



Leaderess

2023 Oct- Nov



*“A leaderess builds a harmonious
Family to create a sustainable world for everyone”*

(For Private Circulation only)

**AIRD-WEP Leadership Academy
Provides holistic development for first-generation women college students through
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EDITORIAL

Greetings Everyone!!

Women around the world are often judged for their career choices, whether they prioritize their career or family. Unfortunately, society tends to question a woman's choices, regardless of what she chooses. In the movie "The Intern," Jules faced constant judgment for prioritizing her work. In our society, a woman's success is often measured by her husband's appreciation, her children's academic performance, the upkeep of her home, and her ability to keep her in-laws happy. Women face multiple challenges throughout their careers, including difficulties with career advancement. They often have to work harder than men to receive recognition for their efforts. Another significant challenge women face is achieving work-life balance. While everyone struggles with this balance, women are expected to manage their personal and professional lives perfectly. If they fail to do so, they are often labeled selfish, while men are excused because they are the family's breadwinners.

Many women who work face a difficult decision at some point in their lives: choosing between their family and their career. The reasons for this dilemma may vary, but the choices usually remain the same. In 2013, a survey was conducted in the US, which revealed that 42% of women had reduced their work hours, while 33% had stopped working altogether, to care for a child or other family member at some point in their career. On the other hand, only 10% of men were reported to have quit their jobs to care for someone in their family. New and relevant skills learned by women in their careers help them evolve, enhance, and cultivate their identity and personality. Over time and with greater achievements, women inspire their children and those around them.

Career is extremely important for a woman's life. It provides her with financial stability, independence, and a sense of accomplishment. A career enables a woman to pursue her passions, develop her skills, and contribute to society. It also empowers her to make her own decisions and live life on her own terms. Therefore, it is crucial for women to have equal opportunities in education and employment so that they can build successful careers and lead fulfilling lives

“Make each day your masterpiece” is a quote by John Wooden, which means that you should strive to make every day the best it can be, just like creating a work of art”

A.Vijayalakshmi
Academy Director

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Workshop on Financial Management



A workshop on "Financial Management: Part 1" was conducted at our academy by Mr. Ariaravelan. He taught our new students the basics of finance and bookkeeping. Managing finances is an important aspect of any household. A family budget is an effective way to plan your expenses and income over a certain period of time, such as a month or year. It involves setting budget goals for various expenses like groceries, saving, investing, and paying off debts, and allocating specific amounts or percentages of your combined monthly income towards each of them. Certified financial planner, Angela Moore, from Orlando, emphasizes how budgeting you to make intentional decisions about your spending habits allows. It helps create wealth and financial freedom by ensuring that your money works for you, rather than against you. Therefore, a financial strategy is crucial for reaching your financial goals, and a family budget is an effective tool.

Creating a budget for your family is like creating a game plan for your family's finances. It involves tracking your income and expenses and figuring out where your money is coming from and where it is going. However, it's more than just numbers. It's also about identifying and aligning your family's goals and values with how you spend and save money. Bookkeeping aims to maintain a comprehensive and precise account of all financial transactions in a methodical, organized, and logical manner. This guarantees that the financial consequences of these transactions are accurately recorded in the books of accounts.

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BASIC COMPUTER



Our students can unlock their potential by taking our basic computer class, which equips them with essential skills needed in today's digital age. Computers can improve student learning and basic skill areas, as they not only enhance the learning process but also increase student retention. Technology has become an integral part of every student's life, influencing education as well. Therefore, it's vital to save your time by investing in computer education.

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ALUMNAE- EXPERIENCE SHARING



Two of our alumnae Ms.Harini and Ms. Janaranjani, recently shared their job experiences with current students at an IT firm. During the session, they discussed the challenges and successes they encountered in their jobs, and how they applied the behaviours they learned in our esteemed institution in the workplace. They also stressed the importance of current students' participation in all programs offered by our organization.

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ASSIGNMENT PREPARATION BY STUDENTS



Assignments are an essential part of any course, and they play a vital role in ensuring that students keep up with the material. Assignments provide an excellent opportunity for students to learn new skills and gain knowledge on topics that they may not be familiar with. These tasks help students develop crucial skills, such as creativity, problem-solving abilities, and critical thinking skills. Assignments also enable students to prepare for the real world by allowing them to work on projects that involve visits and interactions with renowned individuals. Through assignments, students can quickly and thoroughly understand a topic, which makes it easier for them to prepare for the final examination. Additionally, assignments help students develop critical skills such as analytical skills, time management skills, writing skills, and research skills, among others.

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REPORT FROM PYTHON TUTORS



Ms. Ashika and Ms. Sarojini: We both completed our M.Sc. in IT from CSI College. During our time at the AIRD Madurai Academy, we attended life skills classes that helped us enhance our confidence and teaching abilities. As a result, the academy offered us a job opportunity to teach Python classes to our fellow students. We taught Python for a total of 60 hours, covering basic and

advanced levels. At the basic level, we covered topics such as strings, operators, functions, control structures, and data types. At the advanced level, we covered topics such as recursion, file handling, classes and objects, graphics, and animation. To further enhance our students' programming skills, Ms. Sangeetha Srinivasan, our US consultant, provided weekly support to help clear their doubts and explain recent tech updates. She also assigned programming tasks to students to help them improve their skills.

The following week, Ms. Srinivasan evaluated the students' assignments and provided feedback, which helped clarify their doubts and improve their programming abilities. Our Python students participated in the Social Hackathon during their course period, where they discussed their social problems with their US counterparts and tried to find solutions through discussions. We also conducted a food stall for fundraising at CSI College, which was an awesome experience for us. We had a series of online meetings with our US professionals for the social Hackathon. We used the Six Hats Method to discuss and find solutions for our social problems.



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STUDENTS MEETING



During our meeting for new students, we covered several essential topics to help prepare everyone for a successful academic year. We began with greetings and introductions, followed by an introduction to the program specifically for new students. The organization shared its expectations for new students, including opportunities to enroll in skill courses throughout the year and information about the third list of scholarship payments. We also discussed the residential training plan for Course 2 and ways to optimize study hours. As the meeting came to a close, we expressed gratitude and thankfulness for the opportunity to learn and grow together.



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VISITOR



I am spending some time with my dear friend Ritama, who is a passionate activist and feminist. Despite being in her 70s, she still actively volunteers and strives to make a positive difference in the world. Today, she met with me to recommend a child who needs assistance with their education. This child aspires to become a lawyer and is currently pursuing a B.Com. Degree.

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ALUMNA SUCCESS



Our alumna, Ms. Sandhiya's, remarkable achievement in securing a typist position in the prestigious Social Welfare and Women Empowerment Department of Sivagangai is yet another milestone in our journey toward excellence.

STUDENT SUCCESS



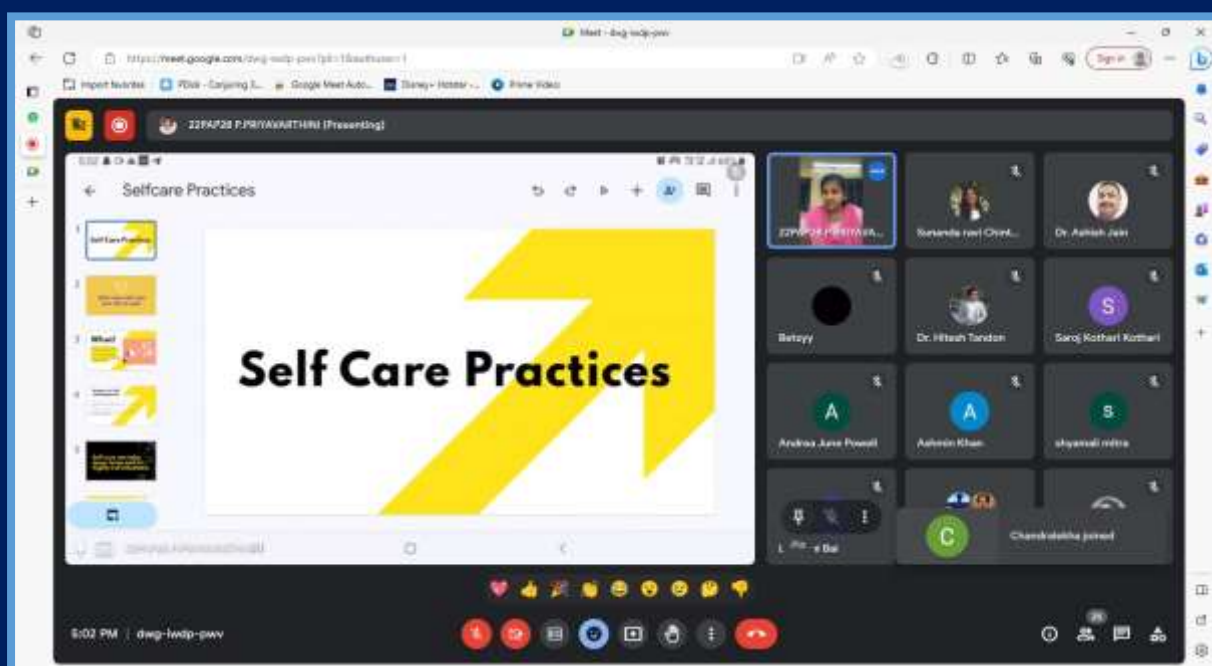
I am pleased to share that our student, Asthina, has accomplished outstanding success in several sports championships. She secured the first position in the South Regional Para Powerlifting Championship 2023 and the Para Throw Ball Championship 2023. Additionally, she was awarded a special prize in Table Tennis at the RKMV Trophy State-level Tournament in Adapted Sports Wheelchair, which the Ramakrishna Mission Vivekananda Educational and Research Institute conducted.

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ONLINE WEBINARS

WEBINAR ON “SELF CARE PRACTICES”



Ms. Priya Dharshini, a psychology student, facilitated an online webinar on "Self-Care Practices" and covered the following topics: Self-care refers to the deliberate and purposeful measures that individuals take to promote their physical, emotional, and mental well-being. It is a multidimensional and multifaceted process that involves engaging in strategies that support healthy functioning and enhance overall wellness. There are various forms of self-care, such as getting enough sleep, taking a few minutes to step outside for fresh air, and engaging in activities that bring joy. Self-care is crucial in building resilience to cope with life's inevitable stressors. When you prioritize self-care, you equip yourself with the necessary tools to live your best life. Unfortunately, many people see self-care as a luxury instead of a priority, leading to feelings of exhaustion, overwhelm, and inadequacy. It's essential to assess how you care for yourself in different domains to ensure that you're taking care of your mind, body, and spirit.

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WEBINAR ON “ARTIFICIAL INTELLIGENCE IN PSYCHOTHERAPY”



We attended an online webinar today on “Artificial Intelligence in Psychotherapy” facilitated by Dr. Suresh Kumar Murugesan, a psychologist. The session was remarkable as Dr. Murugesan discussed the following: Firstly, he explained what Artificial Intelligence (AI) is - the ability of a computer or a robot controlled by a computer to perform tasks that require human intelligence and discernment. Secondly, he introduced the concept of Psychotherapy (sometimes called talk therapy) which refers to various treatments that aim to help a person identify and change troubling emotions, thoughts, and behaviours. Most psychotherapy sessions take place when a licensed mental health professional and a patient meet one-on-one or with other patients in a group setting. Finally, Dr. Murugesan discussed how AI technologies are being examined as replacements or "extenders" of psychotherapists. The disconnect between what we see and what we expect to see contributes to the unease of the "uncanny valley". However, AI may present opportunities for increasing fidelity to psychotherapeutic models and consistency in therapy.

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WEBINAR ON “PAY NOW, PLAY LATER”



An online webinar, titled "Pay now, Play later," was conducted by Dr. Vidya Hari. In her session, she discussed the following topics:

- Why do you need success?
- The purpose of life
- The significance of success in providing identity, self-respect, and self-satisfaction

Dr. Hari then moved on to discuss the importance of different skills that contribute to success. She emphasized the following: Focus: Staying focused on one task at a time can help you complete it more efficiently, leading to a sense of accomplishment that motivates you to move on to the next task. Discipline: Establishing discipline helps in being selective, independent, punctual, focused, encouraged, and organized. It is essential to a student's life, as it helps to study on time and reduce stress. Consistency: Consistent practice instills discipline, sharpens our attention, and increases awareness of what needs to be done. It is necessary to break old habits and experience personal progress. Dedication: A primary factor behind each successful person is their level of dedication and commitment toward achieving objectives and life goals. Right resources: Effective use of resources enables an organization to reduce waste and ensure maximum utilization of resources.

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WEBINAR ON “READING AND STRESS REDUCTION”



Webinar on "READING & STRESS REDUCTION" was presented by Ms. Kalpana Sanyasi, a writer. In her session, she highlighted the following crucial points. Reading has a proven track record of reducing stress. However, many of us overlook this simple act because we have so much mandatory reading in our daily lives such as newspapers, traffic signs, emails, and bills. But when was the last time you read something purely for pleasure? Reading can be a fantastic (and healthy) escape from the stress of everyday life. When you open a book, you allow yourself to be transported into a literary world that distracts you from your daily stressors. Reading can even relax your body by lowering your heart rate and easing the tension in your muscles. According to a study conducted by the University of Sussex in 2009, reading can reduce stress by up to 68%. It is also more effective than other relaxation methods like listening to music or drinking hot tea because it invites your mind into a literary world that is free from the stressors of your daily life. To make it a habit, find a book, magazine, or anything that interests you, such as a romantic paperback, gardening magazine or cookbook, and set aside 30 minutes every day to read in a quiet place where you won't be disturbed.

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AIRD-GENERAL BODY MEETING



AIRD General Body meeting was conducted on 20th Oct 2023. The following agenda were discussed: 1. Welcome 2. Minutes of the previous meeting 3. Report of activities 2022-23 4. Financial Report 2022-23 5. Future Plans 6. Any other matters 7. Vote of thanks. General body members and special invitees were invited to the meeting.



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SPECIAL PROGRAMS

DIWALI CELEBRATION



Glimpses of Diwali: A Peek into the Festival of Lights
Diwali is a festival that strongly symbolizes the victory of good over evil, light over darkness, and the blessings of freedom, enlightenment, and triumph. The term "Diwali" is derived from the Sanskrit word "dipavali," which means "row of lights." On the night



of Diwali, it is mandatory that people light up their homes and streets by lighting dozens of candles and clay lamps, known as "diyas," to dispel the darkness. Our Alumna Thenmozhi donated refreshments for our students for the Diwali celebration. Engaging in acts of philanthropy and contributing positively to society is a noble and fulfilling practice.

GARDEN DAY



Gardening with students can help them sharpen their communication skills. Once they start learning what plants they're looking at and how to care for them, they have better chances of expressing themselves.

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RETREAT 2023



Our Retreat program is a highly anticipated event for us where we reunite with our network partners annually. During the Retreat, we discuss our individual program's successes, challenges, and future plans while learning new monitoring techniques, data analysis processes, and effective reporting strategies. We also gain knowledge of each other's unique programs. This year's Retreat took place from November 1st to November 4th, 2023, at Fireflies Intercultural Center in Bangalore. Our friends, Zoe, Executive Director of WEP New York, and Ms. Pratima, Manager of the Women Collaboration Lab at WEP India, organized the entire program. The participants included Ms. Esther, Ms. Sherisha, and Ruth from Hyderabad WEP Center, Ms. Vijayalakshmi from AIRD WEP Leadership Academies, and Ms. Sinoerita and Ms. Priska from Leadership Academy, Aarthi Home. The resource team from Mandra4 Change and Mr. Pradeep, the M&E trainer, provided an orientation on M&E and taught us how to apply the M&E framework in our programs for effective monitoring and evaluation.



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SKILLS CERTIFICATE- COURSE EXAMINATION



Exams play a crucial role in our education. They help us to focus and retain information better. Knowing that we have an exam coming up encourages us to learn and remember things. Exams evaluate our understanding of the course material and also assess our ability to think critically and solve problems. Our teachers and parents can gauge our progress and performance by examining our exam results. Exams also instil in us the importance of hard work and perseverance and prepare us to face challenges with courage. Therefore, exams are essential for our intellectual growth and overall development.

We conduct exams to determine students' understanding of the course and boost their confidence, not to judge them based on merit.



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WORKSHOP ON “HALLO GIRLS”



On Sunday, November 19, 2023, Mr. Vignesh from Aaytha Siragugal conducted a workshop for our students on a topic called "Hallo Girls". During the workshop, he covered various topics such as Self-analysis, Education, Society, Social Networks, and periods. Under Self-analysis, he discussed Ambition, short-term goals, long-term goals, and who is a girl. Moving on to Education, he talked about why girls should study and who tells them education is not important. The Society discussion focused on the discrimination women face, including Education Discrimination, body shaming, Stalking, Harassment, purification, and Stereotypes. Talking about Social Networks, he explained the importance of using the internet safely and proper internet etiquette. Lastly, under Hi periods, he explained Puberty, Vaginal Discharge, Reproductive System, Common diseases, Menstruation Phases, What determines your periods, and menstrual hygiene. The students felt comfortable sharing their issues with Mr. Vignesh, who created a comfortable atmosphere during the workshop. We thank him for his well-prepared session. We would like to extend our congratulations to Niru, the wife of the recipient, for providing effective advice to our students.



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SUCCESS STORY



We have a student named Ms. Asthina who is currently in her second year of pursuing a BA in Tamil at Meenakshi Arts and Science College. Despite being partially challenged, she recently participated in a sports meeting organized by Pinnacle InfoTech on August 20, 2023, and won medals for completing a half marathon. When asked about her experience, she shared that during her childhood, she was often told that she wouldn't succeed in anything. However, those words only fuelled her determination to succeed in sports and prove everyone wrong.

STUDENT STUDY HOUR



Our scholarship recipients are required to complete 25 hours of study per month to enhance their academic abilities.

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RAMNAD ACADEMY

WORKSHOP ON ENTREPRENEURSHIP



A workshop on entrepreneurship was conducted at Ramnad Academy on October 7, 2023. Twenty-nine students participated in the event. The workshop covered various topics such as Entrepreneurship Development, the Concept of Entrepreneurship, Characteristics of Entrepreneurs, Need and Scope of Entrepreneurship, Phases of Entrepreneurship, Types of Entrepreneurship, How to manage an Enterprise, Monitoring, and Evaluation of an Enterprise, Managing competition, and Women Entrepreneurship.

WORKSHOP ON COMMUNICATION



During a practical session on communication, Mr. R. Thomas Peter, The Director of AIRD, led a session on games. Fifteen students have participated.

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STUDENT VOLUNTEERISM



The students of Ramnad Academy participated in volunteer work by cleaning up the campus area.

STUDENT ENROLLMENT DETAILS

MADURAI ACADEMY

Total No of Students- 55 students

Academy students - 40 students

Non-Academy students- 15 students

Total Alumnae in Contact- 200 students

RAMNAD ACADEMY

Total No of students- 32 students

Academy student- 23 students

Non-Academy students- 9 students

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LET US GROW TOGETHER.....

REGISTERED OFFICE:

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PROJECT OFFICE:

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