

A Walk for Pride, 2023

Brenda Howard, affectionately known as the "Mother of Pride," is a well-known figure in the LGBT community. She played a key role in organizing the first Pride marches, which have since become an important component of the movement for acceptance. In the honor of the tradition, this pride parade is being organized along with keeping in mind the nuances that come along with our culture here in India.

As many as 1,200 Puneites participated in the Pride Walk, showing their love and support for the queer community. On 4th June, 2023 at 5:00 PM, the rally took place along the route from Chhatrapati Sambhaji Garden on JM Road to Deccan Bus Stand, passing through Good Luck Chowk, FC Road, Shirole Road, and ended at Chhatrapati Sambhaji Garden. The Pride Parade this year was organised by Yutak Charitable Trust with support from Bindu Madhav Khire, founder of Sampathik Trust Bindu Queer Rights Foundation.

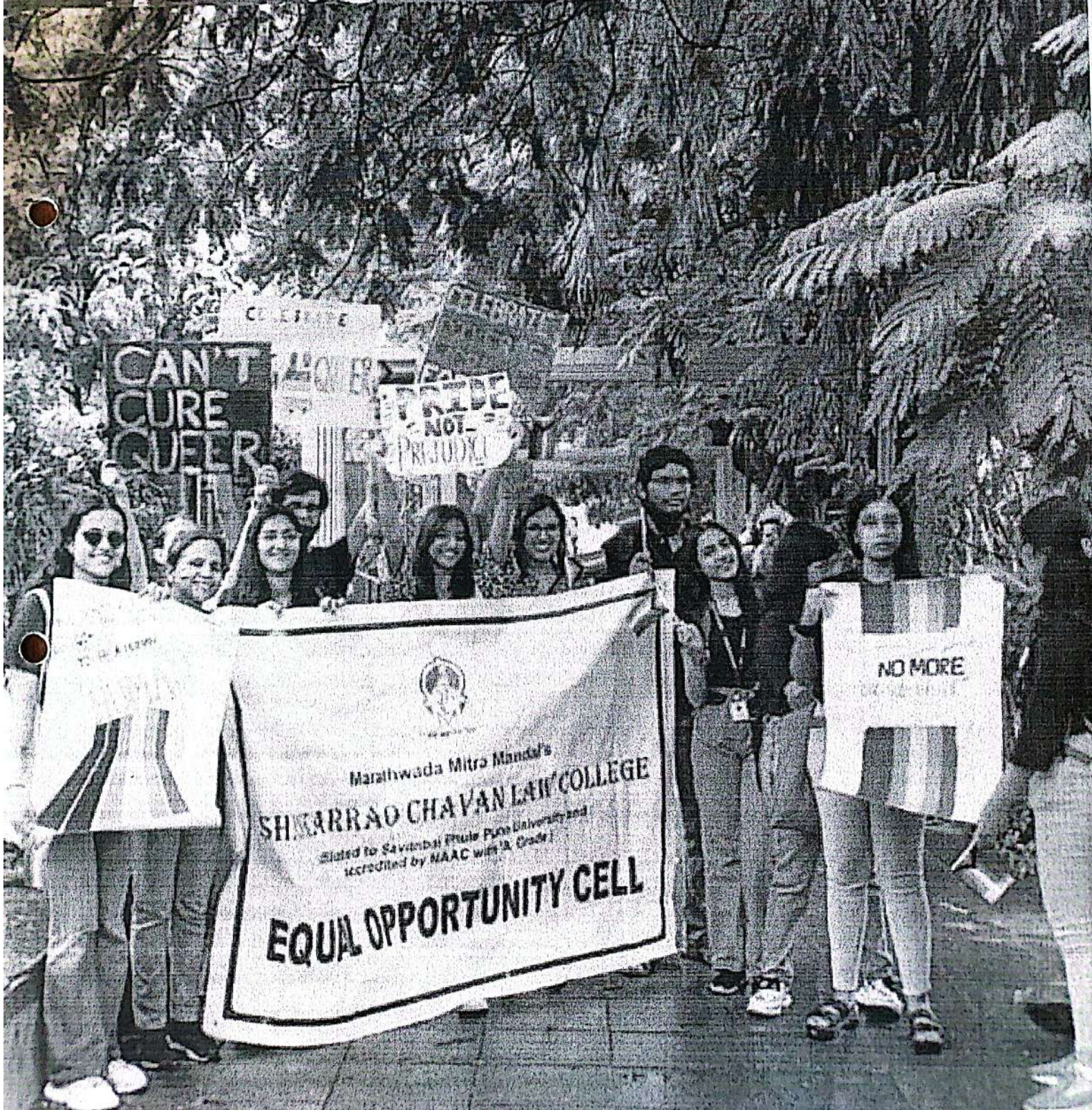
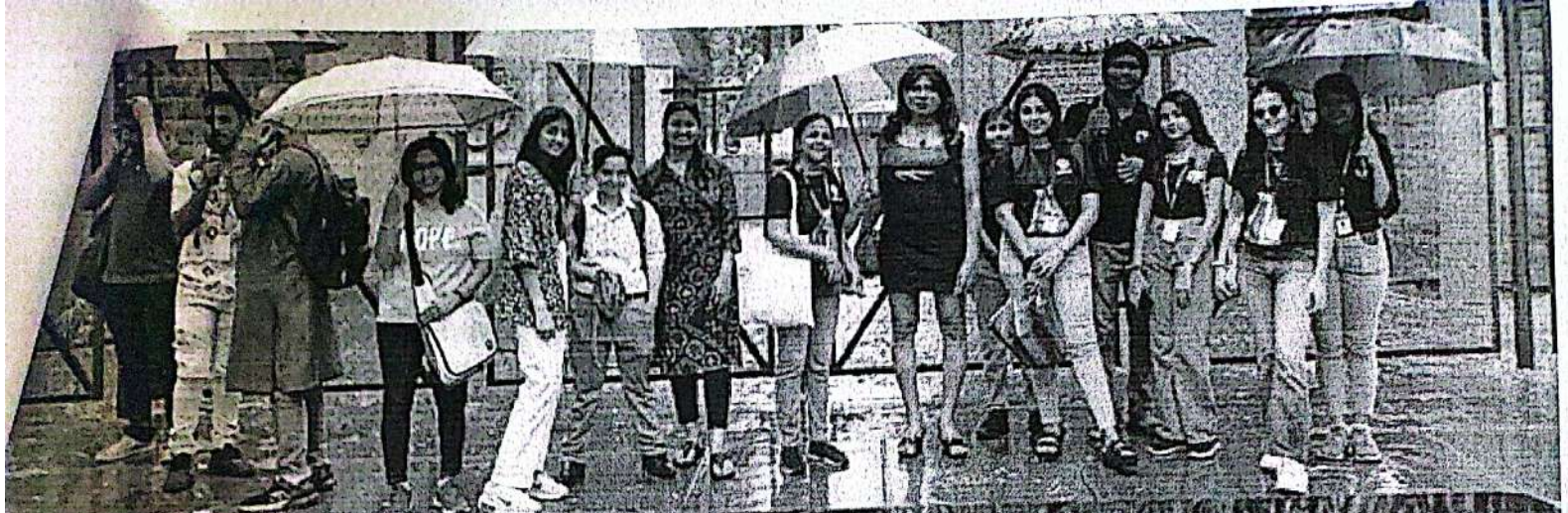
It was a traditional pride parade. The theme of this year's pride walk was '**Queers Call Employment for All**', focusing on LGBTIQ diversity and inclusion at the workplace.

Pune having 11 universities and more than 1000 educational institutes and out of these many educational institutes, only one educational institute Professor from SPPU affiliated, Marathwada Mitra Mandal Shankarrao Chavan Law College namely Dr. Renu Naidu, Assistant Professor and Chairperson Equal Opportunity Cell participated along with 15 student volunteers. She is a strong ally who stands up for, supports and encourages the people around her. According to her being an ally means: supporting equal rights for everyone- regardless of race, sexual orientation, gender or religion and building awareness among College students which would further help in building a campus that welcomes diversity of opinion and people of all backgrounds.

Marathwada Mitra Mandal's Shankarrao Chavan Law College- affiliated to the SPPU – have for the first time introduced a special 3 months Certificate Course called "**Law and Alternate Sexualities**" in Feb, 2022. They have successfully completed two editions of this course. The course was created to recognize the issues that the LGBTQ movement faces, and it aimed to familiarize students with the concept of alternative sexual identities, as well as the history, law, medical- mental health concerns, politics, and literature of alternative sexualities in ancient, medieval, and contemporary India. The certificate course was designed and introduced by Dr. Renu Naidu and coordinated by Ms. Pooja Baghel, Coordinator Equal Opportunity Cell. Prof. Dr. R.Raj Rao, Author, Academician and former Prof. & Head Dept of English- SPPU is a Principal Resource Person of this Course.

She extended her wholehearted thanks to SPPU affiliated- Marathwada Mitra Mandal Shankarrao Chavan Law College's Principal Kranti Deshmukh and Executive Principal B. G. Jadhav for all their support.









Allyship creates a conducive work environment, say queer employees



PuneTimes
OUT & PROUD
@ WORK

Shikha Shah
Rafal Baweja, co-founder of a consulting firm, came out in 2009 and he talks about the role of allies in his journey. He says, "The queer-inclusive workplace in India is still a work in progress. It is the role of allies in helping queer employees thrive."



I once saw an associate partner put business on the line by refusing to engage with a client unless they cooperated with the manager, who was a lesbian. This made me realise the importance of an ally at the workplace

— Abhishek Ghosh, founder, queer professional networking platform

Participants at a recent Pride March held in Pune which focused on the theme of 'Employment for all'



When you work together, you spend one-third of the day with colleagues, sometimes more. That's a substantial amount of time and having allies to spend it with helps because you get to be yourself around them, something we've always wanted

— Archit Ambekar, marketing manager

Being an ally is easy. Start with listening and being open to learning. Don't show that you are an ally by putting a random post on Instagram during Pride Month. Be supportive throughout the year instead

— Shikha Shah, an IT professional

HOW TO BE AN ALLY AT WORK

Start with listening and learning. Offer silent support, be vocal about equal rights and policies at office. Don't crack homophobic jokes. People who crack such jokes are not allies.

45% workers who identify as LGBTQ+ said they felt they had to be careful about discussing their personal lives in the workplace

YOU DON'T HAVE TO BE A PART OF THE LGBTQ+ TO BE AN ALLY TO BE A HUMAN



— Insights by Femina India