

TIWISS 2025

CELEBRATING WOMEN LEADERS AND PIONEERING INITIATIVES IN SECURITY & SAFETY, A TURNING POINT



Women worldwide are driving progress in the security profession across industries and leadership levels. To celebrate their remarkable contributions, SECURITY TODAY and SECURITY UPDATE, India's leading B2B and B2C security publications, hosted a landmark event on March 6, 2025, in Bengaluru. The 'Top Indian Women Influencers & Initiatives in Security & Safety' 2025 brought together some of the most influential women in India's security and safety sector. The event was a tremendous success, featuring a business seminar, an awards ceremony, and the launch of a comprehensive survey report on women in security and safety, developed in collaboration with IIRIS Consulting.

Since its inception in 2020, this prestigious recognition has honored exceptional women who have made a lasting impact on the security industry. Despite facing unique challenges and biases in a traditionally

male-dominated field, these trailblazers have paved the way for future generations. The inaugural event in 2020, held virtually due to the pandemic, was graced by Dr. Kiran Bedi, India's first woman IPS officer and then Lt. Governor of Puducherry, as the Chief Guest, along with Mrs. Meenakshi Lekhi, Member of Parliament, as the Guest of Honor. That year, 20 remarkable women were recognized for their contributions. To date, 48 influential women from globally renowned organizations have received this distinguished honor.

The next event, held in 2022 in the National Capital Region, was graced by Mr. Shiv Khera, the renowned author and motivational speaker. The event also featured Ms. Chhaya Sharma, IPS, the then Joint Commissioner of Delhi Police, Economic Offences Wing and known for leading the investigation into the infamous Nirbhaya case, which led to the conviction of the perpetrators and inspired the Netflix series

Delhi Crime. Mr. Rajan Luthra, Head Special Projects, Chairman's Office, Reliance Industries Ltd and Advisor, SECURITY TODAY was the guest of honour. That year 21 women in different categories were honoured with the recognitions.

In 2022, SECURITY TODAY had introduced an important collaboration with IIRIS Consulting, a leading intelligence management and risk advisory firm. Their Women in Security survey was conducted across the nation and The Women In Security Report was unveiled for the first time at the event that year. This report provided invaluable insights into the evolving security landscape, highlighting a promising shift towards greater gender diversity and inclusion.

Globally, women are driving the advancement of the security profession across industries and levels. To date, 48 women influencers from globally established organizations have been honoured with this distinction.

Since security and safety go hand in hand, to keep pace with the changing landscape and market demands, the 2025 event expanded its scope to not only recognise those who set benchmarks within the security domain but also include women leaders conscious about the safety aspects of other women. By introducing two panel discussions, we also included and encouraged candid discussions on diversity, equality and inclusion thus providing a comprehensive 360 degree platform for women to raise their concerns, find solutions to existing problems and ways to overcome these.

Our mission is to provide a platform for women in security to share their experiences, insights, and expertise, and to inspire and empower others to follow in their footsteps.

It was essential for men to understand the real reasons behind the dismal ratios of women in this field and to act as allies in helping to give the required push for change.

The day began with Mr. GB Singh, Group Editor and Publisher, SECURITY TODAY & SECURITY UPDATE welcoming everyone to the event. He wished all the nominees gathered best of luck and said, "TIWISS 2025 honors extraordinary women who have not only carved a niche for themselves but have also inspired and uplifted others. They have shattered



societal barriers, paved the way for gender equality, and encouraged more women to enter the security sector. Through sheer determination and excellence, they have earned the admiration of both their peers and male counterparts." He also complimented the corporate organisations who have taken initiatives to encourage the inclusion of women in security and making their workplaces safer for women to thrive, and undertaken CSR and other public facing initiatives to ensure women safety.

This was followed by presentation of mementos to the highly esteemed members of the Jury, the Steering Committee members and the event Partners.

Members of the jury included Mr. Rajan Luthra, Chair; Mr. Bhaskar Rao, IPS (Retd), Co-Chair, Ms. Sumit Singh, Director, Compliance & Risk, Global Consumer Bank, Citi; Ms. Nappinai NS, Senior Advocate, Supreme Court; and Ms. Sahima Datta, Global Security Manager, Corporate Security, Shell. The Steering Committee, chaired by Ms. Aman Singh included Ms. Varsha Avadhany, Ms. Jyoti Meena, Ms. Kshama Bhalerao and Ms. Sagarika Chakraborty. The main sponsors - The Embassy Group and Eco Mobility's support to the success of the event was duly acknowledged during the opening session.

After the formalities, the event started with a highly inspirational keynote address by Mr. Bhaskar Rao, IPS, Former Commissioner of Police, Bangalore. Mr. Rao spoke about the importance of diversity and inclusion in the security and safety industry, and shared his own experiences of working with women in law enforcement.



His speech was full of amusing anecdotes which kept the audience highly engaged. He lauded the efforts of SECURITY TODAY in encouraging women in security. He shared some humorous anecdotes from his jury experience which had the attendees laughing, and highlighted how women's presence in law enforcement and private security has grown tremendously. He proudly reflected on appointing 12 women DCPs during his tenure, while also serving under the first and only woman director general of police of Karnataka—a true advocate for gender diversity in leadership!

This was followed by a panel discussion focusing on the topic: 'Beyond Locks and Policies: A Holistic Approach to Workplace Security'. This PD explored strategies for creating secure, inclusive, and resilient work environments. Key points included physical infrastructure, policies and procedures, support system, the role of leadership in nurturing a safe and secure culture, the impact of technology and communication

on workplace security, and best accountability and monitoring practices for preventing hazards and addressing threats. The discussion provided valuable insights into building safer workplaces that prioritize both physical security and psychological well-being, ultimately contributing to a more effective and engaged workforce. The panel was superbly moderated by Ms. Varsha Avadhany, Founder, Vibe Consulting Services and featured Ms. Ashwini Walawalkar, CEO, TCFM; Mr. Anubhav Mishra, Regional Head- Global Security Operations, Dell Technologies and Ms. Vaagisha, Head of Corporate Security and Incident Management, APAC at LinkedIn.

The networking luncheon was followed by the second keynote address of the event delivered by Mr. Rajan Luthra. "Asset Protection 101 – From D5 to A3", Mr. Luthra provided a strategic roadmap for loss prevention and risk mitigation in today's unpredictable security landscape. It is observed that usually after lunch, at any event, the participants feel lethargic, but kudos to Mr. Luthra, he kept everyone alert through his high voltage presentation that caught everyone's attention.



The second Panel Discussion of the day on the topic: 'Beyond the Glass Ceiling: Women Driving Change in Security' was quite candid with panelists leading an open conversation around how despite facing challenges such as gender bias, limited leadership opportunities, and a lack of representation, women in security can now be seen driving meaningful change through innovation, resilience, and leadership. Though the security industry is evolving, yet many women continue to face unique challenges in this traditionally male-dominated field. This panel discussion brought together industry leaders and experts to explore the barriers, opportunities, and highlight the way forward focusing on actionable strategies to create a more diverse and equitable workforce. Conversation flowed around overcoming workplace challenges and biases,





expanding leadership roles, and cultivating inclusive work environments. The panel was ably moderated by Mrs. Aman Singh- Director, 1st ASSET with Ms. Lakshmi Das, Co founder at Prophaze Technologies; Ms. Jyoti Meena- Data Center Security Operations Manager - North India, Microsoft; Ms. Sujal Shah- Chairperson, FSAI, Surakshit Naari Committee and Maj. Aditi Mohan-Head- Establishment, HR, Hindustan Coca-Cola Beverages as panelists.

Over 150 top men and women influencers had registered for TIWIIS 2025 in security and safety from across the country. The attendees shared their perspectives on the challenges and opportunities facing

women in the industry by actively engaging themselves with the panelists during the discussions.

Another significant aspect of the event was the release of a comprehensive Women in Security 2025 Survey Report. The report provides valuable insights into the challenges and opportunities facing women in the industry.

The report also highlights the need for greater diversity and inclusion in the industry, as well as the importance of providing training and development opportunities for women. It also emphasized the need for organizations to create a more supportive and inclusive work environment for women.



The report can be downloaded freely from our website www.securitytoday.in

The main highlight of the event was the awards ceremony, which not only recognized the achievements of women in security and safety across various categories but for the first time in India also recognised the initiatives taken by organisations for their role in promoting security and safety of their women workforce. The awards were presented by Mr. Rajan Luthra, who spoke about the importance of recognizing and rewarding women's contributions in the industry.

The winners of the awards included some of the most inspiring and accomplished women in security and safety and organisations who have made significant contributions through initiatives aimed towards the inclusion and growth of their women work force while ensuring a secure work environment for them.

Women Leaders in Security & Safety Awards

Security Leadership Excellence:

Rashmi Bhangale, Asst. Vice President & Head Special Projects at Jio Platforms Ltd

Security & Safety Innovator:

Jyoti Khetarpal, Founder & CEO, Brisk Check Solutions Pvt. Ltd.

Safe Community Advocate:

Priyanka Vaidyanath, Cyber Crime Intervention Officer (CCIO) and a Cyber lawyer at Information Sharing and Analysis Center

Cybersecurity Champion:

Dr. Abhilasha Vyas, Business & Technology Delivery Associate Manager, Accenture

Emerging Security Leader:

Uplabdh Singh, Application Security Specialist at Revvity

Trailblazer in Security/Safety Education:

Kritika, Self Employed Cybersecurity Researcher

Executive Champion for Women's Safety:

Major Rajendra Sonawane, Head Corporate Security & Safety, Tata Communications Ltd.

Organizations Championing Women Empowerment Awards

CSR Excellence in Women's Safety:

G4S Secure Solutions India Pvt. Ltd.

Corporate Excellence in Women's Safety & Inclusion:

Vedanta Ltd.

Innovative Safety Technology Award:

Tata Communications Ltd.

Throughout the event, there was a palpable sense of camaraderie and shared purpose among the participants. The male leaders who attended the event were vocal in their support for the cause, and many of them shared their own experiences of working with women in the industry.

As one of the male attendees noted, "I had no idea about the challenges that women face in this industry. This event has been a real eye-opener for me, and I'm committed to doing my part to support and empower the women in my organization."

Moments like these made the event truly special, and we believe that it marked an important milestone in the journey towards greater diversity and inclusion in the security and safety industry.

Speaking to the Media, Ms. Aman Singh said, "This is just the beginning of a long journey. We still have a long way to go to achieve our goals of greater diversity and inclusion in the industry. We need to continue to push for change, to challenge biases and stereotypes, and to create opportunities for women to succeed."

What began as a small step in the right direction in 2020 with founding partners- WiCys, Infosec Girls, WISECRA, ASIS India and PSP gained a much needed momentum with many more like minded organisations, namely FSAI, ICISS, Mars Inc., and SHEROES, joining hands for TIWISS.

“As one looked around the room during the event, one felt a sense of pride and accomplishment. SECURITY TODAY & SECURITY UPDATE had brought together some of the most inspiring and accomplished women in security and safety, and have created a platform for them to share their stories and inspire others.”

“We are grateful to each and every one of them for their support,” said Ms. Singh.

Overall, the 'Top Indian Women Influencers & Initiatives in Security & Safety' 2025 event was a huge success that received overwhelmingly positive feedback from the participants and partners. This event marked an important milestone in the journey towards greater diversity, equality and inclusion in the security and safety industry.

“We feel proud to be the ‘Voice of the Women’ in this industry and taking the lead in starting a movement that many others have followed and more are sure to follow. We are committed to continuing this journey in the years to come and hope that many more will join us in this journey and come forward to strengthen this movement. Together, we can create a more inclusive and equitable industry, where women have an equal opportunity to thrive and succeed and get recognised for their skills, knowledge and professionalism,” said Mr. GB Singh.

Ms. Meher Singh, who was visible throughout the event working hard with the event organising team delivered the vote of thanks, expressing the gratitude towards the Jury, and all persons and organisations who participated and supported the event. She also thanked Ms. Sagarika Chakraborty, the dynamic CEO of IIRIS Consulting who steered the day's proceedings through its tightly packed agenda as the master of ceremony.

The social media before and even after TIWISS 2025 happened, has been abuzz with comments and compliments flowing:

Mr. Varun Sharma, Head Security India and Asia of Arcesium said: The event was exceptionally well planned. A huge shoutout to Mr. Bhaskar Rao for his inspiring speech and to Mr. Rajan Luthra for sharing

powerful insights on security technology-simple, yet highly effective. Also, had a great discussion with Mr. Gurbir (GB) Singh making the experience even more enriching!

Mr. Anubhav Mishra, Regional Leader Global Security Operations - APJ of Dell Technologies commented: "Grateful for the opportunity to Contribute as a Panelist during the event " "Top Indian Women Influencer & Initiative in Security and Safety 2025". Great Insights on Topic - "Beyond Locks and Policies: A Holistic Approach to Workplace Security". Awesomely moderated by Varsha Avadhany, joined by co-panelists Head of Corporate Security and Incident Management, APAC at LinkedIn.Vaagisha, CEO, TCFM, Embassy Group Ashwini Walawalkar. The focus of panel discussion was to share experiences for creating secure, inclusive, and resilient work environments & adding valuable insights into building safer workplaces that prioritize both physical security and psychological well-being.



The dedication and hard work of the organizing team in bringing together Security & Safety Industry Women leaders and fostering meaningful discussions on safety and security are deeply appreciated. Thank you for creating a platform that highlights the incredible contributions of women in this field & for driving forward the collective efforts needed to ensure a safer future. Looking forward to more such inspiring events!