

KARNATAKA STATE ANTI SEXUAL HARASSMENT COUNCIL



**WOMEN'S INDIAN CHAMBER
OF COMMERCE AND INDUSTRY**
www.wicci.in

DEEPA RAFEEQUE, PRESIDENT

ASHC, KARNATAKA, WICCI

- Deepa Rafeeqe is the co-founder of VLegal, a legal consultancy providing solutions and imparting training for corporate on legal areas.
- VLegal is a “Resource Institution” for imparting training under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 as notified by Ministry of Woman & Child Development, GOI.
- Having spent nearly three decades in legal management and vigilance cell of PSUs and the interface had with the legal luminaries, she has earned vast experience.
- With her signature programs – **“Train the Trainer – POSH”** and **“Train the Trainer – POCSO”**, Deepa is helping the society to spread awareness on the sensitive issues of sexual harassment & sexual assault on women & children.
- Deepa’s exceptional analytical skills influence the participants immensely. Her active listening helps participants to articulate the issues holistically.
- Deepa has Authored a book on POSH Law titled **“Prevention of Sexual Harassment of Women at Workplace – Law & Practice”**



JANANEE JAYAKUMAR, VICE - PRESIDENT

ASHC, KARNATAKA, WICCI

- Jananee is a passionate HR professional with 15+ years of experience from diverse industry background – Corporate, Educational, freelancing and Entrepreneurship.
- She is a Co-Founder and Managing partner of Vital Partners People Solutions LLP, Executive Search, People and Organizational advisory firm.
- Certified POSH Enabler and equipped to develop POSH policy, conduct IC capacity building workshop and conduct inquiry meetings. Passionate about creating inclusive and progressive workplaces.
- Trained over 8000 students across colleges to enhance their employability skills and also Facilitated many individuals to overcome from variety of psychological issues resulted due to unbalanced work life.
- Jananee have been awarded “**Rotaract – Young Achiever Award**” & “**Star of Rotaract**” from District Rotaract Council, R.I. Dist –3230 for her valuable contribution to the movement.
- Her strength rests in process driven approach, assertive communication, logical questioning ability & ability to create, foster strong relationships.



ARCHANA RAJESH – COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Archana is a highly motivated & **Certified Corporate Trainer / Motivational Speaker/ Executive coach** with strong ability in training corporate managers / Senior executives / Trainers / Faculties and students.
- Certified POSH Enabler with Two decades of corporate experience & been a part of ICC Team.
- She has completed Master Diploma in Training from IATD – Bangalore & also various certifications - E-Trainer from Scooppin, “Women in Leadership League” program – Finastra partners in Leadership Inc., USA for Culture Track.
- Archana has her own Training firm “ First Source Training” with strong clientele- Training and coaching corporate managers / Law enforcement officers / academicians / Scientists / Students
- Archana is passionate about training, as this profession helps in transforming individuals and organizations leading them to the path of success.
- She brings in a very pleasing personality and her training sessions are interactive and exceedingly interesting.



DIKSHA FOUZDAR, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Diksha Fouzdar is an Engineer & a **Senior Human Resource professional** with 12 years of experience in driving large scale organization, restructuring and managing people's side of change.
- As part of her corporate life, she has been part of POSH committees, D&I campaigns and delivered training on Women Safety, Back to Work.
- She is a keen observer of micro inequities and discriminations prevalent in the society and has been engaged with NGOS, Old age homes, Homes for specially abled since college.
- Her purpose in life is to make an impact by doing the right things and believes that continuous dialogue and education are strong tools to amplify the voice of change.
- Diksha sees WICCI ASH as one such platform and wants to leverage it to create awareness and dialogue.



Dr. SHOBHANA R THAKRAR, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Dr. Shobhana is a Social Worker and Managing Trustee & Chairperson – Manashanti Trust[®], Bengaluru and also Partner – Devised Care India, Bengaluru, Member of Ethics Committee, Sankara Eye Hospital, Bengaluru.
- She has completed her MSW; M.Phil (NIMHANS); Ph.D (Social Work) and working in the field for around four decades.
- Certified POSH Enabler and had been the Chairperson of ICC committee during her association with L & T. – Komatsu, Bengaluru. She has taken up many assignments as a Consultant / External Member of the Internal Committee constituted under The Sexual Harassment of Women at Workplace (SHWW / PoSH) Act, 2013 for several organisations – IT, ITES, not-for-profit Health organisations & Education sector
- As a Consultant, conducted awareness / orientation sessions / capacity building workshops on Gender Sensitivity at Workplace (GSW / SHWW) for Employees, Senior mgt./ HR / Internal Committee members of various organisations.



DR. VEENASHREE, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Registered Mental Health Practitioner under Karnataka State Mental Health Authority (KSMHA) and was associated with NIMHANS, Bengaluru.
- Certified POSH trainer and empanelled resource person for Ministry of Women and Child Development, Govt of India
- Intensively worked in the area of child sexual abuse as a researcher and trainer, and also conducted doctoral study on parents of child sexual abuse survivors
- Recipient of **International and National awards** for the academic excellence
- Done scientific deliberations and publications in international and national forums
- Actively engaged in providing mental health interventions for persons with mental illness and their families, training different groups on areas related to mental health and carrying out research activities
- Area of interest includes, child sexual abuse, children in difficult circumstances, child & women mental health, preventive/community mental health and qualitative research



HAMSA.V , COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Hamsa is an Internationally Certified Trainer, Govt Empanelled POSH Enabler and POCSO Torch bearer.
- Armed with Masters in HR and International Business-France and holds corporate experience in India, APAC and MENA Regions.
- Trained over 1000+ Students & Working Professionals from various industries with 50+ Life Skills Modules. She is also BSTA Gold Certified by Blair Singer, NABET Certified Soft Skills Trainer
- Awarded as **South India Women Achievers 2019** by Syrafills, **Distinguished Alumni 2019** by National School of Business, **India Inspirational Women Award 2020** by Dream Catchers & **Women Achiever 2021**.
- Currently holding a Director role with CIns Consulting, Helping people for a True Transformation with result-oriented trainings.
- In brief, Hamsa is an All rounder - Rank holder in Academics, State level Sports, Classical Singer, Dance Choreographer, Minimalist & Spiritualist.



LAKSHMI.A.N.RAO, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Lakshmi Rao is an Advocate by profession and Partner at Tapas Law, Advocates.
- She completed her Bachelors in Law degree from Bangalore University and Masters in Law from Kuvempu University. She is as an **Advocate enrolled at the Karnataka State Bar Council.**
- She was a college topper in the subjects Intellectual Property Rights and Public Interest Litigation Lawyering Legal Aid and Para Legal Services and was awarded for the same.
- Expertise in Commercial Dispute Resolution, Labour and Employment Laws, Family Law, Real Estate practice etc.
- Her special interest on law relating to women has made her instrumental in educating women in various sectors and she has also participated in many programmes of kannada news channel in conducting live interactive programmes with distressed women.
- Certified POSH Trainer and As pro bono responsibility in profession, educating youth through interactive sessions, seminars and webinars at various prestigious institutions across Bangalore.



PREEJA, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Preeja is a **LEADERSHIP COACH** currently associated with MUSIGMA and has been in the arena of learning and development for more than two decades.
- A prolific writer and keen Researcher, Her publication includes several research papers, articles in the area of human resource management, organizational behaviour and communication. She has presented research papers at IIM (K), IIM (L) and IIM (Indore).
- Preeja is a **CORPORATE TRAINER** and has many clientele, she is a certified COACH and has been training CORPORATE on Soft-skills, Leadership, Gender diversity and Inclusion
- She is also a certified POSH trainer who takes up training for Women Professionals under the themes of gender equality, sensitivity and inclusivity. She works as an EXTERNAL IC MEMBER and is on the board of various top Business schools
- She has a Masters in Mass Communication and Journalism, Masters in Psychology and also a Post-Graduation in Human Resource Management.



RACHANA, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Rachana Mahesheka is a seasoned banker with 23+ years of experience in various Foreign and Indian Banks and NBFCs. She is an underwriting and credit risk professional with domain expertise in secured and unsecured lending.
- She has also been imparting training to cross functional teams in the subject matter, apart from soft skills in customer interaction and service.
- A people's person, she has been instrumental in successfully arranging many employee engagement events in her various assignments on behalf of the organisations.
- Rachana is interested in cooking, singing, playing the sitar and penning her thoughts. A practicing Buddhist, upholds the value of cherishing and respecting that one person in front of her.
- She is keen to contribute back to the society by working in the field for the welfare of Women and children.



SUMA NANJUNDAPPA, COUNCIL MEMBER

ASHC, KARNATAKA, WICCI

- Born and brought in Bangalore to an agrarian family with parents saying “where women are respected god reside there” and practicing it lead her to stand for a women rights of suppressed.
- Sumi has dual Masters degree in Political Science and Social work (MSW,HR) and also won prestigious awards in college for meritorious activities in different social, cultural, economic and political activities and for being scholarly in studies.
- Interned with many organisation and gained hands on experience and also closely worked with special Abled children and also part of Shri Kshetra Dharmashtla Rural development project (SKDRDP).
- Her hobbies include passion to cooking, interior decoration, Music, reading books and a fitness freak.
- Suma has an outstanding communication skills and Very Empathic, Problem solving abilities and analytical skills adds on to her profile.





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