

SREELA DAS GUPTA

Senior Specialist/ SME Diversity and Inclusion

Address: Flat A1. H. No. BA82, Street 101, Newtown Kolkata, West Bengal, India(700156)

CAREER OBJECTIVE

Handling the Global Lead SME for Diversity and Inclusion with a special focus on Disability Inclusion, at TCS, a multinational IT company and has worked for thirty years on issues related social inclusion and human rights.

PROFESSIONAL EXPERIENCE

Tata Consultancy Services (TCS) and Global Lead Disability and Inclusion (June 2012 - Till Date)

Designation: Senior Specialist/ SME Diversity and Inclusion

Key activities and achievements within TCS:

- Moving the Diversity needle beyond Gender – especially to include Disability Inclusion and Intersectionality.
- Growing Supplier Diversity program in collaboration with clients like CITI, DELTA Airlines, SHELL, AMEX, CISCO etc.
- Policy audits and formulation aligned to laws of the country/ies.
- Inclusion framework charter design.
- Creating and deploying learning programs for creating an inclusive people ecosystem and building community agency.
- Setting up employee resource groups both virtual and by location.
- Managing multi stakeholder collaborations for program deployment.

Industry and other strategic engagements:

- Policy and strategic work at national and global level with UNDP, ILO, CII
 1. Part of the ILO Global Business Disability Network since its inception.
 2. Member of the Core team of CII's Indian Business Disability Network.
 3. Designed a booklet on Rights of Persons with Disability at the Workplace as part of the United Nations Global Committee on Rights of Persons with Disability.
- Expert Speaker and Resource Person for cross company Diversity platforms and conferences.
- Paper on “Does Nurturing of Feminine Styles of Leadership Encourage More Women to Reach Leadership positions” presented at the ILA annual conference in Atlanta in 201.
- Set up cross company TATA Group Eastern Zone Women's Network.
- Mobilized nearly 20,000 male advocates for gender equality through the UN Women's He For She Campaign.

PREVIOUS EXPERIENCE

Tata Consultancy Services (TCS) and Global Lead Disability and Inclusion

Designation: Independent consultant (May 2009 - May 2012)

Key Deliverables:

- 1.) UN WOMEN** - June 2011 to Feb 2012
 - Worked with the Planning Commission of India and coordinated with multiple stakeholders to integrate gender into the 12th National Five Year Plan.
- 2.) MCH STAR** - June 2011 to May 2012
 - Capacity building and technical assistance to implementation partners for Gender and Social Inclusion in programs and organizational policies. [supported by USAID].
- 3.) Sadbhavana Trust** - April 2011 to January 2012
 - Owned the West Bengal chapter of an eight state study on Muslim inclusion in development interventions.
- 4.) Center for Policy Research** - May 2009 till May 2011
 - Manager of a nineteen state health and education survey on quality and absenteeism [supported by Gates Foundation].
- 5.) Oxford Policy Management** - May 2009 to November 2010
 - Deputy Director (part time) to set up the India office, recruitment, business development Technical engagement was in the following projects:
 - A UNICEF supported study on child labour in cotton growing areas in India for a communication campaign.
 - A UNICEF supported assessment of their capacity building inputs to the Government of India for effective implementation of the flagship programs linked to the MDG goals.
- 6) Oxfam India** - October 2010 till April 2011

- Design and implementation support of a rigorous evaluation of the Violence Against Women Campaign [supported by DFID].

7) Humana People to People - Jan and February 2011

- Organizational and staff capacity building for program design, monitoring and evaluation and systems building [supported by USAID].

USAID supported Reproductive and Child Health Nutrition AIDS (RACHNA) Program in Rajasthan (January 2002 - September 2003)

Designation: CARE India: State Program Manager

Hubert H. Humphrey Fellowship Program (August 2000 - June 2001)

- Supported by the United States Department of State.
- MPH coursework at Tulane School of Public Health, Louisiana.
- Conducted a study on 'Negotiating Condom: Issues, Barriers and Strategies' among young women of Louisiana in collaboration with the Planned Parenthood of Louisiana and Tulane University.

Gender Consultant (April 1999 - July 2000)

Worked with an NGO Ekatra to provide technical support to grassroots organizations in Rajasthan and Himachal Pradesh (Feb 1993 – March 1999)

Volunteer Work

- Designed the TCS employability program for survivors of trafficking.
- Helped the elderly of New Orleans to build/repair their homes.
- Volunteered time with AIDS patients at Lazarus House, Louisiana.
- Provided insights and guidance to counselors of domestic violence in the USA, in dealing with South Asian clients.

Other Interests

- Poet and Author - I have published two books of poetry and one Murder Mystery.

Population and Reproductive Health at the International Center for Research on Women (ICRW) (September 2003 - May 2009)

Designation: Senior Technical Specialist

Key Deliverables:

- A Packard Foundation supported project in Bihar and Jharkhand aimed at improving the reproductive and sexual health of adolescent girls and boys. (Sept 2003 to October 2008) <http://icrw.org/files/publications/Catalyzing-Change-Improving-Youth-Sexual-and-Reproductive-Health-Through-disha-an-Integrated-Program-in-India-DISHA-Report.pdf>
- A MacArthur Foundation supported project documenting strategies successful in delaying marriage for young girls in South Asia, Particularly India. (May 2005 to October 2008) <http://www.icrw.org/files/publications/Knot-Ready-Lessons-from-India-on-Delaying-Marriage-for-Girls.pdf>
- Identifying and designing models for empowering women through self help groups in.

CORE COMPETENCIES

Skills:

- Policy creation, conceptual and strategic thinking, program design, large scale program management, monitoring, curriculum development, skill building, qualitative assessments, managing strategic partnerships

Subject Matter Expertise:

- Diversity and Inclusion, Disability Inclusion, LGBTQ+ Inclusion, Supplier Diversity
- CSR, Women's Empowerment, Gender and Social Development, Public Health, Social Inclusion at the Community Level, Sustainable livelihoods

ACADEMIC PROFILE

- **MPhil** in Population Studies from Jawaharlal Nehru University, India, on Sex Differentials in Child Mortality in India. 1992-1994
- **MA** in Geography with specialization in Population Studies from Jawaharlal Nehru University, India, 1989-1991

FELLOWSHIPS RECEIVED

- The **Hubert H. Humphrey Fellowship** of the US Department of State for leadership development of mid-career professionals and part of the **Fulbright Fellowships**. (2000-2001)
- The **Women's Studies Fellowship** of the Indian Council for Social Science Research (1997)
- National Scholarship for Post Graduate Studies (1989-1991)
- National Scholarship for Senior Secondary (1984)

Also qualified for the **UGC Net** in 1993