The Outcast Collective

company book

Drawing the margins to the center.

WWW.THEOUTCASTCOLLECTIVE.COM
Who we are?

WHO WE ARE DRIVES WHAT WE DO.

The Outcast Collective (TOC) is a Diversity, Equity, Inclusion & POSH consulting and advisory firm.

WWW.THEOUTCASTCOLLECTIVE.COM
The Outcast Collective was started with a mission to bring those individuals who are in the margins to the center. We catalyze dialogues about LGBTQIA+ inclusion, Gender equity, Caste and fair treatment et al which have historically stayed out of company boardrooms yet continue challenging the norm.

We recognise and deeply understand that the Diversity-Equity-Inclusion agenda is broader than just headcounts, programs, and policies but is about intent, action, commitment, and culture. With a proven track record in the organizational and people development space, we are now confidently stepping into behavior-culture change management and policy consulting with a vision of co-creating inclusive workplaces.

We enable Affirmative Action and Equal Employment objectives at workplaces for individuals with intersecting and overlapping social identities.
What We Do

WE CATALYSE DIVERSITY DIALOGUES

WWW.THEOUTCASTCOLLECTIVE.COM
OUR SERVICES

ENABLING INCLUSIVE WORKPLACES

DEI Strategic Consulting & Advisory Services

POSH Advisory & Legal Compliance

Impact: Collective Study

Outcast Dialogues

WWW.THEOUTCASTCOLLECTIVE.COM
DEI Strategic Consulting & Advisory Services

DEI WORKS

- Climate survey and analysis: DEI & POSH
- Co-Creation & Implementation of Diversity Governing Councils
- Executive Sponsorship Programs for Women and Other Underrepresented Groups

WWW.THEOUTCASTCOLLECTIVE.COM
DEI Strategic Consulting & Advisory Services

**DEI WORKS**

- Custom Designed Interventions (Training & Coaching) for Leaders, Managers, Individual Contributors, and Functional Groups
- Setting up Employee resource groups (ERG)
- Communication Partner
- Integrating DEI with L&D and OD initiatives
POSH Advisory and Legal Compliance

**POSH Works**

- POSH policy review/drafting.
- Setting up and registration of ICC.
- Workshops for the team at large for creating awareness about prevention and redressal of workplace sexual harassment.
- Training of IC members for effective investigation of POSH cases.
POSH Advisory and Legal Compliance

- Drafting Annual Compliance Report.
- External Member Empanelment and case investigation.
- Designing communications/material for creating awareness about sexual harassment at the workplace.
TOC conducts research and study to create tools that provide DEI actionable guidance for orgs and communities.

currently, we are collecting data to study: POSH and LGBT+ Inclusion (Responses)
We curate and organise conversations, webinars, panel discussions, events and campaigns on the inclusion of diverse social groups.
Our Team

Rutuja Shinde
Service Delivery Lead - POSH
rutuja@theoutcastcollective.com

Kamlesh Mohod
Head of Business Development
kamlesh@theoutcastcollective.com

Lakshmi Sreenivasan
Service Delivery Lead - DEI
lakshmi@theoutcastcollective.com
Our Mentors

Mini Nair

Ritushree Panigrahi
It is not our differences that divide us. It is our inability to recognise, accept, and celebrate those differences.

~ Audre Lorde
Thanks for considering us!

NOW LET'S GET TO WORK.

kamlesh@theoutcastcollective.com
+91 70217 77198
WWW.THEOUTCASTCOLLECTIVE.COM