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SREELA DAS GUPTA

SENIOR SPECIALIST/ SME DIVERSITY AND INCLUSION

- Sreela Das Gupta is the Global Lead SME for Diversity and Inclusion with a special focus on Disability Inclusion, at TCS, a multinational IT company. Sreela has worked for thirty years on issues related social inclusion and human rights.
- With an MPhil in Population Studies, from Jawaharlal Nehru University (JNU), India, Sreela worked for over two decades in the not-for-profit sector, focusing on issues related to gender equity, women's economic and political rights, disability rights, queer rights, violence against women, reproductive health, child survival and public health service delivery. Sreela has worked both as an outreach worker with rural poor communities; as well as in the area of policy formulation and strategic planning with organizations like UN Women, USAID, Centre for Policy Research, Oxfam, International Centre for Research on Women (ICRW).
- Sreela was a Humphrey Fulbright Fellow in 2000-01 -- a mid-career fellowship funded by the US Congress. Sreela went to the Tulane School of Public Health, New Orleans for her focus area of study on Gender and Public Health.
- In her current role, she focuses on building an inclusive ecosystem, on designing inclusive policies, systems and processes, on development of employee resource groups and is engaged in creating, curating and conducting learning sessions for multiple stakeholders to create a culture of inclusion within the company. She is also developing implementation frameworks for supplier diversity and intersectionality.
- Apart from her being a subject matter expert, her strength lies in understanding the big picture and bring it to an end to end 'policy to outcome' implementable model.
- She is strategically engaged with national and international platforms for policy formulation and strategic dialogue on diversity and disability, such as ILO (International Labour Organization) and CII (Confederation of Indian Industries) to name a few. She is on the core national advisory committee for Indian Business Disability Network (IBDN).
- She is also a published author of a volume of poems and three murder mysteries.

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Base Location: Kolkata

Special Need: Require wheelchair support at work, and during national and international travel .