

Delhi Ethics Council



Ethics

THE ROAD AHEAD

Ethics is usually understood as the moralistic perception of the world, which often leads to the othering of individuals and groups. The potential of ethics gets reduced when it is clubbed with morals because of the highly subjective nature of these morals.

There is a need to redefine ethics, and shift the conversation towards doing what is 'right', by establishing fairness and ensuring justice.

The Council of Ethics has been established under the aegis of the Women's Indian Chamber of Commerce and Industry (WICCI), and continues to work towards mainstreaming decision-making that is inclusive of each and every individual and leaves no one behind.

We believe that for true equity, ethics need to be at the vanguard of decisions made by corporations, institutions, governments and most importantly, individuals.

Meet Our Members

Alana Golmei
Antara Madavane
Baani Yadav
Bornali Bhandari
Diva Dhar
Falak Choksi
Japleen Pasricha
Jhuma Sen
Kavita A. Sharma
Lakshika Joshi
Lavanya Garg
Meenakshi Nayar

Merril Diniz
Neera Chandhoke
Rakhi Sehgal
Rekha Yadav
Ridhima Bhutani
Rina Ramdev
Rita Manchanda
Shelly Pandey
Shivangi Saxena
Shivani Bagdai
Supriya Mishra
Urvashi Prasad

**in alphabetical order*

The Council Members of the Delhi Ethics Council (DEC) are experts in their respective fields and bring unparalleled value and knowledge to the table. While everyone at the DEC comes from versatile backgrounds, one thing that we all have in common is our shared vision to make the world more inclusive and create ethical and safe spaces for women and other minority groups.

Our Council Members are thought leaders and key advisors to the DEC. They provide the secretariat with the guidance to ensure that the work that we do is benefitting each and every individual and is not leaving anyone behind. The work that all these individuals have done has been truly inspirational and all of them collectively are the guiding light for the DEC.

Our Council Members range across industry sectors and we have had the good fortune of having professors, researchers, activists, writers, filmmakers, lawyers, government employees, amongst others.

Creating an Ethical World

Ethics are everywhere. They go beyond right and wrong and need to be taught to every individual from an early age to create a world that is inclusive of everyone.

By stressing on ethics, we can create institutions, corporations, organisations, and other such spaces safer and conducive for every individual to grow, especially women and other minority groups.

Shivani Bagdai | President
Delhi Ethics Council



Understanding the importance of Ethics

Ethics are all about the choices we make. They are the principles that shape our opinions, influence our behaviour and guide our interactions with others.

Since they form a large part of our daily personal and professional practices, it is important for us to question the way we define what is ethical. We need to consider if our understanding of ethics truly makes space for every individual, no matter how small a community they represent or how foreign their lives may be to us.

┌ Ridhima Bhutani | Vice President
Delhi Ethics Council



Dr. Alana Golmei

Pann Nu Foundation⁷

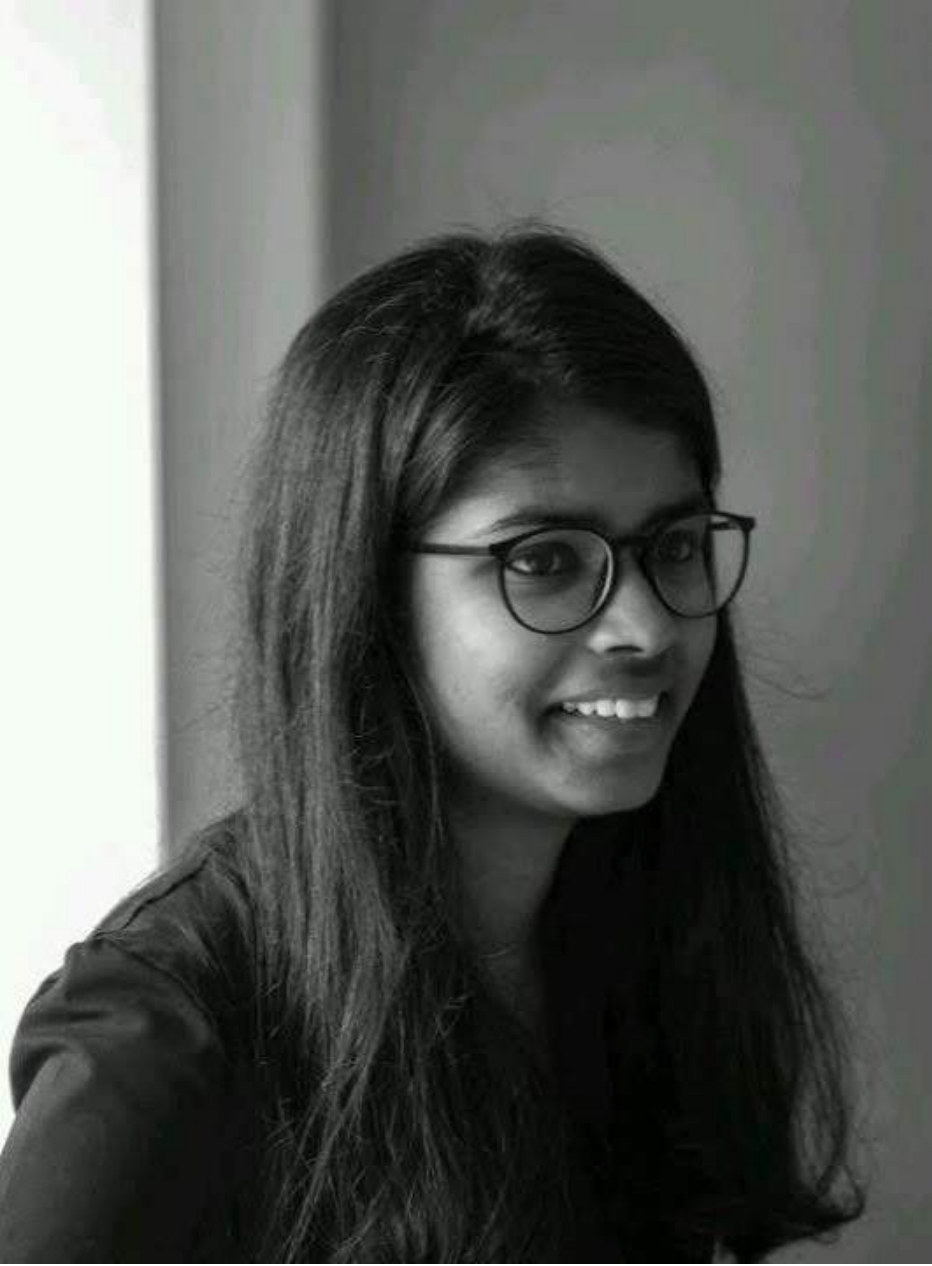
Dr. Alana Golmei is the General Secretary of the Northeast Support Centre & Helpline based in New Delhi. It was launched in 2007 with the aim to prevent harassment, discrimination, molestation and abuses meted out to people from Northeast India living in Delhi NCR, particularly women.

A social activist and a lawyer with the spirit of a humanist, Alana has been relentlessly helping and spearheading the cause of women and has received prestigious awards for her work pertaining to human rights and women's rights. Her meaningful efforts have touched many lives directly, and have helped sensitise the authorities regarding the issue. Since then she has been a voice of the unheard, unseen, and unacknowledged.

She founded the Pann Nu Foundation in 2013 at the backdrop of the rising violence against women in today's world in the form of gender-based discriminations, physical and mental abuse, etc. The Foundation is committed to safeguarding and upholding the dignity of women, and striving against all forms of discrimination and crimes against women irrespective of caste, class, race, religion and geographical region.

She is also a present Member of the Monitoring Committee constituted by the Ministry of Home Affairs for the monitoring and redressal of issues/grievances relating to racial discrimination faced by people from the Northeast residing in different parts of the country. Prior to this, she was a Member of the Bezbaruah Committee (2014) constituted by the Ministry of Home Affairs to look into various kinds of concerns of persons hailing from Northeastern states who are living in different parts of the country.





Antara Madavane

Upaai ⁷

Antara Madavane is the co-founder of upaai, a communication design studio with a focus on healthcare and education.

She is a graduate of Srishti Institute of Art, Design, and Technology, where she received the TATA Trust Scholarship in 2016. Antara was part of a team that designed a system to improve doctor-patient communication at the NIIR Department of NIMHANS, Bengaluru; in 2020, this system, Enhans, was awarded by the Interaction Design Association (IXDA).

She is interested in how design can be used to make our environments more inclusive and sustainable, particularly within an Indian context.

Dr. Baani Yadav

Indian Rally Driver, Social Rights Supporter⁷

Dr. Baani Yadav is the most experienced and consistent driver with an exceptional track record. She has left a mark in a predominantly male sport with very few women competing, and even fewer winning.

She is India's fastest woman rally racer and is the only Indian woman to win all major Rally Titles in the country in the Women's Category in a year.

While she was exposed to racing early on in her life, she set foot in the professional motor sporting circuit in 2013 and ended up being placed second in the Women's category. She has been breaking and creating records since then and has participated in 32 rallies and won 19 awards.

Her interest in racing stems from her father, who is a mechanical engineer and used to modify cars when she was younger. She dreams to open a Motorsport Driving School in Haryana to further empower the women of the state.

She is an avid supporter of animal rights and has adopted and fostered over 100 animals and pets. She has accelerated various initiatives for acid attack and rape survivors, specially abled persons, women empowerment as well as animal rights and welfare.





Bornali
Bhandari

National Council of Applied
Economic Research

Bornali Bhandari is a Senior Fellow at the National Council of Applied Economic Research (NCAER) with a background in international economics and macroeconomics, specifically focusing on the impact of globalisation on development.

Currently she is engaged in analysing and assessing the progress and prospects of implementing Direct Benefit Transfers in states and union territories. Her wider research interests include the analysis of skilling from a 3-E perspective (education, employability and employment), infrastructure, particularly the roads and ICT sectors, G-20 issues like climate change financing and reserve currency, FDI and trade-related issues.

She also oversees the production of NCAER's macro publications, the Quarterly Review of the Economy, and Quarterly Business Expectations Survey.

Bornali Bhandari has finished her Doctorate in Economics from the University of Oregon, USA.

Divya Dhar

Bill & Melinda Gates⁷ Foundation

Divya is a Senior Program Officer with the Gender Equality team at the Bill & Melinda Gates Foundation, where she leads a portfolio of grants on gender data, measurement and evidence in East Africa and South Asia.

She was previously with the Measurement, Learning and Evaluation team at the Gates Foundation in India, leading work on health, nutrition, youth and gender. Prior to the Foundation, Divya was the Associate Director at J-PAL South Asia for Evaluation Capacity Building and the Program Director of the Centre of Learning on Evaluation and Results (CLEAR) in South Asia, where she worked on strengthening M&E capacity in the region.

She has worked for J-PAL and Innovations for Poverty Action (IPA) on several impact evaluations in India, Morocco and Bangladesh. She has also been a Consultant for the World Bank, Planning Commission of India and other non-profit organisations.

Divya is a doctoral candidate at the Blavatnik School of Government at the University of Oxford. She has a Masters in International and Development Economics from Yale University.





Falak Choksi

The Naz Foundation⁷

With a graduate degree in English Literature from St. Xavier's College, Ahmedabad and a Post-Graduation Diploma in Film, Television and Digital Video Production from Xavier Institute of Communications, Falak has over 8 years of experience of working with youth through various mediums.

She's an honorary founding member of the Ahmedabad based NGO, Sauhard, and a recipient of the William J. Clinton Fellowship.

Falak's career trajectory with The Naz Foundation (India) Trust began in 2015. During this time, she established the communications department and led fundraising campaigns for the organisation. Her passion for issues of gender and youth empowerment has since led her to expand her impact at Naz by developing and managing an economic empowerment programme called Aath Kadam.

Through this programme, she leads a team of young professionals that advocate for and empower adolescent girls and young women to pursue their life and career goals. Falak also serves as a member of the leadership team at Naz.

Japleen Pasricha

Feminism in India⁷

Japleen smashes the patriarchy for a living! She is the Founder-Director & Editor-in-Chief of Feminism in India (FII), an award-winning digital intersectional feminist media platform.

She is also a TEDx speaker and a UN World Summit Young Innovator. Japleen has Masters and M.Phil degrees in German Studies and used to be a German language lecturer at Jawaharlal Nehru University, New Delhi and Amity University, Noida.

Prior to starting FII, she worked with multiple women's rights NGOs in India like Breakthrough India and Point of View. She has also worked with Freedom House, a non-profit based in the USA, on a research report and advocacy campaign on online violence against women.

She was featured by The German Ministry for Economic Cooperation and Development in a book on 'Women in Tech' for her work at FII and felicitated by Maneka Gandhi and Ministry of Women & Child Development, Govt as Web Wonder Woman. She has also been recognised by the Swedish Foreign Minister for her work on the gender gap on Wikipedia.

Currently, Japleen oversees the strategic vision and growth at FII. She likes to travel, hike, swim and cycle. She also believes in sustainable living and attempts to live a zero-waste lifestyle.



Jhuma Sen

Jindal Global Law⁷
School

Jhuma Sen is an Associate Professor and Assistant Director at the Centre for Human Rights Studies at Jindal Global Law School.

Her research interests lie at the intersection of courts and gender, citizenship and constitutionalism and transnational feminist movements and law reforms. Her current research has two broad themes for which she uses the framework of governance feminism to how gender is enframed in law at the 'workplace' and how it is regulated and engendered by courts and the legislature.

She is the convener of the Indian Feminist Judgement Project and holds a postgraduate law degree from University of California (Berkeley). She is currently working on the manuscript of her forthcoming book with Pan Macmillan India tentatively titled 'Breaking the Bar: Early Women Lawyers and the Legal Profession in India'.



Dr. Kavita A. Sharma

Eminent Scholar⁷

An eminent scholar, Dr. Kavita A. Sharma has been an Honorary Visiting Lecturer at the Tokyo Women's Christian College and the University of Indonesia. Dr. Sharma has written and published books on various subjects including 'Internationalisation of Higher Education', 'Windmills of the Mind' and 'Interpreting Indian Diasporic Experience', among others.

She has an endless list of published research articles to her credit. Her research articles include 'From Dejection to Action', 'The Role of Women Educators', 'Limping Marriages and Holiday Wives', and 'Resource Mobilisation in Higher Education in India and Canada'. She has peer reviewed books for The Journal of the Poetry Society in India, Poetry and Humour from Cowper to Clough, and The Immigrant Indo.

She is a Life Member of professional associations including, the English Association, Indian Association of Canadian Studies, Indian Society for Commonwealth Studies, Indian Law Institute, Association of Comparative Literature, Indian History Congress and the Founder of Parents' Forum for Meaningful education. Dr. Sharma is a Fulbright scholar and is the recipient of numerous fellowship awards.

She has been conferred the "Indira Gandhi Sadbhavana Award" by the National Integration and Economic Council on the occasion of the birth anniversary of former Prime Minister Late Smt. Indira Gandhi on 19 November 2005.





Lakshika Joshi

Altran⁷

Lakshika is the Global IP Lead and part of the Legal Leadership team at Altran, a global innovation and engineering company. She has worked across sectors ranging from fintech, newspapers, books and guides, music, films, media and entertainment, IT, software to healthcare and wellness.

Lakshika is currently the Secretary General of the Licensing Executives Society India and Chair of the Industry Advisory Board for IT & Software at Licensing Executives Society International (LESI). She is the Co-Chairperson of ASSOCHAM National IP Council and a member of the CII National IPR Committee.

She was recognised by WTR300 in 2020 and has also featured in WTR Global Thought Leaders 2019. Lakshika describes herself as a “student forever”.

She has been awarded the Star Young Achievers Award for the year 2015-2016 and Women In Legal Leadership Power Award in 2017 and has been rated among the top GCs of the year 2016 by Thomas Reuters ILA. She has been recognised and listed by World Trademark Review WTR300 in 2020 as a Global IP Leader.

Lavanya Garg

Good Business Lab

Lavanya is a Senior Strategy & Development Manager and Chief of Staff at Good Business Lab (GBL), where she focuses on operations, partnerships, and people.

She has spearheaded GBL's efforts to establish their gender-neutral Internal Complaints Committee and Ethics Committee, among other initiatives to create a safe working environment.

She holds an MA in International and Development Economics from Yale University. Her goal is to constantly learn more about how businesses can serve society, especially in developing countries, with a special interest in gender.

Lavanya is also the co-founder of SUSS (Sustainable Style Speak), India's first homegrown community and movement to spark conversations around sustainable fashion and is the Founding Advisor of Asmat India



Meenakshi Nayar

ETASHA Society⁷



Dr. Meenakshi Nayar is the Founder President at ETASHA Society and the Founder Partner of EduServe Consultants. She has an extensive experience of 18 years in Human Resource Management in the corporate sector and has worked in research and consultancy in industrial relations.

She was recognised as one of the '50 Most Impactful Social Innovators', one of the 12 Women Transforming India (by NITI Aayog and UNDP), one of the five 'Women for Purpose', among many others.

Apart from this, she is the Chairperson of the Board of Directors at DCM Nouvelle Ltd., Trustee at the Indian National Theatre Trust and Sajjaya Youth Initiative, Management Committee Member of Shri Ram Centre for the Performing Arts. She has a specialisation in Organisational Behaviour (PhD equivalent) from the Indian Institute of Management, Ahmedabad and holds a Masters Degree in Psychology with a specialisation in Industrial Psychology.

Merril F Diniz

SHEROES⁷

Communicator by profession and writer at heart, Merril has been with Team SHEROES since 2017, and a member of the platform, since its inception in 2014. At SHEROES, she works at the intersection of Communications & PR, partnerships and community building. She also anchors the start-up community, and regularly engages with women entrepreneurs around their marketing and growth journeys.

Previously, Merril has played communication and editorial roles at Network 18, Rediff.com, Careers360, Zee Education, Youth Ki Awaaz and BCWebwise.

Her key interests lie in women's progress, accessibility, sustainability, financial mindfulness, and making the world an equitable place for all.

She runs a sustainability thought leadership blog, is a member of the Women on Wealth community, a part-time musician and part of Delhi's premier choral group, Capital City Minstrels.





Neera Chandhoke

Professor & Author¹

Neera Chandhoke has been a senior lecturer at Lady Sriram College for Women, University of Delhi (DU), an Associate Professor at the Department of Political Science, DU, and the Director at the Developing Countries Research Centre, DU. She was the Head of the Department of Political Science and later taught as a Professor at the same Department.

She has received many awards, honours and fellowships including being a fellow at University Grants Commission, Centre for Contemporary Studies and receiving the Nehru Memorial Fund. Furthermore, she has also been a fellow at the Shastri Indo-Canadian Foundation, Centre for Civil Society and was the National Fellow at the Indian Council of Social Science Research.

Apart from this, she was awarded the Eminent Alumna Award, the Gaetano Mosca Chair, National Swami Panavananda Saraswati Award, among many others.

Professor Chandhoke's research interest lies in Political Theory, Indian Politics and Comparative Politics. She was the President of the Asian Political And International Studies Association.

She has written extensively and has many published books such as 'Rethink Pluralism, Democracy, Tolerance: Anxieties of Coexistence', 'Democracy and Revolutionary Politics', among many others. Furthermore, she has published papers and newspaper columns on Violence, Democracy, Indian Politics, Freedom, Social Rights, and Populism. She has two forthcoming books including 'Violence in Our Bones' and 'Nelson Mandela: Peace Through Reconciliation'.

Rakhi Sehgal

Labour Researcher

Rakhi Sehgal is a labour researcher and trade union activist. She is part of Gurgaon Shramik Kendra and Gurgaon Mahila Kaamgar Sangathan in Haryana.

Rakhi works on issues of contract labour, social reproduction of labour, industry 4.0 and future of work, violence at the workplace, and industrial relations, with a focus on the garment and automobile industries.

She is currently leading an IDRC supported 3-year, 3-country project on the garment industry titled 'Labouring Women and Violence: Making Workplaces Safe for Women'.

Rakhi has a post-graduate in International Relations from the American University in Washington D.C. and has worked as a Consultant with the International Labour Organization (ILO).

She has presented widely in seminars and conferences organised by the ILO, UN Women, Association of Indian Labour Historians (AILH), and universities.



Picture credits: IDRC/Greg Teckles



Rekha Yadav

Ministry of Labour⁷
and Employment, GOI

Rekha Yadav was appointed as Additional Commissioner in the Employee Provident Fund Organisation, Ministry of Labour & Employment of the Government of India in 2019 and is the former Secretary of the Railway Sports Promotion Board (RSPB).

In her five-year tenure as the Secretary of RSPB, she worked to introduce steps which earned her the goodwill of sportsmen from the non-elite sector. She focused on understanding the needs of the sporting fraternity in Railways and resuscitated the hockey academy in Kapurthala. She constantly interacted with the sportsmen to get an insight into their expectations from their employers.

She ensured that the sportspersons get their desired facilities and increased their diet allowance to Rs. 540 per day which allowed them to stay in peak physical condition for six months. During her time as the Secretary, she also promoted women's sports and is especially proud of our women wrestlers!

One of the truly pathbreaking steps Rekha and her team at RSPB took was the provision of year around special casual leave for the players so that they would not be burdened with official work and concentrate on excelling in their field. They were also able to open the recruitment for women in new disciplines like wrestling, chess, gymnastics, etc.

Ridhima Bhutani

Upaai⁷

Ridhima Bhutani is the Co-Founder of Upaai, a communication design & strategy firm. She has a Bachelor's Degree in Information Art & Design Practices from Srishti Institute of Art, Design and Technology.

Ridhima's career in design began with her thesis project at college - a communication system built to help doctors overcome language and literacy barriers while explaining complex medical concepts to their patients. The project was developed along with 7 other designers, and is currently being implemented as a pilot program at NIMHANS in Bangalore. It received global recognition by winning the "Best In Category - Connecting" award at the International Interaction Design Awards held in Milan in 2020.

At present, along with the team at Upaai, she is working in collaboration with NGOs to strengthen their capacity building initiatives. These include, a self learning module aimed at enabling young adults from

Tier 2 cities to make informed career decisions, an "empathy curriculum" designed to sensitise primary schoolers to the lives of differently abled students, and a social media campaign to educate disadvantaged youth on health & sanitation issues.

With a keen interest in Healthcare and Education, Ridhima aims to leverage human centered design to understand communities and reimagine existing practices in an effort to build a more inclusive and connected world.





Rita Manchanda

Human Rights Activist, Writer

Rita Manchanda is a researcher, writer, lecturer and human rights advocate, specialising in conflicts and peace building in South Asia with particular attention to vulnerable and marginalised groups including women, minorities and forcibly displaced persons.

Her expertise is the intersection of gender studies with peace and security issues within the context of South Asia. She has been influential in shaping the regional Women Peace and Security scholarly and policy discourse and was a member of the UN Women SARO Experts Group on WPS. Her recent writings 'Difficult Encounters with the WPS Agenda in South Asia' (2020) and 'Women's Peacemaking: Issues and Challenges from South Asia' in the OUP Handbook on WPS (2019) reflect her continuing engagement, theoretical and practical, at the national, regional and international level.

She is a Board Member of the 'Women's Regional Network', the 'International Journal of Transitional Justice', and Nat Com member of 'Pakistan India Forum for Peace and Democracy', Member WISCOMP and 'Inclusive Security'. She works with multiple women's rights, civil society and social justice groups not only in India but in Nepal, Bangladesh, Sri Lanka and Afghanistan.

Among her many books are two [of the five] volumes in the "SAGE Series in Human Rights Audits of Peace Processes" (Sage:2015), No Nonsense Guide to Minority Rights in South Asia, States in Conflict with their Minorities in South Asia; and articles and chapters including 'Expanding the Middle Space in the Naga Peace Process', (Economic & Political Weekly 2011); and "Contesting Infantilisation of Forced Migrant Women" in Behera edited Gender Conflict and Migration (Sage 2006).

Dr. Shelly Pandey

Ambedkar University,⁷
Delhi University

Dr. Shelly Pandey teaches Gender Studies at the School of Human Studies at Ambedkar University, Delhi. Her areas of teaching and research are Gender and Labour, City and Spaces, Middle Classes, Migration and Refugee Studies, Research Methods and Writing, Neoliberalism, Information and Communication Technologies (ICTs) and Society.

She is the recipient of M.N. Srinivas Memorial Award 2012, awarded by the Indian Sociological Society for her paper on 'Private Space in Public Transport: Locating Gender in Delhi Metro' which was published in Economic and Political Weekly. Apart from this, she has written extensively on gender issues in international journals and edited volumes.

Dr. Pandey's PhD is from IIT Delhi and her Post-Doctoral research is from Nehru Memorial Museum and Library, Teen Murti, Delhi and Women's Studies and Development Centre, University of Delhi.



Shivangi Saxena

World Bank⁷



Shivangi Saxena is a Consultant with the World Bank in the Gender & Social Inclusion practice. She is currently working on projects encompassing gender, education, transport and women empowerment. Previously, she has worked with the Development Monitoring and Evaluation Office (DMEO), NITI Aayog the apex M&E body of the Government of India. Some of the key projects notable projects include the evaluation of programs under the Ministry of Women & Child Development, assessment of Post Matric Scholarships for students and the Prime Minister's review for the Roads & Highways sector.

She graduated from NSIT, University of Delhi with a degree in engineering. She is a deferred MPP candidate to Harvard Kennedy School.

She is a Global Shaper, an initiative of the World Economic Forum with the New Delhi Hub and AI Future Lab ambassador. With the hub, she is leading projects in mental health and digital literacy for girls. She is also a Thought for Food ambassador.

She has published thought pieces in the World Economic Forum and Times of India.

Shivani Bagdai

The RASICH Group⁷

Shivani is part of the Core Team at The RASICH Group (TRG), and Eight Goals One Foundation (8one), where she works towards affecting pragmatic sustainable progress, with social development taking priority over other interpretations of the term 'development'.

Shivani received the Student Research Study Award for an MSc in Asian Studies at the S. Rajaratnam School of International Studies (RSIS), a policy-oriented think tank in Singapore. She has also previously received a research grant from the Department of Politics and International Studies at the University of Warwick.

She has actively worked towards providing suggestions to the Government of India by submitting comments on the Draft National Education Policy to the Ministry of Human Resource Development and has previously worked with NITI Aayog where she was involved with the 'Women Entrepreneurship Platform', an initiative aimed at assisting women entrepreneurs at each stage of their business growth and development.

Her interest lies in examining the dynamics of state-society relations in different countries by analysing the interplay of the government with different sections of society including women, religious groups, minority groups as well as non-governmental organisations.





Supriya Mishra

The Vegan Indians⁷

Supriya is a journalist by profession, and has worked with several mainstream and trade media organisations before launching her own venture 'The Vegan Indians'.

She is an alumna of Indian Institute of Mass Communications, Delhi and a Graduate in Economics from Miranda House, Delhi University. Her passion for writing and love for animals drove her to pursue this venture.

Through The Vegan Indians, Supriya wants to reach out to the vegan community in India and use it as a platform to highlight their achievements, stories and innovations.

Urvashi Prasad

NITI Aayog⁷

Urvashi Prasad has extensive experience in the areas of health, nutrition, sanitation, gender and public policy. Over the last four years, Urvashi has been working as a Public Policy Specialist in the Office of the Vice Chairman at NITI Aayog (National Institution for Transforming India) which is the premier policy think tank of the Indian Government, providing policy and directional inputs in a variety of economic and social sectors.

She is currently part of the core team supporting the work of Government of India's Empowered Group 1 for managing the Covid-19 Pandemic in the country. Urvashi is a member of the task force for overseeing the implementation of the Sustainable Development Goals in India and co-authored India's first Voluntary National Review presented at the United Nation's High-Level Political Forum on Sustainable Development in 2017.

Thus far, Urvashi has over 100 publications in leading national and international newspapers, journals and digital platforms to her credit. She is a member of the World Economic Forum's Expert Network and an alumna of the World Economic Forum's Global Shapers Community. Urvashi completed her Bachelors from the University of Birmingham, UK, followed by an MPhil from the University of Cambridge and an MSc from the London School of Hygiene & Tropical Medicine.





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