

BALAJI SESHADRI

Founder, Managing Trustee
Human Resources
Professional & CBO,
Mentor & Coach enabling
Business Excellence
through People
Transformation



Showing gratitude to the creator is possible only by taking care of his creations. Living the words of his Guru Mahatria, Balaji identified that the Transgender community has alone been neglected, suppressed and put through every other hardships to even survive in the society. The only solution for this is to educate, empower and create jobs for the Trans community to lead a respectful life. This thought gave birth to Sakshi.

BHARATH

Trustee
Practising Lawyer

His practice includes
Intellectual Property
Trademark & copyrights



Despite the Indian Government attempting to roll out welfare schemes and legal acceptance by recognizing the Transgender community, the common man at large has failed to understand their significance, capabilities and contribution to the society. The spark of Sakshi was lit by my dear friend Balaji in 2016 after his deep thoughts on how to hand hold the community. In a short period of time, the spark lit up the Sakshi fire and now blazes on to a success story.

SUDHARSARAN

Trustee
Chartered Accountant

His practise includes Transfer
pricing & international
taxation



Passion for Sakshi- One of the major goals in my life is to empower people around. Through Sakshi, will strive to empower the transgender citizens so as to ensure they live with utmost dignity and peace and will remove the trans-phobia stigma in the society.

Contribution

To enhance, Empower and develop
the skills of Transgender, Kindly come
forward to participate in our mission.
your contributions will mean so much
(any Cheque or DD in favour of "Sakshi")

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SAKKHI

Empower, Transform & Employ Transgenders

Introduction about Transgender

When a child is born, everyone says, "it's a boy" or "it's a girl." Yes our society assigning someone's gender by their biological factor.

The term transgender describes people whose gender identity differs the sex to which they were assigning and person's gender identity doesn't match with his/her physical sex.

They were born as male with feminine feelings. They feel they were born in the wrong body. For this reason, some transgender people choose to have surgery to take physical form of their desired sex.

There is no complete man or woman in this world. Gender is not identified based on anatomical sex. To be honest, no real man would wish to be a women knowing that he is going to be hated by the world. And no parents would teach their children to grow up behaving the opposite sex. This proves that transgender are born not framed. It is all about hormones.

Many people have assumptions about what is means to be a transgender, but it isn't about surgery, or sexual orientation, or even how someone dresses. It's how they feel inside.

Issues facing by Transgender community :

1. Facing discrimination from family members, friends, relatives, educational institutions and work places.
2. Fear of disclosure about gender identity.
3. When they come out with gender identity potentially losing their family, friends, jobs and career. Difficult to find Employment opportunity.
4. Finding shelter is more difficult. People are not ready to accept as tenant.
5. Discontinued their education due to discrimination and harassment in educational institution.
6. Facing abuse and violence.
7. Getting identity documents which represents their gender that require getting a job, enrolling schools and colleges or opening a bank account etc.

Sakkhi

Sakkhi, a charitable and philanthropic organization stands for and works towards improving the employability for the transgenders community. The support can range from giving skill based training in any particular stream to providing them direct, hands on work experience in business organizations and establishments.

From the time of founding, entrepreneur Balaji Seshadri's goal has been to help the transgenders feel very much a significant part of the social fabric. He wants the occupation and the recognition that comes along with it to become a long term cure and solution for one of the many insidious ills afflicting the transgenders community- poverty, unemployment, destitution. Ills- if unattended leads them down a destructive path in which they lose their social identity and self esteem.

within a year of founding, Sakkhi has created big changes in many transgenders' lives, bringing in a new meaning and purpose. Thanks to Balaji's entrepreneurial experience, many corporates have come forward to develop job compatibility for transgenders by giving them roles and recruiting them in their own establishments- an act of reconciliation in itself. "It will reverse and remedy the damage and be inspirational for other transgenders," says Balaji.

In the effort of taking Sakkhi ahead, Balaji works towards incorporating an outlook that helps the students and the younger generation value and accept the transgenders community. It will take continued effort to fully address the misconception and establish the legacy.

In a larger context through Sakkhi, Balaji is also leading the charge envisioning it to be the agent of change and support to all the hopeless and the helpless in the country.

Facilities from Sakkhi :

1. Creating Employment opportunities.
2. Providing food and accommodation facilities with low cost.
3. Giving free training which includes personality development, Communication skills.
4. Conducting Workshops.
5. Finding the candidate by doing field work.
6. Overall it helps the transgender community to lead respectful life by uplifting their standard of living.

Corporate Responsibility towards Transgender Community :

1. Hiring Transgender Community and use their ability.
2. Fostering openness and stronger relationships with employees and clients.
3. Ensuring safety at workplace.
4. Equal opportunities and pay for all genders.
5. Sexual harassment policies to protect transgender employees.
6. Toilet facility which is gender neutral bathroom which can be used by people of any gender.
7. Creating awareness about transgender community among employees by providing advocacy program.
8. The job has to ensure a living wage otherwise they would be reluctant to make the switch.
9. Creating peaceful environment by providing job security and permanent income.
10. Make them to feel more confident at workplace.
11. Should not be any denying an employee while getting promotion, appraisal and career growth.

Torch Bearers of Sakkhi :

Deepana :

Deepana is the first person who have joined in Sakkhi with the strong vision to develop transgender community and help them to uplift their livelihood. She did her Bachelor degree in Commerce and Master Degree in Business Administration. Her family belongs to an agricultural background from Tirunelveli which is in southern part of Tamil nadu. She moved to Chennai in 2015 after her studies. Finally she found her place in Sakkhi and currently is part of recruitment team in Belief Systems.



Mercy Rai :



Mercy is the second person who joined into Sakkhi team. After completing her 12th standard she entered into transgender community and worked for transgender people. She has five years of experience in transgender community development. She worked as peer educator, Trainer and field officer. Other than work experience she is a good dancer, singer, Beautician. Completed Nurse assistant course and having 2 years of experience in hospital field.

Oorvasi :

Oorvasi is another pillar of Sakkhi Team. She has completed her 12th Standard and has more than 10 years of experience in various NGOs particularly working on wellbeing of the Transgender community. She worked as a Project Lead, Community Advisor and trainer. She has worked for not only for upliftment transgender community but also worked towards upliftment of sex worker and socially backward people. She has strong vision towards development of transgender community.

