



How PeriFerry and JP Morgan Chase & Co

ENGINEERED A SUSTAINABLE PIPELINE
FOR TRANSGENDER TALENT

In India, where about **96%** of Transgender individuals are denied employment opportunities, JP Morgan Chase & Co partnered with us to

DISMANTLE SYSTEMATIC BARRIERS

through

Revive

REVIVE - Residential upskilling program and deep cultural sensitization,

JPMC has not only hired over **39 Transgender Professionals** but also

fundamentally redefined **“Merit”** by valuing skills over traditional

Degrees.

The Challenge: A Crisis of Access

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Education Gap

Systemic discrimination often forces trans individuals to drop out of formal education. A talent pool restricted to "tier-1 college degrees" automatically excludes them.



Inclusion Gap

Hiring a trans person without preparing the team is a recipe for attrition. JPMC needed to ensure their workplace was psychologically safe, not just physically accessible.



Livelihood Gap

Many candidates lacked the financial safety net to survive the period between training and their first paycheck.

The Intervention: A 360-Degree Partnership

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PeriFerry and JP Morgan Chase & Co deployed a two-pronged strategy focusing on Internal Culture and External Upskilling.

A

Cultivating the Soil (Internal Sensitisation)

Before a single hire was made, the ecosystem was prepared. Between FY 2021-2023, JPMC sponsored four major sensitization pillars.

- **The Human Library:** A transformative session where employees engaged with "human books" trans persons sharing lived experiences.
- **IKIGAI (Editions 1 & 2):** A first-of-its-kind music festival performed entirely by queer artists.
- **Post-Placement Workshops:** Targeted "pre-arrival" training for managers to handle pronouns, bathrooms, and team dynamics with empathy.

B

"Nurturing the Seed" (The REVIVE Program)

JP Morgan Chase & Co sponsored two dedicated batches of REVIVE PeriFerry's 2-month residential program providing housing, nutrition, mental health support, and BFSI based upskilling.

- Batch 1 (Dec 2021): 20 trainees.
- Batch 2 (Sep 2022): 20 trainees.

The Impact: Redefining Inclusion



The partnership proved that talent is widespread, but opportunity is not.
The diversity of the hires dismantled the myth that trans candidates
"don't have the right background."

REVIVE Cohort 1

80% placement rate (16/20), with 13
hired directly by JPMC.

REVIVE Cohort 2

55% placement rate (11/20)
immediately post-program and 80%
effective placement rate.

Ongoing Pipeline

23 hires in 2023 and 5+ in FY
2024-25.

Educational Diversity (The JPMC Cohort): JPMC hired candidates ranging from Masters in Social Work (MSW) and MBA graduates to 10th/12th grade pass-outs and Diploma holders proves JPMC's shift to Skills-Based Hiring valuing aptitude and trainability over the specific name of a degree.

The Future: Self-Sustainability

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Today, transgender inclusion at JPMC is no longer a "special project" it is Business As Usual (BAU)



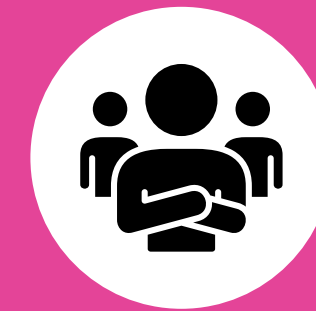
Retention

The continued hiring trajectory (23 hires in 2023) indicates high retention and successful integration.



Recognition

The partnership has contributed to JPMC's Gold-tier recognition in the India Workplace Equality Index (IWEI).



Leadership

JPMC is now a "teaching hospital" for inclusion, sponsoring REVIVE batches that feed talent not just to JPMC, but to the wider industry.