



Session	Breaking the Culture of Silence
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Kapila- Hello everyone, thank you for joining this session, **Breaking the Culture of Silence**

My name is Kapila Jaykumar and I am the moderator for this session, with our guest speakers, Kritisha Jain and Kirti Jayakumar.

The theme of this conference is Impacting Positive Change, Challenging Assumptions and Disrupting the Norm. We recognize that when it comes to addressing inequalities and promoting inclusion, sometimes a bolder approach is required.

Which is why we are so honored, thrilled and delighted to bring you this panel discussion on breaking the Culture of Silence

In this session we are joined by two pioneering women who have taken bold steps to break the culture of silence surrounding enduring inequalities and limiting stereotypes about women in India.

Kritisha Jain will talk about the disruptive #Iwillgoout movement and her subsequent ChalktheWalk campaign – both of which seek to assert the equal rights of women and challenge the men’s abuse of women.

The#Iwillgoout social media campaign was started across 33 cities following the mass molestation of women on 2017 New Year’s Eve in Bengaluru. Thousands of women stepped out to send out a message that they have an equal rights to public spaces. Since then, the ‘I Will Go Out’ campaign has evolved. Now, women participating in the campaign do not just go out to protest and reclaim public spaces but also interact with men and try to understand what prompts them to attack, harass or rape.

We are also joined by Renowned social activist, Kirti Jayakumar, who will also talk about Red Elephant foundation, her story-telling initiative designed to open channels of communication towards creating societies of tolerance, peacebuilding and equality.

Red Elephant is so called to stand out as a vehicle that projects stories that must never be forgotten: stories that show such courage that you should never forget, and stories that show the world such profound lessons that the world should never forget, issues that must be talked about, addressed and truths that must be acted upon.

In this session, I will invite Kirti and Kritisha to share and also discuss how they are breaking the culture of silence on critical issues in India which is in line with the theme of the Conference: *Impacting Change Challenging Assumptions and Disrupting the Norm*.

Welcome Kirthi and Kritisha, thank you for being part of this Community Business India Conference 2018.

I would like to first ask Kritisha: as a movement, #Iwillgoout has a reputation for mobilizing individuals to stand up against patriarchy and the misogyny seen in India – questioning women’s rights to be seen in the public spaces. Tell us a little bit about your background and how you came to be a part of this movement.

Kritisha Jain-

Hi Kapila thanks a lot for your question, so to answer your question couple of years back a friend of mine and I started making videos that spoke speak about misuse of statistics to sort of discredit the violence that happens to women online. These videos were trying to use words like we were trying to bust the logic behind using like very particular statistics and blowing them out of proportion to sort of



claim that the violence against women is not rampant and when we were in the marketing phase of these videos we were I got in touch with a couple of feminist friends of my mine who then told me about the campaign that they were planning with #IWillGoOut and I decided to take that up in my city, Nagpur where we did a little bit more than just a march on the 21st of Jan, we did is we planted groups of people on various streets with stories, real stories of violence against women and that kind of curiosity and engagement that alone generated sort of fortified my way forward in, in terms of actually engaging with people to sort of drive change. I come from the background of literature and sociology which sort of already put me in a place where I was thinking about these concepts and the societal construct around gender and around discrimination from early on academically. So, basically this sort of platform basically gave me the trigger that I needed to take me forward so thank you for that.

Kapila- Thank you Kritisha that was very interesting.

Kirti I would like you to tell us a little about The Red Elephant foundation-it has a very unique name –so tell us a bit about yourself and the organisation.

Kirthi-

Thank you so much for having me here Kapila. It's been an absolute honor to be here to not just talk about the topic but also share a little bit from our journey so far. The Red Elephant Foundation was born in June 5th, 2013 as a gift and tribute to my mother who has been the most important and enduring support systems of my life so far. The journey of The Red Elephant Foundation is rooted in my own personal journey which is one, of recovering from my own traumas as a survivor of sexual violence, gender-based violence and as well as bullying through my childhood teenage and young adult years. So, during that time I realised one of the things that I was buying into regardless of the kind of violence that was thrown at me, was that of the culture of silence. Whether it was sexual violence as a child or whether it was bullying at school I was just not speaking up and telling anybody about it. But the critical mass of movement that happened following 16 December 2012 rape in India opened a flood gate of conversations and I was one of those who spoke up for the first time. So, after turning 25 to have that conversation with your parents is a huge deal, and to have parents who have thrown everything aside to stand by me and support me in everything is an even bigger deal and is a massive privilege for a country like India where patriarchy lurks in every corner, even behind your parents' ears. So, with that having been on my side I realised that there are so many more girls who still buy into that culture of silence and so many boys who are not able to distinguish from the fact that they can eliminate patriarchy and choose lives without violence. And that cultural silence is cropping up all of this. So, my story telling began as my tool of choice where I personally opened up conversation - even with my abusers, and former classmates who bullied me who beat me up who used to call me names shame me for my body shape and size came back to me after they read my story on my blog and told me that they had realised what they had done and the impact of what they had done. And today they stand by me as crusaders for the same cause which was such a huge moment for me because we if could be on two different sides at one time but come together and converge in a place of forgiveness and healing to change the world around us that was huge. So, the theory of change brought itself upon before me and it was just a matter of taking that opportunity up and I must tell you Kapila, very honestly, I am the kind of person who gets very intimidated by a name such as The Center and I wouldn't show up at work if that was the case. So, I decided that if I needed to get real I needed to not intimidate myself and people around me, so I called us The Red Elephant Foundation. The idea being that I wanted to paint the elephant red in the room until people would sit up take notice, talk about it and really downsize that elephant for a change ,so that's how my journey in a nutshell.

Kapila

Thankyou Kirthi that was really nice, thank you for sharing with us the story behind of the red Elephant,



I would like to just move onto the topic of Challenges - the challenges we face in India , so Kritisha this is for you: Tell us more about the motivations behind the #Iwillgoout campaign – particularly for our global audience who may not be familiar with some of the issues. What were the specific issues facing women that you were seeking to speak out against?

Kritisha-Thanks a lot for your question Kapila. So, in 2000 like after the mass molestation on 31st December 2016 a lot of us were questioning the current state of affairs in India. After the case that happened in 2012 we were all hoping that things like in terms of sexual violence against women in India would sort of reduce but this case sort of threw this question back at our faces but in a way that questioned the entire system of governance here, and of implementation here and we decided we needed to challenge that, so a lot of angry people and a lot of angry feminists banded together and decided that we have had enough, and if stakeholders of our country are not going to do anything for public safety, we are going to go out onto the streets with this motivation. In a span of a week we collected thousands of people in over 33 cities in India, so on 21st Jan we walked down the streets of our respective cities and the beautiful part about this was that it was not restricted by language, it was not restricted by caste, not restricted by class or society. Everybody who believed that there was something was wrong, not just in the registering the FIR's of the women that night, but also the kind of comments that politicians made about women being out in the night at that hour that time the kind of clothes that they wearing; everybody who thought there was something wrong with that sort of thought came together to reclaim public spaces and that is when we actually saw the power of collective outrage when it is channeled as a collective power and it is basically because of this reason, because of the power of a faceless collective that we all decided that this is way too powerful to just let go after the march, we wanted to make more than just the one point. Hence, a couple of us decided to keep the movement going, and this was all voluntary work without funding, but everybody just pooled in the resources with which was whatever was available to them and kept the entire thing going. We planned a managerial structure, we planned occasional leadership and we kept planning campaigns that would further the message of trying to reclaim public spaces for women and trying to make it safer for every individual. That still continues to be the motivation of the #IWillGoOut collective and it has the kind of support we feel inside the group is just limitless and we feel this is going to be there for a long time, so thanks a lot.

Kapila- Wow that was really beautiful thank you that was really insightful as well Kirthi I am going to ask you this question: your organisation is also about impacting positive change. What are issues you are particularly passionate about – and why?

Kirthi- So much of what we really do centres around similar themes to what Kritisha talked about - largely around the discourse around gender and the patriarchal practices that surround any attempt to have any conversation around gender. But on a larger platform what we have also tried to do is incorporate values of peace education in our pedagogy. So, I am a student of peace and conflict and I studied the works of the father of peace and conflict studies - professor Johan Gandur, and have been very influenced by his thinking and I believe if we are looking to dismantle the structure of violence, which is fundamentally what patriarchy is, we can't afford to go against something a method that has been tried and tested. So, instead of going against patriarchy we are going for equality for equity and that peaceful equitable empathy driven curriculum, then that helps us look at people who perpetuate and favour patriarchy as individuals - who are also victims of patriarchy in their own way. Instead of fighting it and using aggression as a language, we try to get them to see how much stake holding and we try to get them to dismantle their own thinking and see how that really inhibits themselves. To give you an example we have spoken to people who probably fall under the category of the previous generation for all intentional purposes, and we ask them about how men are literally forced into being the breadwinner, but then there are other factors like the belief that women should not go out to work, the belief that men are the ones who have to earn for the family so any potential of a hobby or



any attempt of monetizing a hobby is missed so we have used everything from pop culture, to films, to our traditional stories as a vehicle of facilitating these conversations in fact I am just coming out of a workshop today after having spoken with young people through a bunch of Tamil films, films that I haven't watched myself but films that we used to flip the conversation around it to keep to keep young people excited about thinking of a future of equality, so that's where we come from.

Kapila- Thank you that's wonderful the work that you are doing and so passionate about it. I am going to now slightly shift the conversation slightly into challenging these assumptions kritisha this is for you. What are some of the specific things that you have done to challenge these assumptions? Tell us about the ChalktheWalk campaign. To what extent has this movement helped to challenge assumptions about the role of women? How effective has it been?

Kritisha- Kapila so to answer your question in the early phases of #IWillGoOut campaign right after the 21st Jan 2018 march, a lot of us in different cities, because the momentum was still high, collaborated with various organisations and created events like feminist mohalla or why Loiter, where in women would go out in the night in groups and go out to places which are known to be extremely unsafe areas and they would reclaim it and they were bringing back messages from their experiences to their online audience was making a huge impact and helping more women and take that step of going out and reclaiming their space a public space as we largely believe that more direct representation outside will directly lead to women going outside and more women feeling encouraged to go outside. So, while we were planning along with other organisations, we were also formulating upcoming projects that the collective will take up. One of these projects was Chalk the Walk, an idea came up, but there were a couple of constraints that we were trying to work around, one was no financial support, and two, was the fact that we were all divided into different places across India. Three- a walk, a march basically ends up being a group of people who already believe in what you are talking about so that limits the engagement with the audience that really does not see what is really out there. So, what Chalk the Walk did very effectively, was targeted all of these problems with a very simple tool which was basically a piece of chalk. You take an inexpensive piece of chalk and you go out there to public spaces and you write your messages there quotes that are trying to smash patriarchy, in as many languages as you want and doing something like that in a public space and experience. What that did was it engaged with every person, every background, every age group and pushed them and triggered them to ask questions and engage with us, just like the #IWillGoOut campaign on 21st Jan in 2018. So that kind of an engagement opened their eyes to a lot of things that were never questioned before and opened our conversations to a group of people who said they believe in the discrimination that is already going on. To give you one example to where I see this being extremely successful is while I was doing Chalk the Walk in public gardens in hyderabad, at around 6:30 in the evening, there was a group of women who were all clad in the burqa there, and the women were from all different generations, like a small kid, her mother and her mother in law and her mother - so imagine the range of generations that were coming into the public garden to enjoy a stroll, and by that time we had already written down on the road almost 100 quotes in Hindi, Urdu, Telugu and English, and these were not quotes that we had put up, these were quotes written by the girls and also the men who had taken a piece of chalk from us and written it down on the road and these women who were clad in burqa read these quotes they were holding their hands and started reading a quote then they moved on to the next one and the next one and I finished the entire stretch of one km doing just this and the voice that they had started with had changed so dramatically and had become so powerful and so self-assured so that to me, that incidence alone, proved to me that this alone had gone beyond being like a chalk mark on the road. And this resonated with all our volunteers across the country so basically Chalk the walk was like one of the first proper public engagements, a campaign that #IWillGoOut had started this year actually.

Kapila- Thank you Kritisha, a simple piece of chalk and the magic that it creates so impactful so thank



you so much for sharing that story. Kirthi- Can you tell us about some of The Red Elephant Foundation's programs working to address violence against women? How has it helped to challenge these deeply rooted assumptions?

Kirthi- Sure thank you so much for that question Kapila but just before I could answer that question Kritisha- I had Goosebumps when you were saying that, it was absolutely stunning to listen to, so I can only imagine how amazing it would have been to see it through your eyes. So, on that note what we do at Red Elephant Foundation is largely of a similar nature in the sense that we look at a sub version of a lot of believably conditioned to unconscious and conscious biases and we try to do this using two types of strategies. We have a short-term strategy which is called Tech for Good which enables survivors to find safe spaces to speak up find spaces to access resources, which is what we did recently through a program called Sahas and then we also have a long-term strategy which is Shifting Mindsets, we recognise issue of gender based violence is, if one more to place it at the centre is really just a Continuum. Now the short-term strategy of making help accessible to a survivor is not really going to solve the larger problem but it is really going to enable the survivor to also feel which is also important, and training and shifting mindset's is a much longer process and the evidence of which might hopefully outlast me or arrive long after I have gone, and that needs persistence and a lot of time, so we ensure that we are able to attack the issue on both sides, so for this the short-term strategy, we have Sahas like I had mentioned which is an app; I taught myself to code to create it and it looks at resources for survivors across and is available online across one ninety-six countries. On the other side we have a program called Chalk Peace, which is spelt CHALK PEACE so that's a play of words on peace education. So, we have set curriculum we look at themes of gender equality, themes of understanding sex and gender which is a huge deal because a lot of people don't get it or get there on their own and then we do conflict management conflict resolution. We recognise the fact that differences and diversity have to be celebrated and not made into a uniform structure, we are not looking at a quality of identity but the equality of access so in short to put everything in a nutshell we are looking at a very feminist approach to the future dismantling patriarchy doing away with all kinds conscious and unconscious bias and really respecting the fact that we cannot be different thrive in that difference and still be respectful to each other.

Kapila-Thank you Kirti, I think that was really interesting because I am sure the audience and participants who have logged into this session are quickly taking notes as you are giving out these wonderful stories and ideas. I would want to slightly move this conversation into what has been the impact, Kritisha this is to you- What has been the response to the movement – from women, men, authorities, etc? What next these steps are you planning?

Kritisha-

Thanks a lot for that question Kapila I am excited about this question because this question helps our audience understand what a group of people collectively can do when they put the focus to one goal alone. In 2017 on 21st January more than 5000 supporters and allies walked down the streets of India to reclaim public spaces for women and making it safer. So, this did not end with a march, it got international acclaim and it also won the #IWillGoOut social media award. So since then the recognition for the need for something like this has been felt by everybody after that march and that is a huge win in itself because we regularly have organisations and people working in this space write to us wanting to collaborate with us because #IWillGoOut is not about one person but a collective about a collective problem. So we recognise when a lack of initiative from the government and the authorities will basically put us back we recognise that a collective can push the agenda forward and make the Indian society a more equitable society, and for that we are not just been working with engagement of the public but also in the space of trying to develop policies that will help further our agenda so in terms of a response from people after the march as well, our online presence has grown spectacularly



over the last two years. We have a dedicated team of 6 people for #IWillGoOut who constantly updates our online presence and we have got comments which ensure that the content that we are putting online is engaging, is informative and in fact helping people understand what feminism means and is helping clear the air because there is so much negative connotations around the word itself so people are scared to sort of associate with it. So, the kind of platform we have collectively built is moving the conversation away from the misconceptions and moving it towards what it actually stands for and we are not just fighting for a more representation of women on the outside were also fighting against other violence committed towards children and intimate partner violence that sort of thing. Moving forward we have developed and are in the process of executing a policy driven campaign where we are trying to collaborate with a lot of organisations across India and trying to come up with a holistic picture of what a non-discriminatory society looks like in the future and try to equip people to demand a society like that in the future; and the other is #IWillGoOut actually entered corporates spaces about sexual harassment at workplace workshops, so we recognize that public spaces are not just the streets or parks it is also a place where a woman goes and spends time where she can be discriminated against. So, #IWillGoOut is also trying to make that space safer for women and trying to address the discrimination there as well so in terms of impact that's where we basically are at as the moment in time.

- **Kapila-** thank you and wishing you all the best for those plans, Kirti -What impact has the Sahas app made to individuals – can you share some examples?

Kirthi- Sure Kapila, Thank you so much for that question. So Sahas as an app was originally a crowd map. So let me just take you through what Sahas is and how it came about, so the journey into putting Sahas together came about was formed by another anecdotal experience. I usually sleep for about two and a half hours every night, before anybody has any judgement to pass I'm not crazy! I have been tested but it's just manufacturing defect from both my parents. So I'm usually looking to find things to fill my time in those waking hours as they call it but on the night of that day 14th May 2016 I went to sleep at 10 p.m. Only to wake up the next day at 6 A.M something very unlike me and as if serendipity decided to wake I had 16 missed calls on my phone and 31 text messages on WhatsApp from the same person, and it happened to be a friend of mine who was escaping an abusive marriage in the UK. So, this girl has never been outside of Chennai all her life until after her marriage which took her all of 15 months and those were 15 horrible months for her she has been abused she was beaten, she was locked up, she was never allowed to go out of the house, her phone calls back home were rationed. She couldn't even tell her parents what was going on and from their part of course, her parents were very conservative It didn't strike them odd that she was not talking to them too much, it was perfectly normal to them. On that night she found her escape route she managed to get out of the house taking whatever money she could tried calling a lot of US, and in the UK it was late evening there and for us it was rather late into the night here, so reaching out to her friends really didn't help and she didn't want to wake up her parents as both of them were either BP or heart patient because making them up at that part of the hour would have been scary for her, so she managed to find her way to the shelter but that incident made me realise that if somebody put her trust on someone else half the world away and they were not accessible what is to be said of so many women who are in this space who are trying to find help, but this help is simply not accessible to them right. So, this made me think that if I could help to put some resources together that we already had access to because to borrow a lot from what Kritisha said, this was a lot of collaborative work and being in a space where you would like to collaborate and choose not to compete and if you already have a database of organisations that help. So I had to find a way to make it accessible so I started by making it a crowd map which didn't do much of reaching phones and then I decided it will have to be a mobile app but as an organisation which is run on the blood sweat and tears of volunteers, no money at all - and a shoe string budget was not appealing to a quorum because we have 10000 different things to think about from what we are going



to earn money from and this was not priority so I realised if I had to do it I had to do it myself I taught myself to code in one month, I cried through the process, at there were time that HTML would appear in the devilish of garbs in my dreams. I cried but I managed to get it done. I made the app and now it's an app that is available across various app stores across the world for a variety of devices so that trip that's the Genesis of where we are coming from. So today anything that I tell you about the numbers from Sahas would only depict half of the picture to be honest because we do not expect or ask our survivors who use the app to tell us they've used it because survival is a subversion an act of subversion to seek help is an act of resistance, to report that will be traumatizing and so we don't ask. In spite of that we have about 3000 odd people who have written to us, who told us in person, who have called us, left messages on social media telling us that they have found help, and through the process what has been truly remarkable is that everybody who has found help and who has benefited from it has paid forward. So they have come across friends in similar situations and told them that we should use this and get out of whatever situation they are in so that when the journey about individuals themselves. We have been able to bring in some amazing partners across the 196 countries close to around 80 organisations have endorsed the app and are using the app to help the last mile. And what has been most trans formative is that with a community of a hundred odd volunteers around the world on whose shoulders, literally they are Giants on whose shoulders this app rests. And it will be an absolute appropriation on my part to say that it is my app, it is our app in every sense of the term.

Kapila- Wow thank you for that lesson on determination, wonderful work and congratulations on getting sahas up and running and I am sure it is helping a lot of people.

I am just turning this a bit away, to calling to action for the corporate sector as we come to almost the end of our conversation, I would like to ask the panelists what is the call to action for the corporate sector.

Kritisha- As you know this Conference is targeted at the corporate sector. What role do you think companies can play in addressing themes of gender equality in the workplace?

Kritisha- Ok Kapila to basically answer that question appropriately I would need to bring your attention to couple of incidence's that happened in the recent past, in fact a lot of women who are not even strangers, who are sort of seeking help in their work lives and because they know I am part of an organisation that tries to make the situation better, they have reached out to me with stories that depress and sink the heart. In the sense that these are extremely qualified and talented women, women who are very passionate about their work probably fought situations at home, try to pursue education in spite of the patriarchal setup and tried to make a career for themselves and I'm not going to state names but recently a very big organisation was in contact. A friend of mine recently quit her job from a very reputed IT sort of a setup, and the reason for that was discrimination and the lack of attention that was given to it once she tried to bring it up. And for some reason the consequences that needed to be born were born by her. She was the one who had to leave the job she was the one who had to 1) face the discrimination and 2) not get any justice for it. I started thinking about this not just for a few women but actually a lot of them. These stories are actually industry agnostic who are happening. And a couple of things that I think are missing, are not having enough representation of leadership in women and not enough women in a leadership position.2) the kind of policies the policy of sexual harassment at workplace act for example even though companies are adopting them, they are not really implementing them very effectively, so it ends up being like one A4 size print out six pointer sheet that is stuck near the washroom where nobody is going to look at it. So, if you are not keen on spreading the awareness or have a system like this in place obviously the company is not going to be aware of it. The third thing that I feel is that there is a culture of women against women in the workplace as well and that's obviously because there are such limited seats available for women again, so they look at other women as a competitor they do not look at widening the number of chairs at the



table. So, it brings me back to the point that I made about having more women leaders. Since only another woman can probably understand what steps need to be taken to make a more constructive employee out of another woman. Apart from this I feel the corporates have CSR budget which the money is readily available to sort of sensitize the workforce. When I have conducted campaigns like this in the past, what I have noticed is this, the corporates try to sort of crowd in as many people in the session so that they will have to run fewer of these sessions which basically defeats the purpose because even if you have a team three to four people trying to conduct this it is only possible to actually get anything done effectively in say in a stretch of one Saturday or two consecutive Saturdays, and only so much will go through, and sensitization is gender sensitization is such an elaborate space to cover because the culture of us versus them is ingrained in our societies right from childhood when girls are made to sit separate from boys in school curriculum at least where India is currently and continues to have until this day in a lot of schools so that kind of divide will only be bridged when recurring efforts are made. It can't just be a to do item on management list. No change can really happen, which is the very basic that any organisation can have, so I think this is what needs to be done - women need to speak up but the consequences of them speaking up should be sort of limited now it's time, it really is.

Kapila- Kirthi, When you reflect on the status of women in India, what is your call to action to corporate representatives watching this session? How can they help to impact positive change in India for women?

Kirthi- thank you so much for asking me that Kapila, in fact going ahead in this week I have a couple of workshops that are not just centered around sexual harassment at workplace but really realigning the way they really think. So I just have a couple of action points that corporate setup could think about.1) start looking at the design at your workplace how gender equitable, do you have you have accessible toilets that are clean? Do you actually have the resources that women need for menstrual hygiene management? Post pregnancy management, for feeding for nursing. These are the kind of things you need to start looking at and if you can start making all of these changes as soon as possible with as minimal an intervention as possible, this could actually go on to hold onto your female workforce, because a lot of female attrition also come from a subtle side. You can probably claim to be a non-discriminatory workplace which is possibly true but either in the absence of discrimination there are certain design flaws in an organisation that can be dispense with which lead to the women workforce and can lead to women attraction. Case in point being a couple of weeks ago I was talking to a couple of corporate women working in a leading corporate establishment here in Chennai and we talk to them about what are the factors that kept them from going to work or leave a particular workplace. You won't believe the kind of response, one of the women actually stood up and said you know one of the reasons is that most of these places have very light upholstery and I feel very uncomfortable to come to work when I am menstruating. I do everything I can but when I am uncomfortable I don't show up and I just can't come in. So that's what I was thinking something so simple as that creating such a ripple effect and many women nodded in approval which meant they also shared it but never voiced it out. A second point to bear in mind is that feminism, gender equality these are verbs these are not noun or a box that you can check on your corporate journey they are verbs they are options that you continue to take steps on every day, which means if you need to teach your employees - virtually school your employees to remind them that equality and respect come before anything else still you can remember it like the back of your hand do it. Yes of course deliverables are important, targets are important your clients are important, but nothing comes at the cost of your employees peace of mind. So, whether that is through ensuring that you dismantle every element that you have gone through to subtle sexism at workplace and preventing overtures that actually keep women from coming into the workspace you got to do it you have to. Most importantly and I would like to wind up with this because it covers



everything else. It is that nobody is above this requirement. Senior management really needs to start at this. Replicate and lead by example because if the senior management is horribly sexist you putting your workforce or your lower management level through these workshops is not going to serve anything really about your organizational culture. Invest in your organisation, lead by example, avoid sexism, in choosing your potential successor avoid thinking that a woman will not be able to follow through, any of this arbitrary ideas that come from your unconscious biases and when you are doing it you are actually opening up employees to aspire to be like you and change the culture inside the organisation.

Kapila- Thank you so much Kirti, I think these are very good points to take away for our participants. Thank you again Kritisha for sharing with us so many interesting facts and some tips that organisations would like to take on in terms of moving the needle within their organization with these conversations. I would like to open this discussion up with the audience. So to the audience please do use the chat function to post your questions to the speakers and they will answer them. The Q& A session will be open for 15 minutes.

Unfortunately, that is all we have time we have for now.

As this session comes to a close, I would like to thank, on behalf of Community Business – our panelists- Kritisha Jain and Kirti Jayakumar

Your stories and the work you do are truly inspirational and we thank you for all the work that you are personally doing to challenge these assumptions and impact positive change when it comes to Breaking the Culture of Silence.

For now, on behalf of Community Business, I would like to thank our dear participants for attending this session.

The recorded session will be available for download for 30 days, so please feel free to share with your networks.

We have many other great sessions lined up, so don't miss the opportunity to browse through the programs and tune in.

Thank you and Goodbye!