



**KHAITAN  
& CO** ADVOCATES  
SINCE 1911

# ARISE

ACCEPT, RECOGNISE, INSPIRE,  
SUPPORT, EMPOWER

2024





# Introduction

**For many years now, Khaitan & Co has had a deep commitment to diversity, equity, and inclusion (DEI).**

In the latest edition of our newsletter, we delve into vital perspectives on DEI, hearing from firm leaders championing transformative initiatives. From amplifying women's voices to fostering disability inclusion and articulating the need for mental health and wellbeing, each viewpoint is a step towards a more inclusive future.

We are delighted to feature Indian Hotels Company Limited (IHCL) in our spotlight story for this annual edition, shedding light on their remarkable DEI journey and initiatives. Their commitment to diversity and inclusion is an inspiration for us all.

Our annual recap showcases the myriad initiatives undertaken over the past year — from listening circles to expert-led workshops — which promote informed discourse and encourage inclusive behaviour.

As we gear up for the fifth year of ARISE, we seek to create a more equitable and inclusive community — one where everyone's voice is heard and valued.



## DEI PERSPECTIVES

### NAVIGATING STIGMA IN DISCUSSING MENTAL HEALTH

“Sunlight is the ultimate disinfectant” is a quote for the seasons. This disinfectant is needed most when it comes to discussing mental health. Our understanding of mental health is very binary, being mentally well or mentally ‘unwell’ and this binary fixation makes discussions around it extremely difficult.

Interestingly, this binary fixation does not seem to cloud our view when it comes to bodily diseases. Dr Peter Attia, in his seminal work “Outlive”, lists the four horsemen of the physical health as heart disease, diabetes, cancer, and Alzheimer’s disease. He points out that none of these diseases suddenly afflict us but creep up on us owing to various lifestyle choices. Despite this, we never stigmatise individuals with diabetes, smokers with heart disease or long-time drinkers with liver cancer. If we can laugh with a smoker and speak well to them knowing that they are lining themselves up for cancer or heart disease, there is no reason that should prevent us from being able to freely talk to someone who has anxiety or borderline personality disorder. We should recognise that the mind and brain is just any other organ that can function badly owing to what happens around us, sometimes without fault on our part.

The easiest way to do this is by openly discussing it. The more we vocalise something that is a part of us, the more we are able to convince ourselves that there is no stigma that is attached to it. With this destigmatisation, we have the confidence to deal with it in a manner that does not cause the judgment of others to affect us. In my own case, I do not hide the fact that I am the recipient of mental health treatment, because to do otherwise would be hypocritical. There are those who jibe me for it, yet, like all changes, it comes slowly and with consistent action.



**Thriyambak J Kannan**  
PARTNER | CHENNAI



## THE BUSINESS CASE FOR MENTAL HEALTH

In March 2024, the British legal fraternity was embroiled in fervent debate over the impact of the profession on lawyers' mental health. This discussion was spurred by the inquest into the tragic passing of Vanessa Ford, a senior equity partner at Pinsent Masons. The coroner suggested Ford had faced an acute mental health crisis before her demise, although the circumstances remained inconclusive. Reports indicated that Ford had been working 18-hour days, sacrificing family time and leisure, thus painting a poignant picture of the pressures endured in the profession.

The International Bar Association, in its 2021 report "Mental Wellbeing in the Legal Profession", sounded a clarion call. It warned of a perilous trend where core values are overshadowed by relentless market forces, exacerbating issues of mental health, equality, and diversity within the legal sphere. These forces, from demanding billing targets to fostering a cut-throat work environment, underscore the urgent need for change.

While decades of research have highlighted the crucial link between law and mental health, law firms have been slow to embrace the necessary reforms. Now, there's a changing tide. Legal employers are starting to understand that employee well-being directly impacts productivity. This shift toward systemic change is not just about compassion — it is also a strategic move to enhance long-term financial stability and growth and ensure that organisations are able to retain talent at their best capacities.

Investing in mental health resources for lawyers not only averts the costs associated with mental health crises and addiction but also fosters efficiency, enhancing firms' performance, retention rates, and recruitment efforts. As clients increasingly demand efficiency and continuity in legal services, firms that prioritise well-being are poised to thrive in an evolving landscape.

In essence, the business case for supporting lawyer well-being is robust. By prioritising mental health, firms not only demonstrate a commitment to their workforce but also secure a competitive edge in an industry where excellence and resilience are paramount.



**Aakash Choubey**  
PARTNER | MUMBAI



**Udita Bhatt**  
SENIOR EXECUTIVE | NEW DELHI



## THE PATH TO LEADERSHIP IS OFTEN PAVED WITH BROKEN RUNGS – A PERSONAL ACCOUNT

I remember being asked when the pregnancy started to show, “Are you sure this is the right move?” At around the same time, a friend of mine was also pregnant, while her husband was being lauded for taking on fatherhood and working his way up the corporate ladder. No one asked him if it was the right time or if it would come in the way of his career. In the world of law firms, which claim to be egalitarian and with a more developed sense of self, we must change the narrative and cast the same responsibility upon a father that we do upon a mother.

Until then, the broken rung prevails – the choice between work and family. If she were to choose one, she would be letting the other down. From the very beginning, women have had “other things to do” – homes to worry about, children to bear and care for, aged parents (of husbands included) to care for. While the corporate world believes that managerial roles are not for women because of all these other things, I would say from experience that these “other things” do not make us less but more – more capable of multi-tasking, more capable of dedication and hard work and more committed to growth.

Many would question how I write this, when in some sense, I “made it”. I write this because I made it despite the “other things” – sometimes making the hard choices a man never has to make, sometimes relying on my village when all I wanted to do was care for my child and sometimes on my work village when my child needed me more, everyday weighing options for the best outcome. I will continue to fight to strike a balance, like so many others before me and many that will come, to break the notion that we cannot do it all and to pave the way for more women leaders in law!



**Tamarra Sequeira**

PARTNER | BENGALURU



## UNDERSTANDING TRANSGENDER RIGHTS IN INDIA

The Transgender Persons (Protection of Rights) Act 2019 and Transgender Persons (Protection of Rights) Rules 2020, implemented in India, represent significant strides towards equity and inclusion for the transgender community. This legislation defines 'transgender person' comprehensively, safeguarding their rights and interests, irrespective of medical interventions. It prohibits discrimination across various sectors and mandates the government's obligation to ensure their full participation and welfare.

India has other initiatives such as the National Education Policy 2020, which recognises transgender children as socio-economically disadvantaged and provides avenues for financial assistance and education. Various other measures, including scholarships and state policies provided by the state of Kerala, aim at uplifting transgender individuals. The SMILE scheme by the Ministry of Social Justice and Empowerment provides comprehensive support for livelihood and enterprise, including medical facilities and identity documentation through the National Portal for Transgender Persons.

However, challenges persist in the implementation of these measures. Access to education, vocational training, and entrepreneurial opportunities needs improvement. Regulatory hurdles such as identity registration and high healthcare costs hinder the realisation of rights. Many are unaware of the procedures or lack means to obtain necessary documents, thus restricting their access to healthcare benefits.

Societal change and acceptance remain the greatest challenges. Despite legal advancements, societal stigma persists, hindering transgender individuals' development and welfare. The Supreme Court acknowledged this in their judgment recognising the third gender in 2014, emphasising the need for societal transformation. While laws and welfare measures act as catalysts for change, deeper societal shifts are necessary for true equality and progress.

In conclusion, efforts are crucial to bridge these gaps and pave the way for a more equitable and inclusive future for the transgender community.



**Purti Minawala**  
PARTNER | MUMBAI



**Aman Anand**  
PRINCIPAL ASSOCIATE | MUMBAI



## WHEN ARPIT BECAME ARPITA: ON THE NEED FOR TRANS INCLUSION WITHIN LAW

A couple of years ago, Starbucks India launched an ad about parents accepting their daughter, a transgender woman. This ad struck a chord with many, including me. At Khaitan & Co, we also hosted a session with a transgender woman from Sri Lanka who educated us about experiences of the community. But they are almost invisible in the Indian legal industry. While many may immediately say that strategic hiring is the answer, but is it really?

The first step has to be sensitisation. While trainings may not be transformational, it is the necessary first step towards acknowledging, changing mindsets, and eventually gaining acceptance. Sensitisation has to be about understanding experiences of the trans community, addressing our own misconceptions and biases and ultimately respecting each other.

Upon recruitment, we need to place adequate emphasis in training the individuals joining as well as the team where the new hires will work. Organisations need to have policies in place instead of waiting for the day till someone walks in through the door and wants to discuss his / her transition.

Most people hesitate from being fully out at work to their colleagues. In a 2022 BCG survey of more than 2,000 transgender and gender nonconforming employees in eight countries, only 33% of respondents from India said that they were fully out at work. The most cited reason for two-thirds of the respondents for not coming out was fearing negative reactions from clients or colleagues and career damage. 61% of the respondents from India reported that they were victims of sexual harassment or misconduct at work. Addressing these issues is a critical component of any organisation's DEI efforts.

Cultural inclusion is a long process. Many seemingly innocuous moments like loose talk during coffee chats can set the culture back. Leaders have to constantly show up and lead by example. Their commitment to inclusivity sends a powerful message, encouraging others to follow suit. By awareness raising efforts, inclusive policies, authentic conversations, equitable access to development and steadfast leadership, we can create safe spaces and an inclusive environment.



**Sukanya Hazarika**  
DIRECTOR | NEW DELHI



## THE CASE FOR CREATING A CULTURE OF CARE AT THE WORKPLACE

With growing prosperity in corporate world, fortunately there is a growing realisation that DEI needs to be more than just a buzzword. DEI must be embedded in the very essence of organisational culture and emotional intelligence should be instilled throughout its structure to understand and live these concepts.

The legal services sector, notorious for its high demands and competitive nature, is no exception. Traditional working styles are being challenged, paving the way for a more empathetic and inclusive approach. This is not about ticking boxes for legal compliance; it is about fundamentally changing how we interact, make decisions, and support each other at work. To do so, the organisation cannot be agnostic to personal circumstances, but must acknowledge and address it.

For law firms that are serious about leading in the DEI space, this means going back to the drawing board. It is about ensuring that the unique voices and needs of caregivers and those with disabilities are not just acknowledged as being central to the organisation's values and practices but must also convert into specific and focused action points. A culture of care can transform the workplace atmosphere, boosting morale and well-being of its people. The resultant improvements to operational efficiency and job satisfaction will enhance the quality and integrity of the services provided. The creation of empathetic leaders through adequate coaching, training, and developmental opportunities can help build and maintain relationships within the organisation and retain talent effectively.

Recent trends reflect a shift towards a more inclusive approach. Initiatives such as improved mental health support, flexible working conditions, better reception of emotional needs and comprehensive inclusive policies are gaining momentum. These efforts, part of a larger movement, aim to create workplaces that understand diverse needs. However, the establishment of such a culture could very well redefine industry standards for excellence with compassion, contributing to a more just and inclusive society.



**Arva Merchant**  
PARTNER | CHENNAI





## ON DISABILITY INCLUSION, ACCOMMODATIONS, AND ACCESSIBILITY

In today's diverse workplace landscape, fostering disability inclusion, accommodations, and accessibility is paramount for leading organisations. Through a proactive approach, they can spearhead numerous initiatives to ensure all employees, including those with disabilities, feel valued and supported.

Atypical Advantage, India's largest livelihood platform for persons with disabilities (PWDs), has worked with numerous organisations to make inclusion a part of their daily routine. This commitment is reflected in facilities equipped with thoughtful accommodations such as hand railings in washrooms for those with locomotor disabilities and labeled production lines for individuals with hearing impairments. Additionally, the provision of assistive technologies like screen readers, magnification software, and Braille displays ensures accessibility for those with visual impairment. Quiet workspaces and sensory-friendly environments cater to neurodiverse disabilities, fostering a comfortable and inclusive work environment.

Furthermore, practices should go beyond physical accommodations, recognising the importance of communication accessibility. Sign language alphabet charts can foster inclusivity and sensitise employees to sign language.

However, inclusion does not stop at accommodations — it extends to recruitment practices as well. Organisations should understand the immense value that PWDs bring to the workforce. By actively recruiting PWDs, they can tap into a vast talent pool characterised by resilience, adaptability, and a strong work ethic. Some of the best practices for hiring PWDs include:

- Sensitisation of hiring managers and all stakeholders in the process;
- A focused approach for hiring PWDs in skill-agnostic roles or roles where one can accommodate transferable skill sets;
- An understanding of the socio-economic marginalisation of PWDs and using an inclusive lens in assessing their candidature;
- Focus on training pre- and post-hiring and exploring models such as HTD (Hire-Train-Deploy) and STD (Source-Train-Deploy) to bridge the skill-set gap, if any; and
- Seeking support of inclusive hiring platforms for seamless integration and inclusion of PWDs within the organisational ecosystem.



In collaboration with Atypical Advantage

## Workshop on Indian Sign Language

We are pleased to announce our collaboration with Atypical Advantage, India's largest platform for generating livelihood for persons with disabilities, as part of observing the International Day of Persons with Disabilities. This workshop is a comprehensive introduction for anyone who is interested in learning and understanding the essence of sign language and facilitating conversation for the deaf community. Join us, as we take a step towards inclusion.



Friday, 1 December 2023



5-6 pm

on



ISL Atypical Advantage Invite

Through sensitisation programs, focused hiring approaches, and post-hiring support, organisations should create an environment where individuals with disabilities are not just accommodated but celebrated for their unique abilities and contributions. By championing disability inclusion, accommodations, and accessibility, they can set a commendable example for businesses worldwide, proving that an inclusive workplace is not just a moral imperative but also a strategic advantage.



**Shalini Miharia**

HEAD-MARKETING, ATYPICAL ADVANTAGE



## NOT JUST ANOTHER INITIATIVE BUT A PART OF WHO WE ARE

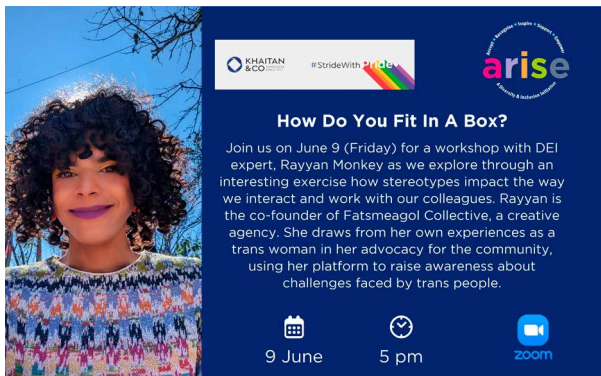
ANNUAL RECAP OF ARISE INITIATIVES

### Fostering Informed Discourse

#### Expert-led Workshops

We prioritised internal sensitisation in Pride Month (June 2023) to create a supportive work environment. We hosted several activities, which included:

- A workshop on gender stereotypes hosted by Rayyan Monkey<sup>(1)</sup>, content creator and DEI expert, who drew from her own experiences as a transwoman to discuss inclusive behaviour at the workplace.
- A webinar on unconscious biases and how to be better allies within the workplace, hosted by Sneha Ramachandran, counselling psychologist.



(1)



(2)

In collaboration with Atypical Advantage, we conducted a workshop on Indian Sign Language (ISL), aiming to debunk myths surrounding the deaf community and promote respectful inclusion. Led by Pradeep More, a pioneer of State Level Association of the Deaf, Maharashtra, participants were guided through a myth-busting session for the deaf community and learned basic ISL phrases, fostering a more inclusive environment within our Firm and beyond.

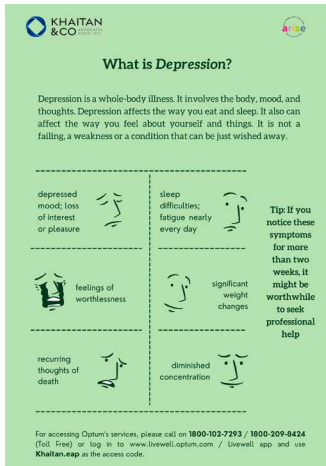
#### Optum Webinars

Our partnership with Optum<sup>(2)</sup> International has further equipped us with vital resources on mental health and well-being, pursuant to which we conducted twelve sessions on topics such as mindfulness, handling burnout, supporting neurodivergence, suicide prevention, among others. Over fifty members have availed Optum's services of their own accord so far this year.



## Other Awareness Initiatives

To mark World Mental Health Day 2023, we dedicated October to mental health awareness with our Mail for the Mind campaign<sup>(3)</sup>. Through daily creatives and #RaiseYourDEIQotient write-ups, we have initiated conversations on topics like anxiety, depression, and grief, promoting understanding and resilience within our community.



(3)



(4)

## Inclusive leadership discussions

We marked International Women's Day 2024 with a virtual fireside chat<sup>(4)</sup> between Claudia Salomon, President, ICC International Court of Arbitration and Tanvi Kumar, Partner, Khaitan & Co, on the theme of Lead with Authenticity. The hour-long session was a riveting discussion on the power of genuine leadership and how it serves to empower women, foster diversity, and drive positive change in the workplace and beyond.

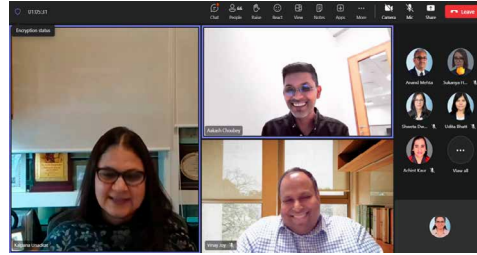
## Lending a Voice

### Listening Circles

In 2023, we launched Listening Circles<sup>(5)</sup>, with an aim to provide a safe space for women members to share their experiences and foster connections. Led by our women leaders, these sessions have seen discussions ranging from gender biases to navigating women's health and microaggressions in the workplace, and have empowered us to reflect, learn, and grow together.



(5)



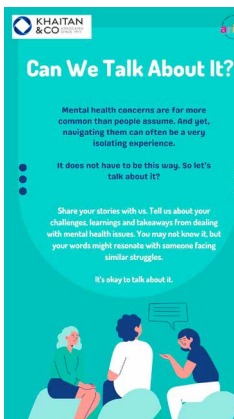
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### Minds Over Matter

We brought back Minds over Matter<sup>(6)</sup> for another session in September 2023, with a focus on embracing a multigenerational workforce. These discussions, informed by insights from diverse perspectives and moderated by Kalpana Unadkat and Vinay Joy, Partners at Khaitan & Co, have enriched our understanding of workplace preferences and fostered a culture of mutual respect and collaboration.

### Call for Stories

Our commitment to diversity is further exemplified through our “Let’s Talk About It” initiative. Through our call for stories<sup>(7)</sup>, we provided a platform for members of the KCO Family to share their mental health journeys, challenges, and triumphs. These narratives not only foster empathy and understanding but also reinforce our collective commitment to supporting one another through life’s challenges.



(7)



(8)

### She Breaks the Law April and August Global Café

Through our collaboration with She Breaks the Law (SBTL), we have amplified the voices of women leaders within our Firm and the legal community. Through SBTL Global Cafes<sup>(8)</sup>, distinguished speakers have shared invaluable insights on topics such as legal design thinking and the experiences of first-generation women lawyers. These gatherings have inspired us to drive positive change and break barriers in our profession.



## **Driving Change from the Top**

In September 2023, we introduced a menstrual leave policy for Firm members. This is a no-questions asked leave, pursuant to which members are entitled to a maximum of 12 paid days per calendar year on account of menstruation, menopause, and their associated challenges. We are the first Indian law firm to announce this leave and already have over 80 people who have availed it so far.

## **Who Said DEI Cannot Be Some Fun and Games?**

### **Watch & Discuss**

DEI is not just about serious conversations — it is about fostering connection and understanding through shared experiences. Our Watch & Discuss sessions offer a platform to explore social issues through film, from Pride month favourites such as Cobalt Blue to thought-provoking narratives such as Good Will Hunting to even blockbuster successes such as Barbie. These gatherings ignite meaningful dialogue and inspire action.

### **Be Well**

In January 2024, we celebrated wellness month with our Be Well challenges, encouraging members to prioritise their well-being through mindfulness, physical activity, and leisure reading. These challenges, spanning three weeks, required participants to engage in activities such as practicing mindfulness, counting steps, and reading for leisure for at least three days each week to qualify for prizes. By fostering a culture of self-care and mindfulness, we not only promoted holistic well-being but also strengthened camaraderie within our community.

### **Quizzes**

We like to keep our colleagues on their toes with engagement activities such as quizzes through Instagram that touch upon topics ranging from general knowledge to global and national news on LGBTQIA+ matters. Receiving an average of 50-60 participants for each quiz, the winners are rewarded with small prizes and shout-outs.



## IN THE SPOTLIGHT: INDIAN HOTELS COMPANY LIMITED

Indian Hotels Company Limited (IHCL), a pioneer in the hospitality industry, has been steadfast in its commitment to fostering a diverse, equitable, and inclusive workplace environment. Through innovative initiatives, IHCL has not only set industry benchmarks but also demonstrated a profound dedication to creating meaningful impacts within its workforce and the communities it serves. In this exclusive Q&A with **Gaurav Pokhariyal, Executive Vice President – Human Resources<sup>(1)</sup>** we delve into IHCL's transformative DEI journey, exploring their key initiatives, future aspirations, and the enduring values that drive their inclusive culture.

### **Can you elaborate on IHCL's philosophy on diversity and inclusion and how it features within your overall ESG framework?**

Diversity and Inclusion is embedded in our DNA at IHCL. The organisation believes in encouraging and nurturing all forms of diversity and respects differences that are fundamental to an individual's identity such as age, gender, ethnicity, race, physical ability, mental ability, sexual orientation as well as latent and invisible differences that shape our perspectives like, education, work experience, etc.




(1)Gaurav Pokhariyal

Diversity and Inclusion is one of the most significant pillars under IHCL's ESG + framework of Paathya. IHCL is committed to creating an equitable workplace by advancing gender equality, supporting the recruitment of persons with disabilities, and enabling and empowering marginalised communities.

### **We understand that your diversity and inclusion goals are primarily driven through the HER framework (Hiring, Environment of inclusion, Retention). Can you elaborate further on these three pillars?**

We have a very well-defined D&I strategy at IHCL and the three pillars of the framework HER encompass diverse workforce representation, fostering an environment of inclusion, and continuously working on retention through development and investing our people. Under the Hiring pillar, we have set goals of having 25% women representation by 2025. We are now at 20%. We are also happy to share that the senior management representation is also around 20% and 23% of the executive committee is represented by women.



Under the **Hiring** pillar, each hotel in the portfolio has a goal which is integrated into their performance metrics, on which they are measured monthly. Beyond gender, IHCL is also focused on hiring people with disabilities; having started with single digit representation, we now have around 150 people.

To ensure that we cover underserved regions, we have targets to recruit and train potential candidates from marginalised communities so we can enable them to have sustainable livelihoods. Our goal is to train 100,000 youth by 2030, out of which 25% are women.

As far as creating an **Environment of Inclusion** is concerned, to foster a culture of inclusion, we are continuously strengthening our communication and awareness around conscious and unconscious biases. We run several sensitisation programs and campaigns around this on our internal channels and platforms.

The last pillar of **Retention** is also an extremely important one; as unless one retains diverse teams, everything else will have little meaning. To this end, we have been running Mentorship, Leadership and Sponsorship programs that cover all levels i.e. junior management, mid-level and senior women management at IHCL. We are simultaneously working on building a robust pipeline of women leaders in the organisation.

**Facilitating return to work for women is a cause that is at the core of your DEI efforts. Could you tell us a little more about your initiative “Second That”?**

“Second That” is an initiative specially designed to give job opportunities to returning mothers or women who have taken career breaks due to family compulsions. It is essentially a career transitioning program that focusses on developing alternative talent pools. This initiative required leaders to understand the root of the problems around why women leave the workforce, and we gave the hotels the flexibility to make certain policy interventions such as providing flexibility in working hours, which has helped in encouraging more of our women talent to re-join the organisation.

**There is a “She Remains the Taj” programme, pursuant to which IHCL has set ambitious targets for achieving gender parity in the workforce. What was the driving factor for this initiative and how has it impacted IHCL’s workforce?**

“She Remains the Taj” is a holistic framework of women-centric initiatives for all stakeholders including guests, employees, partners and the community. Cognizant of the growing economic influence of women consumers, “She Remains the Taj” also reiterates our commitment to creating customer-centric experiences for travelers. This program includes a series of initiatives and enabling policies to increase workforce participation. Keeping community at the core, it looks at extending economic opportunities to the larger ecosystem.

Over the years, IHCL has implemented pioneering initiatives, including the opening of South Asia’s first all-women managed luxury residences, Taj Wellington Mews in Chennai, and the all-women engineers’ team to build Ginger’s flagship hotel in Mumbai. Its industry leading policies include extended maternity leave, crèche facilities, healthcare benefits including IVF treatments, and skilling of women in under-served communities and regions.



### **What are IHCL's forthcoming initiatives and plans on the DEI front?**

We will continue to focus on all the pillars around the **HER** framework. Besides working on gender parity and hiring diverse employees, we want to move the discourse to gender neutrality and equity. Our D&I internal communications campaign titled "New Generation" covers inclusion from a much wider and broader spectrum of diversity attributes. We also have many programs and workshops planned with the intention of creating a robust talent and leadership pipeline of diverse associates. We will be running targeted sensitisation workshops and sessions for our colleagues to better understand people with disabilities.

### **We understand that IHCL runs numerous sensitisation exercises and internal campaigns for inclusion. Could you describe some of these initiatives and how they have benefited your employees?**

The objective of these sensitisation programs is to primarily address and mitigate biases and prejudices that will enable greater understanding, collaboration, and empathy amongst employees. For instance, IHCL has been running a program called "Walk in My Shoes" which is a very interactive and engaging way of training colleagues on understanding the kind of conscious and unconscious biases that exist in the system and provides simple tools and guidelines to help them overcome these barriers.

### **Could you also provide some insights on measures undertaken to address the mental, emotional, physical, and financial wellness of employees? How beneficial have these measures proven to be?**

IHCL's Employee Wellness Framework, which is called WELLWEING, is a holistic approach to health and wellbeing comprising the following 3 pillars with programs and initiatives thereunder. This addresses all aspects of wellness.

The three pillars are:

1. Physical Wellness, which includes annual medical check-ups for executives, health camps, facilitating vaccinations, doctor consults, education and sensitisation - curated webinars on topics like nutrition, disease prevention, organisation wide virtual fitness challenges, physical wellness workshops that focus on ergonomics, physiotherapy, lifestyle management. Besides this, all hotels have a dedicated wellness zones within the back- areas which are meant for colleagues to unwind and relax.
2. Mental and Emotional Wellness, which includes counselling services, education and sensitisation programs, monthly webinars on themes related to mental and personal care, personal growth, mindfulness sessions such as meditation, yoga, pranayama etc.
3. Financial Wellness, that ensures health insurance / medical reimbursement for colleagues and their family, as well as hospitalisation coverage for executives, accident coverage on duty. Other than this, IHCL also provides education and regular inputs on basics of financial planning, retirement planning, personal insurance, tax saving instruments, financial planning for women and assistance in filing the employees tax returns.



# Signing Off

Through insightful articles, thought-provoking discussions, and shared experiences, we believe that we have deepened our understanding and commitment to DEI.

But in many ways, we have probably just scratched the surface when it comes to building a truly diverse and inclusive culture. There is a long, long way to go. While we may have made a mark in fostering multiple spaces for dialogue and information dissemination, the next set of steps include bold and long-lasting changes. These changes require both learning and unlearning, adopting fresh perspectives and new ways towards personal and professional dynamics and growth of everyone therein.

Here's to a future filled with progress, understanding, and unity.

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## Awards won by ARISE:

- 🏆 The Asia Legal Awards - Asian Diversity Initiative of the Year 2023
- 🏆 Women in Business Law 2022 APAC - Gender Diversity National Firm of the Year
- 🏆 Women in Law - Best Diversity and Inclusion Project of the Year 2021

*We welcome your feedback and suggestions for our future editions.  
Please send us an e-mail at [dicoordinators@khaitanco.com](mailto:dicoordinators@khaitanco.com).*