

# Hill Echoes

Bulletin of Rotary Club of Thane Hills

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Club President: Jayram Mendon

Club Secretary: Samir Limaye

DG: Kailash Jethani

*lets work for a cause*



**Fighting Disease**



**Saving mothers and children**



**Promoting Peace**



**Providing clean water, sanitation and hygiene**



**Supporting education**



**Growing local economies**



**Protecting the environments**

*Happy New Year*  
*2023*





## President's Message

### Rotary Pranam to All Hillers...

Wishing Merry Christmas and Prosperous new year to all the Hills Family. Half of the Rotary year is finished. It feels like the year has just begun. Me and club secretary Samir reviewed our term during our Annual meet. It looks satisfactory but still a lot of things are pending in terms of project and club activities.

Club has got around 45 new members in the last four years which is almost 40% of the total members. To strengthen the club, we had planned some major activities. One such activity is fireside meeting which will give insight into club culture, history etc. PP Anindya Dasgupta with the help of PP Nilesh. L & IPP Varsha conducted a 15 members fireside meeting. We will do at least one more such meeting in the present Rotary year. "Know your Ann" is also one such program which brings the club & family closer. Thanks to Radhika Padmanabhan for all the detailing.

To understand the youth of Hiller family better, Sunil Gwalani initiated a panel discussion. The meeting was one of the best in the history of RCTH where around 80 odd people attended. We intend to do two more in the near future. We have planned one more past presidents panel discussion to understand the various aspects of the club. I am confident that new members will enjoy and get accustomed to Hillers way of doing things. Project finance is one more area where we wanted to bring in more CSR companies. We are almost ready with the CSR materials. A. S. Kumar & Ranish Jaiswal are on the task and it will be completed shortly.

New year is very exciting in terms of projects and events. Club Secretary Samir Limaye is starting the year with a bang. His signature project, "SAVEUS QUIZ" has got 65 teams. This is one of the best entries since the day of its inception. Club Picnic is scheduled on 15th and Rotary Youth Leadership Award (RYLA) will be on 28th & 29th of Jan, thanks to Sucheta, A. S. Kumar and our own quiz master Sunil Gwalani.

Triumph Run will be on 22nd of Jan. This time it will be going to its original form with some additional games. PN Harshad is all geared up for the project as convener. Autism center, E-waste plant at Thane, Infra for handicap city etc. still under final approvals and hopefully it will kick start next month.

President Elect Govind Khetan has introduced his board and probably it is the first time in history that it consisted of seven lady hillers. I congratulate Govind and all the board members.

**Jayaram Mendon**



## Editorial

### Friends, wish you all a happy and prosperous new year!

We are on the halfway of the current Rotary year and RCTH continues to be on the roll with so many activities and projects. I am sure the new year would also be equally busy with our activities. In coming month we have SaveUs quiz, overnight picnic, our signature project Triumph run and RYLA already lined up.

January is the vocational service month. Vocational diversity is the basic strength of Rotary movement. We have expertise in various fields because of this diversity. Our horizons broaden by interaction with our members who are leaders in different vocations. Our success as club is because of the diversity among members. For any activity or service project we have expertise. Every vocation is useful in working for society. We promote ethical behavior in our conduct at work as well as every other walk of life. Article by PP Rajiv Tipnis and another article elaborate on this.

**Rajesh Salaskar**



## Object of Rotary

Our Rotary Club of Thane Hills has been blessed with members who are truly leaders in their respective fields and also very keen to participate in the club projects whole heartedly.

We have a number of new Rotarians who joined our club in the last couple of years.

These members have been overwhelmingly supporting our club activities and it is because of these members that our club is becoming more vibrant and our Service projects are becoming more meaningful as the years pass by.

I am sure, many New Rotarians who have joined us recently have taken efforts to know the underlying philosophy of Rotary International as a global organisation. However, it would be appropriate as a beginning of a New Year to take a fresh look at the motto and objects of Rotary and understand why are we united under the banner of Rotary.

### Rotary Mottos:

Service Above Self and One Profits Most Who Serves Best, are the Rotary's official mottoes and they can be traced back to the early days of the organization.

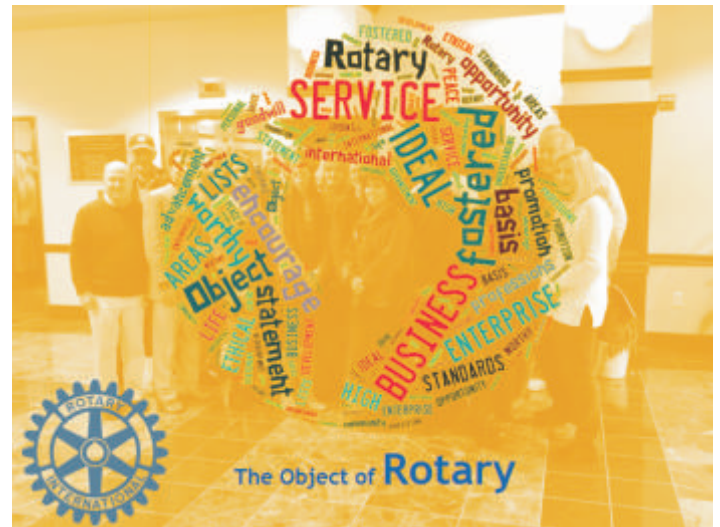


The key to the sustainability of Rotary Moment world wide for over 100 years is the service to Mankind which is based on the Object of Rotary.

### Rotary Manual of Procedures (MOP):

It is strongly recommend that each of our New Rotarians should read the MOP (Manual of Procedures) which is a Bible / Geeta / Quran of Rotary. It contains four main Governance documents which together form the foundation of Rotary administration consisting of

- Constitution of Rotary International
- Bylaws of Rotary International
- Standard Rotary Club Constitution
- Recommended Rotary Club Bylaws



### The Object of Rotary

The most fundamental constituent of Rotary on which the entire Rotary moment has sustained is the OBJECT OF ROTARY – which is stated on page 1 of the Rotary International constitution.

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

**First.** The development of acquaintance as an opportunity for service;

**Second.** High ethical standards in business and professions, the recognition of the worthiness of all useful occupations, and the dignifying of each Rotarian's occupation as an opportunity to serve society;

**Third.** The application of the ideal of service in each Rotarian's personal, business, and community life;

**Fourth.** The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service

If we read these sentence describing the Object of Rotary, we will realise that it is the service which forms the basis / foundation of the very existence of Rotary worldwide.

As soon as we get acquainted with any person, we should think how we can serve her/ him. How we can use his skills and his vocational abilities to the benefit of mankind while maintaining very high ethical standards of Rotary in our profession and then eventually turning our profession / business into a service organisation under this Global Organisation called Rotary. The ultimate aim being to bring world understanding and peace and making this whole world a better place to live for each one of us.

Let us remind ourselves of this very noble object of Rotary for which we have all assembled together and enjoying the fruits of our friendship.



Rajeev Tipnis



## Vocational Service

In 1940, Rotary International defined the Object of Vocational Service “to encourage and foster: high ethical standards in business and professions; the recognition of the worthiness of all useful occupations; the dignifying by each Rotarian of his occupation as an opportunity to serve society.” Today’s Rotarians still pride themselves on being able to use their professional stature and knowledge to make things happen worldwide, wherever there is a need for change.

### The four way test

From the earliest days of the organization, Rotarians were concerned with promoting high ethical standards in their professional lives. One of the world’s most widely printed and quoted statements of business ethics is The 4-Way Test, which was created in 1932 by Rotarian Herbert J. Taylor (who later served as RI president) when he was asked to take charge of a company that was facing bankruptcy. This 24-word test for employees to follow in their business and professional lives became the guide for sales, production, advertising, and all relations with dealers and customers, and the survival of the company is credited to this simple philosophy. The 4-Way Test has been translated into more than a hundred languages and published in thousands of ways.

Rotary’s current code of ethical conduct – The Four-Way Test – is a four-part ethical guideline that helped Herb Taylor rescue a beleaguered business. The code’s four points are simple and direct Of all the things we think, say or do:

1. Is it the truth
2. Is it FAIR to all concerned?
3. Will it build GOODWILL and BETTER FRIENDSHIPS?
4. Will it be BENEFICIAL to all concerned?”

The Four-Way Test was officially adopted by Rotary in 1943 and has been translated into the languages of over 100 countries. It appears on highway billboards, in schoolrooms and on the walls of businesses, in labour contracts, courtrooms and halls of government. It’s even on the moon, in the form of a Four-Way Test pin planted on the surface by astronaut Buzz Aldrin!

### DECLARATION FOR ROTARIANS IN BUSINESS AND PROFESSIONS

The Rotary Code of Ethics was redrafted under the challenge of Rotary International President “Chuck” Charles C. Keller in 1987-88 to become the Declaration of Rotarians in Businesses and Professions. This Declaration defined as a set of values that were appropriate for the personal conduct of Rotarians in businesses or professions. It was adopted by the 1989 Council on Legislation, and was effected on July 1, 1989

1. As a Rotarian engaged in a business or profession I am expected to
2. Consider my vocation to be another opportunity to serve

3. Be faithful to the letter and the spirit of the ethical codes of my vocation, to the laws of my country, and to the standards of my community

4. Do all in my power to dignify my vocation and to promote the highest ethical standards in my chosen vocation

5. Be fair to my employer, employees, associates, competitors, customers, the public, and all those with whom I have a business or professional relationship

6. Recognize the honour and respect due to all occupations which are useful to society

7. Offer my vocational talents; to provide opportunities to young people, to work for the relief of the special needs of others, and to improve the quality of life in my community

8. Adhere to honesty in my advertising and in all representations to the public concerning my business and profession

9. Neither seek from or grant to a fellow Rotarian a privilege or advantage not normally accorded to others in a business or professional relationship

Today, with over 1.2 million members in more than 35,000 clubs in nearly 200 countries, Rotary provides humanitarian service, promotes high ethical standards in all vocations, and helps build international understanding, goodwill and peace.

### ROTARIAN CODE OF CONDUCT

Rotary does change with the times, and at the end of 2011 the Rotary International Board of Directors determined to rename the declaration the Rotary Code of Conduct with revised wordings. This was to recognize that Rotary Club memberships now include community leaders, retired persons, and others not currently in businesses or professions. In October 2014, Rotary International Board of Directors made a new decision to adopt the following simplified Code of Conduct for the use of Rotarians :

As a Rotarian, I will:

1. Act with integrity and high ethical standards in my personal and professional life
2. Deal fairly with others and treat them and their occupations with respect
3. Use my professional skills through Rotary to mentor young people, help those with special needs, and improve people’s quality of life in my community and in the world
4. Avoid behavior that reflects adversely on Rotary or other Rotarians



## ROTAL - RCTH bags 15 prizes

### Singing

Avani Anilkumar - Hindi n Marathi - 1st (2 prizes)

Ananya Anilkumar - Hindi n Marathi - 1st (2 prizes)

Jayant Nagavkar - 2nd prize Hindi solo

Asawari Palwankar - 2nd prize Hindi solo

Dhanashree - Mahagayika 1st prize Hindi n Marathi solo (2 prizes)

Rtr. Omkar Padhye - 2nd prize

Rtr. Archana - 2nd prize

### Dance

Aakansha Mendon - 1st prize

Inda Nagavkar - 1st prize



Nileema Nagavkar - 2nd prize

Rtr. Prajakta - 2nd prize

Rtr. Nupur n Group - 2nd prize





## Cultural Fest n Feast

Venue: Music academy, Chennai Date: 16th Dec, 2022, Timing: 5pm

I enter the sacred precincts of this venue and get enticed by the aroma of piping hot filter coffee and bondas from the canteen. I resist these temptations but cannot miss the 'mamis' (as the middle aged and older ladies are referred to in Chennai) clad in elegant *kanjivaram* silk sarees with fragrant jasmine flowers adorning their hair and the free spirited, high octane music related discussions and arguments of the mamas. This is a typical template upon which the 'sabhas' (music halls) are woven about during the Annual Chennai Music Festival in December.

History records that the inception of the Chennai music festival dates way back to 1927 when the Congress under the leadership of Sri. Sathyamurthy decided to start a group which would dedicate itself to the cause of Carnatic music. This saw the emergence of the



The iconic Music Academy Building, Chennai

iconic Madras Music Academy in the coming years; today it is a landmark building in Mylapore in Chennai. The growing nationalist feelings saw the rise of the poets like Shri Subramania Bharatiyar who infused intense patriotic sentiments through his songs ; many of these songs had a devotional fervour interspersed in them. The integration of religion and patriotism saw excellent outcomes. The Carnatic music festival which took birth thus, in a way, was seen as a weapon against the British rule, thus creating a platform for the unification of the Indian public. The festival was celebrated initially in April in Madras but the weather was hot and oppressive during this month. Keeping this in mind, the celebrations were shifted to December. Some people believe that the decision was to challenge the Xmas celebrations of the Englishmen. Irrespective of the reason for the shift, it proved to be a blessing. Besides the friendly weather, the month of December coincided with the Tamizh month of Margazhi. This month symbolises devotion to God and is dedicated to singing bhajans and hymns in the praise of the Almighty.

So the selection of this month saw the festival being referred to as the 'Margazhi Music Season'. Now a days the festival stretches from mid November to first week of January for about 6 to 8 weeks . It is now called by one and all as the 'Chennai Music Festival'. Today there are numerous Sabhas and auditoriums in Chennai, catering to countless fans of Carnatic Music and Bharatanatyam dance.

The city of Chennai, formerly known as Madras, wears a grand, festive look in December. Flower sellers, saree shops, restaurants, book shops, shops selling *pooja* items, music stores etc do extremely brisk business as people from across India throng the city to visit the *sabhas* and enjoy the musical bonanza offered to the

*rasikas*. In the last three decades, the South Indian diaspora from across the globe have been flying in large numbers to Chennai during the December music season. They go on to stay here through the whole month; fortunately it is Christmas vacations in most parts of the globe. Whilst some of them visit purely with the intention of enjoying the 'katcheris' or concerts, some others, especially the younger lot, come to perform on the dais in many venues. Every year, the seasoned and well established musicians stamp their seal of authority in Carnatic music with their innovative style of rendition, new compositions etc. Their fan base gets multiplied each year after the music season. But a noteworthy point is that this music festival is not just for the established and renowned performers; it is a perfect springboard for upcoming musicians too. In Carnatic music circles, it is assumed that if a budding artiste performs in Chennai during the December season, he / she is bound to bloom into a distinguished musician; the status of the artiste gets elevated all too quickly.

The vocal music concerts have instrumental accompaniments and so the music aficionados can enjoy the rich swaras / beats emanating from the instruments like veena, flute, violin, kanjira,



A Bharatnatyam performance

morsing, mridangam, ghatam etc. Today it is not just Carnatic vocal music; the season has found an extension in Harikatha, Bharatnatyam, Kuchipudi, Mohiniyattam dance forms and Hindustani classical music. The audience seems to be embracing a broad spectrum of good, divine music and dance related performances.



The music halls overflow with crowd which hops from one venue to another to attend workshops, lecture demonstrations, paper presentations, performances etc. The composite experiences enrich and embolden the musical knowledge of the students. One cannot ignore the canteens at the different venues offering a variety of delicacies which people consider a perfect accompaniment to good music.

In yesteryears, the compositions of the Carnatic Music Trinity namely Saint Thyagaraja, Muthuswamy Dikshitar and Shyama Sastrigal were given a high degree of prominence in the concerts but today the Tamil compositions of Sri Subramania Bharatiyar, Sri



**Vadya Vrinda... an ensemble of various musical instruments**

Papanasam Sivan (fondly referred to as Tamil Thyagaraja), Sri Gopalakrishna Bharati, Arunachala Kavirayar besides others are also getting due acknowledgment. The fact that the common man understands the lyrics in these songs is the added advantage. The soul stirring lines set to the appropriate *ragas* and *talas* when rendered by skilled vocalists can move mountains. Some of the artists' voices resonate with the *tambura* and needless to say, leave the *rasikas* in tears; their hearts yearn for more and more heart touching songs. Another healthy trend today is the rising popularity of Marathi *Abhangs*. Many Carnatic singers end their concerts with an Abhang piece or a Hindustani *bhajan*. There are also the 'fusion



**A Carnatic vocal concert by the popular singer Bomay Jayashree**

concerts' which are platforms for nurturing a confluence of Hindustani, Western and Carnatic music; they are extremely popular with youngsters these days. This is a very optimistic sign in more than one way; the coming together of music of various genres is the key to a healthy collaboration and global peace. Also this ensures that our deep rooted classical music, which has been handed to us through many generations, will live forever. It may adapt itself to evolving changes but will certainly be an eternal part of our existence.

The Chennai Music Festival has stood the test of times. During the recent pandemic, it went online but the celebrations were not put on hold. Undoubtedly, this one of its kind carnival will continue for years to come. It will serve to unite music lovers and strengthen universal brotherhood, enthral fans and nourish their sense of music, more strongly, year after year....



**Ann Radhika Padmanabhan**

## Meeting Rotarian in Kolkata

During our visit to Kolkata, Yashodhara and I had a wonderful fellowship meeting with Rtn. Madhumita Bishnu of Kolkata. (30 Nov 2022)

We have been facebook friends since 2009.

She is a Charter Member of 'E Club of Melbourne', Dist 9800. It was chartered in September 2013.



Currently they have 17 members with 1 member from Dubai, 1 from India and rest from Australia.

They are doing a project of feeding the homeless in Melbourne currently. They also have Movie nights as their annual Fundraising project.



Rtn. Madhurima exchanged her Club flag with Special Envelope and Cancellation released by Department of Post on our Right-To-Go project from me.

**PP Atul Bhide**

## Different Strokes for Different Folks!

It is 7:15 p.m. and I enter Thirani School looking forward to meeting my fellow Hillers. The moment I enter the lobby, I see a few people chatting up with each other while some others are quietly enjoying tasty snacks near the snack counter. The speakers again come in different hues and colours - while some are animatedly trying to make a point, others are subtly trying to convince others.

Well, being a behavioural and leadership coach and a personality profiling practitioner, I am enjoying the spectacle and a thought crosses my mind to understand my friends more from their behavioural traits, so I make myself invisible in a corner and watch more people joining in. I not only observe them to understand more about them, but also to see what do they bring to any group, including the club. And here in this piece I share with you what I observe on that interesting evening.

**Yes, I know you would love to know their names as well, but that can wait for some other time!!! ?**

**To start with, I spot a man with a grin talking animatedly and 'forcing' others to listen to him. Meet the initiator.**

### 'I know everything'! – Initiators

These people are happy leading a conversation. They have high energy and bring in all the energy in their relationship with others. They like to use their charisma and bring in enthusiasm to every interaction. While I observe them from far, I also notice that they have impossibly high standards and make snap judgments about people. This can make others feel uneasy and anxious. They also do not focus on what others say and tend to jump to conclusions about what people are saying without checking facts. They want to be in charge and are perceived as aggressive and demanding.



These initiators bring in great vision about the needs of an organisation and end up taking on too much at times and manage to get it all done.

While I am focussed on the initiator, I suddenly hear loud and emphatic voice from another end and shift my attention to that corner. And this is what I find.

### 'I am always right'! – Dictators



These friends of mine thrive on always being in control. They talk of goals and objectives and want to be seen as businesslike. They take quick decisions and like to close the discussion fast. They have a major difficulty in striking a small conversation and time and again shift to '*kaam ka cheez*'. While being 'bottom-line' oriented helps them get the tasks done, their lack of expressing emotions makes them seem insensitive towards others' needs. They speak in abrupt sentences and are perceived as very hard to open up.

The dictators have an amazing energy to get things done and have a

take-charge attitude. This trait of theirs makes them a great administrator and an asset to any organisation.

***While I am amazed at their energy, I cannot focus on them any more as my eyes dart towards the centre of the room, where I spot another buddy of mine regaling the audience with his jokes and stories.***

### 'Let's have fun'! – Entertainers

These friends of mine like the spotlight and are adept at public speaking and presentations. They are always at ease at expressing themselves and excel in situations that require improvisation and imagination. These chaps are sensitive and their desire to be liked makes it difficult for them to deal with awkward situations and make tough decisions. They are loud thinkers and prefer to think from their heart rather than the head.



When it comes to their contribution, they bring in lot of happiness and fun besides plenty of energy. They may not be at the forefront of many activities, however, can be relied upon to stand up and be counted whenever the need arises.

***While I am enjoying looking at antics of an entertainer, another fellow Hiller is moving from people to people like a butterfly trying to taste nectar from as many flowers as possible.***

### 'Give me More!' - Socialiser



These people are the happiest when engaged in animated conversations. They love social activities and make very loyal friends. They are sensitive to others' needs and are great team members. Always willing to inject creativity and motivate others, they can work endless hours, when inspired.

They also have a great knack of making people around them feel appreciated.

The socialiser brings tonnes of fun and laughter to a group and can be a great motivator for people to work together.

***Well friends, if you feel that RCTH is full of talkers, no! There are many of my fellow Hillers who are at the other end. While the Socialisers, Dictators and Initiators are holding their respective forts, the quiet ones are going by their business quietly. I suddenly spot an old-timer standing with a small number of friends with attention written on her face and wanting to know more. Let's say Hello to the Investigator.***

### 'Let's dig deeper!' - Investigator

The investigators like to be viewed as experts. They are logical and forceful and are at their best in times of crisis. They can calmly analyse a situation, dissect things, figure out how they work and then use this knowledge to improve them. They make good trouble-shooters and like being called





on to provide a solution on the spot. They are also great listeners and give ample opportunity to others to express their opinions. As they are not very focused on people's feelings, they are perceived as cool and calculating.

Their quest for wanting to know more and dig deeper brings a lot of structure and information to any organisation. Their calm and composed manner also helps them get amicable solutions and arrive at consensus logically rather than forcibly.

***Not far from my Investigator friend, is another friend engrossed in a conversation about a forthcoming project. One look at the person tells me that s/he may give an air of ease, but deep within is a hard-core organiser calculating things and working out details. Meet the Organiser.***

#### **'Let's do it!' - Organiser**

The organiser is good at getting people to work together and is compassionate and dedicated to people. They have varied and well rounded relationships and are respected for their principled and conscientious way of doing things. Their ability to enjoy helping people to interact and work together makes them good managers. They are also good at asking questions and analysing situations and say things in a sensitive and understanding way. However, they are not comfortable talking about themselves and avoid trouble spots in communication, which may make them less of a leader.



Their organised ways bring lots of order and mutual respect in any group. Their silent ways to bring people together helps them overcome their other shortcomings and makes them a popular leader.

***My eyes dart from the organiser to a friend who is standing quietly listening to the initiator/dictator in rapt attention and with a willingness to help and support others in all situations. Have a look at the Supporter.***

#### **'You can rely on me blindly!' - Supporter**



Supporters are extremely patient with people and have an innate kind-heartedness. They can be analytical when the situation requires, but are always looking out for others. Conservative and cautious, they display a high level of loyalty and caring for others. They are also valued for knowing rules and traditions and pay close attention to consequences of a given decision on the people involved. To top it all, they are good peacemakers

and negotiators.

Their loyalty and supportive nature is a great asset to any team. They can keep their comfort aside to be of help to all and sundry and bring lots of value (by their hard work) to any group.

***While I am soaking in the goodness of supporters, another of my buddies is putting the incoming President at ease by telling***

***him 'Tell me what to do and it will be done'. Meet the all-pervasive Provider***

#### **'Main Hoon na! Why worry when I am around!' - Provider**

These people are in their element doing things for others. They are traditionalist and can never be accused of being too daring. Sensitive and careful of others, they have many friends and rare detractors. They are loyal and steadfast and prefer someone else to take the lead. They succeed at their jobs by being doggedly determined. They are the background boys and prefer not to come in the limelight.



They bring in a lot of pleasantness and solidity to any team. These are the people who can be a pillar for any leader and always keep the organisation above individual preferences and give their best in all situations.

***I am just about to take my seat while I spot a man with a large heart enter the room. He takes his position in his favourite group and listens to all the chatter and contributes his bit in a lively but unsure voice. Meet the Pleaser!***

#### **'Let's keep everyone happy!' - Pleaser**



The last but in large numbers present in any group, the pleasers are loyal, patient and relationship-oriented. They avoid conflicts which results in their not forcing their opinions. They are cautious, modest, and quiet conversationalist. They have their set way of doing things and can be

rigid at times (though rare) when asked to change their methods. In any group, they look to build relationships and go out of their way to do things for others to make them happy, often at the cost of their own happiness.

They bring a lot of cheer and bonhomie to the group and are liked by most, however not respected for their lack of assertion.

***Well, I suddenly hear the President calling the meeting to order and come out of my thoughts. While the speaker is talking on a subject close to her heart, I am deep in my thoughts wondering how to deal with so many different types in one organisation. And then my mind remembers the classic sentence, 'Different Strokes for Different Folks' or as my Marketing Management Professor Vyas would put it crudely, "Grahak dekhke Pudi bandho"!!!!***



**Sunil Gwalani** is a leadership and behavioural coach and specialises in people profiling.

# What is Diversity Equity Inclusion? A human dollar question

## 1. Why is DEI being paid so much of importance and attention in the world?

## 2. What is it that the Global Institutions , Governments , Corporate and Social Organisations are aiming to achieve through DEI initiatives or program?

The World wealth has grown exponentially over the last century and to a large extent global poverty and health problems have been overcome among large percentage of population across the globe. But one of the important questions that remain unanswered is - Has economic growth or wealth creation changed the historical bias that has prevailed over civilisations while treating the fellow human being irrespective of their physiological, fiscal and mental status? We are still in pursuit of an Answer. Today the concept of DEI is a matter of an enforcement than a voluntary act.

### DEI -in the dichotomous world

**Year 2021:** A group of 10 Black women filed a class-action lawsuit against Washington D.C.'s police department alleging racial discrimination and sexual harassment within the force and a "systemic pattern" of bullying and retaliation against those who expressed concerns about mistreatment. The Black Women won the case.

**Tesla** has been ordered by a court to pay \$137 million to an ex-worker over racial harassment and a hostile work environment

**Year 2013** A court awarded \$240 million against Henry's Turkey Service who was convicted for decades of severe physical abuse of men with intellectual disabilities.

**Year 2010** - A jury awarded \$253 million against Novartis after finding the pharmaceutical giant liable for gender discrimination in pay, promotions, and relating to pregnancy. It benefitted over 7,000 female pharmaceutical representatives.

**Year 2000**, Coca-Cola agreed to a \$192 million settlement, the largest settlement ever, in a corporate racial discrimination case benefitting 2200 African-American Colleagues

**Year 2001;** Morgan Stanley, The huge investment banking firm was sued \$ 54 million by the Equal Employment Opportunities Commission after allegations that the firm did not offer women in one particular division the same promotion and compensation opportunities as their male counterpart.

**Year 1996;** \$172 million Settlement against Texaco in a case filed six black employees claiming racial discrimination and that they did not receive the positions nor the pay to which they were entitled.

**Year 1995;** Publix Super Markets a Super Market Chain agreed to cough up \$81.5 million to silence accusations that it relegated large number of women to the worst jobs

The Term **"Diversity, Equity and Inclusion( DEI )"** an **"Elephant in the Room"** phenomena in the Corporate and Government Corridors, over the last few years, has become an important "Spoke in the Wheel" while articulating the Governance Strategy.

**DEI**, more often than not, is dealt with a **"Who is John Galt?"** Syndrome that signified an expression of helplessness and despair on the current state of the society – "A State" that we would like to change but with a tinge of unexpressed , unintended reluctance. In

Short; Why Bother ?

In a world, while humans of all colours, race, physicality, sexuality coexist in a by and large increasingly democratic world, one cannot ignore the co-existence of Abject Poverty and Absolute Wealth, Discrimination, Disparities and Inequalities among the fellow humans in a scale unprecedented purely based on unfounded belief system that is claimed to have been devolved on the current generation by old Civilisational practices. Very few people dared to change.

Who did it ? Who overcame the 'Who is John Galt' syndrome? Do they inspire us to change ? do they inspire us to adapt to the concept of DEI as conscientious means to our being?

### Or Is It Just A Dichotomy In What We Think And What We Do?

### DEI- A Reason To Emulate

#### Who is Devendra Jhajharia?

Devendra Jhajharia, 40-year-old a physically challenged javelin thrower, is a two time Gold Medal winner in Paralympics (2004 Athens and 2016 Rio) and also the first para athlete to receive the Padma Bhushan, India's third-highest civilian award.

#### Who is Joyita Mondal?

From footpath to Supreme Court, Joyita Mondal is India's first transgender judge and stands as an epitome of hard work, dedication and perseverance. Her work ignites hope for transgenders all around the world. With her organization she is trying to elevate living conditions in Red Light Areas. Also she Runs a Non- Profit for Old orphans in Dinajpur (West Bengal).

#### Who is Aishwarya Rutuparna Pradhan?

She is India's first openly transgender civil servant, working in the Odisha Financial Services (OFS) as a commercial tax officer. Pradhan successfully joined the OFS in 2010 as Ratikanta Pradhan. She legally changed her gender identity in 2015, after the Indian Supreme Court's 2014 ruling, recognising the transgender community as the third gender.

#### Who is Narthaki Nataraj?

She is a famous Bharatanatyam dancer, in India and first transgender to receive Padma Shri award .

#### Who is Rosa Parks?

A Simple act of defiance by Rosa Parks in 1955 triggered one of the most celebrated civil rights campaigns in the history of USA. She led the famous Montgomery bus boycott of 1955 that launched the career of Martin Luther King Jr and changed the face of modern America

#### Who are Martin Luther King Jr, Nelson Mandela, Mohandas Gandhi?

Martin Luther King Jr fought the evils of racism and racial segregation in the United States. He organized and led marches for blacks' right to vote, desegregation, labor rights, and other basic civil rights. Nelson Mandela dedicated his life to fighting South Africa's system of racism and segregation called apartheid. Mohandas Gandhi fondly called Mahatma and Father of Our Nation



was the most influential leader instrumental in the civil rights movement through Non Violent means that eventually led to freeing India from British Rule and creation of the largest democracy in the world in terms of population.

### Who is Gunavathy Chandrasekaran?

41-year-old Gunavathy Chandrasekaran, from Tamil Nadu, a Polio survivor and married at the age of 16 is a Quill Artist cum entrepreneur. She turn paper scraps into beautiful pieces of art. She manages one of the successful enterprise that sells quilled artwork such as wall art, greeting cards, miniature figurines, jewellery, and much more under the brand name Guna's Quilling.

### Who is Navalben Chaudhary?

A 62-year-old woman from Gujarat who hails from the village of Nagana in the district of Banaskantha, defied all odds, to cause a mini-revolution in her district. She made a record by selling milk worth Rs 1.10 crore in 2020, earning a profit of Rs 3.50 lakh per month. She was part of 10 millionaire rural women entrepreneurs (released by Amul Dairy) in the milk and Animal husbandry who sold milk worth millions of rupees in the year 2019-20 financial year.

### Who is Anita Devi?

Better known now as the 'Mushroom lady of Bihar,' started growing mushrooms in 2010 to earn for her family. Today, she runs 'Madhopur Farmer's Producers Company.'

### Who is Sobita Tamuli ?

A 35-year-old from the Telana village in Assam runs Seuji, an all-women self-help group that manufactures and sells organic manure, and makes and sells traditional Assamese japis. Sobita has made sure to leave the middlemen out of her business, and do everything from ideating to manufacturing and selling from scratch.

While we tend to recognise and remember the success stories – I still recall a story of owner of a Textile Showroom in Mumba who decided to employ transgenders as salespersons. This honourable act of his had disastrous impact on his business and in few weeks time customers stopped visiting his Showroom. But he continued to employ them despite facing bankruptcy. Eventually the transgenders voluntary quit their job to save the Showroom owner from bankruptcy and thanked him for giving them their most dignified moments of their lives.

These real life stories reinforces that the world has time and again overcome the Dichotomous state of mind to make a Statement that "NO ONE IS SPECIAL; BUT EVERYONE CAN BE SPECIAL". It must be a Voluntary actions of Society at large than a sheer determination of an individuals to fight to earn their rightful position in the society. The world would be better place to live.

In India, Untouchability and caste-based discrimination was banned in 1955 through legal measures and a system of reservation was meted out to the historically oppressed community in hopes of ensuring upward mobility. While some progress may be attributed to this restorative process, traditions that are deeply enmeshed in our society are hard to simply discard. The most difficult challenge to equal access in modern India is the fact that a person well-versed in community identities may be able to figure out a person's caste based on their surname

While many have simply changed their surnames to escape

discrimination, many are weaponising their historical injustice to usher in long-term change through sheer determination and attitude.

### Diversity, Equity and Inclusion (DEI) - In The World Of Definitions



**Diversity, equity and Inclusion (DEI)** is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations.



**What is diversity?:** Diversity involves all the ways that people are different, including the different characteristics that make one group or individual different from another. Diversity includes: Race and ethnicity, Sexual orientation, Socioeconomic status, Gender identity, Mental and physical ability, People with disabilities. It may also include a range of ideas, perspectives and values.



**What is equity?:** Equity aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating. Equity promotes justice, fairness and impartiality within the processes, procedures and distribution of resources by systems or institutions..



**What is inclusion?:** Inclusion builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. This inclusive and welcoming environment supports and embraces differences and offers respect to everyone in words and actions.

**What is Diversity Equity & Inclusion In Rotary?:** At Rotary, we're committed to treating everyone with dignity and respect, allowing everyone's voice to be heard, and providing equitable opportunities for fellowship, service, and leadership

We, at RCTH, have taken various initiatives in supporting the cause of DEI. These include setting up an Autism Center, Distribution of Wheel Chairs for Physically Challenged, Health Care Support to Waste Collectors including distribution of Shoes and Gloves among many other that we intend to undertake in not only creating awareness on DEI but also actively engage in tangible actions.

**THE QUESTION IS NOT  
"TO BE OR NOT TO BE?"  
BUT  
"HOW TO BE?"**

(Ref: "Who is John Galt" The opening line of Atlas Shrugged– one of the most famous and all time best seller classics by Ayn Rand)



A. S. Kumar



## EXCELLENT TEAM RCTH 23-24





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