

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

From 1 to 63 in 23 years

We are 63 women strong at Triniti and they contribute to 27% of the workforce and a 4% increase in over last year!

Engage, Encourage, and Empower

- Teach your nieces, sisters, cousins, daughters to value education and work
- Buy products from companies that support women
- Take a junior female colleague to a major meeting or event especially where they're not already present or contributing
- Mentor and support a woman and encourage/sponsor her to pursue her goals
- Understand and teach the women in your lives that laws can be tools that empower women
- At one point in 2018, there were 73 women in Triniti. Several of those that left went due to personal reason: Let's empower women to ask that their future families relocate for them.

Dear Triniti,

Wish you all a very Happy Women's Day.

As is customary in our home each year, I ask my kids, in the context of women's day, who they admire. They beat around the bush a bit, try to please me by saying, "You" or reply with the usual "I don't know!" phrase teenagers seem to love so much.

It was an interesting exercise and I strongly recommend you try it at home as well. I would love to hear who you and your children name as role models.

#EachforEqual - 2020 Campaign theme for International Women's Day. An equal world is an enabled world

Growing up, my father showed, with painstaking detail, how to clean and maintain a scooter's spark plug, and my mother insisted that both my brother and I helped her in the kitchen. If I cut the salad, then my brother had to set the table. While the reverse didn't work every time, the lessons I took away from this were several: I was an equal, always had a voice, and had the choice to exercise my right. We, as a matter of routine, sat together when we ate. I didn't realize the power in that simple routine until I heard a songwriter/singer who spoke about the life of Kurdish women and how most women could not imagine sitting with the menfolk and eating together. She went on to say the immense sense of equality many women now derive from this simple act of sitting together for a meal.

How will you help forge a gender-equal world?

Let's all start at our homes and enable the young girls and boys, men, and women to have equal opportunities to work, think, learn, opine, and have equal access to healthcare, education, and decision making.

Take action for equality.

I thought it was worth revisiting last year's report with new data from 2020 from world bank. Women, Business and Law 2020 is the sixth in a series of studies regarding women's economic opportunity in 190 economies. According to this report, only eight countries currently give women and men equal rights. Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg, and Sweden scored full marks of 100 in the bank's "Women, Business and the Law 2020" report.



Having great respect for data and in true Trinit TRAC approach, the report shows India scored a 74.4 and USA 91.3. The scores were calculated based on the 8 indicators as shown below.

INDICATOR	INDIA'S SCORE	USA SCORE
Going Places	100	100
Starting a Job	100	100
Getting Paid	25	75
Getting Married	100	100
Having Children	40	80
Running a Business	75	100
Managing Assets	80	100
Getting a Pension	75	75

The indicator "Getting Paid" measured occupational segregation and the gender wage gap. And the indicator "Having Children" examines the protection of women's work after having children.

Transparency leads to a 100

Trinit is proud to be practicing gender parity and non-discriminatory hiring, rewarding, retaining, and compensating methods. It is not just a policy on paper. This is proven by a very transparent approach to reviews and information pertaining to compensation.

If India's score was to be re-calculated taking Trinit's "Getting Paid" and "Having Children" indicators, we would rank in the top 40 nations in the world. For Trinit employees based in the US, the revised "Getting Paid" indicator would move them up 15 spots!

Sense of gratitude and Earned respect

In World Economic Forum terms, Triniti is certainly far ahead! As we celebrate the 63 smart, hardworking, and dedicated women at Triniti, it is with immense sense of gratitude that I thank Triniti as a whole for making it all possible; let's work towards preserving this creation with a continued sense of achievement and gratitude.

I have consistently maintained and repeated that no home prospers where its women folk are not respected. The same holds true for Triniti as a family. Triniti believes in treating all its employees with respect and fairness.

Raise awareness against bias



Who better to learn from about equality and justice than Ruth Bader Ginsberg? 'Notorious R.B.G.' as she is affectionately called, at 86 years of age, she is the second female U.S. Supreme Court Justice and inspires men and women alike. While speaking about bias, she said,

"I think unconscious bias is one of the hardest things to get at. My favorite example is the symphony orchestra. When I was growing up, there were no women in orchestras. Auditioners thought they could tell the difference between a woman playing and a man. Some intelligent person devised a simple solution: Drop a curtain between the auditioners and the people trying out. And, lo and behold, women began to get jobs in symphony orchestras."

That is a wonderfully simple test one can use to check for bias - Was the figurative curtain used? Increasing awareness against bias and also raising our voice when we see bias are the best ways to ensure equality for women.

Celebrate women's achievement

On equality, R.B.G famously said that she would believe there is equality when all nine justices on the U.S. supreme court will be women! We are nowhere there, but I will tell you this - Picking a woman that was a source of inspiration for this year's newsletter was difficult. Not due to lack of but due to an abundance of choices! It was hard, but I narrowed it to Katherine Johnson and Cokie Roberts.

Katherine Johnson was one of the first African-American women to work as a NASA scientist. She had to fight to be allowed to attend graduate school along with whites and men. Although she could not have done this without the support of her family and mentors, it was her persistence and tenacity that got her to where she was.

Johnson recalled about her time at NASA during that era:

We needed to be assertive as women in those days - assertive and



aggressive - and the degree to which we had to be that way depended on where you were. I had to be. In the early days of NASA, women were not allowed to put their names on the reports - no woman in my division had had her name on a report. I was working with Ted Skopinski, and he wanted to leave and go to Houston. But Henry Pearson, our supervisor, he was not a fan of women and kept pushing him to finish the report we were working on. Finally, Ted told him, "Katherine should finish the report, she's done most of the work anyway." I finished the report, and my name went on it, and that was the first time a woman in our division had her name on something

As a research mathematician, Johnson co-authored several papers and was known for her calculations of orbital mechanics as a NASA employee. She was not only responsible for complex manual calculations for spaceflights but also helped pioneer the use of computers to perform the tasks.

Millions of people watched the space flight of Alan Shepard, the first American in space in 1961. Or John Glenn the first American in orbit. But what they didn't know was that the calculations that took them into space and brought them safely back on earth were done by Katherine Johnson. In 2015, President Barack Obama awarded Johnson the Presidential Medal of Freedom. Perhaps, it is this recognition coupled with a 2016 feature film *Hidden Figures* that were instrumental in propelling her to fame. She died in February 2020 at the age of 101. We are forever grateful!

Cokie Roberts, on the other hand, was born into an influential political family. She might have had the upper hand, but her rise as a political commentator, journalist, and writer would not have been possible without hard work and perseverance. A champion for women, Cokie died at the age of 75 in September 2019.



She helped fill the journalistic ranks in radio and television with women. She was able to fill in more women staffers at the upstart, National Public Radio (NPR), because women were paid less than men. "Just do your work and get it on the air," was her advice. Cokie was nicknamed one of the "Founding Mothers" of NPR and provided wisdom, knowledge, and immense historical perspective in her commentary both on radio and television. On discrimination and assaults, Cokie said,

"Those assaults make a difference in terms of how you think about yourself. We had people tell us all along the way that we weren't qualified to deliver the news, that we weren't authoritative enough. Maybe they're right, you begin to think. Maybe I'm not authoritative. Maybe I'm not smart enough. And then you say to yourself, God, I went to the same schools as those guys. I have the same education as they do. What's the problem? Why am I asked how many words a minute I can type when the guy next to me can't type at all?"

I will miss how she never let men interrupt her on discussion panels and always responded in good taste and with immense knowledge and intellect. We will miss her constant support of generations of young women. Her voice will still be heard in her eight books that mostly focused

on the role of women in American History. *'We Are Our Mothers' Daughters'* and *'Founding Mothers, The Women Who Raised Our Nation'* are two of her books that are on my list of must-reads this summer.

This year, I was moved and encouraged by my 17 year old daughter's reaction to my annual "women's day" question. She sent the following response in writing -

I was sitting in my physics class, listening to a lecture on gravitational forces and planetary motions. My teacher took the time to credit each physicist that developed the equations displayed. Along with Issac Newton, were Émilie du Châtelet, Laura Bassi, and other women scientists who worked behind the scenes. Sadly, all barely known to the public. Even decades later, in publishing the double-stranded helix, Watson and Crick took Rosalind Franklin's data -- all her experimentation and theory behind the model. These are just few of the brilliant women lost in history.

I looked up from my notes to find half of my classmates were female. I am offered the chance to study as an equal, treated with the same standards as my male counterparts. And I am incredibly grateful. Centuries later, our world is making strides in freeing the oppressed. But, we are still not there, not equal. While we still live in a gender-stereotyped society, my generation will be the ones breaching the barriers, learning, growing, thriving, and never settling for less. Why stop at one day; every day will be Women's Day.

Let's Celebrate the Triniti Way

As Isaac Newton would have said, "If I have seen further, it is by standing on the shoulders of giants". In the same spirit, let's celebrate, acknowledge, and thank women that paved the way before us.

Triniti has a long tradition of celebrating International Women's Day at its Hyderabad office. For those who are away from the festivities like I am, we will be with you all in spirit. Let's celebrate the women of our times: both the well known and the not well known women in our daily lives.

Thank you to all the staff and Triniti for making this celebration possible. I look forward to seeing pictures from the event and also hearing back from you. With warm wishes to you and your families.

Yours Sincerely,



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