

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

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

From 1 to 64 in 26 years

Despite the resignation or "The Quiet Quitting" trend elsewhere, Triniti saw a jump of 4.9% in female employees. At the time of its inception in 1997, TASL had 1 female employee. And now, these 64 women at Triniti account for 26% of full-time employees.

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- Sight-Reading, an inbuilt art?
- World Bank Report – There’s much to do, undo, and redo.
- Are we embracing equity?
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- Turning Isolation into An Inspiration
- Expressions that calm and bring joy - in words and art.

Dear Triniti,

Wish you all a very Happy Women's Day.

Last year's women's day could not be celebrated in the way it has traditionally been done at Triniti. After nearly 2.5 years of fully remote work, it was good to see people back at the office starting in August of 2022.

We missed celebrating IWD in person last year but will be celebrating in-person this year! Please take some time from your work to take part in some fun activities and snacks. Here is a look at some of our bright women and men celebrating this last year while adapting to work from home and hybrid work culture!



IWD 2023 Campaign Theme - #EmbraceEquity

“The aim of the IWD 2023 #EmbraceEquity campaign theme is to get the world talking about Why equal opportunities aren't enough. People start from different places, so true inclusion and belonging require equitable action. Equity isn't just a nice-to-have, it's a must-have. A focus on gender equity needs to be part of every society's DNA. And it's critical to understand the difference between equity and equality.” - International Women's Day 2023

Equity and equality are related but distinct concepts. Equality refers to the state of being equal, regardless of differences in background, circumstances, or abilities. Equity, on the other hand, refers to the fair distribution of resources, opportunities, and privileges among people based on their specific needs, circumstances, and abilities. I found these images very helpful in not only understanding but also explaining.

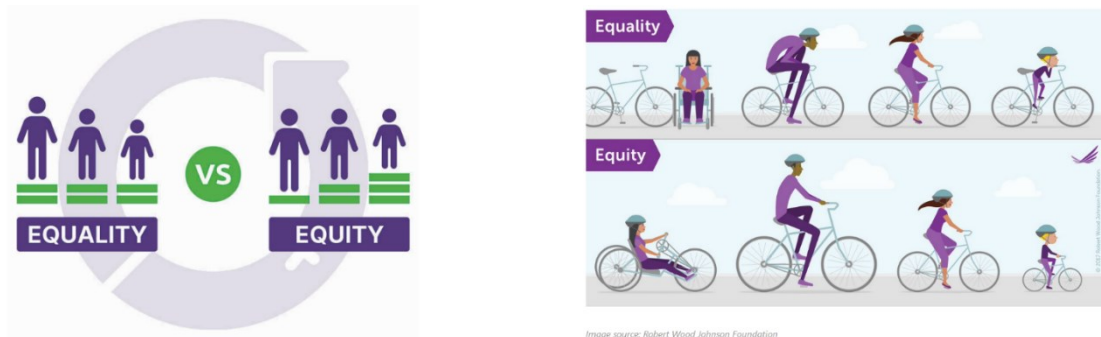


Image source: Robert Wood Johnson Foundation

In the context of equality, equity is important because it recognizes and addresses the fact that people are not all starting from the same place, and therefore, require **different types and levels of support in order to achieve equal outcomes** and help level the playing field.

Addressing Equity also **acknowledges that systemic barriers and discrimination exist** that prevent certain groups from having equal access to resources and opportunities. For example, women, people of color, and members of marginalized communities often face structural barriers that limit their opportunities for success. Equity seeks to address these systemic issues by providing additional support and resources to those who have been historically disadvantaged. When we #EmbraceEquity, we embrace diversity, and we embrace inclusion. **If equality is the goal, equity is a means to get there.**



Women We Admire – Dr. Tessy Thomas,

Director General (Aeronautical Systems), DRDO

Affectionately called the Missile Woman of India, Dr Thomas firmly believes that “Science Has No Gender”. She urges girls and young women to attain mastery in their field. Be self-motivated and have situational awareness. She also urges parents to not treat their children differently based on their gender.

Trained under Abdul Kalam Azad, she is grateful for his guidance and support.

Sight-Reading : Are We Musical Directors?

Our youngest child will graduate high school in a few months, making every event special and, without fail, an introspective one, with musical performances being my favorite. During last week's University Scholastic League competition, schools were scored on their practiced pieces. Toward the end, they had a sight-reading component. For those unfamiliar with the concept, sight reading music is the process of reading and performing a piece without seeing it before. All instruments get their own music sheets and a few minutes to review them without engaging in discussions. The director then leads them into playing a completely new, unrehearsed composition. They are tested on tone, technique, and musicianship and rated superior, excellent, average, below average, or poor.

Last year, I wrote about how wonderful the world would be if day-to-day life was a series of blind auditions. It certainly is an incredible abstract tool to use for practicing fair assessment. Indulge me momentarily as I take the analogy of sight-reading and life. But first, I thought about what these 80+ kids were probably telling themselves subconsciously, followed by my take on the analogy.

- I need and have the **musical knowledge and instincts** to read the sheet music and play the right notes and rhythms.
 - Life requires us to use our experiences, skills, and intuition to make the best decisions. A beautiful short story written by Mita Jain, Associate Director, HTP, can be found in this newsletter edition.
- I need to **focus and concentrate on simultaneously processing multiple elements** such as tempo, dynamics, and expression.
 - Similarly, life demands our full attention and engagement, as we must juggle various responsibilities and priorities while staying focused on our goals and aspirations.
 - A heartfelt message from Sangeetha Sudha, Sr. Product Manager, PD, follows this section.
- This **can be intimidating and overwhelming**, but I can do this with my Orchestra team. **We all trust each other** to do our parts.
 - Similarly, life can be daunting and challenging, particularly when we face major life transitions or unexpected setbacks. However, just as practice and perseverance can help us improve our sight-reading skills, cultivating resilience and a growth mindset can help us overcome obstacles and grow stronger in the face of adversity.
 - A sweet anecdote by Hima, Associate HTP, about her first recital follows this section.
- It will **be a rewarding and fulfilling experience** as I discover new music pieces and express myself through my instrument.
 - Similarly, life can be a fulfilling and joyful experience, as we get to explore our passions, connect with others, and make a positive impact on the world around us.
 - Raveli Munichetty, Associate Trainee, HTP, channeled her solitude into beautiful artwork.

It would be fair to say that most Trinity women juggle various aspects of their families and take on the role of the music director that leads the 80+ kids. Sight reading is something Trinity women have excelled at and scored a superior rating on all rubric levels. They have been present, adaptable, and resilient in facing challenges and opportunities. With practice, patience, and a positive attitude, they have become adept at sight-reading life and enjoy the rewards that come with it.

Women We Admire – Helen Keller

American Author, Educator, Political Activist, and Disability Rights Advocate

“Many persons have the wrong idea of what constitutes happiness. It is not attained through self-gratification but through fidelity of purpose.”

SANGEETHA SUDHA KOLLURU

Sr. Product Manager, PD on Working at TASL

“I can't believe how fast time flies! It has been 15 years since I started my career with Triniti. Before this, I was a Mathematics lecturer, utterly new to the software industry. It's been an incredible journey so far, and the exciting thing is that I'm even more excited now than I was in my initial days.”

Many keep asking me the reason for staying these many years with Triniti. There are multiple reasons, but to cite a few, I feel secure working at Triniti, and for a lady, this is essential. Another reason is the people around me, who resonate with positive energy and core values.

With the guidance of outstanding leadership, I have been learning many things and translating all those into work. When an organization is transparent with its employees, they tend to be more successful. This transparent work environment also helps employees feel valued and encourages creativity.

Triniti has been like a second home to me, though I never misused the liberty given to me :) I plan to deliver my best efforts while working with Triniti.”

World Bank Findings from Women, Business, and the Law 2023

This publication by the World Bank Group examines laws and regulations affecting women's economic participation in 190 economies around the world. The report measures gender discrimination in various areas, such as accessing institutions, using property, getting a job, providing incentives to work, building credit, and going to court.

TABLE B.1		ECONOMY-LEVEL INDICATOR DATA (continued)								
Economy	Main business city	MOBILITY	WORKPLACE	PAY	MARRIAGE	PARENTHOOD	ENTREPRENEURSHIP	ASSETS	PENSION	WBL 2023 INDEX
India	Mumbai	100	100	25	100	40	75	80	75	74.4
United States	New York City	100	100	75	100	80	100	100	75	91.3

Government / Policy Changes clearly predict indicators relating to Assets –

A 2019 study titled, “Inheritance Law Reform, Empowerment, and Human Capital Accumulation: Second-Generation Effects from India” found that the 2005 inheritance law reform led to increased female inheritance receipt, which in turn had positive effects on women's decision-making power, mobility, and labor force participation. The study also found that the reform had positive spillover effects on the education outcomes of women's children, particularly daughters.

Pay-parity and Wage Gap Addressed by Govt but rarely followed by Private Sectors -

As of September 2021, there was still a significant gender pay gap in India's private sector. According to a study by the World Economic Forum, India ranks 140th out of 156 countries in terms of gender pay parity, with women in India earning only 62.5% of what men earn.

The gender pay gap in India is influenced by a range of factors. There is also a lack of transparency in pay structures and limited availability of data on pay disparities. The Indian government has taken steps to address gender pay inequality, including introducing legislation that requires companies with more than 100 employees to report their gender pay gap. However, implementation and enforcement of these measures have been limited, and the gender pay gap remains a significant challenge in India's private sector. Triniti would proudly score 100 and not at a 25 for the Pay Economic Level Indicator.

MY FIRST RECITAL

by Hima S, Associate, High Technology Practice, Triniti Advanced Software Labs

Upon seeing the title, you must have thought this would be an incredible memory where I might have gotten the first prize in recitation. Well, you are up for a surprise. Sadly, this story has nothing to do with me winning but has everything to do with the saying, "sometimes all you need is a second chance because time was not ready for the first one".



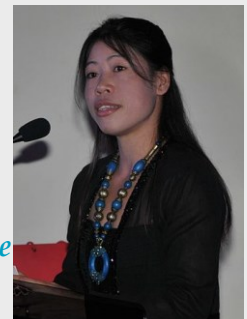
6-year-old, I suddenly had a new dream to pursue. I wanted to win a prize at the school arts festival. I told mom about this. Beaming with pride, she took out the extensive list of competition categories. 'Realistic' mom knew well that I could not sing or dance in what society considers an "enjoyable" manner. So, we skipped those categories and went straight to the recitation sections. Since there was a week before the finals, she was confident in grooming me for this. That's when I told her a selection was happening the next day. With less than 12 hours to spare, she chose a poem with 8 lines. Then, we went to war. Mom, being the fabulous teacher she was, taught me the poem in less than 2 hours. I was happy, and so was she. All through the night the next day, while bathing while feeding myself breakfast, I kept practicing. I was positive I could do it. I smiled.

The practice went on even after I reached school. I was called to the auditorium along with a few of my friends. I found a seat and started practicing again, but soon my name was called out for recitation. I stood up swiftly from my seat and ran to the front of the audience. It took me a moment to realise that I was not reciting to my favourite audience like last night, my mom and brother. Instead, I saw 50 strangers. No worries, my good brother had taught me an intro as well. I said my name, class and thankfully, the poem's name and the poet's. And then, everything went blank. I started trembling with fear. I even forgot why I was there in the first place. I kept repeating the first few lines of the poem and the rest in no particular order. But I did one thing, which no one had taught me, perfectly well - run away. I ran back to my class without looking back with the kind of speed that could have gotten me a prize at a sports festival.

I felt so ashamed and wanted the day to end so I could go home and hug my mom. I went through the motions of the class, and as a relief, the last period of the day arrived. Our class teacher came in to announce the finalists for the festival. I could not care any less. I looked out the window with a sad face when she started calling out names of finalists for the different categories starting with singing and dancing. A student beside me had to shake me out of the daydream to let me know that the teacher had called out my name for recitals. I was shocked and kept thinking about which part of my performance impressed them. Was it the running? Well, no. They loved the intro; knew I could perform well in finals and gave me a second chance.

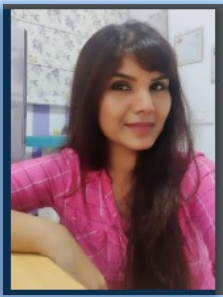
With enough time to prepare, I did well for the finals but not as well as the boy who recited 'caterpillar' with some beautiful pieces of acting. But it's okay since the girl who ran away during the selection process came back with a second poem, 'snowball,' and won second place. Not bad, huh?

Women We Admire - Mary Kom, aptly nicknamed Magnificent Mary, who set a new standard in amateur boxing without ever competing in professional boxing. In 2015, Kom became the first amateur to surpass several professional athletes in India in earnings, endorsements, and awards. She is the first amateur athlete to win the Padma Bhushan. Born to tenant farmers, she hid the fact that she was boxing from her father for three years until she won the state championship. She was nominated as a Rajya Sabha Member in Parliament by the President Of India.



ABRA-GA-SHABRA

A Short Story by Mita Jain, High Technology Practice, Triniti Advanced Software Labs



Little Mazif slouched on the steps near the fountain with a lion centerpiece. The fountain was jaded and worn out, just like Mazif's spilt. Water spilled from the edges of the basin that had developed tiny cuts and bruises just like the boy's knees and slippers had. Both the fountain and the urchin were entirely oblivious to their state and went about doing what they did every day.

Mazif counted the coins in his hand. One. Two. Three. Four. Five. Damn! He needed six to buy his bread for the day. He thought of negotiating with the shopkeeper to give it for five; for the pending amount, he would sweep the floor twice. He sighed as he remembered movies where the magic happened with the wave of a wand and a hint of trembling mouth. He thought it was time to try. He closed his eyes, waved his clenched fists and muttered what he thought must be a magic spell, "ABRA-GA-SHABRA. ABRA-GA-SHABRA."

A clunky sound made him open his eyes. A coin had slipped out of his hand and tossed right into the fountain. He hadn't attended school to know how much five minus one should be. So, he counted again. One. Two. Three. Four. Darn! Now, he would have to jump into the fountain water in that freezing month of December and risk running a fever tonight or going hungry for the second day in a row and not waking up again. The little brain in his little head was busy doing whatever mathematics he understood. Just then, a voice made him look up.

"Ya' think it works?" asked a man wearing a warm grey coat, chequered muffler, and a black hat with a grey rim. "Don't know what you mean, sir," said Mazif with hesitation as he studied the rich possessions of the man who looked so polished that there was no sign of dirt under his fingernails.

"You think your wish will be fulfilled, lad?" repeated the man, tilting his head towards the fountain. Little Mazif thought about his wish to get a few more coins that would add up to six. "I sure hope so, kind sir," he confessed with a tender voice, even though he couldn't completely comprehend the man's question.

The man grinned and tossed a coin in the fountain and shocked the little hungry boy. Mazif couldn't fathom why would the man toss away the coin when it could buy him bread and, who knows, even a hot cup of tea if it added up to enough money. That was not the end of surprise, though. A lady dressed in a deep red velvet dress and fur draped around her neck was passing by when she heard their conversation. As the man bid goodbye to the boy, she tossed two more coins into the fountain with a smile and yearning eyes.

For the next three hours, as the evening turned into night, Mazif watched the people passing by, and the fountain turned into a table with enough food for the rest of the fortnight. He had made up his mind. He would risk the fever tonight.



'Hum Paanch', a painting in Santhal folk art style by Rela Varala, Sr. Manager, HTP

"We all may be different, our skills may differ, our priorities may differ and there may be situations where we differ even in our opinions. But let us learn to accept each other and hold space for one another because only one woman can understand the hardships of another. We need not agree with everything others say but we can accept that we disagree and respect each other equally. Women accepting and helping women can do wonders. We (women) need not wait for others to help us. We can stand for ourselves."

MITA JAIN

"Life is full of decisions. And I, for one, like to imagine life as a cobweb of binary routes."

Your next decision, sometimes deliberate while other times spontaneous, could alter your destiny. Here is a short story about a little boy, his big misfortune, and an even more significant decision he had to take one night. I had penned it a few years ago. I hope you enjoy reading it."



RAVALI MUNICHETTY

"During the pandemic I started painting and I was at ease then, as it got me out of my depression. Hoping this will also inspire other artists to come forward and share their work."



Triniti Engaging With its Immediate Community



Triniti hosted a lunch at the office for the building staff, including security, support, housekeeping, electrical and maintenance staff. It was followed by handing over the gifts to close to 70 people. Triniti has been doing this for over five years now.



Women We Admire

Women in Blue, Indian Women's Cricket Team

Shout out to the Indian women's Cricket team and Indian women's U-19 Cricket team, who are knocking on the doors to be the next powerhouse in world cricket.

And how about Harleen Deol's Catch of the year (in Cricket - both men's and women's)!! Worth watching again and again!



Ways To Bring About Equity at Workplace

1. Implement policies to **promote diversity and inclusion** in hiring and promotion decisions.
2. Provide training to managers on how to identify and **overcome unconscious biases**.
3. Provide **equal pay and benefits** for all employees, regardless of their gender, caste, religion, or other identity factors.
4. Offer **flexible work arrangements**, such as telecommuting or flexible schedules, to accommodate the needs of employees who have caregiving responsibilities.
5. Create a **workplace culture that values diversity and inclusion**. This could include promoting awareness of different cultures and customs.
6. Provide **access to training and professional development** opportunities for employees from underrepresented groups, to help them advance in their careers.
7. Ensure that recruitment and promotion **processes are transparent and fair**, and that all candidates are evaluated based on their skills and qualifications.
8. **Offer mentoring and sponsorship** programs to help employees from underrepresented groups build relationships and networks within the organization.
9. Provide access to resources and **support for employees who experience discrimination or harassment in the workplace**.
10. Create **employee resource groups** or affinity groups to provide a space for employees from underrepresented groups to connect and support one another.
11. **Promote community engagement** and social responsibility initiatives that address social inequalities and promote social justice.

What's Your Guess?

How many of the 11 suggested ways to bring about equity in the workplace does Triniti already implement or practice? I have a guess but would love to hear from you!

Equality & Equitability go Together

It is important to challenge gender stereotypes and promote positive role models, so that girls can see that there are no limits to what they can achieve. We must also advocate for policies and programs that promote gender equality and protect the rights of girls. When we empower girls, we empower entire communities and create a more just and equitable world for all.

Lastly, please remember to wish and thank your mother/wife for their support. Please do so on behalf of Triniti as well.

With warm wishes to you and your families.

Yours Sincerely,



Kalpana Joshi Alamela
kjalamela@gmail.com

