

AKSHARA SHARMA |21.8.91

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PROFILE SUMMARY:

With seven years of experience in the development and inclusion field, I possess extensive knowledge in driving diversity and inclusion practices within the workplace. My experience includes working closely with various Employee Inclusion Groups (EIGs) globally within the organization and collaborating with diverse stakeholders, ranging from NGOs to corporates, to foster inclusive cultures. Additionally, I have gained valuable experience in the development field through volunteering and fieldwork.

SKILLS:

Program management, program designing and strategizing, D&I strategies, stakeholder management, diversity awareness, strong team player, creative thinking, adaptable to working environment.

WORK EXPERIENCE:

F5 Networks, Hyderabad

D&I Partner, HR Global team (March 2022-present)

- D&I partner for Ability and Women Employee Inclusion Group(EIG) globally. Successfully coordinated and executed major Diversity & Inclusion (D&I) events and programs in partnership with Employee Inclusion Group (EIG) leaders, HR team, and external providers, focusing on intended outcomes, success metrics, procurement process, and logistics globally.
- Provided support to EIG leaders in obtaining and leading groups of volunteers for event execution, ensuring seamless coordination and delivery of events.
- Coordinated specific EIG meetings with external vendors, ensuring timely and efficient planning and execution of meetings.
- Demonstrated strong organizational skills in coordinating calendars, organizing agendas, booking speakers, gathering feedback, and organizing surveys as needed for global events, resulting in highly successful events.
- Proactively built and maintained strong relationships with internal EIGs, regularly sharing information across EIG Leaders to continuously improve EIG processes and support, including budget strategy.
- Collaborated on research efforts to comprehend local regulatory requirements and cultural practices across diverse regions.
- Coordinated D&I Sponsorship and LeadF5 coaching programs, promoting inclusion and leadership development.
- Completed the Community of Practice (CoP) of Mental Health First Aiders project with success, demonstrating a commitment to mental health awareness and support.

Youth4Jobs, Mumbai

Assistant Manager (May 2018 – March 2022)

- Successfully managed corporate partnerships for disability inclusion, generating placement opportunities for persons with disabilities and identifying roles for them with a role mapping exercise.
- Conducted sensitization workshops for employers nationally and globally, raising awareness and promoting disability inclusion in the workplace.
- Worked on an E-Sensitization module to enhance awareness among employers on disability inclusion.
- Conducted infrastructure accessibility audits for companies, providing recommendations on assistive devices and workplace adaptations to support the inclusion of persons with disabilities.
- Organized job fairs, corporate meets, and diversity and inclusion programs for corporates, collaborating with stakeholders such as CII, SCPwD, United Way for successful events.
- Developed proposals advocating for disability inclusion within the workplace.

Rural Litigation Entitlement Kendra, Dehradun

Project coordinator (October 2015 - March 2016)

- Trained minority women with leadership skills under “**Nai Roshni**” scheme of Ministry of Minority
- Transcribed interviews under the project “Personal Journeys as Ward Representatives in Reserved Seats: Lessons from Urban Governance in Dehradun”, supported by University of New South Wales, Australia.

Disha - A New Beginning - Center for Children with Multiple Disabilities Dehuroad Cantonment Board, Pune

Project coordinator (September 2014 - September 2015)

- Successfully mentored children in the fields of art and dance, and organized engaging recreational activities to help prepare them for district and state level competitions.
- Filed RTIs while researching the plight of children and adults living with disabilities in government recognized homes.
- Worked as in-house legal counsellor for women, gave free legal counselling in domestic violence and other family dispute cases.

FIELD WORK EXPERIENCE

District Disability Rehabilitation Center (DDRC), Sukma (August 2017)

- Conducted community profile research.
- Conducted disability sensitization sessions and survey to identify disabilities in three villages.
- Conducted sessions for adolescent girls on life skills development.

- Performed street play on health awareness with the community, formed youth awareness group for alcohol de-addiction.

Manav Foundation, Mumbai (June 2017-December 2017)

- Observed sessions of people living with mental illness, prepared a case study of a client.
 - Advocated Mental Healthcare Act, 2017 in a consultation seminar (Smaran) which was organized to draft rules of the new act.
 - Facilitated sessions on group work and strengths assessment.
 - Participated in mental illness awareness campaign on World Mental Health Day.
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ACADEMIC PROFILE

- **M.A. Social Work in Disability Studies and Action** (June 2016-18)-Tata Institute of Social Sciences, Mumbai
 - **Diploma in Human Rights** (2015)- Bhartiya Vidyapeeth, Pune
 - **B.A.LLB (Hons.) Integrated Course** (May 2009-2014)- Maharaja Sayajirao University of Baroda
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OTHER DETAILS & ACHIEVEMENTS

- Certified professional in **Accessible Built Environments** (CPABE)level 1- Associate
- Paper presentation at Indian Law School, Pune on **Critical Reflections on RPWD Act and UGC Act: Concerning Higher Education of Persons with Disabilities.**
- National level badminton player