



6 **SIX DEGREES**
DIVERSITY COUNSEL PVT LTD

Simplifying the Processes
Amplifying the Impact

6 degrees of human connections help transform diverse lives of **all Genders, Ages, Sexualities, Origins and Abilities**

At **6 Degrees Diversity Counsel**, we meet, connect, recruit, share skills, leads, referrals and empower everyone to achieve **Personal, Professional and Community Growth**

We assist **organisations to humanise and candidates to find their personal brand voice**



Atal Innovation Mission & UNDP for Gender Equality Marketplace – Innovation 2021 Co-hortian



Recipient of Fellowship & Media Training for communication of LGBTQ+ Issues

Awards Received:



- Recruit and attract diverse talents and leaders
- Help existing talent share about their authentic experiences & life choices
- Achieve your organization's DEIB goals
- Brand yourself as an employer-of-choice
- Connect your employees with other Employee Resource Groups to learn best practices

Livelihoods/ Talent



- Increase brand awareness, engagement, and sales using real testimonials
- Introduce your best practices to Indian LGBTQIA professionals & candidates with disabilities
- Develop business-to-business relationships with diverse communities

Leverage /Marketing



- Donate volunteer hours or charitable gifts to community causes that align with your priorities
- Mentor/ Create solutions that help/ assist community members

Life long Learning/ Skilling



Our Conversational Universe

Involve : Include & Evolve



Interpersonal

Interventions aimed at supporting, advocating and pushing for changes



Individual

Interventions aimed at mindset change, role modeling and education



Systemic & Structural Changes

Interventions aimed at recommending policy changes, systems, norms etc



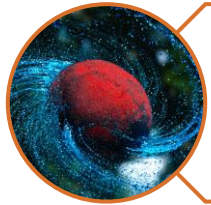
Outreach

- 140 + Community Based Organisations working with Women, LGBTQIA+ Folx, People with Disabilities & Defence Veterans Pan India



Awareness

- Through Hundreds of Closed Social Media forums & Job Boards like Nauqueery, India LGBTQ++ Job Postings, Enable India, Supermoms etc



Consideration

- 2.3 lakhs plus candidate data screened by Senior diverse community recruiters



Application & Selection

- Human Mapping for Special needs / Reasonable Accommodations
- Assistance to Matched Candidates for Resume, Interview & Onboarding



Sustainability

- Audit of existing inclusion policies
- Sensitization of Staff & Stakeholders

Our Inclusive Recruitment Funnel




**Since 2019: Out of 1800+ Diverse Candidates shortlisted
487 Offers Received & 293 Placements Across the Spectrum & Counting**

Shortlisted Candidate Profiles Snapshot: Tech Roles



Shortlisted Candidate Profiles Snapshot: Non-Tech Roles



HR Ops
Exp: 3-4 years



Creative Director
Exp: 7-9 years

Social Media
Manager
Exp: 4-7 years

Client Servicing
4- 6 years

VP Finance
Exp: 9 years

Customer
Relationship
Associate
5-7 years



Media Relations
Associate
3 years

Research
Manager
3-6 years



Recruitment Service Terms



- Professional fees for successfully placed candidates would be:
 - Level Rates upto Manager @ 8.33% of Annual Cost-To-Company (CTC).
 - Senior Manager & Above @ 10% of Annual Cost-To-Company (CTC).
- Payment Time Frame:
 - The client organization to make full payment within 30 days of joining of the selected candidate (The invoice is raised on the day the candidate joins)
- Replacement Clause:
 - In the event a selected candidate leaves within 90 days of joining, we will undertake to recommend and replace another candidate for the same position free of cost

What else can we do for you?

Strategic Support

- HR Advisory | Culture Design | HR Roadmap | Organization Architecture | Diversity, Equity, Inclusion & Belonging | Stakeholder Experience Design

Functional Support

- HR Practices | HR Policies & Processes | Playbooks & Handbooks | Systems & Automation | HR Business Partner | Welfare & Engagement | HR Tech | Mental Health Assistance Framework

Communication Support

- Human Centred Design | 2D, 3D & Immersive Narration | Research | Employee Resource Group Support | Peer Learning Programs | Performance & OKR | Collaboration | Experiential Technology





30+

monthly LGBTQ+ community meetups in Mumbai, Pune & Goa on ground & Over 12 online sessions



6 Degrees Growth Network (WhatsApp & Facebook) & India LGBTQ Job Postings (Facebook) with 7000 + members

**OUR JOURNEY SO FAR:
A few Glimpses**

- We were part of a Quick Response Team providing Inclusion, Information & Intervention for this global scale massive affair – this time with children and VIPs getting additional assistance
- All Gender Inclusive Entrance Lanes & Restrooms were utilized by 70,000 people watching the epic Imagine Dragons, AP Dhillon & 40 acts in 2 days
- Team 6 Degrees trained and guided security, medical & other event crew for using correct pronouns, Consented Frisking as per gender expression, for Mental Health Assistance & Sexual Harassment escalation



Lollapalooza India 2023 – Quick Response Team

IIFL Finance Leadership Sensitisation 2023

- In Association with Award winning DEI Subject Matter Expert & Disability Self Advocate Ketan Kapoor B, we delivered a leadership sensitization session kickstarting the 2023 DEI training calendar at IIFL finance
- In this half day workshop, we got the CXO suite members to
 - Introspect & Identify Biases
 - Undertake Implicit Bias Assessments & Exercises
 - Ask the questions for affirmative action and challenge their blind spots
 - Subscribe and support for Organisational Plans for Changemaking as per ESGs



Inclusion Audit, Sensitisation, Policy Design, & Employee Resource Group led Allyship Program 2020- 2021

- One of India's top communication firm : On Purpose Consulting has a 65 member strong team spread across the metros with Radio Jockeys, Lawyers, Journalists & Digital Marketing Professionals amongst them
- We helped the team do an overall inclusive language and policy audit while forming an employee resource group that actively engages on topics for LGBTQIA+ inclusion via film viewings, shared podcast listening and more such sessions followed by discussions
- This was complimented with a mandatory 12 week allyship training with certification
- They have recruited 3 candidates from diverse backgrounds through 6 Degrees Team so far as well



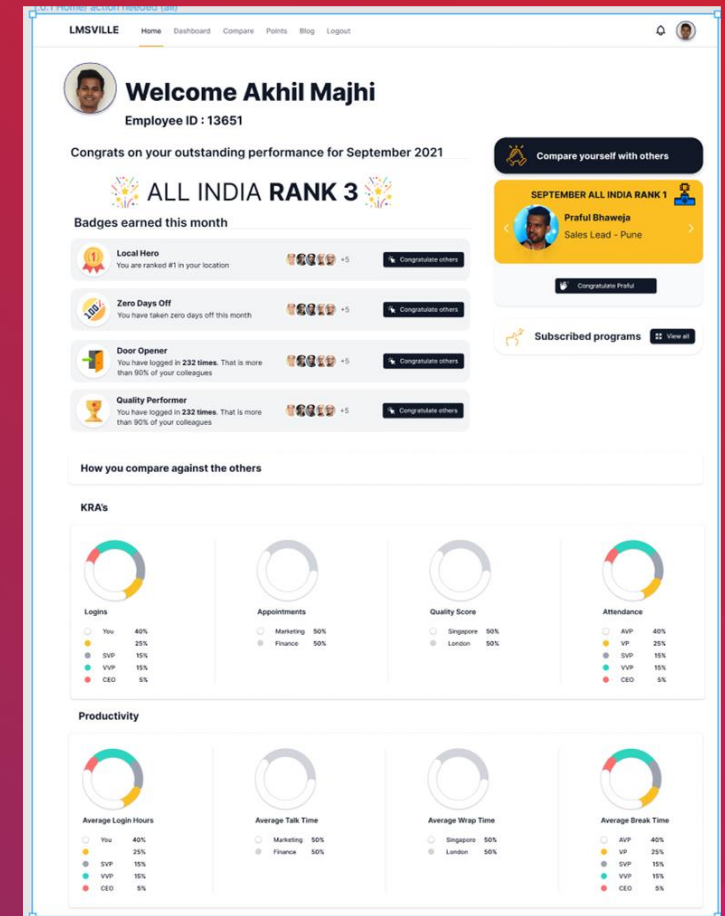
Personal Moment of Truth Storytelling Workshop 2022

- Here Technologies – Navigational Tech Division of Nokia has a Women Centric Leadership Initiative called WIN India
- We designed an in person storytelling workshop for them called Personal Truth to Personal Triumph as an opportunity to breakthrough & share vulnerability as a workplace member/ leader belonging to a gender
- With shared spotlight, participants narrated highly personal moments & had breakthroughs in transforming vulnerability into strengths together
- Take Aways: -
 - Define your personal moment of truth
 - Leverage your strengths to manage challenges
 - Experience appreciative inquiry



Employer Branding & Culture Mapping

- Instrive is an upcoming DevOps firm that works on projects by Ministry of Electronics & Information Technology, Government of India & Temasek Group
- We worked with the founding team to define 'The Instrive CHEERS philosophy':
 - Challenging
 - Healthy
 - Ethical:
 - Execution-first:
 - Realistic expectations:
 - Standing-proud:
- We assisted the team to create a gamified employee engagement dashboard alongside their LMS. This tool assists in rewards and recognition for their Hybrid workforce spread across the globe



India Site Leadership Sensitisation

- NetApp Team has globally ventured on the Inclusion Journey and India Leadership made it a part of their Annual Strategy Offsite – Re-ignite 2022
- This 90 minutes session was designed keeping in mind that the team needs to think beyond gender diversity & acknowledge other aspects of sexuality, ability, origin and age
- We engaged Dwight Cook (Founder: Leading with Pride & a Six Sigma Blackbelt Trainer) to help 50 Directors & VPs in using Inclusive Language & pledge actions for the year ahead



- We partnered with The Humsafar Trust and Tweet Foundation for this initiative, audited inclusive policies & presented 300 + openings . Candidates Interacted with Amazon Leadership while their LGBTQ+ employees shared lived experiences
- This was a platform with sessions to understand company policies regarding Anti Harassment, Equal Opportunities and Benefits



Together we can!

Amazon is committed to diversity and we welcome people from different backgrounds. We have opportunities across Customer Service, finance, program management, business analysis, learning and development.

amazonjobs

inQlusion
12th April 2021

Interested to know more? Join us for virtual job fair on 12th April, 2021.

Register now for the event (limited seats available)

Photo by: Sharon McCullough from Pexels



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Photo by: Yurua Savitskaya from Pexels



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Photo by: Tim Stumpf from Pexels



Amazon Inqlusion Job Fair 2021



- We partnered with Mr. Bartender & the Crew (LBT Community Focused Hospitality Academy) for sensitizing staff & taking over Bar Operations at Queer parties & events like Gaysi Mixers & Satrangi Mela by Social
- Across Mumbai, Goa, Pune & Bengaluru, we assisted Pernod Ricard Team to make 30+ Bars a Safe space for folx of all genders & sexualities through Allyship Sensitization, Mixology Masterclasses & Artisanal Cocktail menu



Be An Absolut Ally Campaign 2022

- Imagine reaching out and sensitising 50,000 people over three days at the happiest music festivals of India - Bacardi Nh7 Weekender, Pune 2019! We repeated it with 30,000 people twice in 2022
- Highlights:
 - 200+ F&B as well as security staff trained on gender, sexuality, consent leading to an all inclusive entrance, all gender washrooms and a safe space mental health tent operational under supervision of qualified counselors
 - Crowd Sensitisation with placards & QR code guidebooks by 20 LGBTQ++ community volunteers lead to infinite hugs and photographs.



Happiest When Inclusive at NH7 Weekender Pune 2019 & 2022

- We at 6 Degrees conceptualized, curated and delivered a 6-Day Virtual Summit and Job fair from 28 Jan to 04 Feb, 2022 with Sourceabled Team.
- We gathered India's Top DEI thought leaders, NGO's, Partners, Corporate and Care givers to foster Greater Disability Inclusion in India Inc
- Highlights included Keynote on 'Neuro-inclusion at Workplace' by Dr. Fung who leads Stanford Neurodiversity Research

JAN
28

Corporate Showcase

5:30 pm (IST) 7:00 am (EDT) 12:00 pm (UTC)

SourceAble
Source. Scale. Sustain.
Powered by RANGAM

Inclusive INDIA
summit 2022

Host



Nish Parikh
Rangam

Panelists



Mahavir Sharma
TiE
India Angels



Elizabeth Neuville
Keystone
Institute India



Dr. Jitendar Aggarwal
Sarthak
Educational Trust

in partnership with






Empathy in Action - Masterclass 1

UNIVERSAL DESIGN DIGITAL & REAL MANIFESTATIONS








SPEAKER



Ketan Kapoor B
Associate Director - Consulting, Rangam
Pune, India

SPEAKER



Gauri Gupta
D&I Advocate
Noida, India

SPEAKER



Prateek Khandelwal
Founder, MyCity
Bengaluru, India

Sourceabled Inclusive India Summit & Job Fair 2022

- We conceptualised & collaborated to create the first ever - "Diversity and Inclusion" week presented by CII Young Indians Mumbai & 6 Degrees with a focus on LGBTQ+ inclusiveness.
- This festival was live on our Instagram handles for 5 days (26th to 30th April 2021) on Instagram LIVE with one distinguished guest each day & archived
- Young entrepreneurs & members of CII Young Indian were invited to ask questions; break some myths and raise awareness
- The Franchise would continue with focus on a new diverse community in spotlight for each edition and travel across other chapters as well

The poster is for an event titled "YI MUMBAI PRESENTS - DIVERSITY & INCLUSION WEEK - FOCUS - LGBTQ+ COMMUNITY". It features five speakers, each with a portrait and their name. The event is scheduled for five days from April 26th to 30th, 2021. The poster also includes logos for Young Indians and 6 Degrees Growth Network, along with social media handles for the event.

Speaker Name	Date	Time
Parmesh Shahani	APR 26	7PM
Chandrima Das	APR 27	6PM
Balaji R	APR 28	7PM
Winnie Chopra	APR 29	6PM
Tyrone Braganza Bauer	APR 30	6PM

Logos: Young Indians (WE CAN WE WILL), 6* SIX DEGREES GROWTH NETWORK (@6degreesgn)

Event Title: YI MUMBAI PRESENTS - DIVERSITY & INCLUSION WEEK - FOCUS - LGBTQ+ COMMUNITY

Speakers: Parmesh Shahani, Chandrima Das, Balaji R, Winnie Chopra, Tyrone Braganza Bauer

Event Dates: APR 26 7PM, APR 27 6PM, APR 28 7PM, APR 29 6PM, APR 30 6PM

Live Stream: LIVE @ Young.indians_mumbai

Social Media: YIMumbaiChapter, Young.indians_mumbai, YIMumbaiChapter

CII Young Indians Diversity & Inclusion Week 2021



Vividh Diversity Fair, Mumbai 2019

First Indian Diversity Job Fair for People of all ages, abilities genders and sexualities had it all. Right from 2 Short Films to Diverse Employment Reports, a panel on Govt Jobs Quota for PWD, Live Performances to Stalls by Community Entrepreneurs . Read More: <https://theeventstudio.co.in/project/vividh-diversity-fair/>
See Video Here: <https://www.youtube.com/watch?v=gYuYsc3apQo>



Impulse Mumbai Launch

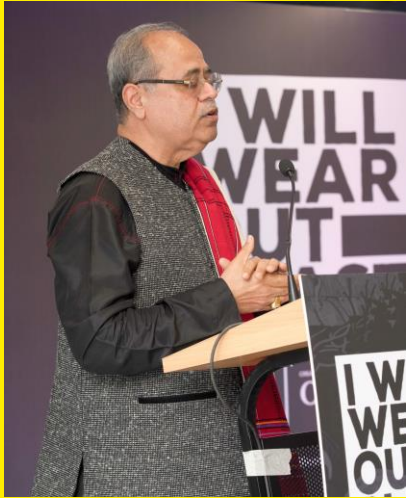
6 Degrees team helped create Love Untamed, an official launch event of Impulse Group's 25th chapter in the city of dreams - MUMBAI. It was a night drenched in colours & sizzling performances with a robust 40 member dhol tasha pathak & free HIV Testing booth

Our Role: Show Direction, Logistics, Design, Production & Execution



Queeroes 2018, 2019 & 2020

For three years in a row, we honoured the Queer Folx & allies who have made a difference to the community & championed equality. Imagine an Epic Assembly of Real Life Indian Queer Superheroes who tirelessly work towards social change along with a first of its kind Broadway Style Drag Cabaret Extravaganza
Our Role: Conceptualization, Sponsorship, Show Direction, Logistics, Design, Production & Execution



United Nations & Ogilvy with Masaba Gupta Sustainability Event 2020

- Team Masaba launched the fashionable ways of wearing a Fabric Bag as part of the ensemble with Dia Mirza and United Nation Representatives at the Ogilvy Premises in Mumbai with Who's who of advertising and media
- **Our Role: Sustainable Setup, Show Direction and Technical Support**



Capgemini Tech Fiesta 2019

The Oscars of Capgemini, covering 4 cities and 4 immersive technologies deployed for Business case studies for 20000 plus employees, analysts and client partners .

Our Role: Concept, Design, Curation, Execution



**IndusInd 25 Years Celebration
Mumbai & Delhi- 2019**

A Grand celebration of IndusInd Bank's 25 Years with almost 12000 of their employees along with team bonding activities and entertainment in Mumbai & Delhi




INCLUSIVE CAREERS FOR YOU

Session one of our two-session workshop on interview skills and resume building

31st January
12:00-1:30 pm on Zoom
Entry: Free

Join us at http://bit.ly/ICU_AdityaB



WITH ADITYA BATAVIA
D&I SPECIALIST, THOUGHTWORKS, INDIA
CERTIFIED NLP MASTER PRACTITIONER
BOARD MEMBER, TWEET FOUNDATION

INCLUSIVE CAREERS FOR YOU-II

Session two of our two-session workshop on interview skills and resume building

7th Feb, 2021
12:00-1:30 pm on Zoom
Entry: Free

Register on bit.ly/ICU_Zainab



WITH ZAINAB PATEL
D&I DIRECTOR, KPMG, INDIA
NATIONAL MANAGER HUMAN RIGHTS - UNDP
HUMAN RIGHTS POLICY ANALYST - BRH

6 DEGREES NETWORKING SUNDOWNER WITH DWIGHT COOK

Co-Founder, Working With Pride
Founder, Leading With Pride

OCT 22, 2021 | FRIDAY | 7:00PM
Entry Free. Pay as you go

@ Grandmama's Café, Mulund, Mumbai
RSVP: 9870213831

Venue Partner
GRANDMAMA'S CAFE & COFFEE MULLUND

/6DegreesGN 9870213831 www.economix.com 6degreesdn@gmail.com

Community Outreach Sessions, Townhalls, Panels & More

OUR FOUNDING TEAM



Praful Baweja

Is known for Innovation, Inclusion & Insights

An award winning business storyteller who is passionate about Diversity, Equity & Inclusion, Marketing and Tech

2 decades of Marcomm roles at firms like Times of India, Wizcraft, Seventy EMG & Ticketplease

Domains
XR, Branding, Media Relations & Events



Sushil Narsian

Practical and grounded creative professional brimming with trivia

ITian with a degree in product design. Into languages, geography, history and all aspects of our diverse scenes of art, culture and traditions

Two decades of working design field with a hands on experience in branding & ! A talk show host as well

Domains
Design, Brand Strategy and Social Sector



Pallav Patankar

Is a globe trotting CPRD Marketing Professional turned into Social sector leader

He loves cycling, and animals while quietly researching and stays ready for averting all crisis – be it queer community or healthcare

Currently leading Piramal Swasthya Programs, Ex Director - HIV Program at The Humsafar Trust

Domains
Healthcare, Technology & Management

Danish Shaikh

Is often called a gamechanger by his peers at work due to his insights & agility

Currently Pursuing PhD in Diversity & Inclusion , He is also a TISS Certified OD Practitioner & has received HR Director of the Year - HRD Awards Asia 2021 (Excellence)

ICF Coach and TV Rao Certified Assessor

Past Stints : ABG - ABFRL, ACG, Wockhardt, Nykaa & SBI Life

Domains: Human Resources, Organisation Development and Talent Management



Nimisha Baweja

Is passionate towards what she calls the 'The Art of Recruitment'

Being inclined towards understanding people and organizations, she pursued a PG in organizational psychology prior to her 2 decades long HR Services Career

Past Stints: Co-Founder of 2 Recruitment Firms assisting Clients across all industries & Talent across all functions & levels

Domains: Talent Acquisition, Organisational Behaviour, and Psychometric Assessment



Our HR Services Team



THE TIMES OF INDIA



UNLEARN SERIES



Press Coverage
(Click on logos to read more)



OUR CLIENTS



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Thanks for your time and attention