

SHE SIGHT

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STORIES OF HER | FROM HER | BY HER

She Musings

Romancing
in a reverie

CeeVee's Corner

Actors who leave
half-stage

Diet and
Nutrition

It's all your
hormones

She Virtuoso Of
The Month

Ms. Soumya Sanathanan
In tune with the rhythm

Cover Personality

Ms. SMITA THAROOR

*Being conscious of
the unconscious bias*



ABOUT US

SheSight wishes to contribute to ensuring gender equality by bringing in the female narrative to our media. We wish to share stories of women known and unknown and provide inspiration and information.

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SHESIGHT

STORIES OF HER FROM HER BY HER

EDITOR'S NOTE

Women who think above themselves always walk this Earth, trailblazers – they lead by example; the proverbial alchemists who turns rock into gold inspiring and instilling courage and confidence into many, always pure and driven by integrity and truth. We lost such three tenacious and deeply wise women who zealously pursued their passion to their ripe old age till they breathed their last.

Justice Ruth Bader Ginsburg, of the U.S a champion of race and gender equality, and a feminist icon who always upheld women's rights.

Then there are India's daughters, Dr. S I Padmavati, the God Mother of Cardiology in India, who relentlessly pursued her passion with single minded focus until the ripe old age of 103 and Dr. Kapila Vatsyayan a leading scholar of Indian classical dance, art, architecture, and art history.

We condemn in the strongest possible terms the gruesome murder of Hathras and Bal Rampur. Our deepest condolences go to the families of the victims while we request the authorities to ensure the perpetrators are brought to justice and account. The glorious experiment of democracy is at stake when the weak and downtrodden is trampled upon.

The pandemic has claimed the life of the great musical icon S.P. Balasubrahmanyam. We express our grief on this irreparable loss, though we all know that his voice will echo forever in our hearts.

Being deeply conscious is the door to access your innate sense of humanness. We have in this edition Ms. Smita Tharoor, an apostle of mindful actions & unconscious bias as our cover personality and we welcome our readers to listen to her take on self-development and growth.

While we celebrate the divine feminine awakening this month, we wish our women more power and success.

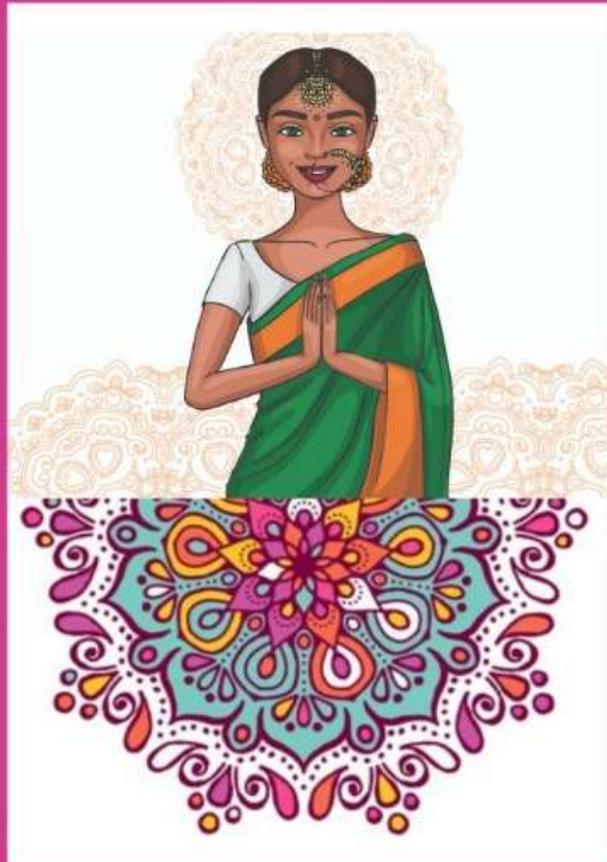
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Cover Story

**Being conscious of
the unconscious bias.**



Conference hosted by Society of Women Engineers(Chicago) in Bangalore

Being conscious of the unconscious bias

In this edition of the Shesight Magazine, we bring to you the corporate chanakya, Ms. Smita Tharoor. She is a distinguished thought leader and a motivational speaker in leadership development and organisational change. Her clients include multiple fortune 500 companies across the globe. She is also the CEO of Tharoor Associates and the co-founder of Culturelytics. Through Tharoor Associates, she has worked with pioneers in the industry such as Allianz Cornhill, Nasscom and National Health services (NHS) of the United Kingdom in order to help them 'lead' better. As co-founder of Culturelytics, she leads a company that uniquely aims at improving the work cultures of organisations with the help of artificial intelligence.

Her expertise lies in bringing insight and awareness into the current culture of an organisation. By doing so, she helps re-engineer existing organisational blueprints and creates a high performance, value based culture within the organisation. When she is not advising her corporate clientele, she is busy imparting her knowledge to students across the globe. And so she has given lectures to students across top-tier tier universities such as the London School of Economics (LSE), the University of Arts, London (UAL) and the Jindal Global University, India. She is also a trained NLP (Neuro Linguistic Programming) Practitioner, Coach, Mentor and Mindfulness Practitioner.



Features | Cover Story

One of the key concepts her work touches upon is the effect of conditional bias on decision making. The term she uses for this is 'Unconscious bias' - the bias can be mental, cultural or behavioural. The bias could be a result of past experiences (conditioning) which has a direct impact on the current outcomes. She observes that the bias is often unconscious within individuals which results in them making choices on auto-pilot mode without awareness. Ms. Tharoor, anchors a podcast where she interviews people around the world to share their stories of unconscious bias. She gently prods the interviewee to look into their own unconscious bias, and it is really motivating to hear those stories and how they overcame the biases for their advantage. Search for her name



Smita as a baby, for the first colour advertisement of the Amul baby food

and the "stories of unconscious bias" on whatever platform the podcast is heard. As a solution to overcome unconscious bias, she has developed tool sets and methodologies whereby through self-evaluation and reasoning the leaders of a company become empowered to take sustainable decisions. And so, she enables the leadership of an organisation to become self-aware of their inherent biases and make decisions that are inclusive, sustainable and data driven.

A glimpse into Ms. Tharoor's upbringing and one can understand where her insights stem from. As she herself puts it, Ms. Tharoor had an accepting, liberal, non-judgemental and secular upbringing. An outcome of this upbringing that the world cherishes today is her brother - the Honorable MP, Mr. Shashi Tharoor. They Ms. Smita and Mr. Shashi Tharoor along with their sister Ms. Shobha showcase the essence of the Tharoor family, whose roots lie in the district of Palghat, Kerala.

Ms. Tharoor took her baby steps into limelight by becoming the first baby model for the iconic Amul baby milk powder. Later on, as a young girl she had gone on to bag the 1st runner-up for the prestigious Miss India beauty competition in 1979.

▶ What is unconscious bias?

Unconscious bias (or implicit bias) is often defined as a preference or unsupported judgments in favor of or against one thing, person, or group as compared to another. Sometimes this could be considered unfair. We get these biases instinctively due to our personal stories and life experiences that define us in ways we have not realised.



Smita when she won the Miss India runner up in 1979



▶ **Are there any tools and techniques to catch the mind when it starts to slip into its unconscious ways?**

The first thing that you have to do is to acknowledge that you have unconscious biases. So, when you instinctively jump to a conclusion, you need to stop, reflect for a while, and recognise that your initial opinion may not be the right one. That's easier said than done but it's the first step in the right direction.

▶ **Can you please explain what is unconscious bias in the context of organisational behaviour within international organisations which has an amalgam of different nationalities from varied cultures?**

In this scenario, what we often do is stereotype nationalities and that is our unconscious bias. So, for example, we may make a stereotypical expectation that Japanese people behave in a certain way and Indian people work in a certain way. In the office we unconsciously expect each nationality to behave in stereotypical ways. A lot of research has been done on this topic. It comes down to culture. Way back in the 70's it was suggested that there are two types of culture – high context (HC) and low context (LC).

Communicating between these two will naturally have their issues as the values of each culture are quite different.

HC is influenced by the closeness of human

relationships; well-structured social hierarchy and strong behavioural norms while LC meanings are explicitly stated through language. People usually expect explanations when something is not clear. It's direct, linear, precise, and based on true intentions. No marks for guessing whether India is HC or LC.

The stereotypical values of Western Europeans and the US are democracy, self-determination, equality work ethic, human rights, and their communication style reflects this as they are generally extrovert, forceful, lively, interrupts, talkative, and most importantly place truth before diplomacy.

India, on the other hand, values hierarchies, is fatalistic, male-dominated, and has an unequal work ethic.

The style of communication is usually introverted, modest, quiet, doesn't interrupt, uses silence, and places diplomacy before truth. Both are generalisations, naturally, and there will always be a talkative, forceful Indian sitting with the quiet, modest American alongside a Finn whose values match with the American but communicates more like an Indian.

So, the point is when you are working you are expected to have a more cohesive and inclusive organisational culture. What you need to do is to try and see each individual for themselves rather than see them because of their nationality. In other words, you do not define people by their difference. You see them for bringing in the work, the skills, and ability they have when they join.



- ▶ **Can you please define the value addition and or the force multiplier effect that you can bring into organisations explicitly from your past experiences with the coaching and counselling of leadership of concerned organisations?**

A Force Multiplier mindset means that as individuals we show up every hour of every day with the belief and resolve that our performance is the defining factor in the success of a team. This cannot be achieved if the leader does not believe that themselves and does not encourage a strong sense of identity and self-belief amongst all employees.

So, when you are talking about coaching, I think it is important that the leaders of the organisations have conversations around unconscious bias with all their employees, which will create a trickle-down effect.

If there are 200 employees and the CEO talks to 10 people and those 10 will talk to 10 and so on, each group will understand what it means in terms of becoming part of an inclusive organisation.

Very often when you go into organisations and you talk about unconscious bias it is bracketed as diversity and inclusion. I am not talking about diversity and inclusion. I am talking about me and how I can manage my situation, my own unconscious biases for myself. When you begin to do that for yourself, only then can it make a difference in how you self-identify and if you can have a force multiplier mindset in your company.

- ▶ **Emotional Intelligence is a commonly used phrase that has been made famous by Daniel Goleman et al. other than corporates, what is the specific strategy that you would recommend to families for helping children to have a well-rounded personality and be empathic?**

Daniel Goleman says there are four domains of emotional intelligence. The fourth one is empathy. There are three other domains that you have to understand and practice before you become emotionally intelligent and show empathy to other people. Those three things are directly connected to our unconscious bias.

They are self-awareness, self-management, and self-motivation; in other words, they are intra-personal skills that we have to learn. By intra-personal I mean me, myself, and I. When we are talking of Daniel Goleman specifically, you can't get to the fourth without the first three.

So, once you learn to become more self-aware and you reflect and think about your stories and your unconscious biases, only then can you become better in your head and manage yourself. If you believe in yourself, if you have confidence in your skill and if you are comfortable in your own identity, only then can you motivate yourself to achieve and will be able to look at another human being and show empathy towards them. So, for children, the first step is to make them more self-aware. Help them question themselves, help them to have their voice, help them to be more comfortable in their skin, help them to be more comfortable in their identity, and only then can they evolve to a more well-rounded personality.



Features | Cover Story

▶ **Is empathy inherited (genetics), why are some cultures more emphatically inclined why others are not so. This could be my bias, but I am basing this question based on my perception and understanding of history?**

That is your bias because you are using the word empathy in that context. There is a very interesting book written by Lisa Feldman Barrett called "How emotions are made". In that she says, some countries don't have the word that means "fear" or "anger" in their language.

Those of us speaking in English to each other, we put emotion into words. So, when you are saying certain cultures don't show empathy, instead of putting emotion into it you have to acknowledge that certain cultures behave differently in certain situations. This is connected to my earlier point of LC and HC types of culture.



Parents: Ms. Lily & Mr. Chandran Tharoor
Children: Shobha, Smita, and Shashi

▶ **Again, what is the role of genetics and conditioning in leadership development? Is not the value system (ethics, fairness, honesty, kindness, empathy) the foundation of the personality that has a direct impact on being a good leader? How do leaders evolve in a political culture which is corrupt and not transparent.? what is your take on this?**

Daniel Kahneman a psychologist, Nobel prize winner has written a book called "Thinking Fast and Slow". One of the aspects of genetics is how our brain is wired. You probably know the phrase that people see the world half empty or half full; we see the world positively or negatively.

He says we are genuinely born half empty or half full. Some people see the world more negatively and some see the world positively. Then your life experiences, which is called our conditioning, our parenting, how we are brought up, the value system of our own family and our own experiences, all these will have an impact on what kind of leader you are. .

Working in a corrupt political environment is harder because often people cannot succeed unless they fall into the corrupt way of working.

They may not want to, as it is against their value system. That makes it much more challenging as a leader. But on the other hand, if you are aware that you are a composite of many things including how your brain is wired alongside your narrative, you are better able to challenge your unconscious biases, accept that some things are out of your control, and do the best you can to work in a mismatched value-based organisation.



Features | Cover Story

▶ Can you please share your experiences on working with different leaders and their impact on your persona?

I work for myself as I have my own company and therefore when I am working with different leaders, they don't influence my personality as they are not my boss. If they were my boss that might affect how I behave. My job is to help support the leader in improving organisational behaviour. There is one company that I worked with who wanted me to work with them because they wanted to be a more inclusive organisation. The CEO was extremely excited about the kind of work that I am doing and was very supportive. Therefore, as a result, over the period of a year or two, they began to see the cultural and behavioural change in the company. On the other hand, I have worked with leaders who are dictatorial in their approach and not self-aware enough to acknowledge that they have their own unconscious biases. The employees are willing to understand and recognise they have to change but if the leader doesn't understand that, then the company is not going to change. So, it has to be a top-down approach, the leader has to accept and influence.

▶ Can you speak a little bit about your childhood and the influence of your parents & siblings on your outlook on life as an adult?

One of the reasons that I work with unconscious bias is because I have reflected on my childhood, parents, my siblings, and my outlook on life. I realise that I am very lucky. I was born in Bombay, grew up in Calcutta and I am the third of the three children. I grew up in

the '70s in Calcutta. We grew up in an inclusive non-judgmental accepting home. Many families all over India in those days (and today) are patriarchal. The first-born son would have got far more attention than the girls. That did not happen to me. If anything, if you ask my brother, he would say his sisters were more favoured than him, so we never felt in any way lesser.

About religion, I had friends of all religions, and Calcutta was a melting pot of religions. My parents were not concerned about my friend's religion or caste. For me, caste came from history books. My surname does not say what caste I am. My father changed his name and took his ancestral house name which is Tharoor. It was during the freedom struggle and he did not want to be recognised for his caste.



*Always there for each other -
Smita, Shobha, and Shashi*

The fourth was sexuality. We were taught to accept everyone regardless of their sexual identity. A gentleman was living in our building who was Gay and at no point did we feel that was wrong or unusual.



Features | Cover Story

In retrospect, I was lucky to grow up under the influence of my parents and siblings. It was a genuine liberal and non-judgmental environment. I grew up in a city, but I also have an ancestral home in Kerala. Every summer holiday, every single year we went back to the village. In hindsight that had an enormous impact on my outlook on life. My experiences of urban and rural life in India has shaped me. I have never lived in Kerala except for the summer holidays yet I have a strong sense of identity of being a Malayalee.

▶ **What do you think is unique about Indian culture and what unique value addition do you feel that it can provide to the amalgam of world cultures based on your experiences.**

India is like Europe; Europe is a continent. How can you expect somebody from Sweden to be the same as the people from Greece?

In Europe the language is different, the food is different, the culture and the value systems are different. India is like that, yet it is one country rather than a continent. Many people assume that we are the same while we are not. As with most countries, India has its own unique and subtle manner in which business is conducted. Success can depend on an appreciation and understanding of the cultural aspects and idiosyncrasies of the people.

What is unique about India is that each state has something wonderful and unique about it that we bring to the table. The food is different, culture is different, the value system is different, yet we may not acknowledge that.



Smita with her husband Seamus Murphy and sons at the Berlin film festival where her husband was premiering his film .Left to Right Ashwin, Smita, Seamus, Nihal, Avinash

So being part of the Indian culture is fantastic. I am genuinely an all-round Indian as I was born in Bombay in the West, grew up in Calcutta in the East, went to University in Rajasthan, and lived in Delhi in the North and went to our ancestral home in Kerala in the South.

Each of the states that I lived had wonderful things to offer me. So, I can confidently go into any kind of international organisation and talk about world culture based on those early experiences.

On behalf of the Shesight we extend our sincere thanks and gratitude for her time and effort. We wish her the very best on both the personal as well as the professional front for 2020 and beyond.

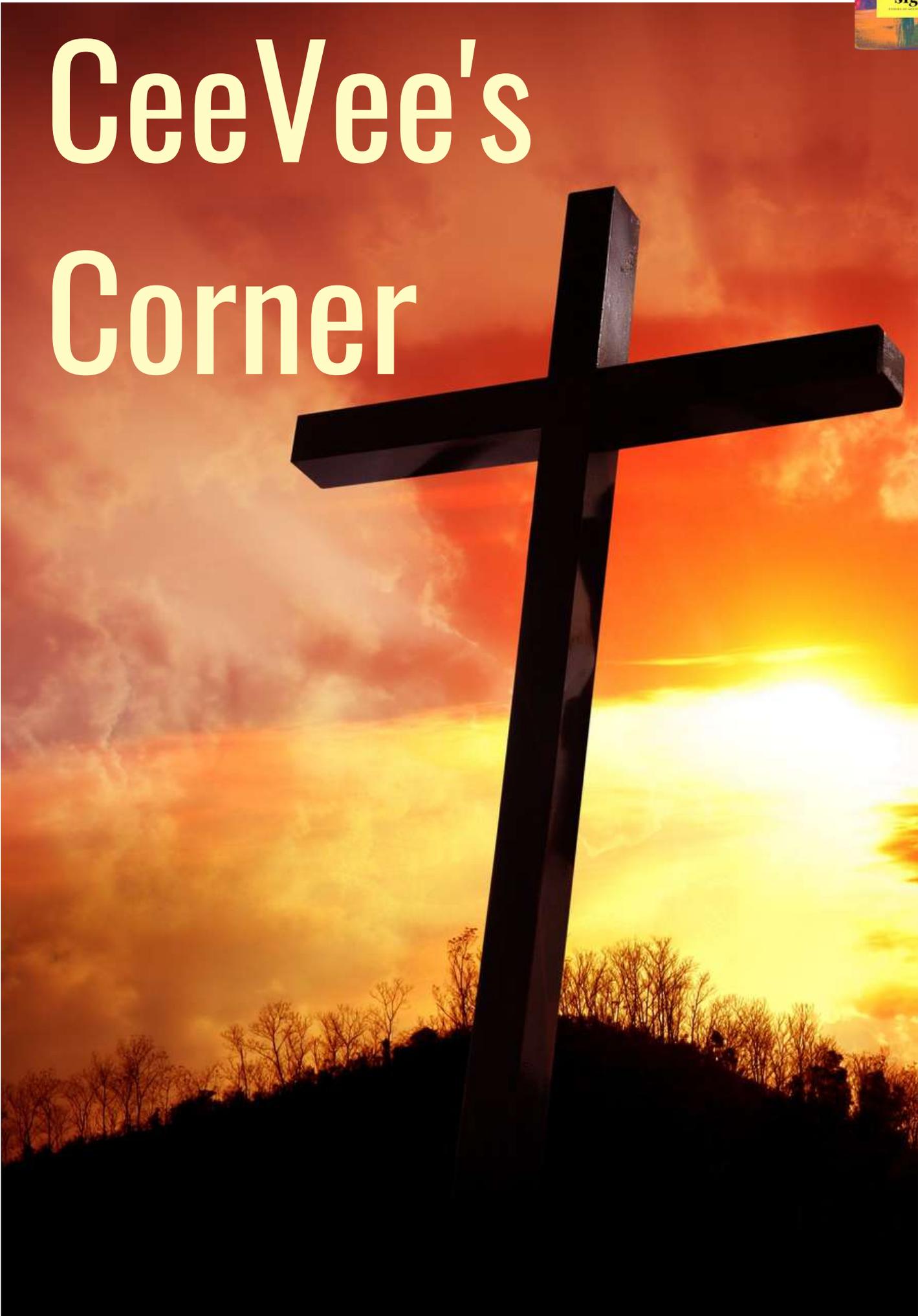


Ms.Sujatha Unnikrishnan

Kochi



CeeVee's Corner



ACTORS WHO LEAVE HALF-STAGE



Dr. Chandra Vadhana
Founder and Chief Mentor,
Prayaana Labs:
connectceevee@gmail.com

#CeeVee is the brand name of Dr. Chandra Vadhana

Some days back I happened to attend the funeral function of one of my neighbour. It was an early and untimely death. He was only forty-five years old and the father of two young children, seventeen and fifteen years of age only. The death was predicted by a doctor one week back, as he was critically ill and was hospitalized in the ICU. But the whole episode of the bereavement was however unpredicted and a totally unwanted visitor for the family. When the news of the death came, I went to meet his wife and children. The wife was tired of crying and when I tried to console her, she said, "This vacation we were planning for a family tour. He was just back after an official tour, but suddenly fell ill and was hospitalized". Her mother-in-law, couldn't stop her tears and told me, "He is the one who had to do my last rituals, but...!!". I couldn't find words to console the children. For them, their daddy was the best and his loss was not something they could withstand.

The travel to the cemetery gave me some time to think about death. I kept thinking about the family. My thoughts forced me to put myself in her shoes who just lost her husband. The pain and agony were immense! With lots of responsibilities ahead, the wife who do not have a job or other source of income just appeared shattered! Probably there might not be much financial difficulty for some women in a similar situation, but the vacuum created by the absence of one's husband would be terrible.

Features | CeeVeEs Corner

I accompanied the family to the cemetery (they belonged to the Christian religion and hence the body was getting buried). The bus stopped and everyone stepped out to the cemetery. This was the first time I was stepping into a cemetery. Seeing so many graves around, I was feeling a bit nervous and scared. The fear was not because of any filmy influence but because of the realization that we all have to come to this place one day!!

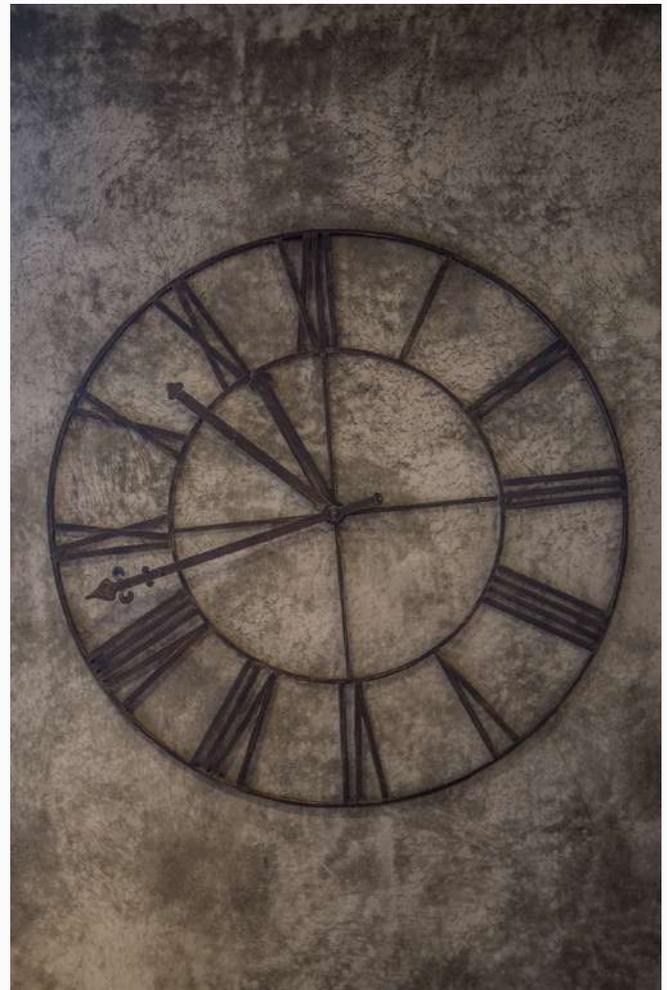


Is life a journey to this destination? If life is a journey and the destination is fixed, what changes is the time of reaching the destination, right?

Yes, "TIME" is the only factor that varies for each of us. Some people get a longer time, others shorter.

Do we have any control over this time that we have? Though we can put the blame on God or say it in nice words, that, "God takes his beloved people earlier", the fact is that we DO have some responsibility towards our life.

The above narration is from my blog post which I wrote in 2011. The man quoted was an alcoholic and died due to Liver Cirrhosis. The family narrated in the blog have moved on with their father's death by selling off the properties they had and the children building their career. So, why did I write this now? Well, a similar incident happened today as I write this article on a late evening of September 2020. An acquaintance battled liver cirrhosis along with other illnesses and died. He was 48 years old and is survived by his wife and child. In this case, his wife is educated and could probably survive without much struggle despite his untimely death. But, what about the child who has lost her father untimely?



Features | CeeVees Corner



The main villain in both the above cases is severe Alcohol consumption. I am writing this from one state in India which is well-known for record alcohol consumption and the state's exchequer can survive only with the contribution of the alcoholics who pay around 200% tax for getting their favourite beverage from retail outlets run by Government. On one side, without alcohol income, the Government cannot survive and on the other side, we read stories of families devastated, rise in domestic violence and crime and other health crisis due to heavy usage of alcohol. Rampant alcoholism among the youth coupled with drugs is indeed a 'Damocles sword' hanging over our society!

Coming to some statistics on the health factors, there has been a paradigm shift in the dynamics of liver cirrhosis and about 10 lakh new patients are diagnosed with it every year in India! Heavy drinking can make you more likely to get serious health problems like liver disease, cancerpeptic ulcers and many others. Regular or high alcohol use can hurt your heart and lead to diseases of the heart muscle, called cardiomyopathy. Drinking alcohol regularly also can raise your blood pressure and also weaken your sexual potentials.

But most importantly, it impairs your reasoning and modifies your character in due course of time leading to bad interpersonal relationships and mental illnesses.

But what shocked me was the study that confirmed that People hospitalized with alcohol-use-disorder have an average life expectancy of 47-53 years (men) and 50-58 years (women) and die 24-28 years earlier than people in the general population (Westman et al, 2014)

Whatever be the reason, Can we ever LOVE an ACTOR who leaves the stage before the SHOW gets over?

According to me, alcoholic men are like actors who leaves the stage halfway! They are the people who could have played their full character role but ended up losing their lives due to their temporary joy of drinking than taking responsibility for their lives.

Features | CeeVees Corner

Some men fulfil their responsibility, others do not. Some husbands do their duty, others may not. Some fathers will be there for their children, while others leave them halfway. Why? Is it because such fathers think only about their temporary happiness? Or is it because such men do not plan for the future? Or is it because such husbands do not empower their wives?

Stories of wives who are devastated because of the untimely death of their husbands are increasing in our society. Who should be blamed for the situation? The habit of alcohol consumption? Or the man who did not empower his wife? Or the Government which gets the highest revenue from the sale of alcohol? Imagine the struggles of a woman – especially if she is not financially independent? She has to not only fend for herself but also for her children and live with respect in a society which is inconsiderate to her woes and problems. Widowhood is, indeed, a curse in the patriarchal Indian society.

If you are a husband and you consume alcohol, why don't you consider yourself as your wife for a moment and think about this situation? If you are yet to become a husband, take a pledge against alcoholism today and secure the future of you and your family. If you are a wife, why don't you share this article to your husband? If you are a girl seeking a partner, why don't you discuss alcohol consumption pattern before deciding your marriage/partnering? Yes, these are possibilities but, the most unfortunate are the children! They cannot get a happy childhood with an alcoholic parent and neither can they influence much to change their parent's habits or even escape from such homes. My heart goes out to such children.

It is time to think and take strong social action against Alcohol menace.

And yes, Say Cheers to Life & not to Alcohol!

CeeVee

Reference

Westman, J., Wahlbeck, K., Laursen, T. M., Gissler, M., Nordentoft, M., Hällgren, J., Arffman, M., & Ösby, U. (2015). Mortality and life expectancy of people with alcohol use disorder in Denmark, Finland and Sweden. *Acta psychiatrica Scandinavica*, 131(4), 297–306. <https://doi.org/10.1111/acps.12330>



BUSINESS WOMAN OF THE MONTH

*Dark Chocolates
keep you
Healthy & Smart*

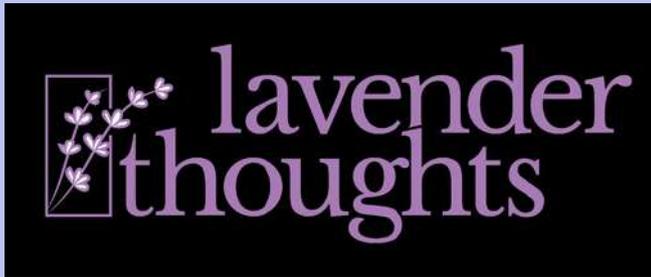


**Tastree is an Indian Bean to Bar Chocolatier.
Tastree's Dark Chocolates are now available in Amazon.
It's Natural & Healthy**



Features | Business Woman of the Month

Lavender Thoughts by Elza



MS. Elsa Baby
Managing Partner, Tastree Foods
Founder of Lavender Thoughts.

Elsa Baby believes in spreading happiness around her and she sees her products delivering the same, be it chocolates or gift hampers.

Elsa is one of the 3 Managing Partners of Tastree Foods, a food brand which produces cocoa based products, based at Kothamangalam, Kerala. Cocoa beans are directly collected from the farmers ensuring to retain their original flavor and aroma even after processing. Their products include 70% dark chocolates in six variants, natural cocoa powder and natural cocoa butter.

Elsa is the founder of 'Lavender Thoughts' where she curates beautiful gift hampers for different kind of occasions and events. The artist in her strongly believes that the perfect way to thank and reward a person is through customized creative gift hampers and she makes it a point to include handpicked premiere goodies for all her products.

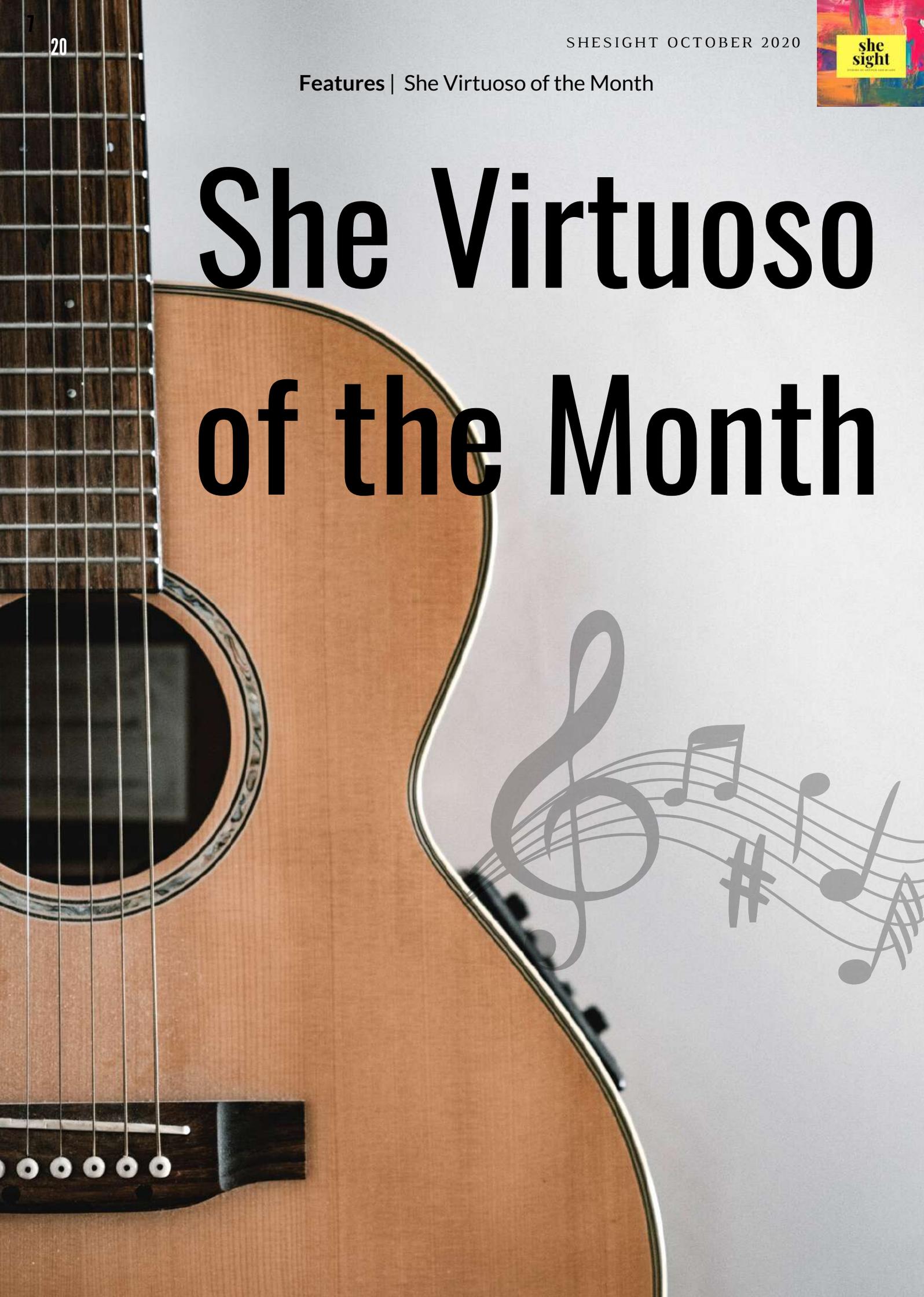
Elsa is a post-graduate in Electronics Engineering and has served as a Lecturer and Asst. Professor in MBC College of Engineering and KVN Naik Institute of Engineering Education and Research, Nasik respectively. The urge to do something of her own and to use her creativity, made her venture into the world of Business. Her products have a good clientele across India and she is enjoying this transformed avatar of an entrepreneur

SHE SIGHT wishes her more success in the coming years!



Features | She Virtuoso of the Month

She Virtuoso of the Month



Features | She Virtuoso of the Month



In Tune With The Rhythm.

Soumya Sanathanan started off as a singer, got enchanted with rhythm and beats, delved into the art of percussion and now revels in creating mellifluous melodies. A versatile musician she is, Soumya without doubt has a mighty presence in the social media and other networks. A search in the media for her brings up a collection of her renderings for which she plays the percussion instrument of her choice.



**Ms. Sujatha Unnikrishnan
Kochi**

From childhood itself she displayed affinity for music and thus was sent to music classes at a very young age. Soon for her luck the family got settled back to Thiruvananthapuram and she had the fortune to learn music under the guidance of Perumbavoor G Raveedranath. She participated in various cultural events and got recognized as a child artist very soon. Though singing was her passion, there was something else that made her go wide eyed – percussion instruments and she decided to give a try on it. She started with tabala and soon at the age of 12 she was there as a tabalist in children's musical show – ma ga ri sa. Learning and understanding the tabala made her more confident and with more curiosity she started to try other percussion instruments like edakka and drums. Her exploration in to the world of percussion instruments did not stop there; she explored more into the Eastern as well as the Western. She has got a very good collection of percussion instruments perhaps more than 30 with her including 'Hapi' drum and 'Wave' drum.

Dedication and devotion towards her passion, made her musical journey smoother and faster. She became a constant presence at various programs in Asianet, Doordarshan, Flowers and other known Malayalam television channels. She also shared the stage with M G Sreekumar for Sa Ri Ga Ma in Asianet.



Features | She Virtuoso of the Month

She has given rendition for the compositions of the Raveendran master (Saiwar Thirumeni) and Rajamani and had the fortune to do a duet the song 'Nellambalalle' with MG Sreekumar in the movie 'Chathurangam'. But the innate sense of rhythm and musicality in her has found more expression and made her more creative when she started to compose songs. She says "I am more into composing these days and my taste for the instrumental music has aided me a lot while doing compositions". She is the grade one light music composer for Akashavani Radio station. For all her talent, it was not a surprise that she has been awarded the best music director by Satyajit Ray Film Society. She had given music for the lyrics of the renowned bards like Sreekumaran Thampi, Poovachal Khader, Mankombu Gopalkrishnan and Rafeek Ahamed. She has done Onam songs for Doordharshan and also composed songs for the mini choral (Akashavani children's choir) while it was revived after 15 years.

When it comes to academics, Soumya did not have any other subject of interest and she had music as her main subject for graduation and post-graduation. She has submitted her PhD with a JRF at Kerala University. In between she took a post-graduation in psychology with an intention to learn music therapy. She is in search of options to learn music therapy and though not qualified as a therapist, she has been teaching percussions at CADRRE Autism School since 2018 which she enjoys thoroughly.

She released the first Acapella cover song in Malayalam which became a hit in You Tube. She has smartly emulated the tones of various musical instruments in her Acapella. She does this with taps, voice manipulation and snaps, also called beatboxing. As her career demands, she does stage shows whenever possible and also manages time to provide drumming sessions for which there are many aspirants always. She also has set up a well-equipped studio 'Neelambari' at her own house.



Features | She Virtuoso of the Month

She is always grateful for her parents who has always supported her mentally and financially. If it was not for her mom she would not have gone for the music directory auditions in Akashavani. Now she has one more inspiration in her life; her daughter Neelambari, a budding artist who has inherited her mom's music talent and this mom and daughter duo is all set to explore more into the exhilarating world of music and come up with more innovative creations. When asked about her future plan, pat came the reply. "My dream is to set up a platform, a university where one can learn all the types of music and instruments, a complete music hub". With a lot of dream in her eyes, she sets her happiness quotient when she says,

"Serving the society through music and leading a joyful life with a peaceful mind is what I consider as success and achievement".





Ask the mentor





Career in 40's

Q: At 40's how can I start a career? I am a graduate with no particular skills. I have been a housewife for the last 16 years.

A : Before getting married did you ask this question, "I'm just a 24-year-old college going girl, with no experience of marriage. I have no particular skills, no competence of running a house hold, managing a budget, no people skills, how will I build a successful career as a housewife"?

I'm sure you did not. You just plunged into it, without a care or thought, but maybe with a belief that you could do it. Then why do you ask this question before starting a professional career.

Both are careers, only if you think it to be. Change your perspective and you will be able to see your experience as a housewife in a different light altogether. Start by analyzing the different roles that you play :

- **Leader-** You Lead from the front to handle all crisis situations and challenging times, taking care of the family.
- **Team Manager-** You make the home comfortable and manage it well for all members of the family, ensuring there is peace and harmony.



Ms. Ameeta Mehta

Learning & Development Strategist, Personal Empowerment Coach & Facilitator

Bengaluru



Features | Ask The Mentor

- **CEO-** All operational concerns and needs are addressed in your presence starting from completing homework to submitting school projects, refilling medicines to buying gifts for birthdays, anniversaries and social events.
- **Educator and supervisor of the kids-** You provide them with emotional and physical strength to fight for challenges today, and to make them ready for life.
- **Human Resource-** You are also the grievance redressal cell at home, all people related issues and conflicts are resolved by you.
- **Finance Manager-** Daily expenses, budgets, emergency expenses etc. are all in control under your capable supervision.
- **Project Manager-** Organizing festive events, elaborate social gatherings with a 5-course menu are done at the click of a finger by managing a team of project leads (domestic help and family members), planning trips and vacations.
- **Customer Relationship Manager-** Ensuring that the needs of every member of the family are well taken care of- favorite food, clothes, likes, dislikes, movies etc.

With all of these skills tucked in your kitty, I don't see an iota of doubt about you not being successful in any career that you choose. 3 simple steps you can take:

- **Evaluate your Skills:** To kick start your career you will definitely require special skills and certifications to build your proficiency which can take months. Meanwhile shift your focus on the skills

and traits that you already have which are commonly applicable to varied roles as shared above. These are called **TRANSFERABLE SKILLS**. Transferable skills are those strengths or qualities that you can bring with you from one role to the next. I recommend that you make a list of those hard skills and soft skills where you think your strength lies and mark your proficiency and interest level against each and then start building your competence around the ones that matter.

- **Build Your Network:** Re-establish your contacts, especially the ones that are dormant- those you were close with, but haven't connected in the past couple of years. It's always easier to connect with familiar contacts than to start afresh with new ones, as you'd already established a relationship with them in the past based on trust, commitment and obligation.
- **Talk to Others:** Withdrawing into a shell is the most natural thing to do during such traumatic times, even more during the current context of social distancing. Self-isolation can leave you distraught, emotionally drained and demotivated to take the right action. Talk to someone, team up with a buddy, join a mastermind class, connect with a coach to keep yourself upbeat.

Finally, when it comes to restarting your career during this time of crisis, remember: The time to get started is now – but don't do it alone..



ARE YOU A WOMAN INFLUENCER?

Do you believe that women are forces with infinite potential to transform the world?

Do you believe in the power of Coaching and Mentoring ?
Would you like to contribute to Women empowerment in India?

**We are urgently onboarding Women Trainers/ Mentors
for our C2C (Comeback 2 Career) Mission 2021 in all
States of India.**

- *Free TOT and mentoring from International Coaches on Coaching Skills*
- *Be a part of a mission in Nation Building and an Internationally Acclaimed organisation.*
- *Attractive lifetime Earning opportunity*
- *Promotions and Awards*



Eligibility : A woman professional with atleast 5 years experience and a minimum degree. PG / Counseling /Training experience preferred.

*This is a volunteering assignment and is not a salaried position. We encourage working professionals to support the cause. We currently have 101 vacancies for C2C 2021 project and are looking at 5 mentors per state. Selection will be based on interview process.

**If you can commit 2-4 hrs in a week for a social cause, send your resume to
joinprayaana@gmail.com or
whatsapp to 85907 39393**

To Submit your profile visit our jobs section in
WWW.FACEBOOK.COM/PRAYAANACOLLECTIVE



Glimpses of first batch C2C
Mentors' ToT



C2C MISSION 2021

Empowering 2021
Women in 2021



Next batch of ToT scheduled on Oct 12-17th, 2020

Locations needed

INDIA : Assam & Entire North East, Bihar, Puducherry,
Madhya Pradesh, Goa, Jammu & Kashmir, Andhra Pradesh,
Gujarat, Chattisgarh, Punjab, Rajasthan, UP, Uttarakhand

GULF Countries: UAE, Sharjah, Kuwait, Saudi etc

Other States mentors are already filled. Kindly do not apply.



Send your profile before Oct 6th to
joinprayaana@gmail.com with subject: C2C
Mission 2021 Mentor



Did you become a "housewife" despite the fact that you wanted to pursue your career?

Do you find it difficult to re-enter career after so many years of career break?

**Then, Come join the C2C Mission 2021
(Comeback 2 Career)**

Get ready for a job / become a freelancer / start a business or pursue your passion in 2021



*We at Prayaana Labs have embarked on a big mission of helping 2021 women in 2021. Nominate yourself if you wish to get the support and mentoring. C2C Mission comprises of upto an year long Free*mentoring, training and Coaching led by Women Coaches and Mentors all over India. Access to jobs / opportunities, networking and earning programs are all part of the members of Prayaana Community.*

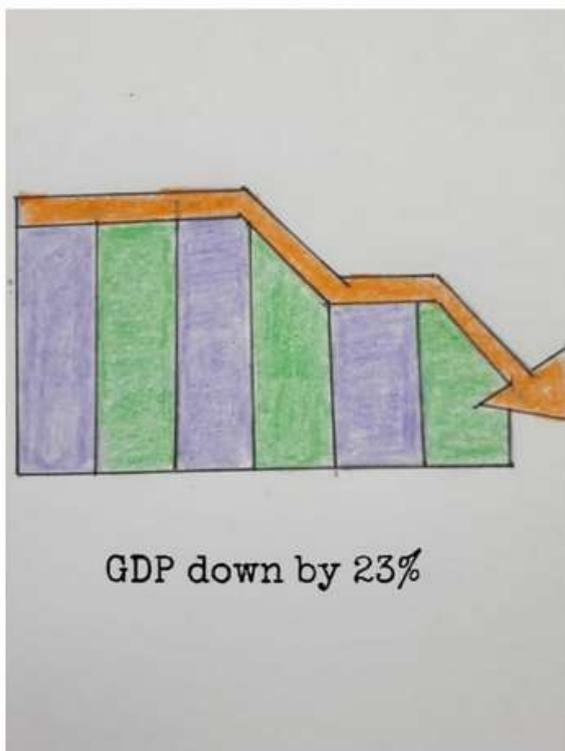
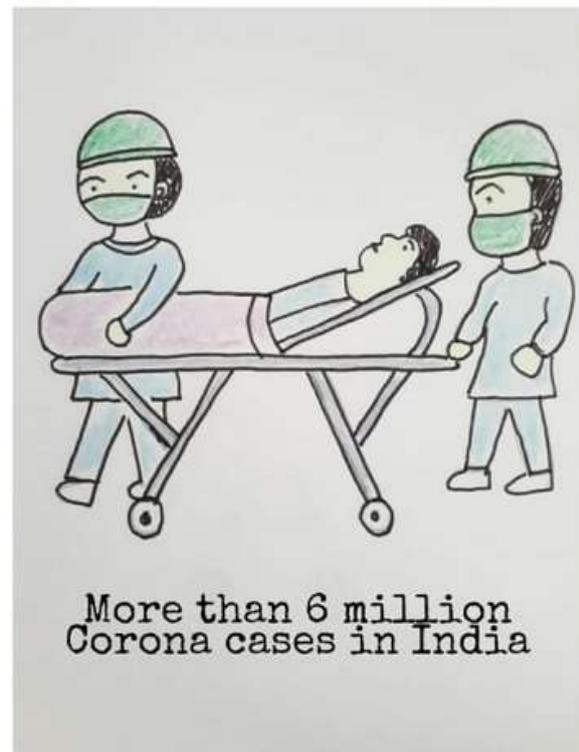
*Conditions Apply



For details & application form, send a whatsapp to 85903 39393 / 85907 39393 with subject "I want to join Prayaana C2C 2021 as a Mentee" or visit our FB Page www.facebook.com/prayaanacollective

TUNED OUT

Ms. Meenakshi Subramaniam
Cartoonist
Mumbai





She Musings





CURIOUS, EH !

"**M**om, I am full. I can't eat this!!" said my son, sheepishly who was already feeling full after eating half of the chicken biryani served for dinner. I

looked at him in disapproval. I don't like it when someone doesn't finish off the food from their plates. I generally like to give leftover chicken pieces to the stray dogs in my area. I went down to the familiar hangout of the strays in my area. I placed the leftover biryani which had chunks of chicken pieces in it. As I was watching them, there were a few dogs who were sleeping peacefully. Their bellies full and moving up and down in a rhythmic motion.

I stood there watching them and smile crept up on my lips. I went into a flashback. Yeah, just like in the movies. I went back to a particular incident when I was in kindergarten. I remember that day clearly because the scar of that day is etched forever on my right leg.

In those days, the town that I stayed in was not that developed in terms of schools and colleges. So, my parents sent me to stay with my aunt where they had the basic facilities like schools, post offices etc. It was my summer vacation and on one such day in the summer, my aunt wanted to go to the post office in the afternoon. She could not leave me home as my uncle had gone to work and my cousins had gone to their own native places. So she had to take me along with her to the post office in the sweltering heat of the afternoon. We reached the post office. There was a long queue and there was only a single fan which could only serve a few people standing below it, and I could barely avail any comfort from that. The line moved very slowly. In the meanwhile, to pass time my aunt started chatting with other people in the queue. Those days people were friendly and



Ms. Vrishali Kanade
Owner of Shop Nook ,
Mumbai.



helpful. So, after a bit of chit-chatting, my aunt realized that she needed to enquire about something which meant she had to step away from the queue and go to the other end of the post office to speak to the clerk there. So, she perched me on the bench which was at a good height for a 7year old to climb down. This was to ensure that I stay in one place and not move away from there.

I sat there quietly and glanced around. My sight fell on the dog sleeping beneath the bench. I observed that a blob (which was actually his stomach) was moving inside him up and down in a rhythmic motion. I have never before observed someone sleeping let alone an animal. I wanted to watch it closely, so I jumped down from the bench (unbeknownst to my aunt) and bent down to look closely at his stomach. I was about to touch its belly with my index finger when one uncle from the queue saw that and stopped me from touching it. I did stop but the rebel I was, got annoyed at his instruction. But did not touch it with my finger. My fascination for this moving lump kept growing as I stood there watching it move up and down. I knew I should not touch it with my finger. I was not in a mood to get another instruction from some random uncle or aunty. So I decided to use my foot and gave one large poke with my right leg. Next thing, I know people were trying to pull me from one end in an attempt to disengage my leg from the dog's fangs and I was wailing in pain. The other half was trying to distract the dog so he would leave my leg.

After hearing the commotion, my aunt came over hurriedly to check only to be horrified that it's me who was in trouble. She literally had a facepalm moment. I could make out from her expression in all that crying and wailing. My leg was in the midst of a tug-of-war where people on the other end kept pulling my leg with the hope that the dog will leave my leg in one piece. Finally, with several attempts the dog let go of my leg and ran away. The next fifteen days were trips to the hospital for injections in the belly!!! Yes, you read it right. Those days, the treatment for animal bites included fifteen or thirteen injections in the belly depending on your age and severity of bite.

A peacefully sleeping dog brings back the memory of that day and I end up laughing to myself. I was a troublemaker but a silent one. We all have some or the other funny and goofy incidents in our childhood which we revisit from time to time. I have loads of them, but this one happens to be my favourite one. Which one is yours?

The Messenger with wings



Ms.Gopika Ram
Founder of Live With Art
Mumbai



In pensive mood she sits,
Near her window with a flower;
She plucked on her way home,
Drowned in his thoughts of the moments they shared.
There comes the messenger from him;
Settles on her palm with a gentle breeze.
Oh dear! Isn't the smell of the flower captivating?
She asked in excitement seeing her in her palm.
She flapped her wings,
Came close to her, whispered in her ear;
"Dear you are not less than a flower
Enchanting is you drenched in his love!"
She blushed like a flower.
Like a butterfly her wings unfolded.
Then came him took her in his arms.
They flew to the world they belong!

She and He the wind.



Romancing in a reverie



Ms.Mridula J Nair

Speech Language
Pathologist and
Audiologist
Bengaluru

I wake up to the annoying noise of the alarm and look outside from my bedroom window. The weather outside is amorous with a glimpse of sunshine and the elegance of rain drops touching the mother earth is creating a marvelous rainbow.

As I moved out of my bed, noticed my “ever sleepy” loving husband was up already and the aroma of my favourite lemon tea reached my nostrils as I walked out of the bedroom, astonishing me that the love of my life was busy making it for me.

I silently got freshen up and move out to the balcony making a point not to astound him, stood there mesmerized with the beauty and different shades of the nature. The Sun and the rain were my favourite since childhood and when both came together it created such a magic that always amazed me and made me smile wiping away the gloominess.

Features | She Musing

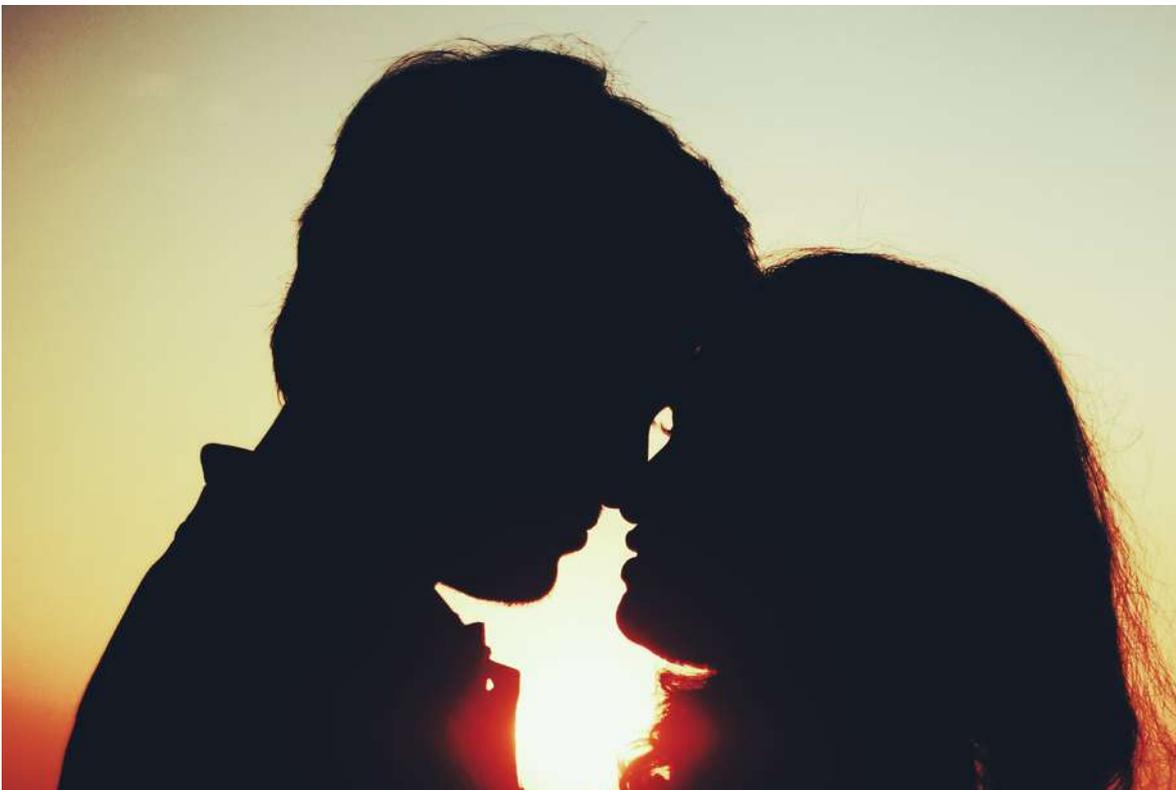


The droplets on the leaves and flowers of my garden shined so bright that it created an illusion of how fascinating life can be with a balance of sweet and spicy journey a person goes through. I picked my phone and started playing my most favourite romantic song "Listening to the raindrops, I am thinking of you" and just got lost deep in thoughts having a speechless conversation with the nature.

As I stood there amidst the beauty, I felt a hand on my shoulder. I turned to a man who had love filled in his eyes and a cup of lemon tea on his hand. As I took the tea cup from his hand my inner lady was jumping in joy to such a lovely moment that she never thought will ever happen. And he turned me towards the nature and moved by my side hugging me so tight that I could feel his breath. We stood there for a period of time that felt like hours creating the blaze of love that seemed to be lost.

Again, I hear the alarm ringing and as I move I realized that it was just a dream and my dear husband was snoring to glory and that I was stuck somewhere between the "Dream" and "Reality".

Finally, this time I wake up with a smile than a gloomy face and freshen up to kick start my day with an aura tea for my better half.





His Muses



Dead Hathras Girl Speaks



Prof. SR. Nair
Chief Mentor, Mentor Guru
Cochin

Is born dalit my sin?
It is my parents who willed
I dreamt to be rich
And a life, having no end !

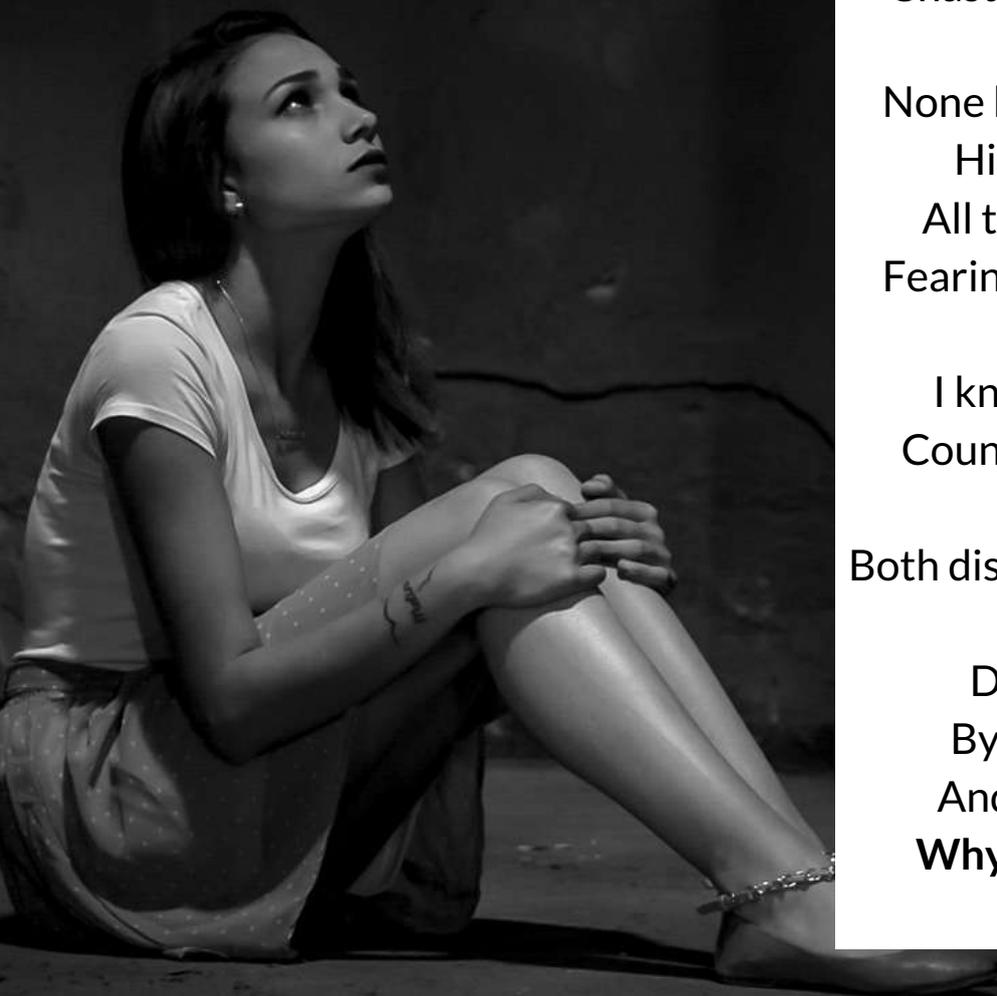
No poverty, I asked for
I wanted a good life
Folks said, 'go cut the grass',
Feeding cattle, for us to live

Four men attacked me at work
Bullies, men of upper caste
Wanting fun and sex at my cost
Chastity, dignity and life, I lost

None bothered, my story gave
High TV channel rating
All the noise will die down
Fearing the power's onslaught

I know fully well now, the
Country seeks no daughters,
Yes, no dalits too!
Both dispensable, easily, anytime!

Dead I am now, killed
By men's brute powers
And burnt alone by night
Why do I get treated thus?





It's all your Hormones



Ms. Deepak Khera

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Well, aging is a natural process. We can't stop it but we can surely control it and can choose to age gracefully by keeping a check on our body hormones

Changes in the body occur naturally in the way body systems are controlled. Some target tissues become less sensitive to their controlling hormone. The amount of hormones produced may also change and their levels in the blood keep varying from time to time.

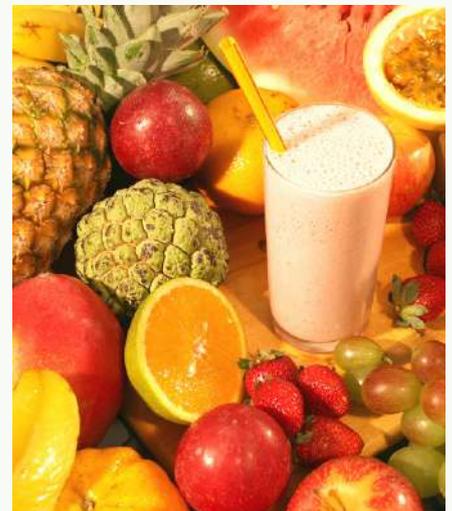
When we think of the word hormone, we tend to think of issues such as menopause, puberty, thyroid disease or...being grumpy and craving sugar at "that time of the month". Or you think of, Bloating, fatigue, irritability, hair loss, palpitations, mood swings, problems with blood sugar, trouble concentrating, infertility, weight loss, weight gain.

Hormones are the most powerful chemical messengers in the body. It can make or break a person when it comes to weight loss and feeling well. In addition to blood sugar control and insulin balance, hormones control metabolism and therefore are intricately connected to the amount of fat you gain or lose. In other words, burning fat and achieving successful weight loss is in fact partly a hormonal event.

The 4 little hormones I want you to know about are :

- Fat storage hormone - Insulin
- Fat burning hormone - Glucagon
- Stress hormone - Cortisol
- Hormone that keeps Women young - Estrogen

In females these hormones are responsible for making skin look younger, shaping facial features, fat deposition area, fertility, maintaining muscle mass, metabolism, and energy levels, monthly cycle, mood swings and so much more.



Features | Diet and Nutrition

But did you know that the food you eat and the exercise you do has a huge impact on your hormonal health and weight?

For weight loss, calories is not the entire picture but it is equally important to have a Hormonal balance.



Ways to achieve hormonal balance and promote weight loss:

- **Eat Balanced diet** - A customized diet based on your internal health is very important. It must have all the nutrients in right proportion and must be consumed at the right time. Vitamin C, Zinc, Magnesium, Vitamin E, Vitamin B6, B12, Fibre are crucial in normal diet.
- **Reduce all insulin stimulating foods.** These include white sugar, excess alcohol and all processed flours.
- **Pick glucagon stimulating foods at every meal.** Glucagon stimulating foods are proteins such as chicken, fish, turkey, cottage cheese, yogurt, lean red beef, eggs, hemp.
- **Support your hormonal health with essential fatty acids.** In addition to cold water fish, nuts and seeds – it is advisable to supplement
- **Stay hydrated.** Drinking 2 litres of water per day is critical for energy, vitality and overall health. No excuses on this one –just make it a habit.
- **Drink green tea.** In addition to boosting metabolism, green tea secretes an amino acid called L-theanine which tends to have a calming effect.
- **Exercise, there is no way around it.** Exercise is by far one of the most effective ways to lower cortisol response.
- **Sleep well.** A good night's sleep can do wonders for proper cortisol secretion and weight loss. In fact, research has shown poor sleep quality to be associated with an increase in cravings and hunger, thereby leading to weight gain.
- **Hug someone you love.** Whether it is your child, hubby, friend or parent – hugging naturally lowers cortisol response.
- **Meditate, pray or journal.** While this may sound “out there” for some of you, I assure you, it works.
- **Take time for you.** Whatever it is that you love to do – walk, spend time with friends, – try to take time 15-30 minutes per day for yourself.



Sheteen

Writes



THE VENT TO MY RAGE



Ms. Disha Nischal
Student
Mumbai

I pick up my phone and open google to do some research for my project, when I see the news with the title - “Hathras Gang rape...” not ‘another girl brutally raped’, not ‘Justice for rape’ just -HATHRAS, and then I see the most disgusting, idiotic and opportunist statement that could be made by any government official: “What happened in Hathras, would not be tolerated in Maharashtra”. Not in Maharashtra, my foot. I seriously can’t believe how people can upvote cities and parties in such a scenario.

How can one even think of driving politics in such a humanitarian situation. We are a nation, which calls itself developing. Ha, are we really? In a place,



where CMs quote how a rape is the subjective problem of a city; Are we really, in a place where our laws rule us, and not become a limitation; Are we really, in a place where drugs cases are overwhelming such an action? Are we really a democracy, when innocent families are locked and barricaded and cops are allowed to burn a victim with no further investigations? Are the people out there really rebels and protestors when they tend to realize that it very well could have been one of them, or someone from their family, or a friend or a roommate. And yet we have totally inhumane people who have callous intentions, to so called 'ignore negativity'. Let me ask you, what is negativity? Is ignoring it better for you, because your mentality can't even address an assault that someone had to go through? And then we have people talking about being safe. Really? How can someone ever be safe in a country where such issues are so taboo that they haven't even been addressed by our PM once?

In India where a rape is reported every 15 minutes, most assaults don't even make news. I don't understand how death penalties, would be enough for such an offense? We call ourselves the peace nation, what are we saving the peace for? Are we waiting for more daughters to get raped? When soldiers can be tortured for months trying to protect the country, we call it fair enough to just end the life of such harassers within pleasure of seconds? The government has to take into notice what to do for such assaulters before we worry about, which official was faced with 'reckless behaviour', which actor is promoting nepotism or simply lighting candles for her peace. Her peace would be justice; her peace would be the moment when our mouths convey her screams, her peace would be when her assaulters are punished in a way; that no one can think about wrongly touching another individual. I hope the peace is clear now!





TECHIE'S CORNER



Data Science and Data Scientists



Ms. Anupreetha Rugmini
IT Professional, Robotics
Automation Process
Technology.
Trivandrum.

Harvard Business Review called the Data Scientist's job as the sexiest job in the 21st century. Why is it that so? What is Data Science and what does a Data Scientist do?

Data Science is been a buzz word for quite some time now. The word 'Science' in the word Data Science means using scientific methods to turn data into values. Data Science can be explained as a blend of mathematics, statistics, tools, algorithms, machine learning techniques, business acumen, all of which help us find out the hidden insights or patterns from raw data which can be of major use in the formation of big business decisions or to give solutions to business problem in the form of data products or product recommendations. Data Scientists use various methods to analyze massive amount of data to

extract knowledge.

Which are some of the domains where Data Science is used?

- **E-Commerce:** To identify consumers, recommending products or analyzing reviews, this technology is used. In social media websites we have seen many advertisements are popping up based on our interests and searches is a classical use of Data Science technology.
- **Healthcare:** Medical image analysis, drug discovery, virtual assistants for doctors and bioinformatics are some key areas in health care where data science is used.
- **Manufacturing:** Predicting potential problems, monitoring systems, automating manufacturing units, anomaly detection all uses Data Science technology.
- **Finance:** Segmenting customers, risk analysis and strategic decision making are the key areas in Finance domain Data Science is useful.
- **Transport:** Car monitoring systems, self-driving cars, enhancing safety of passengers are all examples of how Data Science can be useful in the transport industry.
- **Banking:** Fraud detection, modelling possible credit risk for institutions and companies, finding out customer a customer lifetime value are areas that come under banking domain using this technology.

To do all these, Data Scientists along with the project team involved need to extract knowledge and use various methods to analyze massive amount of data. Here is a brief on the role and responsibilities of a Data Scientist and the skill set required to become one!

Data Scientist's role and Data Science Project Lifecycle:

- **Understanding the business problem:** Data Scientists should ask relevant questions to understand the business problem clearly.
- **Data Acquisition:** Gather right set of data from various sources like web services, logs, databases and online repositories.
- **Data Preparation:** Once the data is gathered, then data preparation needs to be done. This includes data cleaning and data transformation. Data cleaning refers to correction and removal of data with inconsistent data types, misspelled attributes, missing and duplicate values etc. which makes it a time-consuming process. Data Transformation includes modification of data using pre-defined mapping rules.
- **Exploratory Data Analysis:** This step is done to understand what they can do with the data. With this step the data scientist defines and refines the selection of what they call "Feature Variables" that will be used in the 'Model' development. This is the most

Features | Techie's Corner

crucial step in a Data Science project life cycle.

- **Data Modeling:** There are different machine learning techniques a data scientist applies to the data to identify the model that fits the business requirement. Then training and subsequent testing is done on the model to identify the best performing model. There are different scripting languages like Python, R and SAS which can be used for modelling of the data.
- **Visualization:** This step involves the depiction of the insights into the most effective ways for the business to understand and resolve the problems. For visualization different tools like 'Tableau', 'Power BI' and 'QlickView' can be used.
- **Deployment and Maintenance:** The finalized model after business's acceptance needs to be deployed into production and maintained for future activities. The real-time dashboards and reports will be built on top of these models and will be consumed by the business.

A Data Scientist must be proficient in any of the programming languages like Python, R, SQL, Java etc. For statistics, mathematics, algorithms, modeling and data visualization, Data Scientists usually uses pre-existing packages and libraries. Data Scientists should also know how to access and query many of the top RDBMS, No SQL and New SQL database management systems.

Data Scientist's role is often confused with other similar roles like Data Analysts or Data Engineers. Data Analysts share many of the similar skills and responsibilities as a Data Scientist like processing and cleaning data, accessing and querying different data sources, summarizing data etc. However, the key difference is that Data Analysts typically are not computer programmers nor responsible for statistical modeling or machine learning. On the other hand, Data Engineers can be thought of as a type of data architect, less concerned with statistics, analytics and modeling as their data scientists/analyst counterparts. Data Engineers are more concerned with data architecture, computing, data storage infrastructure or data flows.

Data Scientists job is an extremely important and high-demanding role that can have significant impact on a business's ability to achieve its financial, operational or strategic goals.

There is a huge demand in the market for skilled Data Scientists and thus there are many online certification courses also available on this topic which revolves around the concepts of Machine Learning, Data Analysis, Python programming for Machine Learning etc.

Udemy, Coursera, Simplilearn are some of the online learning platforms where you can find many courses available in this technology. If you want to have an amazing, well-paying job in technology, if you like data and you are curious and not afraid of challenges, then Data Science is a job for you! Go ahead, explore and learn!



“ BEAUTY ”





Beauty Sleep



Ms.Usha Kuruvilla
Owner of Essence
Kochi
+91 9656260971

The glow and glamour of the face and the skin vanishes if one does not have ample sleep. During the sleep the skin repairs and rejuvenates itself; blood flow increases, the organ rebuilds its collagen and repairs damage from UV exposure reducing wrinkles and age spots. Thus, to improve the skin tone and beauty, it is important that we should sleep deep and sound for a minimum of 7 to 8 hours.

Here are a few tested and tried remedies, which can help you with a deep and sound sleep.

Milk

- Drinking a glass of lukewarm milk before bedtime has a soporific effect on your body which helps you in dozing off easily.
- You can mix honey and cinnamon or turmeric powder in the milk and drink it regularly for better sleep.
- You can also use milk to massage your toes to induce sleep.

Oatmeal

- Oats contain in rich amounts of melatonin that will help in inducing sleep. Eat oatmeal regularly to naturally cure insomnia.



Green Tea

- Green tea is rich in theanine and amino acids that can help in combating anxiety and can de-stress you to a maximum extent.
- Drink green tea 1-2 hours before bed time. It is one of the natural ways to cure insomnia.

Banana

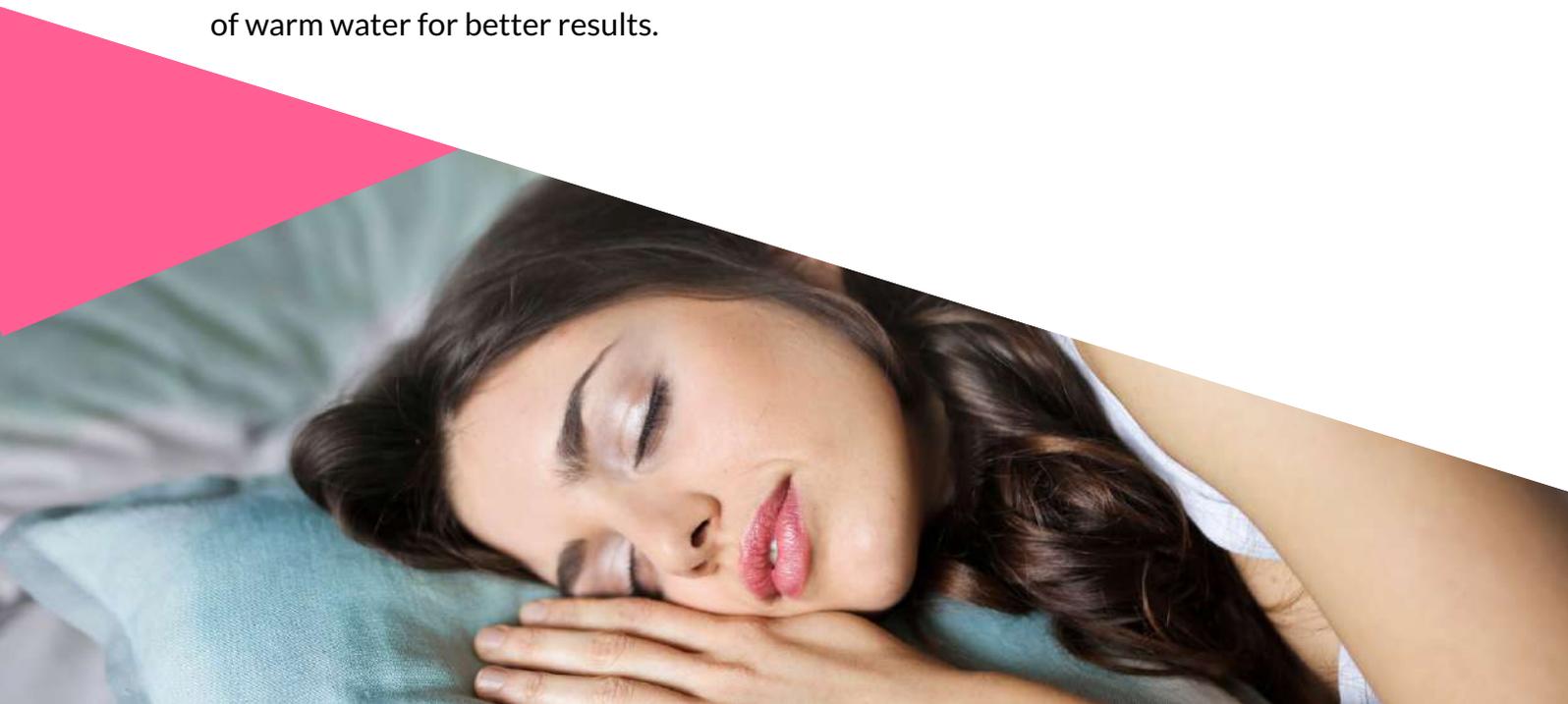
- Banana is rich in melatonin, tryptophan, magnesium and serotonin that work as body relaxants. Eat banana before going to bed for a good sleep.

Curd

- Curd is a very effective remedy that can help you in absorbing essential minerals and nutrients thus, improves your digestive system. If you are suffering from sleeplessness, you should consume around 2- 3 cups of curd daily.
- You can also use curd to massage your head for a sound sleep. Try not to apply it when you have cold or sinusitis issues.

Apple cider vinegar

- Apple cider vinegar is rich in amino acids that can provide relief from fatigue and helps you in getting sleep naturally. You can also mix apple cider vinegar with honey in a glass of warm water for better results.





WELLNESS



RELEASING THE INNER CHILD

Releasing the inner child



Ms. Shalini Srivastava
Sr. Telcom Professional, Mentor,
Trainer, Coach, Digital Content
Specialist & Aspiring Author
Delhi

“I am a bundle of Joy.
I can easily try new things and do it with utter perfection.
I am beautiful.
I am worthy of love.
I am full of knowledge.
I am always happy until you try to make me unhappy.
I am confident can easily seek your attention.
I have an abundance of everything.
Whatever I ask for is always granted.
And whatever is denied I don't need it.
I can easily forget and forgive.”

As a child, we all believed in it. We never question our beliefs until we get influenced by other people or situations in our lives. Some people knowingly or unknowingly pass on their projections to us and we absorb it. This leads to the deterioration of our hidden innate values. The moment we start working on the IF-THEN model for our happiness and we give the key to our happiness in someone else's hands for example, if I get the job then I will be happy, if the girl accepts my proposal, then I am worthy of love, if I get a promotion only then, I feel confident in self-worth. Now we have fallen into the trap.

I am trying to share an amazing way to come out of these deadly traps. What I think is our children can be our best role models who can teach us how to easily come out of these and then understand how to quickly feel at home within their pure divine souls. Just being present in NOW and reminding ourselves of our true values without the IF-THEN model solves everything.

I am a mother to an adolescent daughter always filled with ever-changing emotions and exactly half of her age is super sensitive. This creates a killer atmosphere inside my house. My kids are most of the time bubbling with joy, busy in their activities, playing together or fighting with each other and in a minute just settling everything just for a Maggie or a slice of cake.

Whenever I feel that I got some thoughts which are contracting in nature, negative or of scarcity mindset. I observe my children and start thinking how they would have behaved in this situation. Boom. I always get my correct answer. We all as children have these skills of experimenting with new things,

a selfless desire to share our unique talents, feel confident enough to share our wisdom, failing but not feeling disheartened, being persistent, creative enough to know how to get our things done, and seek support from even the toughest member of the family, loving our self and smiling without any condition or seeing others smile. We self-impose restrictions and give the keys to our happiness in someone else's pockets. We were born to trust the universe and people around us and also to forgive within seconds what was denied to us and also accept the way we were born. Whenever we are struck, we just need to remind ourselves and move forward with the same childlike confidence.

The affirmation which I use to raise save myself while observing my children is as follows:

I fully accept that parenting is about raising myself, not my child.

I realize that the onus for change lies solely with me, not my child.

I am aware that my struggles are reflection of my inner conflicts.

I will transform each challenge into a question that asks, "What does this say about me?"





Recipe of the Month



Vegetable Kabab



Ingredients

- Cabbage - 1/4 of medium size
- Carrot - 3 nos.
- Beans - 5 to 6 Nos
- Potato - 1
- Capsicum - 1
- Ginger garlic paste - 1/2 teaspoon
- Coriander powder - 1 teaspoon
- Turmeric powder - 1/2 teaspoon
- Fennel seed powder - 1/2 teaspoon
- Garam Masala - 1/4 teaspoon
- Gram flour - 1 table spoon
- Salt to taste

Method of preparation

1. Finely chop ingredients from 1 to 5.
2. Add ginger garlic paste, coriander powder, turmeric powder, fennel seed powder, garam masala and salt to taste.
3. Add gram flour and little water to bind well the mixture.
4. Make oval or round balls of the mixture for kabab.
5. Shallow fry the kababs.

The yummy Kababs are healthy and goes well with tomato ketchup.



Ms. Sushma Das
Owner of Su's Kitchen
Cochin

Jobs And Opportunities

SEO Executive

- Dubai based company located at Thrissur, Kerala.
- Experience 1 to 3 yrs
- Salary negotiable.

Chef

- For a new restaurant
- Location Mavelikkara, Kerala
- Experience 6 months to 2 yrs
- Salary negotiable

Graphic Designer

- Dubai based digital marketing company
- Location Thrissur, Kerala
- Minimum 2yrs
- Salary negotiable.



WordPress Developer

- Location Thrissur, Kerala.
- Experience minimum 2 yrs
- Salary negotiable.

Content Writer

- Location Thrissur, Kerala
- Experience minimum 2 yrs
- Salary negotiable

Send your resume to jobs@4tunefactory.in

Call : 85907 39393



SEPTEMBER

**FUTURE
TALKS**



Features | September Future Talks



Speaker - Dr. Pradeep S

Head Retail Training Unit, ICT Academy of Kerala

Topic - An Introduction to Design Thinking

Design Thinking begins with a set of principles that frame a way to see problems and solutions from a new point of view. These principles provide the foundation for delivering solutions that meet or exceed your users' expectations. Dr. Pradeep S spoke about all the details and specifications and how design thinking can be used and implemented in our day-to-day life. He also spoke about how it affects our feelings and mental health.



Speaker - Prof. C Balaji

Facilitator of CIP

Topic - Causing Incredible Performance : A peep into the how

In this session of future talks Prof. C Balaji gave us an introduction as to what "Causing Incredible Performance" is and how it can be implemented successfully in different sectors such as IT, etc. He also discussed and explained the Ten Framework Principles of CIP, Its benefits in different sectors and also how we can apply it in our day to day life.



Speaker - Dr.K.Chandrasekharan. Nair

Startup Mentor,KSIDC,Government of Kerala(I-YWD Programme)

Topic - Technology startups - Opportunities for women.

It's not just a boys club anymore, Indian women have begun to meticulously chart out their entrepreneur plans and make them successful. While India continues to lay genuine emphasis on discarding gender inequalities and stereotypes, women still have to ward off challenges thrown at them which probably wouldn't be thrown at men. Whether it is a technology start-up or any business start up, the struggle to combat the stereotype, of not many women working in these fields can be tiring. In his session Mr Nair highlighted what are the budding opportunities for women and how to utilise them.



Features | September Future Talks

Speaker - SR Nair

Entrepreneur, Author Adjunct Professor, Mentor

Topic - Women Entrepreneurship how to scale up your business.

There are two things that every entrepreneur wishes for: more time and more money

And his session was managing money and time effectively In his session Mr S R Nair also took his time to answer every queries about entrepreneurship and in scaling up the business.



Speaker - Robin Davis

Former Director, Product Engineering Group, Wipro Japan Executive Account Manager, Synopsys

Topic - Electronics : The Cynosure of technology.

No field in the history of mankind has evolved so rapidly as the field of electronics. There are some people who say that electronics has reached its saturation but there are some fields that are still evolving and new opportunities are still germinating. There are lot of innovations happening in the area of electronics and communication and in his session Mr Robin Davis highlighted all the points related to electronics and he precisely explained why electronics is called cynosure of technology. He also briefed about the scenario of electronics in post covid era.



Please do subscribe to our youtube channel at <https://www.youtube.com/c/PrayaanaLabs> for useful content on employability, coaching, career, business and other topics.





C2C Mentor Batch 1 Onboarding Program

Prayaana is an employability, entrepreneurship and innovation lab for women - conceptualized to help women come back to a career or start their own business with a mission of empowering 2021 women by 2021, we, at Prayaana, have identified several mentors across India, with diversified experiences in different fields. A 5-day workshop was conducted for training the mentors wherein eminent national and international speakers like Ms. Diana Dentinger, Mr. Krishna Kumar, Dr. Arun Surendran, Sri. S.R Nair shared their thoughts and experiences in mentoring. The training started with Prayaana Chief mentors, Dr.Chandra Vadhana,

Ms. Keziah Thomas, Dr.Lalitha Mathew, Ms.Jessica Mundroina introducing Prayaana and cause. The second day Ms. Diana Dentinger, the founder of Your Life Your Way from Italy spoke about Life Coaching Principles. The third day of the train-the-trainers workshop, Mr. Krishnakumar, CEO Green Pepper elaborated on Career Coaching Principles. The fourth day the mentors were presented to the Start-up Coaching Principles by Dr. Arun Surendran, Start-up Mentor, Author of Start-up Habit. The final day Sri. S.R. Nair, Mentor Guru discussed Mentor-Mentee relationship and its principles. The five days training session ended with valuable inputs and knowledge sharing in mentoring.



Ms.Gayathri K.
Co-Founder of Live with Art



Ms. Diana Dentinger

Ms.Diana inspires you to Play All Out in Life. In her Number One Self Help Transformation book “Modus Vivendi - Your Life Your Way” she takes you on a journey to discover your core personality, purpose and unexplored potential.

Diana has been an Entrepreneur, Corporate Team Building Specialist and Executive Coach for over 25 years, certified in and using the main stream behaviour assessments up until the year 2000.



Features | September Events



Mr. Krishna Kumar

Mr. Krishnakumar co-founded GreenPepper in 2007 and CEO since then. Started GreenPepper Digital in 2012. He specializes in identifying technology talent and deploying it for mission-critical client projects across India. He was also featured in Fortune India, Asian Age, Deccan Chronicle, Huffington Post and Economic Times. He worked with 400+ organizations in India and helped to hire 7000 plus professionals over last 10 years. Earlier in 2016, he did an expedition across India, called as The Great Indian Footprint, covering 12,000 kms covering 40 cities in 41 days, partnering with Young Indians of The Confederation of Indian Industry in partnership with 7 brands. He was speaker at Jerusalem Leaders' Summit on 'Why India Matters' in December 2016 along with Members of the European Parliament, Senators from the US, Israeli leaders, and entrepreneur.



Dr. Arun Surendran

Dr. Arun Surendran is the Strategic Director and Principal of Trinity College of Engineering Trivandrum where he pioneered and leads faculty entrepreneurship. He holds his Masters and PhD in Aerospace Engineering from the Texas A&M University after his BTech from IIT Bombay. Dr. Arun is the Honorary Fellow for Robotics for the Kerala Startup Mission (KSUM) and Senior Fellow of the Defence Research and Studies (DRaS) thinktank. He is a mentor for the Kerala Development & Innovation Strategic Council's (K-DISC) Young Innovator program. He is a founder director of Adcy.io Cybersecurity Solutions. Dr. Arun serves as the Operations Advisor to Al Adrak Construction conglomerate in the Middle East and as the Data Science Adviser for dataPowaUK. He has authored two books The Startup Habit and The 7Cs of Entrepreneurship.



Sri. S.R Nair

Sreedharan Radhakrishnan Nair, known as SR, is a serial entrepreneur, author, adjunct professor and a mentor. Having chaired several professional and non-governmental organisations in Kerala, India such as the Kerala Management Association, Indian Society for Training and Development, The Indus Entrepreneurs (TiE) (Kochi Chapter), Rotary Cochin International and having co-founded the Better Kochi Response Group, he is well known in business, social, academic and professional circles in the state of Kerala. He is a known public speaker who provides counsel to several governmental, educational and non-governmental organisations and individuals in areas such as management, entrepreneurship, marketing and technology.



Mentors Batch 1 who are onboarded for C2C event



Dr. Annie Thomas
Kerala

"A mentor helps you to perceive your own weakness and confront them with courage; but SUCCESS depends on the second letter."

Retired Professor, MSc. MPhil and Ph.D. with 32 years of experience. Doing masters in Theology. I am currently the National Board Member of YWCA OF INDIA, Question Paper Setter for Mahatma Gandhi University; Kottayam, Advisory Board Member to Police Superintendent; Alleppey, Management committee Member of Government Mahila Mandir; Alleppey and ICC member of St. Joseph's College. I have served as the President of Alleppey YWCA for 6 years and have organized national & international seminars and served as Resource person.



Ms. Anupreetha Rugmini
Kerala

"Mentoring is a relationship based on mutual respect where the mentors empowers the mentee through encouragement, motivation, inspiration and showing examples. The mentee who is ready to transform receives and uses this information to grow and change to shape up his/her future success. This involves commitment from both sides".

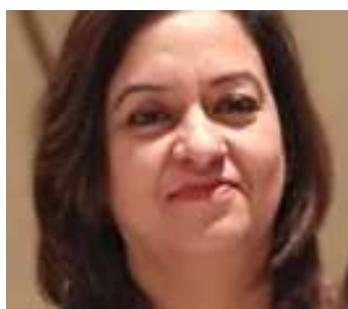
More than 12 years of corporate experience in cutting edge technologies in Corporate. Currently working in EY as an Assistant Manager in Robotic Process Automation Technology. Had worked as Technical Lead and Innovation consultant in technology areas. Helping women and giving back to the society is what gives me the most satisfaction.



Ms. Beena Mansoor
Kerala

"When you rise above your limits you are unstoppable and then the magic begins"

A freelance Counsellor who started as a Learning Disability Trainor back in 2010. Currently an In-house Counsellor in Rajas International School, Kottayam since 2018. I am doing freelance counselling for a few government schools as well. I am mentoring a Trainer's group named MDM who focuses on differently abled people. Have received a state award from IPCAI - an International Centre for Counseling and Training, which I am a lifetime member of. I am pursuing my second masters in Family and Counseling Therapy. Stared as a Counsellor and then a Healer and now I am an ultimate Social Entrepreneur.



Ms. Chitra Rekhade
Delhi & NCR

"I think we will be successful as mentors if we can create hope in individuals about

what they can achieve and confidence to go for it."

I truly believe in Bob Goshen's these words wherein he says, "Leaders should influence others in such a way that it builds people up, encourages and edifies them so they can duplicate this attitude in others."

Currently working as Vice President L & D in Teleperformance. I have over two decades of experience in the field of capability building, linking competencies with roles and creating learning paths for employees and in my current role I am responsible for ensuring that employees are equipped to do the jobs that they are hired for.



Ms. Gayathri K.
Kerala

"Mentoring is a journey together in which a mentee identifies her own capabilities within and achieve the desired purpose of life under the guidance of a mentor."

An MBA Graduate with over 10 years of experience in corporate jobs in HR, customer service and IT. An artist who made passion to profession by starting my own art firm called Live with Art. Actively engaged with people through mentoring and training. Believes in



giving back to society through social commitments



Ms. Gopika Ram
Maharashtra

“A mentor is someone who sees more talent and ability within you than you see in yourself. Mentoring is a life-long process.”

Founder and Head of Product design of Live with Art. A self-trained artist blessed to have got opportunity to participate nationally and internationally in many painting exhibitions. Was selected as Emerging Indian Artist (EIA) 2019. Being a Physics graduate and CCNA certified started career as Network Admin. Worked in Dubai as Group Network Admin and then turned passion to profession and there was no looking back. Currently active in art field mentoring students in various art forms.



Ms. Harpreet Malik
Delhi & NCR

“Live life with integrity and empathy and to be a positive force in the life of others.”

Head of Operations for Saudi Arabian Airlines. Spent 40 glorious years at IGI Airport New Delhi. I have been deeply involved in social work for past 20 years. A motivational speaker and a Certified Life Coach, a two-time cancer survivor; currently coaching Cancer patients and caregivers.



Dr. A Kanaka Durga
Hyderabad

“Mentoring is not creating others in our own image but giving them the opportunity to create themselves”.

Research Supervisor, Professor and Head of the Department of Information Technology and NSS Program Officer in Stanley College of Engineering and Technology for Women. Holds post-graduation (M-Tech) in CSE and Doctorate in CSE. Governing Body and MC member in Various Professional Bodies, Recipient of Women in Education Award by IPE and Best Engineer by Lions Club.



Ms.Kaumudi Nagaraju
Hyderabad

"The delicate balance of mentoring is not about creating them in your own image, but giving them the opportunity to create themselves."

Founder of an NGO called Learning Space Foundation in Telangana, working for empowerment of adolescents and youth and prevention of child sexual abuse. I'm also a guest faculty at National Academy of Agriculture Research Management. Before this, I worked as a VLSI design engineer in US and India for 10 years and as program manager in an outreach program at IIIT-Hyderabad for 5 years.



Ms.Meera Leela
Kerala

"Toughest moment in life will open the truest possibilities in your life."

Currently working as a trainer and a software engineer. Aspiring motivational speaker and an author. I am a nature lover, loves family and a home person.



Ms.Manikarnika Varma
Kerala

"To enable people discover their latent and unique identity by providing them tools and resources, encouraging individuality, and help them become better."

A mentor and an educator by choice, currently working in a CBSE school in Ernakulam. I am a National Trainer from JCI India, have been a soft skill / life skill trainer for more than 10 years. I had the opportunity to do training for Organizations like BPCL, ICL, LIC, Professional colleges and professionals including doctors and engineers. Now specializing in Learning disability, and an aspiring clinical psychologist.



Dr. Nidhi M.B
Kerala

Features | September Events



"A humanist who believes 'no person is an island' and strives to uphold human dignity irrespective of gender, being part of all pervading consciousness and to help others behold its beauty!"

Associate professor MED, MBCET and National Executive Council member ISTE, Fellow IIIIE



Ms.Pooja Gangwal Sheth
Maharashtra

"Every great achiever is inspired by a Mentor"

MBA, ICF certified business coach and applied behavioral science specialist. She is a partner at a financial services firm, Brescon & Allied Partners LLP. She is also a Business coach and founder of Navigate Better.



Dr. Princy A.S
Tamil Nadu

"Learn while you teach"

Doctorate in Business Administration from Hindustan University. Human

Resource specialist. UGC - NET qualified. Published four papers in Scopus indexed journals and presented a paper in various international conferences. Received Best Paper Award in International conference. Handled management subjects for UG and PG students. Human resource specialist and Trainer in the Hospital sector.



Ms.Rati Sunil Kumar
Kerala

"A helping hand to make you reach your goals."

A person who loves to listen. Handled huge teams in my corporate career for two decades. Customer service taught me to listen to people and follow the principle of HEAT (Hear, Empathize, Apologize, and Take Action). I believe this applies to mentoring too.



Ms.SaiKarruna Pinnapala
Tamil Nadu

"In the journey of making millions of lives meaningful."

Features | September Events



A high energy and results-driven training professional with over 13 years of sales & customer service which spread over in the IT-ITES, FMCG, BFSI, Automotive & Retail Sales. Good industry exposure, excellent planning and organizational skills result in the optimum functioning of the department and the consistent achievement. Believes in initiatives resulting in maximum improvement in customer satisfaction rankings.



Ms. Shalini Srivastava
Delhi & NCR

"Mentorship to me is a two way process which not only helps mentee to see her own potential and achieve it but also in the process equips mentor's also to be a better version of themselves"

Close to 15 years of experience as a Customer Service Professional and soft-skill trainer. I love implementing strategic projects and convert offline user footprints to online digital journeys and increase Customer experience within Service Industry. Currently a freelancer and an aspiring author.



Ms. Shubhra Singh
Hyderabad

"Lets grow together!"

HR professional, currently working in IKEA who believes in upskilling and counselling people to help them achieve success. I believe everyone needs help one just needs to extend a hand and have the heart to help.



Ms. Soumya Sanathanan
Kerala

"Mentoring is a journey wherein you help people see better and have a clearer path towards their goal."

A passionate musician with over 20 years of experience as singer, composer, percussionist and performer. Research scholar in music with a master's in psychology as well. Owns a music studio in Kaimanam, Trivandrum and conducts online music classes. Has volunteered with Pallium India and similar organizations and wish to spread peace and happiness through my music.



Ms. Suma Annegowda
Karnataka

"Action is the mother of all accomplishments. Dream high and take action."

Director and Career coach having thirteen years of experience working in private and public sector, Joint Secretary of COWE-K Chapter. I help women professionals who are stagnant to FAST TRACK their career using POWERFUL NETWORK. I am passionate to work towards women empowerment.



Ms. Kakali Datta
Maharashtra

"Everything is Figureoutable"

Aspiring Business and Life Coach, Leadership and Sales Trainer, Motivational Speaker with an aim to cater the needs of Indian women Entrepreneurs.

Experienced Management Professional with both Strategic and Operational background, with over 10 years of experience in Project Management, Operation Directing, Business Development and Client Communication. Over 10 years working experience in IT Project consultation and online marketing Branding strategy function role in leading IT companies.



Ms. Pooja Bose
Kerala

"To be number One, you have to be the Odd one out. So don't be afraid."

I will allow you to be yourself within your Cosmos, let you discover the fire in you and share with you the joys in living life meaningfully and in your own terms. Be what you were meant to be.

Principal, The High Range school, Tata Consumer Products Ltd., Munnar, Kerala



C2C KERALA EVENT



Ms. Bindu V.C
MD of Kerala State Women
Development Corporation

First Virtual Kerala State C2C event was held on 26th September 2020 with Ms. Bindu V.C, MD of Kerala State Women Development Corporation as chief guest. The meeting started with introduction of Prayaana by Dr.Chandra Vadhana and Ms.Keziah Thomas. The moderation of the program was done by Ms.Sreekala Shivji, founder of Baloon International Nursery, Sharjah and Prayaana brand Ambassador. We had four eminent panelists .

- Ms. Harpreet Malik - Certified life Coach with 40 years' experience at IGI Airport New Delhi. Retired as Head of operations for Saudi Arabin Airlines.
- Ms. Kakali Datta - Chief Relationship Manager of Futurism Technologies pvt Ltd.
- Dr.Nidhi M B - Associate Professor MED, MBCET, National Executive Council member ISTE, Fellow IIIIE.
- Dr Princy A.S - Asst professor, HR specialist Service Sector

There were 100 + participants and the session was live streamed though Prayaana youtube channel too. In the session the panelist discussed about the available job opportunities for women in different sectors like IT, hospitality industry and service sectors.They also discussed about the challenges faced by women and how they can overcome by becoming mentee of Prayaana.

Ms.Gayathri K.
Co-Founder of Live with Art



WELCOME TO PRAYAANA FAMILY

Ms. Mahima Abhilash
Electronics and
Communication
Engineering, Trivandrum
Kerala.



Ms. Krishnapriya S. S
BTech, APJ Abdul Kalam
Technological University
Trivandrum, Kerala.



**Prayaana
Fellows
September
2020**

Ms. Avantika More
Bcom. Symbiosis college of
Arts and Commerce,
Pune, Maharashtra.



Ms. Aaditi More
BA. Economics
Wadia college,
Pune, Maharashtra.



"Women Newsmakers of September 2020"



Lieutenant General Dr. Madhuri Kanitkar

2020 has become a memorable year for women in the services. Major General Dr. Madhuri Kanitkar is one such leading woman who got promoted to Lieutenant General in this year and she is the 3rd woman in the Indian Armed Forces who reached this rank. She is the first Lieutenant General and the first woman pediatrician appointed under the Chief of Defense staff and currently serves as the Deputy Chief of Integrated Defense Staff (Medical). She considers this as a great opportunity in contributing towards the changes in bringing all the 3 services together as part of Integrated Defense Staff (IDS). A while back, she achieved another milestone when she became the only doctor in the Prime Minister's STIAC (S&T) Innovation Advisory Committee. Dr. Madhuri Kanitkar also holds the distinction of being the first trained pediatric nephrologist of the armed forces and has been the key person behind the setting up of Army units to monitor kidney ailments in Pune and Delhi.

SLt. Kumudini Tyagi and SLt. Riti Singh

Indian women made yet another major strides, this time in military aviation in Navy and Air Force. Sub Lieutenant (SLt) Kumudini Tyagi and (SLt) Riti Singh are the two women officers who have been selected to join as 'Observers' (Airborne Tacticians) in the Indian Navy's helicopter stream that would ultimately pave the way for women being posted in frontline warships.



These officers are part of a group of 17 officers of the Indian Navy who were awarded "Wings" on graduating as "Observers" at a ceremony held recently in Kochi, INS Garuda. This is the first-time women are going to be trained in helicopter operations.



Ms. Veeralakshmi

“There is nothing in this world that can be achieved by one gender alone”;with this belief Veeralakshmitakes the bigger responsibility in hand- to ferry those in need of medical help to the nearest medical facility. She is Tamil Nadu’s first woman ambulance driver and said to be the only serving woman ambulance driver in India. A mother of two, Veeralakshmi said, after watching the entire country battling against the COVID-19 pandemic, she wanted to help people and this promoted her to take up the job. She has done her diploma in Automobile Engineering and worked as a taxi driver. With a 3-year road-experience as a taxi driver and a heavy-duty license in hand, Veeralakshmi went ahead and applied when state was recruiting people for 108 ambulances. She says “I had no fear. I was interested in taking up this job. I was serving as a call taxi driver for three years. I wanted to step out and help the people in this difficult period. I started training for the ambulance pilot position since the beginning of June. With the support of seniors and others, I completed my training and now I am completely focused on the job”.

Ms. Jeanette Epps

On August 25th 2020, NASA released the news of assigning Astronaut Jeanette Epps to Boeing Starliner-1 mission, the first operational crewed flight of Boeing’s CST-100 Starliner spacecraft on a mission to the International Space Station. Starting from then her twitter account were flooding with wishes and appreciations from fellow astronauts and the Starliner spacecraft crew. Epps will join other two astronauts in this mission, for a six-month expedition planned for a launch in 2021 to the orbiting space laboratory. Epps has not yet flown to space, but the Starliner-1 mission could make her the first Black person to live and work aboard the International Space Station for months at a time.The Starliner-1 mission could prove especially important to Epps’s career in that she is one of the 16 active female astronauts in NASA’s corps who may return humans to the



moon .“it is mind-blowing to think about being the first woman to step on this object that you see in the night sky and I would hope that my mission would inspire the next generation of women, of all engineers and all scientists to kind of propel us forward, even beyond Mars” – She said in an interview to a magazine last year.

CALENDAR



10 October - World Mental Health Day

Second Saturday of 2020 will be celebrated as the World Mental Health Day. The objective of this day is to spread awareness about mental health issues and taking efforts in supporting those. It also emphasizes on what more needs to be done to make sure that talking mental health does not remain a taboo in society.

11 October - International Day of the Girl Child

October 11 has been marked as the International Day of the Girl Child. The day highlight and address the women empowerment and the needs and challenges that girl face including the fulfilment of their rights.

16 October - World Food Day

World Food Day is annually celebrated on October 16 commemorate the founding of the United Nations' (UN) Food and Agriculture Organization (FAO). A World Food Day official symbol consists of three abstract human figures distributing, harvesting and sharing food.

GET ARTISTIC THIS NAVARATHRI



USE YOUR ART FOR A CAUSE.

Painting Contest for Artists on the Theme
"The Nine Faces of Goddesses around you"

Yes, we celebrate the nine faces of Goddess Durga. Do we celebrate the goddesses around us? What is the face of women and girls in today's world?

Use your painting to portray the womanhood and the issues of today. Let your art instill the values of Goddess Durga in our society. So, why wait, Take your paint & brush!

WHO CAN PARTICIPATE?

- Anyone who can paint.
- No age,gender limits.
- You can be a budding, amateur or professional artist or even a student who is trying to learn painting.
- Anyone , anywhere in the world can submit their entries

HOW TO SUBMIT?

- You need to submit an original painting done in oil/ water colour/pencil drawing/charcoal etc for this contest
- No sculptures/ other crafts allowed
- A high resolution photograph of the completed painting along with a 1 min video of the beginning of the painting along with your face and the closing of the painting work with your face must be sent along with your submission.
- A 3-4 line write up about you and the art work you made which is a pitching for the social media post.

EVALUATION

- All submissions will be posted in our official Facebook page
- Submissions will be uploaded starting Navarathri day one till end of Navarathri.
- After Navarathri, Judges will evaluate the paintings
- The total likes /loves will be counted and will get 30% weightage for the final prize announcements

- Winners get gift vouchers from www.pracol.com
- Winners and selected paintings get the opportunity to take part in a Special e-auction which will be happening in November/December 2020 as a fundraiser for our women empowerment initiatives.
- Special Mentoring /Support for selected participants by our Judging panel.
- Artists of the Month Feature in our Magazine

SUBMISSION DEADLINE:

25TH OCT 2020

RESULTS

ANNOUNCEMENT :

NOV 1ST 2020



FOR ANY ENQUIRIES

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"The most beautiful thing that a woman can wear is confidence!"

Stay tuned till next edition!