

TIWISS 2026 SPARKS DIALOGUE ON WORKPLACE SAFETY, HONOURS WOMEN AND ORGANISATIONS DRIVING CHANGE

The Top Indian Women Influencers & Initiatives in Safety & Security (TIWISS) 2026 Conference & Awards was held at the Dell Technologies Campus, HITEC City, bringing together leaders from policing, corporate security, governance, and industry to discuss workplace safety, gender equity, and inclusive security practices.



The event was organised by SECURITY TODAY & SECURITY UPDATE, with the support of the Society for Cyberabad Security Council (SCSC) under the aegis of Cyberabad Police, and was held at the Dell Technologies Campus, Hyderabad on 11 March 2026. Eruna Technologies, a technology firm specialising in enterprise-grade solutions for workforce management, operations, and data analytics, was the Gold Partner for the event.

Delivering the keynote address, Shri M. Ramesh, IPS, Commissioner of Police, Cyberabad and Chairman, SCSC, congratulated SECURITY TODAY and Dell

Technologies for creating a platform that recognises the growing role of women in safety and security. Reflecting on changing social dynamics, he noted that while joint family systems once distributed domestic responsibilities more evenly, today's nuclear



families often face greater pressures due to demanding work schedules and long commuting hours. These challenges, he observed, can create stress for working parents managing childcare and professional responsibilities.

Sharing an example from his policing experience, he recalled how a complaint of eve-teasing involving a young girl from a modest neighbourhood was resolved through community engagement. By visiting the family in uniform and sharing tea at their home, he sent a clear message within the locality, which effectively stopped the harassment. He also highlighted initiatives undertaken by the Society for Cyberabad Security Council to enhance women's safety across the city.

Welcoming participants, Mr. GB Singh, Editor of SECURITY TODAY, spoke about the origins of TIWISS, launched in 2020 with the encouragement of Dr. Kiran Bedi, India's first woman IPS officer and former Lieutenant Governor of Puducherry. He noted that the initiative was created to recognise women across the entire security ecosystem, from frontline security guards to corporate security leaders and cybersecurity professionals. He emphasised that as organisations increasingly recognise security as a strategic function, corporate security leaders today are being elevated to advise boards on risk management, crisis response, employee safety, and business continuity.

Mr. C. Bhaskar Reddy, Chairman of the Association of Private Security Agencies (APSA), highlighted the expanding role of India's nine-million-strong private security industry, noting that private security personnel frequently support the police in maintaining law and order and even assist in traffic management. As first responders in many emergencies, he said security guards deserve greater recognition and institutional support.

Representing the host organisation, Mr. Sujai Thomas, Senior Director, Dell Technologies, spoke about the company's commitment to diversity and social impact. He highlighted Dell's initiative supporting underprivileged girl students in government schools in Hyderabad and Bengaluru. Launched in Hyderabad in 2022 with a pilot batch of 25 girls, the programme has grown to support 200 students (125 in Hyderabad and 75 in Bengaluru) from economically disadvantaged backgrounds during the critical 8th to 10th grade years, when dropout rates among girls are highest. The first cohort successfully completed their 10th grade in 2025 and are now pursuing intermediate education. The initiative is supported through Employee Resource Group contributions from Dell volunteers, reflecting Dell's commitment to inclusive community development.

The panel discussion on "Mirror, Mirror: How Body Shaming Affects Us All" shed light on an often-overlooked aspect of workplace safety and wellbeing. Moderated by Ms. Aman Singh, Convenor, TIWISS & Group Associate Editor, SECURITY TODAY & SECURITY UPDATE, the session featured Ms. Riti Raj, IPS, DCP Telangana Police (Kukatpally); Ms. Usha Gorthy, Director, Dell Digital – Global Supply Chain Management; Dr. Archana Nanduri, Psychologist; and Adv. Savithri Sranvanti. The panel highlighted how body shaming in professional environments can adversely impact an individual's mental, emotional, and physical wellbeing, leading to reduced self-esteem, social isolation, absenteeism, and decreased



productivity. The discussion emphasised the need for organisations to recognise body shaming as a workplace concern and adopt proactive strategies to foster inclusive cultures that enhance employee morale, psychological safety, creativity, and overall performance.



The fireside chat on “Justice Without Bias: Responding to Offences Against Men and Women” brought a nuanced and balanced perspective to the discourse on gender-related complaints. In conversation with Ms. Aman Singh, Ms. Riti Raj, IPS, DCP, Telangana Police, emphasised the need for a gender-neutral, evidence-based approach in handling allegations. She highlighted that while legal frameworks are essential to protect victims, ensuring due process, procedural integrity, and fairness is equally critical. The discussion also acknowledged emerging complexities, including instances of misuse, underscoring the importance of robust investigation mechanisms and institutional accountability to uphold justice for all, irrespective of gender.

The panel discussion on “Beyond POSH: Unlocking Workplace Violence & Creating a Culture of Respect” brought together diverse perspectives on the evolving challenges of workplace safety. Moderated by Mr. Devendra Tare, Head of Physical Security, Hyderabad, the session featured insights from Ms. K. Srujana, IPS, DCP, Women & Children Safety Wing, Telangana Police; Geeta Goti, Gender Justice, HR & Governance Expert; Dr. Radhika Nath, MD, Sri Sai Security & Surveillance Services; and Col. B.R. Satish (Veteran), Head of Loss Prevention, ITC Kohenur. The panel explored the intersection of POSH and broader workplace violence (WPV), emphasising that organisations must move beyond compliance to adopt a more holistic approach to safety. Key discussions focused



on strengthening implementation mechanisms, building awareness, ensuring leadership accountability, and fostering a culture where employees actively contribute to mutual respect, dignity, and psychological safety at the workplace.

During the awards ceremony, Shri M. Ramesh, IPS, presented recognitions to outstanding professionals and organisations advancing safety and inclusion.

The Excellence in Security Services (Lady Security Guard) award was conferred upon Ms. Megha Gawas, employed with Peregrine Security and deployed at Sesa Goa Vedanta Limited, in recognition of her dedication, vigilance, and professionalism as a frontline security professional. Her work exemplifies the critical role played by women security personnel in ensuring safety on the ground and highlights the growing contribution of women in strengthening the security ecosystem.





The Security Leadership Excellence Award, recognising women in senior roles influencing strategic security decisions, was presented to Ms. Anupriya Singh, who works with a global organisation dedicated to gender equality and the empowerment of women. Established in 2010, the organisation works with governments and civil society worldwide to develop international standards, policies, and services that protect women's rights and address violence against women.

Two organisations were also honoured with TIWISS Special Recognition for Corporate Excellence in Women's Safety & Inclusion 2026.

Dell Technologies received the recognition for its comprehensive and measurable commitment to advancing

women's safety, representation, and inclusion across the workplace. Through its Progress Made Real 2030 strategy, Dell has set ambitious goals to achieve 50% women in its global workforce and 40% women in leadership, supported by strong diversity metrics, leadership accountability, and transparent reporting. Initiatives such as the Women in Action employee resource group, STEM mentorship programs, and leadership development pathways for women in technology, along with safety measures like secure late-hour commute programs and rapid response support systems in India, reinforce Dell's commitment to a safe and inclusive workplace.

Mphasis Ltd. was recognised for its 'governance' driven approach to building a safe and empowering workplace for women. With strong POSH compliance frameworks, zero-tolerance policies, and leadership-led diversity governance, Mphasis has implemented initiatives such as structured return-to-work programs, mentorship and "womentoring" platforms, inclusive hiring practices, and dedicated safety protocols for night-shift transportation. Through initiatives like the Digital Naukri Challenge, aimed at creating large-scale digital work opportunities for women, Mphasis continues to extend its impact beyond the workplace and contribute to women's economic participation.

Mr. Bhanu Murthy Yachareni, Associate Director of the Society for Cyberabad Security Council (SCSC) made a presentation on SCSC. He disclosed that the society is a pioneering public-private partnership established in 2006, bringing together the Cyberabad Police and industry stakeholders to enhance safety and security in Hyderabad's business ecosystem. Focused on



areas such as women's safety, cybersecurity, traffic management, and community wellbeing, SCSC works through collaborative initiatives, awareness programs, and technology-driven interventions to address emerging security challenges. By bridging law enforcement and industry, it plays a critical role in ensuring a safe, resilient, and business-friendly environment for organisations and citizens alike.

The event concluded with Ms. Aman Singh, Convenor, TIWISS 2026 Conference & Awards, delivering the vote of thanks. She expressed her gratitude to Shri M. Ramesh, IPS, Commissioner of Police, Cyberabad, all distinguished speakers, panelists, jury members—Mr. Anubhav Mishra, Regional Leader, Security



Operations, Asia Pacific, Japan & India, Dell Technologies; Ms. Mehnaz Perveen, VP, Trust & Safety, LEA Ops & Paytm Payments; Mr. RK Tiwari, Head Administration & Loss Prevention, ITC Hotels ; and Capt Moin Zafar, DGM, In-charge Protocol & Security, RBI for their invaluable contributions. She also acknowledged the support of the Society for Cyberabad Security Council (SCSC) and Cyberabad Police, along with the host Dell Technologies and Gold Partner Eruna Technologies.

She extended special thanks to Ms. Radhika M Nath, MD, Sri Sai Security & Surveillance Services, PLLC for her hosting the event as it's EMCEE, the Steering Committee, partner associations including the Association of Private Security Agencies (APSA), ASIS International's India Chapters, the Pune Security Professionals, and other associations, as well as all participants and attendees for their enthusiastic engagement in making the event a success, celebrating women leaders and organisations driving meaningful change in safety, security, and inclusive workplaces across India.

