



QUEERHIRE

EDITION 1 (JAN-MARCH)



WELCOME TO OUR HIRING NEWSLETTER

Welcome to the **first issue of "QueerHire"**, our new newsletter on LGBT+ talent solutions! We are excited to launch this resource to help businesses navigate the LGBT+ talent landscape and build meaningful engagement.

Indic Inc. is slowly and steadily recognizing the importance of affirmative action for inclusion and taking steps to diversify the talent pipeline. Few legal developments in the country like the recognition of third gender, reading down of IPC Section 377, the Trans Persons Protection of Rights Act, and others have reduced barriers with regards to mainstreaming LGBT+ talent. From asking, "Do we have LGBT+ people in India?" we have moved to a better question of "How do we engage with this talent pool?"

Job seekers are looking for companies that value their authentic selves and invest in building a culture of inclusion. Despite the legal wins, social attitudes have been slow to change. Talent Acquisition teams need to learn about the LGBT+ community, inclusive language, and building psychological safety for the prospective candidates.

Coming out is a difficult conversation particularly at the workplace, as historically it has been a decelerator of the careers of many LGBT+ professionals. According to research

by Accenture, even in the most socially progressive countries, only around 40% of LGBT+ employees are fully open about their gender identity/expression or sexual orientation at work - indicating that discomfort still abounds. There is also a pay disparity. With 10% and more of the overall population being LGBT+, that is a sizable workforce that is waiting to be tapped into.

We believe that everyone deserves to work in a place where they feel respected and valued, and that's exactly why we're committed to helping businesses learn how to attract, hire, and retain LGBT+ talent, address the unique challenges that LGBT+ employees face, hiring best practices, anecdotes, business cases, milestones & more. We encourage you to read this newsletter carefully and share it with your colleagues. We are sure that together, we can create more inclusive and equitable workplaces where everyone can thrive!

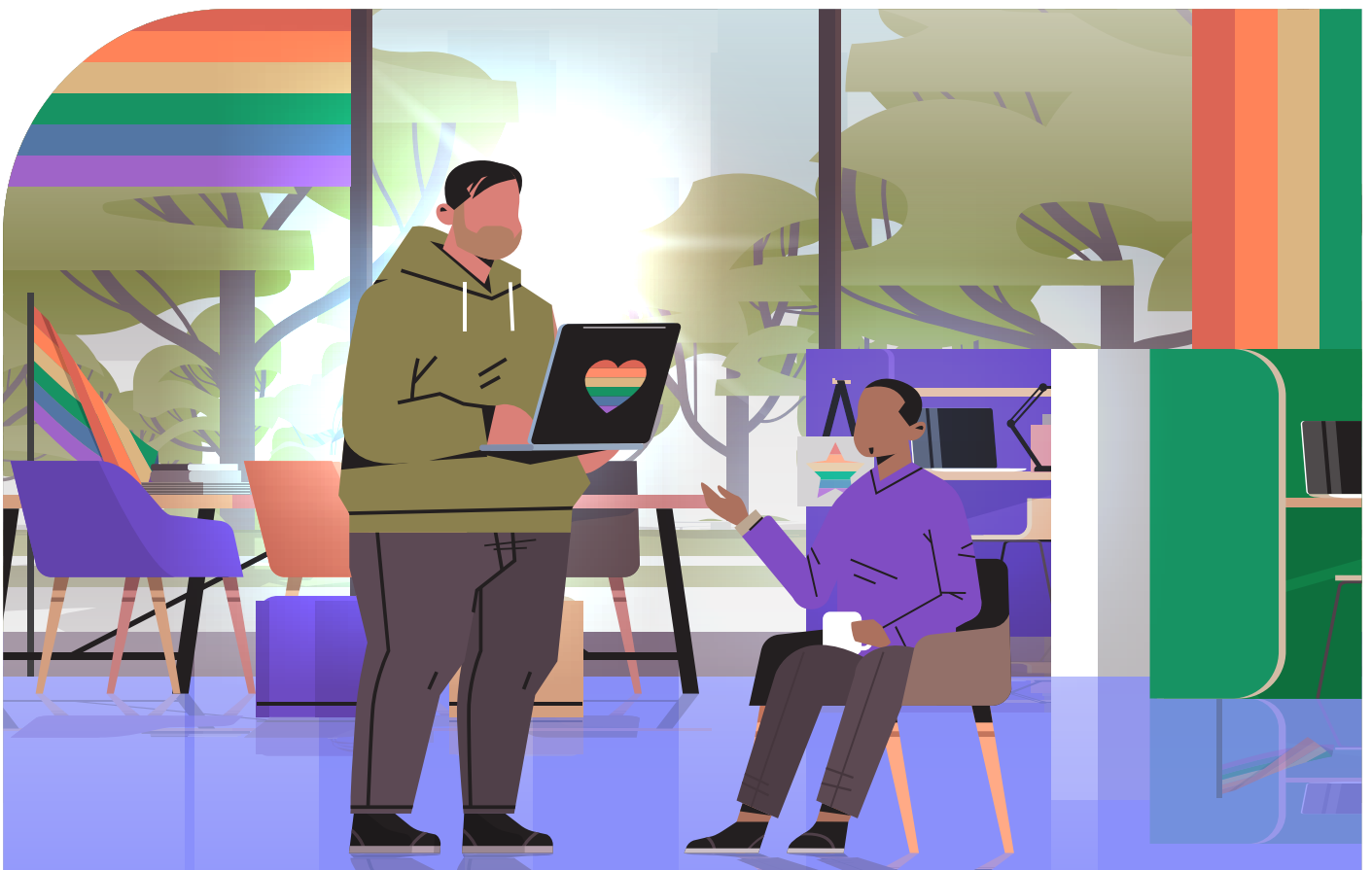


TABLE OF CONTENTS

- 1 From the Hiring Team
- 2 Industry Insights: Cultural Shifts & Workplace Dynamics
- 3 Guest Column | Leadership Perspectives on Inclusivity & Affirmative Hiring
 - IBM
 - Godrej Properties
- 4 Mastering Hiring Best Practices – Series 1
- 5 Reflecting on 2023: Key Events, Programs & Success Stories
- 6 What's on the Horizon for the Next Quarter?
 - Events & Programs (RISE – Journey So Far & the Next Edition)
 - Tailored Talent Solutions for Your LGBT+ Hiring Needs
 - Engage, Educate, Empower:** Programs for LGBT+ Freshers & Students
 - The Next Generation of Talent with the “100 Queer Internship Program”
 - Experience the Future at our “Student Mixer”
 - Skill Building Masterclass for LGBT+ Students
 - Attract, Hire, Empower:** Programs for LGBT+ Experienced Professionals
 - Embrace the “Rainbow Hiring Drive”
 - Masterclass – Skilling & Hiring the LGBT+ Talent
 - Participate in the “Pride Hackathon”
 - Unlock Talent with the “Hiring Subscription Model”
 - Don't Miss the “RISE Job Fair”
 - Stay connected with “QueerHire”
- 7 LGBT+ Talent Pool & Skill Matrix
- 8 Company Spotlight
- 9 Testimonials – Clients & Candidates
- 10 Providing Best Inclusive Environment for LGBT+ talent

FROM THE HIRING TEAM

We are pleased to connect with you through this platform and share our mission of fostering safe, inclusive, and welcoming work environments.

Navigating the complexities of Inclusive practices within the workplace can be daunting and filled with uncertainties. That's where we come in. As advocates for DE&I, our aim is to collaborate with you, providing data-backed insights, guidance, and support as you embark on your journey to cultivate a more inclusive workspace.

Our team has spearheaded numerous impactful programs and initiatives. We take pride in being catalysts for change and have received recognition for our efforts. Notably, the RISE (Reimagining Inclusion for Social Equity) Job Fair, held on July 12th, 2019 in Bangalore, marked India's first-ever LGBT+ Job Fair.

Through our quarterly publication, "QueerHire," we aim to serve as your reliable allies, offering valuable insights into the recruitment landscape, from recruitment best practices to inclusive hiring strategies and beyond.

We invite you to join us on this journey of growth and empowerment with PRIDE!



Agniva Das
(He/Him)



Ananya Bora
(She/Her)



Chavan Prakash
(He/Him)



Geeta Gudvarthi
(She/Her)



Karthik TK
(He/Him)



Minu Maurya
(She/Her)



Pamela Das
(She/Her)



Sanjay Das
(He/Him)



Saudagar
(He/Him)



Tushar Patnaik
(He/Him)

INDUSTRY INSIGHTS

CULTURAL SHIFTS & WORKPLACE DYNAMICS

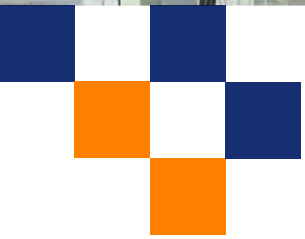
Let's start with Global Insights on LGBT+ Representation in the Workforce. Understanding and tracking LGBT+ representation in the workplace is gaining traction globally. Recent research based on over 50 companies in the US and UK highlights the top performers in this regard.

Starbucks	36% (2022)	Channel 4	12% (2023)
Frontline	18% (2022)	Meta	10% (2022)
Xerox	16% (2022)	Unlocked Graduates	10% (2022)
Penguin Random House	14.2% (2021)	Financial Times	9.4% (2022)
Uber	13.6% (2021)	ITV	9.3% (2022)

Source: my.csrwindo.com/leaderboards-dei/lgbtq

In India, companies express a desire to hire LGBT+ talent, but the reality falls short. A lack of tangible and authentic sources for hiring poses a significant challenge. According to human resources solutions firm Careernet, while 70% of Indian employers aim for 3-5% LGBTQ representation, only 1.5-2% successfully recruit from the community. A recent report by Net Prism sheds light on the experiences of LGBT+ professionals. While 69% find their current job aligned with their qualifications, 25% work in lower-paying fields. Encouragingly, 58% notice positive changes in companies striving for inclusivity. Presence of allies fosters a sense of safety, yet many LGBT+ individuals hesitate to speak up about their experiences, fearing marginalization. Alarmingly, 73% of those experiencing harassment choose not to report it, perceiving incidents as minor.

Currently, only 15-25% of workers are sensitized to LGBT+ issues. Recruitment trends reveal the Banking, Financial Services, and Insurance (BFSI) sector as the most accepting of LGBT+ applicants, followed by IT. These insights underline the ongoing efforts and challenges in fostering inclusivity in workplaces globally. Advocacy and support for the LGBT+ community remain crucial for creating truly inclusive work environments.



GUEST COLUMN

LEADERSHIP PERSPECTIVES

on Affirmative Hiring



Pioneering Diversity & Inclusion in the Workplace



In the dynamic landscape of modern workplaces, fostering diversity and inclusion is not just a commitment but a journey toward building a vibrant, equitable, and empowered workforce. At Godrej Properties Limited, we proudly stand at the forefront of this journey, striving to create an environment where every individual, regardless of their sexual orientation or gender identity, feels valued and included.

Transparent Communication and Strategic Partnerships:

Our commitment to LGBT+ inclusivity begins with transparent communication and we actively share our inclusive policies and practices on platforms like LinkedIn.



PRIDE Internship Program:

Our successful 9-month PRIDE Internship program, which serves as a gateway to building a robust talent pool from the LGBT+ community, now in its 6th batch, provides invaluable on-the-job training, mentorship from Godrej leaders, and regular feedback mechanisms and over 10 PRIDE interns have seamlessly transitioned into full-time roles.

Inclusive Onboarding and Privacy Affirmation:

During onboarding, we ensure sensitivity to stay preferences, the usage of chosen names, and more. Our commitment to privacy extends to recruitment processes where candidates are not required to disclose their sexual orientation or gender identity.

Queers and Allies ERG and Queering Workspaces Initiative:

The Queers and Allies ERG at Godrej Properties plays a pivotal role in fostering a sense of community. Our self-ID form, part of this ERG website, allows employees to self-identify securely.

Comprehensive Inclusive Policies:

Our Same-sex Partner Benefits, Gender Neutral Adoption Support, and Gender Affirmation Policy underscore our dedication to fostering a workplace that embraces diversity in all its forms including launching the Transgender Accommodation Assistance Policy, recognizing an equity gap in accommodation for transgender individuals.





Inclusive Infrastructure:

Infrastructure is a key pillar of inclusion. All Godrej Properties sites boast all-inclusive restrooms that are not only gender-neutral but also comply with accessibility standards for Persons with Disabilities (PWD).

Our commitment to LGBT+ inclusivity is not just a checkbox; it is a testament to our belief that an inclusive workplace is a thriving workplace. Together, we continue to shape a future where everyone is empowered to bring their authentic selves to work, contributing to a workplace culture that stands as a beacon of diversity and inclusion for all.

Megha Goel
CHRO
Godrej Properties Limited



MAKE YOUR MARK

In the Real Estate industry with
Godrej Properties

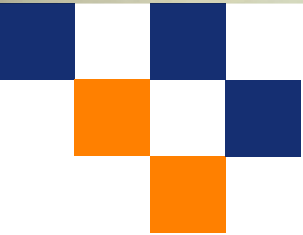
An internship program for aspiring professionals
from the LGBTQIA+ community.

Apply for our **9-month paid internship** program and experience:

- **On-the-Job training**
- **Get mentored by a Godrej leader**
- **An opportunity to work with us full time**

Visit our booth at
Rise Job Fair 2024
to find out more.





As we navigate through an era of progressive change and innovation, the significance of diversity within the workplace has never been more pronounced. At IBM, we believe that a diverse workforce fosters creativity, drives innovation, and enriches our organizational fabric, ultimately propelling us toward success.

Organizations and leaders who want to create value for their clients will need to prioritize the inclusion of diverse talents, specifically individuals from the LGBTQ+ community, for the holistic betterment of their respective organizations. Embracing diversity, particularly by actively recruiting LGBTQ+ individuals, enhances the depth of perspectives, experiences, and skills within a company. It cultivates an environment where differing viewpoints thrive, leading to ground-breaking ideas and solutions.

Research consistently demonstrates that diverse teams outperform homogeneous ones, showcasing the tangible benefits diversity brings to the table. Furthermore, creating an inclusive workplace for LGBTQ+ individuals isn't just an ethical imperative; it's a strategic business move. By fostering an environment where all individuals feel safe, respected, and valued, you unlock their full potential, leading to increased productivity, employee satisfaction, and retention rates.

Furthermore, creating an inclusive workplace for LGBTQ+ individuals isn't just an ethical imperative; it's a strategic business move. By fostering an environment



where all individuals feel safe, respected, and valued, you unlock their full potential, leading to increased productivity, employee satisfaction, and retention rates.

To job seekers within the LGBTQ+ community: Your unique experiences, insights, and talents are invaluable. Don't underestimate the strength you bring to the table. Look for organizations that prioritize diversity and inclusion, where your authenticity is not just accepted but celebrated. Your contributions have the power to shape the future of businesses and society.

Let us collectively commit to fostering an environment that celebrates diversity in all its forms. By doing so, we not only create thriving workplaces but also contribute positively to the world at large.

Prachi Rastogi
Diversity & Inclusion Leader APAC
IBM



Be Proud Be Equal

IBM is committed to providing a safe and welcoming environment to Lesbian, Gay, Bisexual, Transgender and non-binary individuals. Our success in creating an open and welcoming environment—regardless of sexual orientation, gender identity or gender expression—has allowed us to attract and retain valuable new talent.

beequal.com



MASTERING HIRING

BEST PRACTICES – SERIES 1

When it comes to hiring LGBT+ talent, navigating legal complexities, societal stigmas, and information gaps can pose challenges. Here are key strategies drawn from international best practices to streamline the process in the Indian context:

1. Embrace Inclusive Language

When crafting job postings and discussing recruitment, prioritizing gender-neutral language is crucial. Not only does this showcase your commitment to Diversity and Inclusion, but it also assures LGBT+ Job Aspirants of a safe, welcoming, and promising work environment.

2. Offer Gender Options beyond the Binary

Provide a range of gender identity options beyond the binary in application forms. Including choices like transgender, non-binary, and choose-not-to-disclose demonstrates respect for individual identities.

3. Practice Empathy in Interviews

When conducting telephonic and face-to-face interviews, it's vital to approach the process with sensitivity and awareness. Interviewers should be knowledgeable about the spectrum of gender expressions and identities, as candidates may have preferred names and this guarantees a respectful and inclusive interviewing experience.

In essence, holistic and inclusive recruitment processes are pivotal for standing out as an employer championing inclusivity.

Stay tuned for **more inclusive Hiring Tips** in our upcoming newsletters!





REFLECTING ON 2023

KEY EVENTS, PROGRAMS & SUCCESS STORIES

In reflection of 2023, Pride Circle celebrates a year marked by tremendous growth, unwavering dedication, and the achievement of significant milestones that truly embody our collective spirit.

Throughout the year, we remained steadfast in our mission to empower the career journeys of numerous talented LGBT+ individuals, providing them with invaluable upskilling opportunities, and actively championing workplace inclusion initiatives. As we look back, we do so with an overwhelming sense of PRIDE in our accomplishments. Here's the remarkable impact that reaffirmed our belief in the unstoppable power of unity:

Hiring Drive Success:

Our Hiring Drive initiative yielded exceptional results, facilitating the recruitment of outstanding LGBT+ talent across various industries.



Godrej Capital Milestone:

A momentous achievement was reached at Godrej Capital as Christina Evers, a trans woman, became their 500th employee. This milestone is a testament to our collaborative efforts in fostering inclusivity and facilitating impactful hires through the Hiring Drive initiative.

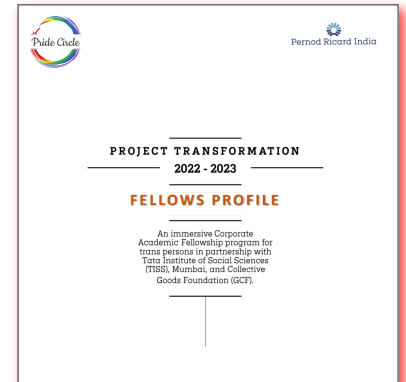


GSK Pharma Partnership:

Demonstrating our cross-industry reach, we successfully mobilized candidates within the pharmaceutical and biotech sectors. From freshers to experienced professionals, our efforts encompassed a wide range of roles.

Trans Fellowship Program:

In collaboration with Pernod Ricard, Tata Institute of Social Sciences, and Collective Goods Foundation, we curated a transformative fellowship program. Fourteen trans candidates were carefully selected to embark on a journey comprising a 6-month residential, full-time coursework at TISS, followed by a 6-month internship at inclusive workplaces. Internship opportunities were provided at organizations such as Asian Paints, Mahindra Logistics, Godrej Properties, and Roop Automotives.



Resume Transformation Project:

Delving into the intricacies of career development, we offer a unique Resume Makeover Initiative tailored specifically for LGBT+ candidates. By collaborating closely with individuals, we refine and sharpen their resumes, recognizing that a well-crafted resume can significantly enhance opportunities. This service is provided to candidates free of charge, with sessions held quarterly to ensure ongoing support and empowerment.

Udaan: Empowering Trans Community:

Udaan, our specialized outreach series, serves as a platform exclusively designed for the Trans Community. Through live interactions, Udaan addresses topics ranging from job opportunities to skill-building initiatives and beyond. It is spearheaded by our exceptional hiring ninja, Minu, who herself is a proud member of the trans community.



Enhancing Interview Skills:

We prioritize thorough preparation, and we offer support to members of the LGBT+ community through mock interviews, invaluable tips, and comprehensive guidance to master the intricacies of corporate interviews.

Empowering LGBT+ Job Seekers with #RoadToRISE Masterclass:

In our commitment to empowering members of the LGBT+ community to excel in the corporate world, we conducted skill-building workshops as part of the #RoadToRISE initiative. These sessions, held in collaboration with TA leaders, aimed to equip LGBT+ job seekers with essential skills and knowledge for success. A few notable sessions from last year:

Your Future Career Will Not Be About Degrees; It Will Be About Skills:

A session conducted by Mahindra Logistics illuminated the evolving landscape of career success and emphasized the significance of possessing relevant skills for future employment opportunities.

Careers in Real Estate & BFSI:

In collaboration with Godrej Capital and Godrej Properties, we conducted a captivating skill-building workshop to empower LGBT+ Job Aspirants.



Pride Means More - Focusing on PRIDE Inclusion:

Through "Pride Means More", we made LGBT+ talent understand pride inclusion at Accenture.

Personal Branding Using LinkedIn:

Micron led an engaging skill-building workshop, offering insights on maximizing LinkedIn to develop a compelling personal brand.

Road to RISE Micron Pride Circle

Skill-enhancing Workshop for LGBT+ Job Seekers
Personal Branding using LinkedIn

28 April
7:00 PM IST

Kenneth Koo
Sr. Manager - Talent Acquisition (Facilitator)

Miriam Sera Paul
Sr. Manager DEI (Speaker)

Register Now IT'S FREE

Call us for more info
7047 7047 90

Contact us at
rise@thepridecircle.com

LGBT+ Student Mixer: Tactile immersion with the future generation

JPMORGAN
CHASE & CO.

Godrej | CAPITAL

Adobe

Proud to Be:

In-person Campus Engagement program for LGBT+ students from Tier 1 Colleges across India. A day of mentorship and corporate learning, paving the way for exciting internship & job opportunities.

Ignite Your Pride:

An exclusive program aimed to provide networking & mentorship opportunities for LGBT+ students from Tier 1 & 2 colleges across India.

Adobe Career Academy:

A unique opportunity for LGBT+ B.Tech students across India, set to graduate in 2025, provided invaluable insights to foster the career advancement, culminating into job opportunities.

Pride Circle JPMORGAN CHASE & CO.

JPMorgan Chase X Pride Circle

PROUD TO BE

What to Expect ?
Student Mixer | Speed Mentoring |
Career Conversations | Leadership
Connect / Networking

MAR 31ST
Limited Seats.
Hurry !

Register here : tinyurl.com/GradConnect

Godrej | CAPITAL

Welcome you to
EXPRESSIONS

CANDID CONVERSATIONS WITH

Nisaba Godrej
Director, Operations

Harish Iyer
Head of Strategic Support and Logistics
Auto Bank

MODERATED BY
Ruhie Pande
Chief Marketing Officer, Quality Center

Godrej One,
Conference Room 63, 7th Floor
30th June 2023 | 11:00 am onwards

Adobe Pride Circle

Participate in Adobe Career Academy's
Virtual Student Mixer

Inviting LGBTQIA+ B.Tech Circuit Branches Students
(Graduating in 2025)

What Can You Expect?

Building Connections	Importance of Embracing Diversity & Inclusion	Knowing About Adobe & Adobe Life
----------------------	---	----------------------------------

Hurry! Secure Your Spot Now!

Date: 10th August | Time: 6.00pm to 7.30pm IST

Register Now (It's Free)

thepridecircle.com/workshops

WHAT'S ON THE HORIZON FOR THE NEXT QUARTER?



It's been an incredible year of significant impact. We've formed new partnerships, introduced innovative programs, and positively influenced the careers of countless LGBT+ individuals. And we're just getting started. Here's a glimpse of what's in store for 2024.

RISE – Journey So Far & the Next Edition

We invite you to be part of the sixth edition of RISE: India's premier LGBT+ Job Fair (6th April 2024). The RISE Revolution began in 2019, aiming to reshape the landscape of inclusion in India Inc. by actively attracting and hiring LGBT+ talent. What initially seemed like a bold endeavor has since become a catalyst for change, impacting numerous lives and careers. Because no one should ever have to compromise between pursuing their dream career and embracing their true selves.

Looking Back: 5 Editions, Endless Impact

Details	Bangalore 2019	Delhi 2020	Virtual 2021	Virtual 2022	Virtual 2023
Participating Companies	45	26	46	66	46
Offers (873**)	78	43*	195	296	261

* Affected by Hiring Freeze due to COVID-19

**The number of offers mentioned here reflects only those confirmed by companies during the job fair. It's worth noting that many companies continue to extend offers even after the event concludes.

www.thepridecircle.com/rise2024



TAILORED TALENT SOLUTIONS FOR YOUR LGBT+ HIRING NEEDS

We understand that LGBT+ hiring isn't a one-size-fits-all approach. That's why we're proud to offer a range of customizable solutions designed to meet the inclusive hiring needs of your organization and our team is dedicated to working closely with you to develop tailored solutions that align with your goals and values.

Engage, Educate, Empower Programs for LGBT+ Freshers & Students

100 Queer Internship Program



Student Mixer



Skill Building & Masterclass



The Next Generation of Talent with the "100 Queer Internship Program"



Whether it's a summer internship or a 6-month engineering or MBA program, we'll help you find the perfect fit for your organization.

Experience the Future at our "Student Mixer"



Our Student Mixer offers a day of immersive, hands-on learning, enabling students to grasp the essence of working at your organization. Students get firsthand insights into your company culture, discover what it means to thrive as an LGBT+ professional, and engage with senior business leaders, HR, and ERG (Queer & Allies) representatives. Whether mentorship, networking opportunities, or even employment, our mixer has something for everyone.





Skill Building Masterclass for LGBT+ Students

Elevate your brand while empowering the next generation of LGBT+ talent through our skill-building masterclasses. These sessions not only enhance students' skill sets but also pave the way for internships, Pre-Placement Offers (PPOs), and more.

Attract, Hire, Empower

Programs for LGBT+ Experienced Professionals





Embrace the “Rainbow Hiring Drive”

Discover top-tier LGBT+ talent for your organization's open roles through our targeted campaign. From initial scouting to hosting a streamlined single-day hiring event, we handle the process from start to finish, ensuring a simple and effective experience for your team.



Embark on the “Masterclass Series - Skilling & Hiring”

Lead a 60-minute virtual or in-person session on a topic of your choice, whether it's tech-related or non-tech. Attract, engage, and recruit exceptional LGBT+ candidates who are seeking workplaces that honor their authenticity.



Participate in the “Pride Hackathon”

Engage, evaluate, and recruit LGBT+ talent—both freshers and experienced professionals: through a series of technical, non-technical, and social impact challenges.



Unlock Talent with the “Hiring Subscription Model”

Access over 14k top LGBT+ talent effortlessly through our subscription model. Choose the tier that suits your budget, timeline, and hiring goals, ensuring you find the perfect match for your team.



Don't Miss the “RISE Job Fair”

Experience our annual flagship event, RISE (Reimagining Inclusion for Social Equity), India's premier LGBT+ Job Fair. It's an unparalleled opportunity to connect with top talent.

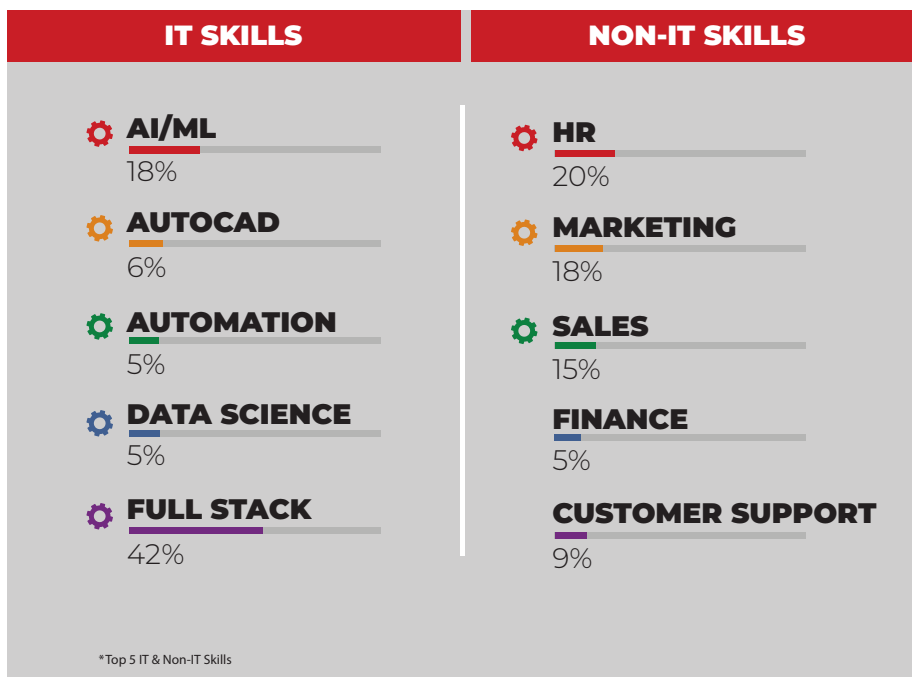
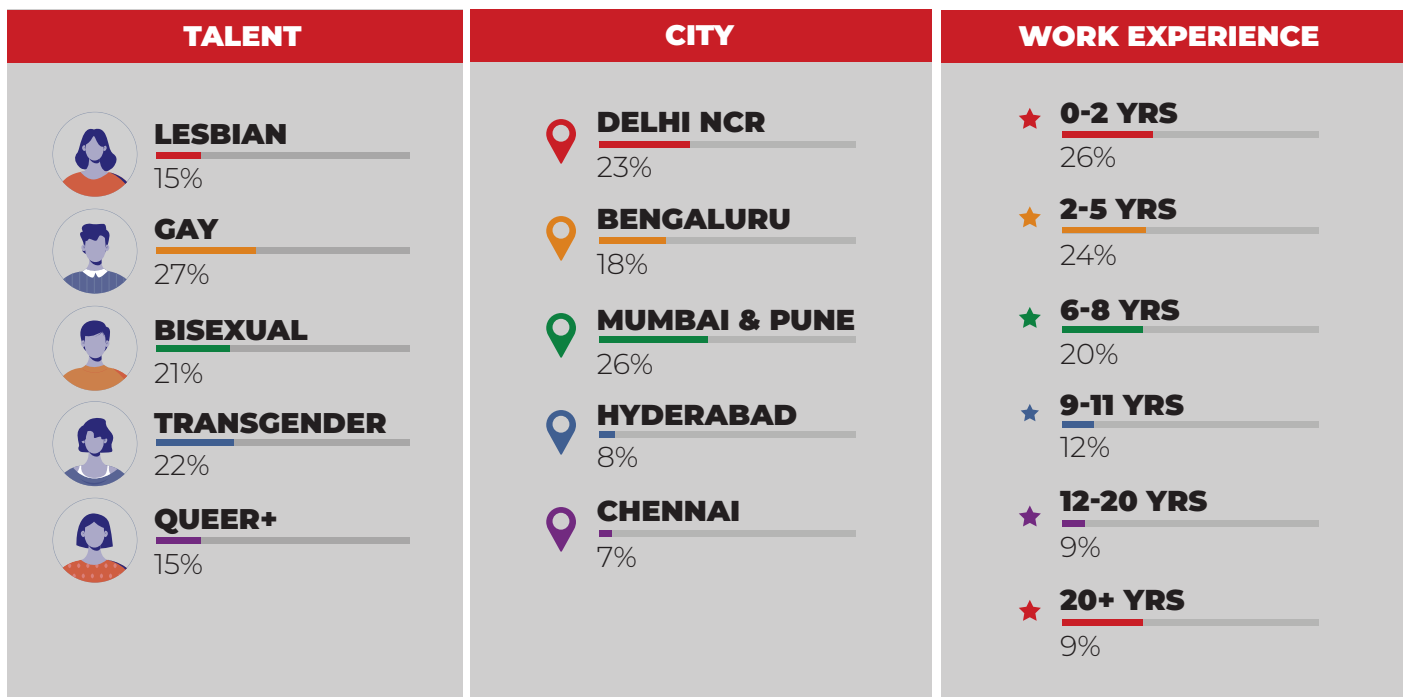


Stay connected with “QueerHire”

Quarterly newsletter, dedicated to connecting you with over 15,000 skilled and passionate LGBT+ Job Seekers, promoted online and via email, and shared with Talent Acquisition leaders at 400+ companies. Inside, you'll find industry best practices and updates, insightful case studies, valuable career tips, inspiring company spotlights, and much more. Dive in and discover what awaits!



LGBT+ TALENT POOL & SKILL MATRIX



COMPANY SPOTLIGHT

accenture



BNY MELLON



Deutsche Bank Group

FACTSET



Building a world that works

Goody | PROPERTIES

HSBC | Pride

INTUIT

J.P.Morgan



Microsoft

SOCIETE GENERALE

Uber

vmware®

TESTIMONIALS CLIENTS & CANDIDATES

Dear Pride Circle Team, I am writing with an overflowing sense of gratitude and appreciation for the outstanding support and invaluable assistance your team has extended to Siemens Healthineers in

fulfilling our training and hiring needs in the journey of becoming a truly diverse & inclusive company. From the outset of our collaboration, your team demonstrated an exceptional level of professionalism, passion, and expertise. Your understanding of our organizational requirements and commitment to diversity and inclusion aligned seamlessly with Siemens Healthineers' core values. Your insights into LGBTQ+ recruitment strategies, coupled with your extensive network and resources, have played a pivotal role in identifying exceptional talent that enriches our company culture. With your help, we have now offered the first batch of highly competent talent from the LGBTQ+ community. Your team's ability to navigate the complex landscape of talent acquisition and deliver tailored solutions to meet our specific hiring and training goals has been truly commendable.

The diverse perspectives and talents that have joined Siemens Healthineers through your assistance have brought fresh ideas, innovation, and a sense of belonging that are invaluable assets to our team.

SIEMENS
Healthineers





As we move forward, I am excited about the prospect of continuing this incredible partnership. Your team's guidance and support are integral to our journey toward creating an even more inclusive and vibrant workplace at Siemens Healthineers.

Ajay Krishnankutty (He/Him)
Head of Talent Acquisition – APJ Region



"It's an absolute treat working along with Pride Circle on several hiring and inclusion initiatives. The team is knowledgeable, professional, and truly dedicated to finding the right candidates for our organization who not only bring the necessary skills and experience but also align with our values. Their understanding of the unique needs and challenges faced by LGBTQ+ individuals in the job market is unparalleled, and they have been instrumental in helping us build a more inclusive and welcoming workplace."



Zoya (They/Them)
Manager – D&I, Employer Branding





“Pride Circle has transformed my life by giving me an inclusive opportunity in a company where my sexual orientation is celebrated, not scrutinized. As a lesbian woman, it’s not always easy to find a workplace that appreciates your contributions regardless of who you love. My company not only appreciates but also champions diversity, creating an environment where I can excel and be proud of who I am. Thank you for making this journey possible!”

Candidate (Name withheld on Request)

“RISE 2023 has not only helped me secure a fantastic career opportunity but also enriched my life by connecting me with remarkable individuals who share similar values. From the moment I stepped into the event, the positive and inclusive atmosphere was evident. The Pride Circle team had put together an exceptional gathering creating an environment where everyone felt valued and celebrated for who they are. And then, the moment I had been eagerly waiting for finally arrived - an offer from none other than Citi Bank! Here's to a bright and fulfilling future ahead!”

**Sauravi
Citi Bank**





MACQUARIE

Empowering all kinds of bright and driven people

At Macquarie, the LGBTQ+ community and its allies are welcomed, celebrated and valued. We take an unwavering stance on inclusive policies and facilities, ongoing education for our people, and community engagement to support equality for all.



Learn more at
macquarie.com/careers





We Provide Best Inclusive Environment for LGBT+ talent

Picture a team of passionate individuals who don't just peruse resumes, but transform them into captivating narratives. They don't conduct interviews; they orchestrate dialogues. And when it comes to navigating the vast sea of potential candidates, they do so with unmatched finesse. But here's what sets them apart: our Hiring Ninjas are more than just recruiters. They are dream-weavers, intricately knitting together the stories of remarkable LGBT+ talent with equally remarkable and inclusive employers. By infusing a blend of intuition and personality into their finely tuned recruitment strategies, they've truly mastered the art.

Their mission? It's simple yet profound: to unearth the crème de la crème of talent – individuals poised to make an indelible mark in the professional realm. And guess what? They're here to make that happen for you!

So, if you're ready to embark on a journey of unparalleled talent discovery, look no further than our extraordinary Hiring Ninjas. They're poised to turn your recruitment dreams into a reality!

Stay tuned for more exciting updates from our team.

CONTACT US



www.thepridecircle.com/rise2024



rise@thepridecircle.com



+91 7047 7047 90