

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Engage, Encourage, and Empower

- Donate time and/or money to a women's causes or scholarships
- Encourage more girls into STEM education and careers
- Support and promote women inventors of new products and services
- Teach your nieces, cousins, daughters to learn to code and value education
- Buy products from companies that support women
- Choose to work for a progressive employer for women
- Take a junior female colleague to a major meeting or event
- Mentor a woman and sponsor her goals
- Invite women into situations where they're not already present or contributing

Nurture Yourself

Women tend to be the primary care givers at homes and often put their interests and well-being at the bottom of the list. I am guilty of this as well! If you are not already doing so, please take small steps towards making time for yourself, your health, and well-being!

Dear Triniti,

My name is Kalpana Alamela and I have been with Triniti since inception. I don't hold a title or an official position but Triniti has a very special place in my heart and mind. Wish you all a very Happy Women's Day. I hope you will find this newsletter useful.

Journey at Triniti

From 1 to 54 in two decades

At the time of inception in 1997, TASL had 1 female employee. The next five years saw the number of female employees going up to 5. And the next decade saw it rise to 28 (at it's highest % of total employees) Today, there are 54 women working in various departments at Triniti and they constitute 20% of the total workforce. That is an impressive growth and we should all be proud of it! The growth is impressive not just because of the numbers but also because it happened naturally and not by orchestrating forced hiring or retention techniques based on gender.

As we celebrate the 54 smart, hardworking, and dedicated women at Triniti, I urge you to take time to reflect and thank those 6 women that stepped out of the traditional boundaries about two decades ago and paved the way for it to seem effortless for women today. I also urge you to celebrate Triniti as a whole.

Earned Respect

I have consistently maintained and repeated that no home prospers where it's women folk are not respected. The same holds true for Triniti as a family. Triniti believes in treating all it's employees with respect. And I am happy to say and see that the respect that all female employees implicitly receive is not only well deserved but also earned by them.

Something Personal

I have shared a write-up about my mother on the next page who embodied this year's theme #BeBoldForChange. She did not need a social media outlet to promote herself but found her accolade and sense of satisfaction from her dedication to work.

Celebrate & Encourage Women in your daily lives

It is easy to applaud famous social, economic, cultural and political women role models or hail the success of women leaders. While these role models are necessary in motivating and paving a path, it is essential to applaud and encourage women in our daily lives (mothers, sisters, wives, daughters, friends, co-workers) whose contributions to their family, workplace, and community have made the world a better place. I take this opportunity to pay tribute to my mother, Shamala Joshi, the boldest woman I have known, who passed away on October 28th, 2016.



In the course of her career as a teacher and Principal, she taught and shaped thousands of young and adult minds. My brother and I saw my mother through the eyes of her students and teachers the day we bid her farewell forever. Their eyes heavy with unshed tears, flowed easily and unashamedly once they started talking about my mother. A boy told us that he used to be a wastrel and had dropped out of school. But he came back because my mother cajoled him to seek education under her wings. He said he was not the only one that had such a story to narrate. Young girls told us they could not imagine going back to school without Shamala madam there to scold them, teach them, motivate them, and above all love them. We also found out that my mother had loaned hundreds of thousands of rupees to the school and to teachers with no expectation of ever getting that money back -- all because she wanted to ensure the survival of the school.

A high-school graduate when she got married at 20, she knew no language other than Kannada and had never traveled more than 100 miles from her village until then. And suddenly she found herself in Assam, the farthest corner of India that would have been as foreign to her as Mars. Imagine her determination and willpower. She put herself through intermediate, B.A, B.Ed, taught herself music to better appreciate her husband's first love, raised two kids, made a career for herself and finally became an outstanding teacher of Hindi, a language she barely spoke when she got married.

She was bold enough to confront a neighbor's son-in-law that harassed his wife when no one on the street dared step out. She was bold enough to ride bicycle in the village when she needed to be at school on time. She was bold enough to raise a daughter as an equal to her son when all her peers raised their daughters differently. She taught me not to be afraid to walk into a police station to lodge a complaint against an eve teaser. Hope **#BeBoldForChange** comes as naturally to you as it does to me!

*International Women's Day
2017 Campaign Theme is
#BeBoldForChange. Call on the
masses or call on yourself to help
forge a better working world.*

Let's Celebrate!

Triniti has had a long tradition of celebrating International Women's Day at its Hyderabad office by taking a short break filled with fun, games, and snacks. Thank you to all the staff and Triniti for making this possible.

Some of you are located away from Triniti Hyderabad office at this time. You all will be missed.

Be sure to ask for a treat when you are visiting or are back in town! I know you will be joining the Triniti women in spirit.

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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