

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

Continuing to Engage, Encourage, and Empower within Triniti and Beyond

From 1 to 61 in 25 years

Despite "The Great Resignation" trend, there are 61 female employees (56 last year) at Triniti. At the time of inception in 1997, TASL had 1 female employee. These 61 women at Triniti today, account for 27% (25% last year) of the workforce.

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Dear Triniti,

Wish you all a very Happy Women's Day.

It's my hope that you and your family continue to fare well during the pandemic and have adjusted well to the work from home culture.

We miss celebrating IWD in person. A look at some of our bright women getting together for an in person gathering year!



TASL Women @2021 Diwali



This year's issue has articles written by your co-workers and a few insights into this year's International Women's Day theme - Breaking The Bias.

Individually, we're all responsible for our own thoughts and actions - all day, every day. But we have the power to break the bias in our communities, families, workplaces, schools, colleges and universities. Together, we can all break the bias - on International Women's Day (IWD) and beyond.

IWD 2022 Campaign Theme - #BreakThe Bias

"Imagine a gender equal world. A world free of bias, stereotypes and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated.

Together we can forge women's equality. Collectively we can all #BreakTheBias." -

International Women's Day 2022

Bias comes in many forms. A general definition of the word bias is - prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. An informal survey regarding the 2022 IWD theme was conducted. Thank you to all women employees that responded.

Internal Survey & Responses

- Given that International Women's Day 2021 campaign theme is #BreakTheBias, how relevant is this for women in India and globally?
35.5% felt it was very relevant, 32.3% Relevant, and 32.2% were neutral
- Have you faced bias growing up? If yes, where (check all applicable)
64.5% responded with a "Did not face any Bias". Of those that faced Bias, 22% said it was within Family
- Have you faced bias as an adult? If yes, where (check all applicable)
51% responded with a "Did not face any Bias". Of those that faced Bias, 29% said it was within Family and 16% at work.
- What type of bias have you faced?
Gender based bias was the highest cited type of bias followed by Region/Ethnicity
- "Breaking a bias" is when stereotypes that have a negative impact are questioned and corrective actions taken. At what level is breaking a bias most important to effect change?
Taking action at the Family level topped the list, followed by at an individual, school, government levels.

Our respondents' views are echoed!

"Women cannot achieve equality in the workplace if they are on an unequal footing at home. That means leveling the playing field and ensuring that having children doesn't mean women are excluded from full participation in the economy and realizing their hopes and ambitions." said Carmen Reinhart, Sr. VP &

Chief Economist of the World Bank Group

Can and Should Life Be a Series of Blind Auditions?

One of my favorite volunteer jobs at my kids' school is to help run blind auditions for instrumental music. A screen separates judges from the students who are assigned numbers. The adult conducting the auditions and the lead judge are the only ones allowed to speak at any time. The identity of the performing student is always hidden from the judges to prevent bias based on race, gender, ethnicity, school/geographic area, physical attributes, etc. It's beautiful to see a group of 50 -70 high school kids from different parts of the state sitting for 3 hours in an auditorium and respecting the rules. They do this not only because they have invested so much time in training but also because they believe that everyone deserves a fair assessment.

Unfortunately, day-to-day life is not a series of blind auditions. Of the many types of biases, Gender Bias is something that still exists everywhere, both as a conscious and subconscious bias.

We can use several solutions to push for a greater gender balance in hiring. For starters, we can consider using blind CV (resume) reading by removing the gender, name, and anything that gives away the applicant's gender at the point of application analysis. After this initial screening, a phone interview could be conducted to eliminate any other unconscious bias.

Workplace rules in place have made Triniti a fair place to work for women. Triniti has prided itself in treating everyone with respect and fairness. This was re-iterated in the annual message, and I quote -

"I promise that fairness to employees will remain my most critical compass. If you feel that you were subject to unfair treatment, you are wholly entitled to escalate it up to me. I only request that you follow the chain. When escalations have come to me by following the process, I have acted." - Srinath Alamela, CEO Triniti.

On the other hand, there is a danger if every situation is approached with an "Us vs. Them" attitude. It's essential to be aware of biases. Still, it's equally essential to not assume there will be bias.

Bias as a trait can be innate or an acquired behavior: It could be learned by observing a parent or a person who influences you. Regardless of the origin, it can be unlearned through repeated unconscious bias training.

Trinitians have time and again been cautioned to watch out for confirmation bias (a type of bias where one seeks out information that supports something you already believe in). Our workplace culture has trained us to make conscious and analytical decisions and remove any unconscious bias.

While biases can be positive or negative, they mostly lead to discriminatory practices. These stereotypes could be geographical, religion, caste, gender, social status, education, race, etc.

Next time you feel the urge to put someone in an imaginary stereotypical bucket, think of the blind audition screen and see if it helps. You might be surprised!

Women not legally and economically on par with men - World Bank Report

Alarming as it is, we are probably not surprised by this headline. The World Bank's Women, Business and the Law 2022 report notes, that despite the disproportionate effect on women's lives and livelihood from the global pandemic, 23 countries reformed their laws in 2021 to take much-needed steps towards advancing women's economic inclusion.









You must wonder why I refer to the world bank report each year. Data-driven findings help us check progress or find where changes need to be affected. Women, Business, and the Law by World Bank helps establish the direct correlation between women's rights and the economic prosperity of countries.

In 120 economies, women are free to choose where they work, and the law protects them from discrimination and sexual harassment in the workplace, including appropriate criminal penalties or civil remedies. In the remaining 70 economies, there is room to improve. In 18 economies, a husband can legally prevent his wife from working! In 2021, Gabon amended a discriminatory provision in the family code that allowed a husband to ask a court to prohibit his wife from working if it was in the family's interest. Now, both spouses may exercise a profession of their choice.

The Pay indicator examines whether laws are in place to ensure equal remuneration between men and women for work of equal value and allow women to work in the same way as men at night, in industrial jobs, and in jobs deemed dangerous. Laws in 123 economies could be improved in one of these aspects to reduce the gender pay gap.

Only half (95) of all economies mandate equal remuneration for men and women who perform work of equal value. A study of the economic effect of equal pay in the United States finds that if women's remuneration were brought to the same level as men's, the poverty rate for all working women in the country would be reduced by almost half. In another finding, countries with an opportunity gap between men and women are less likely to thrive or solve challenges peacefully (UN and World Bank 2018).

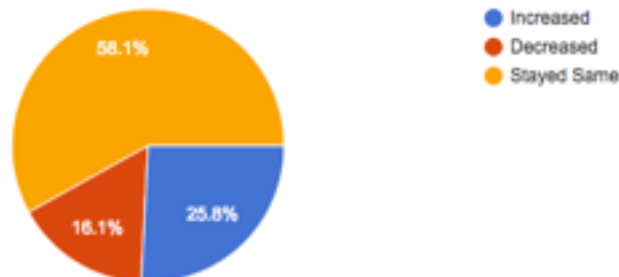
Few Reforms Around the World!

TABLE ES.1	REFORMS IMPROVING GENDER EQUALITY IN 2020–21, BY INDICATOR
Indicator	Examples of reforms adopted
 Mobility	<p>In <i>Cyprus</i> and <i>Oman</i>, passport application procedures are now equal for men and women. <i>Gabon</i> gave women the same rights as men to choose where to live.</p>
 Workplace	<p><i>Angola</i> and <i>Lebanon</i> both enacted laws protecting women from sexual harassment in employment, including criminal penalties for such conduct. <i>Gabon</i> enacted legislation allowing women to get jobs without permission from their husbands. <i>Kuwait</i> prohibited gender discrimination in employment and adopted legislation on sexual harassment in employment.</p>
 Pay	<p><i>Bahrain</i> and <i>Burundi</i> mandated equal remuneration for work of equal value. In <i>Benin</i> and <i>Vietnam</i>, women can now work in industrial jobs in the same way as men. <i>Pakistan</i> lifted restrictions on women's ability to work at night.</p>
 Marriage	<p><i>Egypt, Arab Rep.</i>, enacted legislation protecting women from domestic violence. <i>Gabon</i> no longer requires a married woman to obey her husband and allows women to be head of household in the same way as men. <i>Gabon</i> also enacted legislation protecting women from domestic violence.</p>
 Parenthood	<p><i>Armenia, Switzerland</i>, and <i>Ukraine</i> introduced paid paternity leave. <i>Colombia, Georgia, Greece</i>, and <i>Spain</i> introduced paid parental leave. <i>Hong Kong SAR, China</i>, increased the duration of paid maternity leave to at least 14 weeks.</p>
 Entrepreneurship	<p><i>Egypt, Arab Rep., Gabon</i>, and <i>Sierra Leone</i> prohibited gender-based discrimination in financial services, making it easier for women to access credit. <i>Gabon</i> also gave women the same rights to open a bank account as men.</p>
 Assets	<p><i>Gabon</i> granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.</p>
 Pension	<p><i>Argentina</i> explicitly accounted for periods of absence due to childcare in pension benefits. <i>Cambodia</i> and <i>Ukraine</i> equalized the ages at which men and women can retire with full pension benefits.</p>

Source: Women, Business and the Law database.

More Findings from the in-house IWD 2022 Survey

Has your workload at home changed as a result of working from home?



How satisfied are you with working from home?

Very Satisfied - 35.5%; Satisfied - 48.4%; Neutral - 16.1%

It is said that gratitude makes one happier. Who or what are you most thankful for?

Family & Mom top the list

- This life, Family, Mom, Parents
- To God and to my family for comforting me all the times.
- Thankful to the Almighty for giving me such wonderful people around - family, friends and colleagues at workplace who always guide me and encourage with their words and keep me motivated always
- My work, My organization - Triniti

- My maid.
- My 4 year old daughter who taught me that happiness is in very small things. She is happy when the seeds she planted sprout
- Good health and also making me stronger during difficult situations.
- Experiences/ Situations
- Husband & Mother-in-law
- My Father, a single parent, who took care of my sister and me, single handedly from when I was 13years old. He guided us and provided both emotional and financial support to pursue our dreams. I am grateful to god for giving me best father in the world.

Have you suffered a loss due to COVID-19?

Sadly, 45.2% of respondents lost a relative. Closely followed was "No Loss" (41.9%). 16.1% lost an immediate family member (parent/sibling/grandparent/mother-in-law). I hope you are coping well. Please reach out to your colleagues or HR for any help. We are all in this together.

Last Year's Question - How Should Triniti Celebrate Women's Day?

One of the suggestions included contributing to girls in orphanages. To that end, Bhavanni Nagender, Manager Operation, is in talks with Vaidehi Ashram, a girls' orphanage in Hyderabad. They have three girls that will complete graduation in May 2022 and will be prospective trainees/recruits for Triniti. Thank you Bhavanni for taking the lead on this!

Superwomen Amongst Us - Triniti Family's Moms

My Superhero

by Naziya Mohammad, Technical Consultant, High Technology Practice, Triniti Advanced Software Labs



Well, I might not have seen her whole life, but I know who my superhero is from what I have learned. I know who inspires me every single second in my life, and I know how important she is in my life! Mom!!

Like any other girl, my Mom used to be a daddy's princess. She is beautiful has a unique style herself. Her world changed a little after her marriage. But one day, her world turned upside down when my father left us (3 children) all alone in this huge world. He didn't leave us from the world; he just left our lives. My Mom, who is very shy (who went to only girls' school and college), changed the moment my father left us.

The woman, who was scared to talk to a stranger, decided to get a job to feed and give proper education to her 3 children. She started working as a saleswoman in a Jewelry Shop 1.5 km distance from my home. That was her first job. She worked nearly 3.5 years in that shop, and every day, she used to walk to the place where she worked in the hope of saving the auto or rickshaw money that would help her feed milk and food to us daily. It's just not 2 times a day; it was 4 times a day. Morning at 9a.m from home to work, afternoon from work to home just to have a glimpse at us when we come from school to have our lunch and make sure that we had something, then home to work then finally from work to home at 9 p.m. She was very thin when she used to work there. I still remember the days when she cried, praying for my father to return to our lives. I still remember seeing her running every day to ensure we were well fed, clothed, and received a proper education. I still remember how tired she used to be when she came home from work and had no strength to even eat some food and just slept. I still remember that she did all this so that my brother and my sister have the same life as others who have fathers as the family's earning person.

Prayers didn't get my father back into our lives, but my mother became a receptionist (contract basis) at the office where my father used to work as a government employee. Thank God that she works from 9 a.m to 6 p.m; with a decent wage, which helped her take care of us more. She bought crackers on Diwali so that we didn't feel left out when other children were having fun. She made sure we had birthday celebrations and celebrated Ramazan and Bakrid happily. She made sure that we didn't miss our father. And hell yes, she was successful. I don't need my father. I have my Mom, and that's enough for me. Because she showed me the love of both mother and father. At times she is strict and used to straighten us as a father would do. She shows love as always a loving mom does. She ran the family as a male member. She nourished us with love, gifts, values and respect to each other. She showed us sharing, caring and every single thing in our lives.

My Mom is the best Dad I can ever have in my life. I'm happy to have such a caring father as my Mom.

I Love you, Mom, you're the best.. these words don't fully fill the feelings I want to share to my Mom. I guess no words can fulfill the love or respect we have towards our Mom. Because that's Mom, how much or what ever I say, I feel it's very less because she is a mom who deserves more. Now my Mom has successfully brought up her 3 children. The eldest completed her BTech(ECE), married, and working as a government employee. The Middle Child completed his BTech(Mechanical) and is now successfully working in a

company located in Saudi. The youngest daughter(me) completed my Btech(CSE), married, and is a member of the TRINITI family. ***I was never a daddy's princess. But I can proudly say I'm the daughter of Md.Azijan(My Mother), a fighter who fought her way not only in this world, but fought her fears, her insecurities and made me today what I am.***

My mom's life through my lens.

by Roopa Reddy Pinnaty, Assistant Manager, HTP, Triniti Advanced Software Labs

My father was working in Kesoram Cements. One fine day, my dad has decided to move to Dubai to secure a better future for his family. The plan was for him to go first, settle himself down, and then take his family as well. Cutting a long story short, my younger sister, my little brother, and I started going to school because education in Dubai was Arabic-centric and did not match the Indian standards of education. We would go to Dubai in our summer holidays.

My mom would look after all 3 of us. She did not know how to ride or drive and still does not. We shifted to our very own house. According to the world around us, with my dad earning in Dirhams, we lived a very luxurious life with our own house, a TV, refrigerator, AC, etc. We were the first ones in my locality to buy all the latest fancy things on the market. Being the eldest child, I saw my mom's life through a completely different lens. In a male-dominated society, she was running like a machine doing all the jobs. One day she would fix the tube light or run to the nearest *kirana* to get groceries, and the other day she would take us to the hospital, pay our school fees, electricity bills, phone bills, municipality bills. This was when there was no internet or google pay. You had to stand in a line at the prescribed government office, and completing your task was at the mercy and mood of the employee collecting it. We would not know how she managed so many tasks, both of my father and mother, in the given 24 hours. She had to protect her girls and make them strong. She would just not care how she felt physically or mentally. She had to just get going.



It would sink me every time my friends talked about how their father brought them samosas on the way back home or took them for an exhibition or a movie. Slowly as the eldest of the kids, the tasks were delegated to me. By class 8, I was paying our bills. I was defending my siblings in every quarrel they took. They would share everything with me. Slowly, I became so strong and tough that I could bear anything, just anything. I was the one to get a computer in my college, but also the driving license. I even broke my leg once riding the big Kinetic Honda. I am an extrovert, can defend and stand for myself and my family, fight for my rights, and all thanks to my upbringing.

Coming to the present, here we are, all 3 siblings. We went to school, college, got jobs, got married with kids, all because of our mom's perseverance. I still go to my mom for anything I need, and my kids love her. She is still my rock, even in her 60s. My mom went to Dubai to stay with my dad after my younger sister got married. My dad retired, and both came back 3 years ago.

While writing this, so many stories flashed to my mind. Sometimes, we don't really talk well to our moms, and we just take them for granted. Even I do. Starting today, let's try to change it.

My Source of Support

by SriValli Vagdevi Chebolu, Associate HTP

My mom, Mrs. K.Padmaja, has been a great strength in my life. I would never miss this opportunity to write and share about her. Everybody's life will be greatly attached to their mother's. The bond is beyond what one can explain!



Many special moments that are wandering around while writing this! Being a working mom, she handled household chores, worked, managed children, and whatnot!

She has been a great support throughout my career! The fruit today - I'm enjoying at Triniti because of the

backup plan she made for me.

After my B Tech, I was aspiring to go abroad like any other student, though my plans didn't work, it's because of my mom I had another choice in my hand ready. She made me appear for all the competitive exams after completing B Tech.

I was ready with my CAT score, through which I got to do an MBA. Yes, it wasn't by my choice, but once I was into it, I had a great way. She enjoyed every small success of mine, and she has been part of my success!

My Friend & Guide

By Phanisree Yerramilli Associate-Trainee, HTP

My mother's name is Durga Sujatha. She is my role model, and she is the one who I aspire to be when I grow up. She is nice and smart, and I wish to inherit most qualities of my mother to become a good person like her.

Firstly, I want to be a responsible person like my mother. I love how she respects herself and motivates us not to give up. She has taught me to believe in people and not to hold grudges. She always stands for the family, sacrificing her needs and desires. Though many obstacles were created in her life, she never gave up or lost hope. She raised me and my sister, in an inspiring way and always teaches us how to be confident in your life, and always supported and guided us by saying it is most important for a woman to be independent and stand for yourself and shouldn't let anyone to rule your dignity, and self-respect.

Being a working woman, she managed our family with love, care, and positivity. She maintains a good relationship with everyone in our family that made all our family to understand the values of relations that I would inherit from her in my life. She found all the best schools and colleges for us and encouraged us to be successful in our life. She sacrificed and restricted herself financially to give us the best. I strongly believe her sacrifices, oaths, and prayers have made me a good person. She recalls all her life experiences and struggles and drove me to become stronger. I am independent today and want to give her best that I could do it for her.



She is my friend, guide and everything in my life that I would share and take valuable suggestions that would made me grow better in my life. I feel blessed to have a person like my mother that would never let me feel down. I love my mum unconditionally, and I want her to be happy forever. I am glad to share my mother's photo with you all.

Master Of Multitasking

By Anita Rao Bhupender, Associate-Trainee, Administration

Maa is what I call my mother, as it gives me so much strength when I look up to her. It's been 27 years since my dad passed away. From that day onwards, I have seen my Maa every single day giving her best for us. Today when I look at those 27 years back, I feel the pain and struggle she has gone through to bring us 3 into rock-solid kids who can stand up for ourselves and take pride in saying that we all are Maa's kids.

Every woman who is a wonderful mother to her kids will do her best to safeguard her child, and every mother is unique and precious on her own, so I feel that every mom is a real Master of Multitasking. Maa has brought us 3 with the same love given equally to us, but she is little partial towards my brother who is 27 years same as when my dad expired, but that is ok because you all know sons are always favorites of the mom (*Maa ka Ladla*), I have seen my mother in so many different shades as I being the eldest of the family and my sis who is just 1 year younger to me and my brother was just nine months old when my dad passed off, so I have been with my Maa through thick and thin of her life, the days she cried silently wiping her own tears, sleepless nights, fighting for rights just for us and many more as its long to describe and I may run short of words for her all I can say she is everything for us.

Today, I am the same as my mother, single* with my small angel of 11 yrs, who is my world. All the strength I gather today is the one I have taken from my Maa, who dedicated her life to bring us to where we stand today. She taught us to stand up for ourselves and to give our best to others every day; bring a thousand watts smile on your loved one's faces, work with a smile. She taught us to give your best no matter how often you break, gather the courage to stand up and run again in the race of life and keep in mind just your destination and your goal will take you through your destination. As Maa always tells me - *Agar zindagi mein kuch paana hain to bahut kuch khone padta hain* (To gain something in life, you will have to lose small things as well)

In short, I am really thankful and really owe a lot to my Maa for always guiding and standing by me. Maa, I really can't express so much as I have expressed it today and penned it down. I hope to get to a time where I can put all the words together and show you what you mean to us.

**Anita tragically lost her husband in an accident*

Turning Isolation into an Inspiration

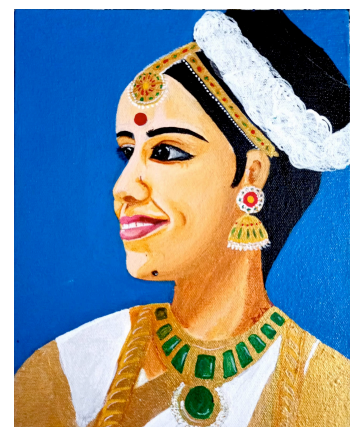
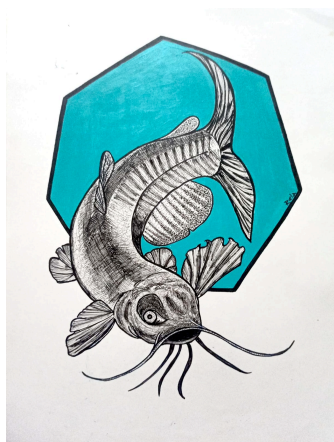
By Rela Varala, Sr. Associate - High Technology Practice

It was March 2020 as all of us know, which started as an exciting work from home for 15 days, extended for more than 1.5 years now (we never know will all this end). The initial couple of days were like a honeymoon period, with no travel and no sitting at the desk all day long. Though I am married for 3 years now, it was entirely a new situation at my home. Slowly as weeks passed by it dawned that this is not something that will end any soon, I was on a new project then and the workload started gradually. More than work, the complexity of the whole situation was disturbing, with days when I used to wake up from my place only for meals.

I slowly started missing work from the office with peers and company - then slowly started taking the company of YouTube and Instagram which would bring in some breaks. There were even days when I used to fight with my husband, an emergency sector employee who had the luxury to go out and see the empty world. I would simply say what do you know how I feel, sitting at home all day. More than anything else I used to miss my son who was with my parents then. I didn't get to meet him for almost 3-4 months at a stretch. Though we live in the era of video calling my son was still lucky to be in his own world of exploration and would never stay in front of the camera. I would literally break down whenever I used to call him and when sometimes my mother would show her impatience to a bothering daughter aka mother (me).

Gradually, cooking delicacies and, most importantly, **painting** became a part of my daily life. I used to take some time off, leaving everything aside. I would follow some Instagram accounts for their live sessions and sit and paint with them. Once I started to make time for my hobby/passion, peace was restored. Gradually I stopped arguing and fighting with my poor man. My busy bee of a husband was really not aware of what work from home feels like. I slowly invented my bubble of happiness, work was challenging, but my brain successfully sorted them out, as it got constantly recharged by the passion. I do not say that I am a wonderful artist, but I did well, and it at least saved me from pandemic depression.

My current state of life - we have now moved to a new house, brought my son and he has taken over the task of keeping me away from all the blues. In fact, he is the sole reason to love the work from home unconditionally since the start of this year. It is my pleasure to show some of my paintings here.



Strongest cheerleader and source of strength and support?

Mom Overwhelmingly Our Biggest Supporter - Thank You!

In last year's survey, even when there was no choice of Mother given for a role model, respondents wrote in Mother/Mom/My Mom as their role model.

Instead of choosing a famous figure to honor women in our lives, write-ups by women employees were solicited. We have our very own super women to honor! The turnaround was quick and the writings are straight from the heart. I hope you take the time to read these touching tributes.

Let's Do Our Share

- Buy products from companies that support women & Support companies that value and employ women
- Take a junior female colleague to a major meeting or event especially where they're not already present or contributing
- Understand and teach the women in your lives that laws can be tools that empower women
- Support your fellow workers and check in with them once in a while
- Teach your nieces, cousins, daughters to value education and economic independence
- Celebrate the successes of women at your home & work
- Mentor a woman and sponsor her goals
- Include women in situations where they're currently a minority

On Their Minds

Women at Triniti had more to say and I would be remiss not to share their thoughts (*edited slightly for brevity*).

- Its so sad that even today Community expects certain type of behaviour from a Woman everytime, when we say equality, its not only giving equal opportunity by reservations and stuff, but majorly change in thoughts that Women are human who have equal rights. It is a basic need
- In India we worship goddesses, but still when we get to know someone is going to have a baby girl then why do people hesitate to congratulate, or to celebrate the occasion? This has to change.
- In my view, the most important place that requires breaking the stereotype would be workplace next to the family. Just because of a gender bias an opportunity should not be denied to woman. There are very very few women breaking the glass ceiling.
- How are we planning to break the bias at work?
- I am so happy that women in TRINITI are being treated equally with Men unlike outside. One of the major reasons for staying in Triniti for a long time, is the same.

Girls are often held to an incredibly high standard in society. Let us be their example in teaching them how to face new situations. No matter the result, she will see your openness to tackle something new and unfamiliar and learn from the process. Above all let us give them a level of freedom and sense of autonomy to reach their goals. And let us treat them equal to all their peers. With warm wishes to you and your families.

Yours Sincerely,



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