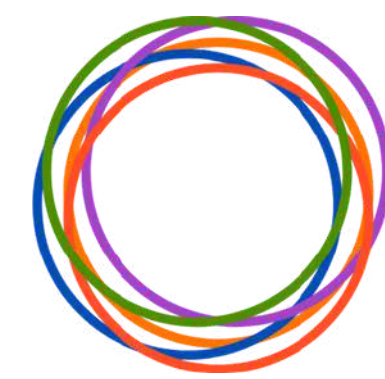


The Outcast Collective

company book

Drawing the margins to the center.



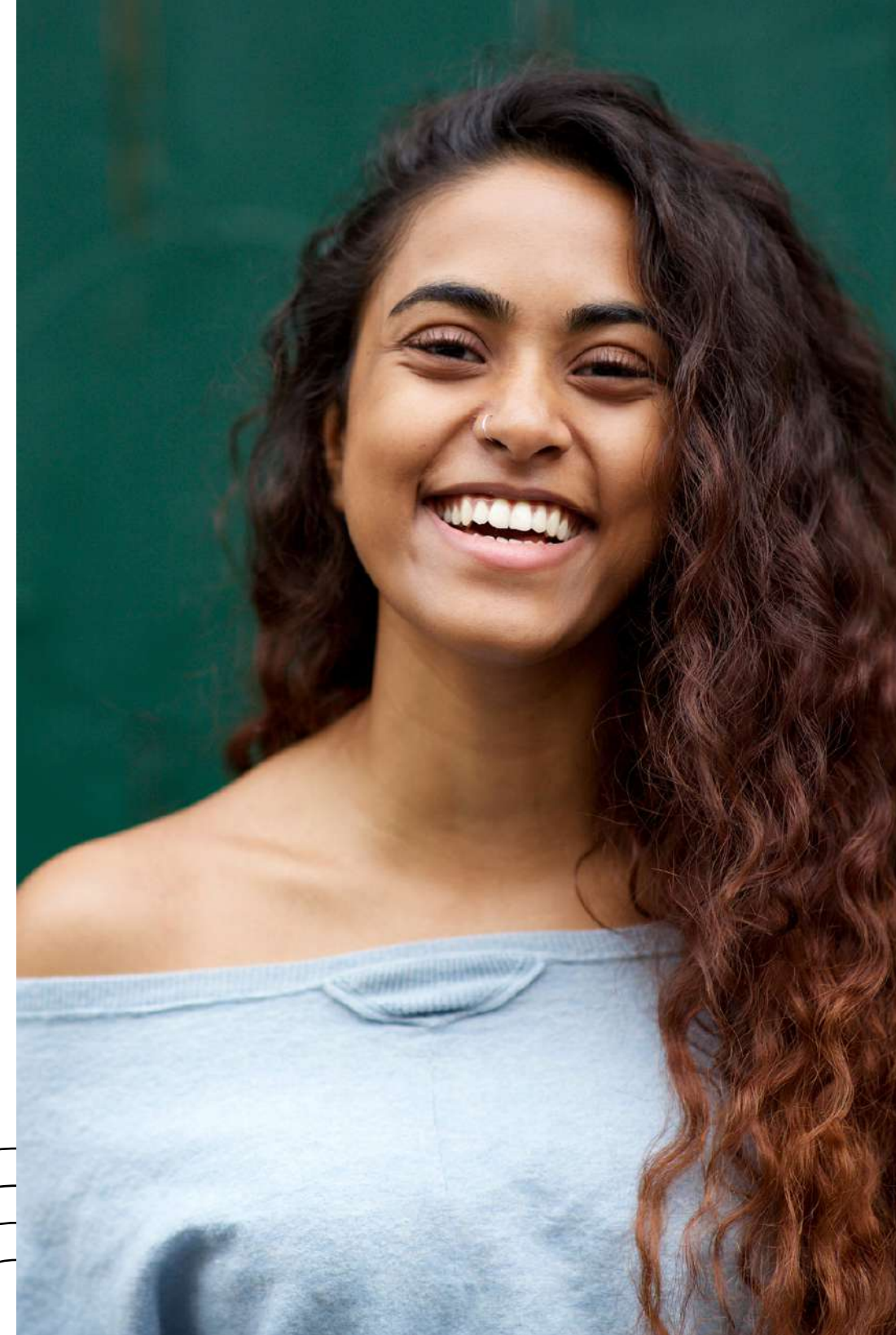
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Who we are?

WHO WE ARE DRIVES WHAT WE DO.

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

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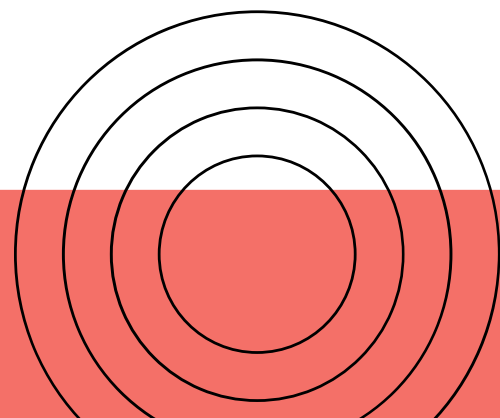


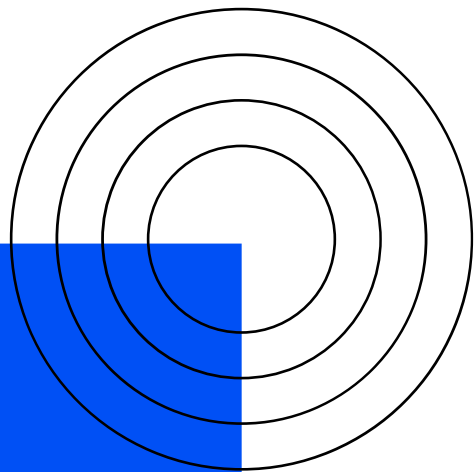
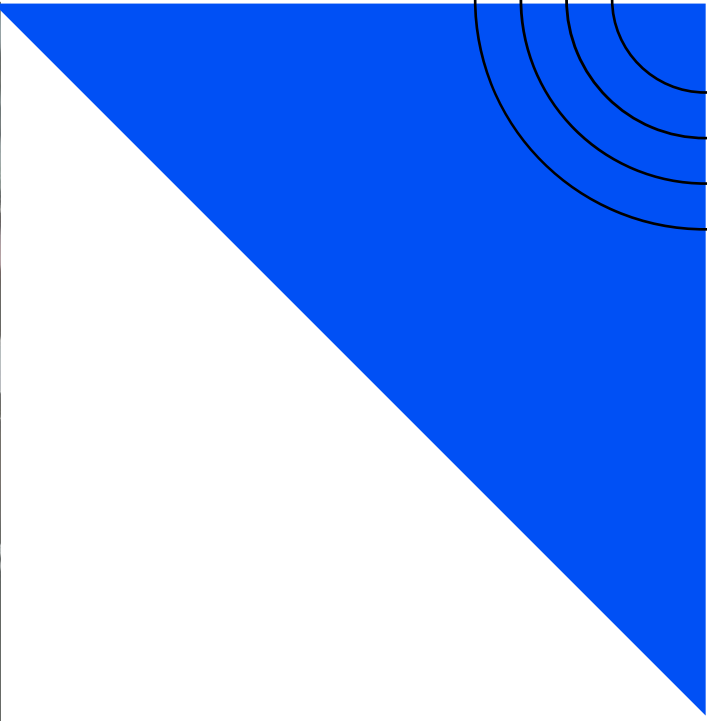
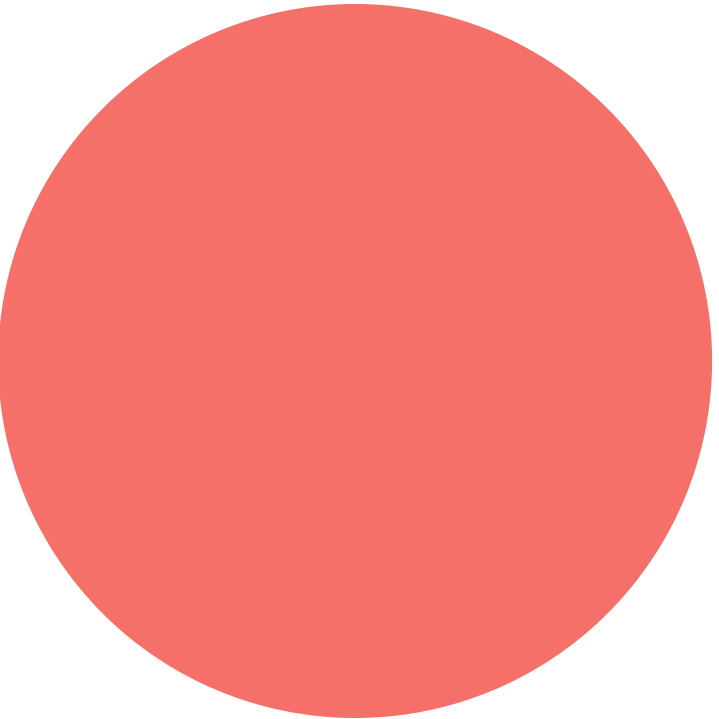
The Outcast Collective was started with a mission to bring those individuals who are in the the margins to the center. We catalyze dialogues about LGBTQIA+ inclusion, Gender equity, Caste and fair treatment et al which have historically stayed out of company boardrooms yet continue challenging the norm.

Values are our bedrock.

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

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OUR SERVICES

ENABLING INCLUSIVE WORKPLACES



DEI Strategic Consulting
& Advisory Services



POSH Advisory &
Legal Compliance



Impact : Collective
Study



Outcast
Dialogues

DEI Strategic Consulting & Advisory Services

DEI WORKS

- Co-Creating the Diversity & Inclusion Vision, Strategy, and Framework aligned with Business & People Strategies of each organisation.
- Climate survey and analysis: DEI & POSH
- Co-Creation & Implementation of Diversity Governing Councils
- Executive Sponsorship Programs for Women and Other Underrepresented Groups



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

POSH WORKS

- Drafting Annual Compliance Report.
- External Member Empanelment and case investigation.
- Designing communications/material for creating awareness about sexual harassment at the workplace.

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IMPACT: Collective study

RESEARCH & STUDY WORKS

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)

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AWARENESS: Outcast Dialogues

DIVERSITY DIALOGUES

We curate and organise conversations, webinars, panel discussions, events and campaigns on the inclusion of diverse social groups .

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WE ARE TRUSTED BY



Our Team



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Our Mentors



Mini Nair



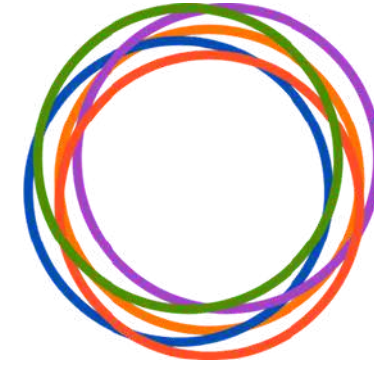
Ritushree Panigrahi

TOGETHER, WE THRIVE

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

~ Audre Lorde

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Thanks for considering us!

NOW LET'S GET TO WORK.

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