself, it was her father who encouraged her to take the plunge, highlighting the importance of entrepreneurship in creating a real impact and generating jobs. Within her own organization, Chakr, Bharti didn't face any gender discrimination and the team was very supportive of her. She believes that the existence of a conducive work environment at Chakr was largely due to the fact that most of the leadership at Chakr had working women in their family. However, while dealing with customers and clients, she did face gender biases and stereotypical comments. Sometimes collaborators would assume that being a woman, she was not the decision maker and would end up making sexist comments. Whenever there were women involved in negotiations, though, Bharti recalls it being easier. For instance, when there was a woman on the investor's side, it was easier to convince them of her perspective and vision, and she never felt second-guessed. As the COO, she has also been responsible for setting up the company's manufacturing unit. She worked tirelessly building a team from scratch and oversaw the setting up of the production facility in Pune. She recalls that at times, due to preconceived notions about women, people would have difficulty accepting the fact that she could accomplish the tasks and even take up physically arduous tasks such as climbing up sites to check the installation of the emission control devices.

While doubts are often cast on women's entrepreneurial ability, Bharti points out that there is no inherent difference between men and women.

In her industry though, since there is a dearth of women, having more women leaders can bring to the table certain perspectives which in fact help the business to succeed. Due to the nature of most people's upbringing, women tend to be more resilient and collaborative than men and are often more willing to seek help to resolve a problem.

This behavior helped her get through tough times and also build a stronger bond with the team at Chakr. On the flip side, though, she felt that she was not quick at taking decisions, and this was a skill she needed to hone. In fact, she is working with a leadership coach to address this gap.

She believes that young women entrepreneurs should seek structured coaching or mentoring.

This has helped her throughout the journey, pushing her to believe in herself while working on her blind spots.

Apart from her perseverance, hard work and passion, Bharti believes that it is the support of her family and the education she received during her formative years that have enabled her to accomplish success.

The Covid lockdown was difficult for a hardware manufacturing company such as Chakr. However, she realized that there was a shortage of N95 masks and PPE and the company decided to develop a new system to help reuse them. After doing the necessary testing and securing permissions from IIT-D and ICMR labs, the company was able to launch the product, which was installed across large hospitals in India. The company has recently (Nov 2021) raised funding as Series B growth capital from Neev Fund II, which is managed by SBICap Ventures. The startup has previously raised multiple rounds of funding, including a Series A round of Rs 19 crore led by IAN Fund and ONGC. The company had also raised seed capital from Parampara Capital and Globevestor, along with various angel investors. Bharti's long-term plan is to go back to academia to interact with people interested in climate action and nurture young minds to work on the subject.

She wishes there was a change in perspective toward women entrepreneurs and that society would do away with its implicit biases. She regrets that women often have to work twice as hard as men to become as successful, and hopes that the situation will improve in the future as more women enter the workforce.

Nevertheless, she feels women entrepreneurs should not carry this self-doubt. They must not walk into a meeting second-guessing themselves or assuming that they will not be heard on account of their gender. Having faith in one's ability is critical to succeed.

Read more-

https://www.india.talentnomics.org/files/ugd/121f4c_711db581a81d418994fcd995e1e0355c.pdf

EXPLORE THE FACTS

Barriers to gender equality persist in every country, in both private and public spheres, and are rooted in historically unequal power relations between women and men.



Only 67 countries have laws against gender discrimination in hiring practices.



In 18 countries husband can legally prevent their wives from working.

Legal barriers only compound gender inequalities, which manifest in fewer girls attending secondary school relative to boys, fewer women working or running businesses and a wider gender wage gap. Today, at least one gender-based legal restriction on women's employment and entrepreneurship still exists in 155 countries*; husbands can legally prevent their wives from working in 18 countries*; and laws against gender discrimination in hiring practices are only in place in 67 countries. In order for women to realize their economic potential, countries need to remove discrimination against women in their legislation in line with the Convention on the Elimination of all Forms of Discrimination Against Women — the women's human rights treaty that obliges countries to take concrete measures for the advancement of women in public and private life.

UPCOMING PROGRAMS

CruciBOLD 2023

Nominations Open

We are ecstatic to announce the launch of CruciBOLD 2023!

It is a 12-month, holistic leadership learning initiative designed specifically for senior women aspiring to take on leadership roles in their organizations.

This program aims to support women leaders to navigate challenges and prepare them for more senior roles.

Visit <https://bit.ly/3rxnuwb> for more details.

**NOMINATIONS CLOSES ON
20th MARCH 2023**

WeINSPIRE

Nominations Open

Announcing the launch of WeINSPIRE, a mentor training program for leaders & managers to learn the art of mentoring aspiring women professionals.

It is developed by subject matter experts to support individuals and organizations.

This program aims to hone mentoring skills of leaders & support them to become impactful global mentors.

Visit <https://bit.ly/3RXea4C> for more details.

**NOMINATIONS CLOSES ON
20th MARCH 2023**

Graduation Ceremony of HDFC ERGO 2022 Cohort

HDFC ERGO 2022 Cohort graduated from the 6 months Women Leadership program. The cohort successfully completed their journey with us to become an inspiring, impactful and effective leader.



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