



2022

# YEAR IN REVIEW

**NE**  **THRI**  
*GROW.TOGETHER*



# LETTER FROM THE FOUNDERS

Dear Neythri Community,

As 2022 draws to a close, we want to take the opportunity to look back on a year that was fulfilling and continued to demonstrate how the work we do at Neythri has helped our community to stay connected, learn and grow. We also took the bold but cautious step of hosting a few in-person get-togethers so we could all finally put a real face to the virtual ones and also saw numerous smaller meetups amongst our members. We continue to demonstrate what we can achieve when we work and think as a community with shared interests, even when we can't be together physically as often as we would like. We hope that 2023 will see a lot more members connect with each other in person.

Meanwhile, we have stayed our busiest best, launching new programs and initiatives as well as managing a broad array of our existing programs - our acclaimed Board Readiness program and the very popular Neythri Salon for Leadership Circle members continue to grow and thrive. We are stoked by the success of our newly launched Superpeer program thanks to which several Premier, Leadership and Founding Circle members have had the opportunity to speak with seasoned industry professionals, expand personal & professional networks and discover different perspectives.

The Neythri Hub, a private digital platform that enables Neythri Circle members to connect, engage and collaborate with each other and access opportunities for mutual benefit, continues to provide a vibrant platform for member connection.

Our sister organization, the Neythri Futures Fund, a historic-first fund where 90% of the 247 LPs are South Asian women, closed an oversubscribed \$10M Fund I in record time and has already made 20+ investments in groundbreaking companies with female and diverse founders.

# LETTER FROM THE FOUNDERS

In September, we hosted our first large in-person gathering for our senior leaders. This event drew more than 125+ Founding & Leadership Circle members from all over the country. The high-energy meetup where food and fun flowed in equal measure was enjoyed immensely by everyone that joined.

These and several other milestones could not have been possible without the collective efforts, commitment, and passion of our Founding Circle members, our team of volunteers, and our members. We are proud of all we have accomplished and want to thank you all for being a part of the Neythri journey. Your support, ambassadorship, and collective strength is what makes us formidable as a community. Thank you for your belief in us and our vision of enabling more South Asian professional women to find success.

We wish you and your families a happy and healthy holiday season!

*Mythili Gankaran*

Co-Founder & CEO

*Chitra Nayak*

Co-Founder

*Gruthi Ramaswami*

Co-Founder





*Pronounced "nay-three." Neythri signifies female leader and guide in Sanskrit*

## OUR MISSION

Neythri's mission is to foster, engage, and advance a global community of South Asian professional women of all backgrounds and experiences who are committed to helping each other succeed.

## CONNECTION

A safe and welcoming community that uniquely understands each others' challenges and opportunities



## SHARING

Our members have unique superpowers and domain expertise to share and gain insights from each other and from thought leaders

## LEARNING

Elevating role models, learning critical leadership skills, mentoring the next generation



# OUR MEMBER COMMUNITY



## GLOBAL PRESENCE

- 2,500+ members across 23 countries
- Predominantly in North America (U.S. & Canada)
- Member base growing in the UK and Asia



## CROSS-GENERATIONAL MEMBERSHIP

### *Professional Experience Post Undergraduate*

- Senior Professionals (> 20 years): 37%
- Mid-Career (11-20 years): 35%
- Early-Career (0-10 years): 28%



## DIVERSE REPRESENTATION ACROSS INDUSTRY & FUNCTIONAL AREA

- ~ 36% of Members hold Director-level positions and above
- Top 5 industries represented are Technology, Biotech & Healthcare, Finance & Venture Capital, Non-Profit, and Education



# WHERE NEYTHRI MEMBERS WORK

(A SAMPLE REPRESENTATION)



# 2,500+

professional South Asian women across all industries



# OUR FOCUS

## Accelerating the professional success of South Asian women through programs, initiatives, community & connection

Our programs focus on the following core areas through creative events, content, and community building:

### Professional & Leadership Development

Programming focused on professional and leadership skills, career growth and corporate board placements.

### Mentorship & Connections

Create opportunities for 1:1 & peer-to-peer mentorship and advice across all levels.

### Social Impact & Community Leadership

Strengthen non-profit leadership, celebrate social entrepreneurship and create a culture of service and philanthropy.





## 2022 KEY HIGHLIGHTS

- Crossed 2,500+ Members
- Hosted 45+ events serving member needs
  - The highlight: in-person get-together with 125+ Founding & Leadership Circle attendees
- 48%+ of events were focused on relationship building and networking
- Grew our Neythri Circles significantly in 2022, especially among senior members
- Continued to see momentum in the Neythri Hub - a private, secure member portal for connection and sharing between members
- Social media is a key channel to celebrate South Asian community female leaders and news and build awareness of Neythri - 4,500 LinkedIn followers with 1,000+ visitors each month
- Expanded our flagship programs for senior executives
  - Board Readiness Training & Connections
  - Neythri Salons
- Launched Superpeer with 30+ amazing advisors across industries and functions who volunteer their time and insights
- Continued our highly regarded 1:1 Mentorship program with curated matches
- Neythri Futures Fund closed 20 investments in ground-breaking companies featuring diverse and women-led teams
- Published 100+ articles in the Neythri blog since inception



# 2022 KEY HIGHLIGHTS

## Events



- 45+ events serving member needs
  - CXO & expert panels across a wide range of topics: professional - e.g. career success, "The Great Resignation" and personal - e.g. mental health, fertility
  - Professional development: e.g. workshops on communication skills, goal-setting
  - Board readiness training & education with panels and workshops
  - Highly acclaimed social impact events and workshops on nonprofit careers, non-profit board readiness & "Finding Your Cause"
  - Fireside chats with authors who have been successful in their careers
  - Exclusive events for Neythri Young Professionals
  - Member networking & connection events
    - Cocktails & Connections - small group breakouts to get to know others
    - Chai Time - to learn more about Neythri
    - Peer-to-peer sharing circles - to share advice and insights with each other on topics such as how to get promoted, how to change careers, etc.
    - Meet & Mingle - exclusive events for Leadership Circle members to meet
    - Select COVID-safe, in-person member networking events and many more... check out [neythri.org/event](https://neythri.org/event)



# 2022 KEY HIGHLIGHTS

## Membership

- Total membership surpasses 2,500!
- Celebrated one year since launching Neythri Circles - Our tiered membership for enhanced member experience
  - **Leadership Circle (\$999.99/year):**
    - An exclusive membership for senior South Asian women leaders who want to give back to our community while connecting with like-minded peers
    - Includes all benefits of Premier Circle plus:
      - Board Readiness Training & Board Connections programs
      - Neythri Salons
      - Executive Opportunities Board
      - Exclusive Leadership Circle group on the Hub
    - 200+ senior South Asian women executives already part of Leadership Circle  
Our current Leadership Circle member roster is [here](#)
  - **Premier Circle (\$99.99/year):**
    - Ideal for early-stage and mid-career professionals who want to invest in personal growth
    - Discounted/complimentary access to Neythri events
    - Access to 1:1 Mentorship, Superpeer (virtual coffee chats with Neythri advisors), Job Opportunities Board and special-interest groups on the Neythri Hub
  - **Discovery Circle (Free):**
    - Ideal for those just starting their professional careers



# 2022 KEY HIGHLIGHTS

## Board Readiness & Board Connections

Our Board Readiness program is designed to help experienced South Asian female executives understand board service and develop a game-plan to activate their board journey. Currently offered to Neythri Founding Circle & Leadership Circle members only

**100+ senior executives have graduated from Neythri's 4-session Board Readiness Program, with five cohorts since launch in 2021**

Program elements include:

- Helping participants build their Board value proposition and synthesize the types of Boards they want to serve on
- Create Board documents, polish their elevator pitch, build their network game-plan, learn about Board due diligence, prepare for interviews and much more

In 2022, we launched our Board Connections initiative, with ongoing outreach to those who place diverse talents on boards, to build awareness about our community of board-ready women

- Our board connections partners include top retained search firms, private equity and venture firms, organizations focused on increased board diversity such as HimforHer, Equilar, BoardList and Diligent
- We created and launched a Board candidate database with profiles for each candidate which is shared with all partners

# NEYTHRI

PRESENTS  
INTRODUCTORY  
BOARD READINESS PROGRAM

Thursday, March 4th at 5 pm PT

Co-host



Ana Agneshwar  
Aimient, CEO

Co-host



Shefali Raina  
Alpha Lane  
Partners, CEO



Chitra Nayak  
Board Member  
Invitae, Morneau Shepell  
& Intercom



Astha Malik  
Board Member  
Greenhouse



Anita Ganti  
Board Member  
Power Integrations



Linde Hotchkiss  
Executive Vice President  
The ABD Team

# 2022 KEY HIGHLIGHTS

## Neythri Salons

salons@neythri.org

Goal: to build multi-dimensional, rewarding connections with women from shared backgrounds

- Each Neythri Salon is a curated group of 8-10 senior South Asian women across industry sectors and functional areas that engage in intimate, thought-provoking, and fun get-togethers, virtually and/or in-person
- By sharing perspectives and telling authentic stories, these evenings of conversation become a source of deep connections. The agenda is set by the group – some examples include:
  - How do you think about your personal brand?
  - What does it mean to be a woman of color in the workplace? Is this different for South Asians vs. others of color?
  - Do you need a validation fix? How do you get beyond this as you get more senior?

**Launched a total of 17 (6 new in 2022) salons with 140+ executives participating!**



# 2022 KEY HIGHLIGHTS

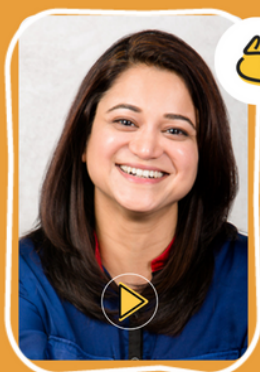
## Superpeer

contact@neythri.org

Core to Neythri's mission is enabling our members to foster meaningful connections with each other. That's why we launched Superpeer, a booking platform where Neythri's Premier, Leadership, and Founding Circle members can book 30 minute 1:1 video calls with the experts, influencers, and professionals across multiple industries in the Neythri community. Members can ask questions, get a second opinion or advice, or just have an inspiring conversation.

Superpeers are Founding & Leadership Circle members who have walked the path, have a skill to teach, a passion or experience to share, and a desire to support professional development in the Neythri community. Examples of our Superpeers include Radha Sankaran (VP-CTO, CapitalOne), Radhika Krishnan (Chief Product Officer, Hitachi Vantara), Jagadha Sivan (COO, Waverley Street Foundation), and Zeryn Sarpangal (CFO, Draper Richards Kaplan Foundation).

- 100+ calls completed in 6 months
- 50+ hours of conversation and connection
- Superpeers represent 14 functional areas, ranging from engineering to go-to-market to operations to brand and more
- 33% of Superpeers are in the C-Suite
- 40% of Superpeers are on Boards



NEYTHRI  
*Superpeer* Spotlight

**Bhawna Singh**  
SVP of Engineering, Okta

A senior technology executive with over 20 years of experience in successfully transforming products and scaling technology for a global user base.

*Advises on founder pitches, investment due diligence, and company strategy*



NEYTHRI  
*Superpeer* Spotlight

**Ayesha Mathews Wadhwa**  
Head of Brand, Creative & Services,  
SambaNova Systems

Has experience across many high-growth B2B startups and brands, including Facebook for Business, VMware Carbon Black, Amazon Lab126, and Databricks.

*Advises on: career paths in Design/Creative & Brand and measuring ROI on Creative/Brand investments*

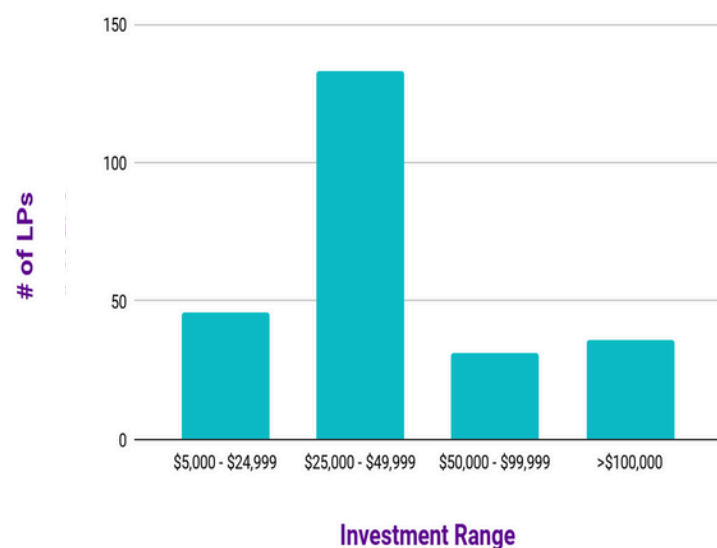
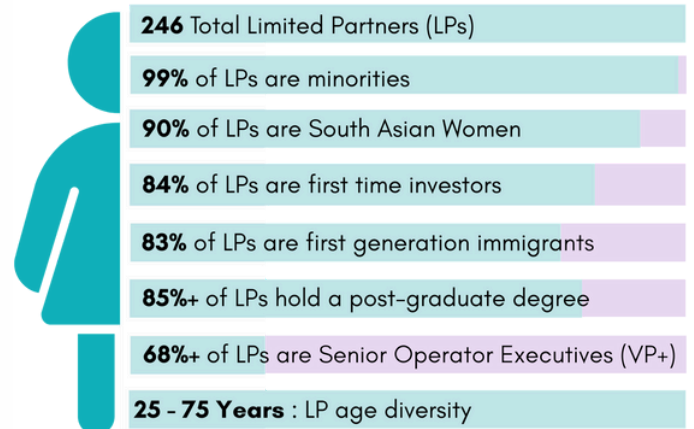


# 2022 KEY HIGHLIGHTS

## Neythri Futures Fund

The Neythri Futures Fund I (NFF) is a historic-first \$10M venture fund whose mission is to position South Asian women front and center as key investors and stakeholders in the fund.

- \$8M Investable (\$10M minus management fees)
- Fund Allocation
  - Primary Investments: \$5M - \$6M
  - Follow-on reserves: \$2M - \$3M
- Approximately \$4M deployed across 20 investments
- Min check size: \$20K; Max check size: \$500K; Avg check size ~\$180K
- 100% of our investments are in companies with diverse founding/leadership teams
  - 60% - Female founders -> 63% of which are South Asian women



“ There is a “right time” for the “right idea”. This fund captures the current socio-political climate and establishes a rightful place for dynamic, empowered, intuitive women in the financial world. ”

**ISHA ABDULLAH**  
Clinical Medical Director, Concentra  
Fund Advisory Council Member and Founding LP,  
Neythri Futures Fund

NEYTHRI FUND  
Invested Together

# NEYTHRI MEMBERS IN THE NEWS



[Kirthiga Reddy's All-Women, Immigrant Athena SPAC rings the bell at New York Stock Exchange \(NYSE\).](#)



[Tara Viswanathan's Rupa Health closes a \\$20M Series A round led by Bessemer Venture Partners](#)



[Pfizer Appoints Subha Madhavan as VP/Head of Clinical AI/ML](#)



[Radhika Malpani Co-teaches Stanford Class Inspiring Environmental Entrepreneurs](#)



[Sonal Puri appointed to the Board of Directors of the Magento Association](#)



[Priya Abani Named to TIAA's Board of Trustees](#)



[Tuck Appoints Leela Srinivasan to Board of Advisors and MBA Council](#)



[National Bank Holdings Appoints Alka Gupta to its Board](#)



[Ranjana Clark Named Amongst the Most Powerful Women in Banking](#)



[Sejal Patel Daswani Named Chief People Officer at Iterable](#)



[Rita Achrekar joins ICICI Bank Canada's Board as an Independent Director](#)



[EnActe Arts led by Vinita Belani Makes a Bold Play with "The Jungle Book: Rudyard Revised."](#)

# NEYTHRI MEMBERS IN THE NEWS



[Rekha Pai Kamath  
Tours with the US  
Embassy as Speaker  
for Women in STEM](#)



[Shruthi Rao, Co-  
Founder of Vendia,  
Innovates in Enterprise  
Blockchain](#)



[Anita Ganti Joins the  
Board of Directors of  
MARC](#)



[Disha Gosalia Amongst  
Top 50 Women Leaders  
in Customer Success  
2022](#)



[Mosaic America, Co-  
founded by Usha  
Srinivasan, Named 2022  
Cornerstone Of Arts  
Honoree](#)



[Radhika Krishnan  
Named ISG Women in  
Digital Awards Winner](#)



[Archana Jain Joins  
Zurich Insurance as  
Chief Technology  
Officer](#)



[Shivani Govil Amongst  
Top 50 Women Leaders  
of San Francisco 2022](#)



[Check Point Software  
Appoints Rupal  
Hollenbeck as Chief  
Commercial Officer](#)



[Qlik's Poornima  
Ramaswamy Named  
2022 CRN Channel  
Chief](#)



[Storyblocks Appoints  
Paramita Bhattacharya  
as CMO](#)



[Renu Agrawal Joins  
Woodruff Sawyer's  
Board of Directors](#)



# NEYTHRI MEMBERS IN THE NEWS



[HubSpot's Yamini Rangan Ranked No.1 in Comparably's "Best CEOs for Women"](#)



[Aparna Khurjekar Appointed New CRO at Verizon for Business Markets and SaaS](#)



[Seema Chaturvedi launches "Achieving Women Equity \(AWE\) Funds"](#)



[Leena Joshi's CloseFactor Closes a \\$4.5M Seed Round led by Sequoia Capital](#)



[Sanyogita Shamsunder Joins Google as Head of Global Network Edge](#)



[Debjani Deb's ZineOne Closes a \\$28M Series C led by SignalFire](#)



[Zaina Orbai Named as HRO Today 2022 CHRO of the Year Finalist](#)



[Ridhi Tariyal's NextGenJane Awarded Innovation Research Grant by the NIH](#)



[Nivi Nityanand Joins Austin Clubhouse's Board](#)



[Urvashi Sheth Promoted to Intermedia Inc's Chief Customer Officer](#)



[Ishita Majumdar Named Data Culture Leader Award Winner by Business of Data Newsletter](#)



[NextRoll Promotes Industry Veteran Roli Saxena to CEO](#)

# WHAT OUR MEMBERS ARE SAYING



"I've had a fantastic mentor through Neythri. My mentor helped me navigate a job recruiting process and advised me on how to articulate the role & level I was looking for, salary negotiation, and immigrant sponsorship issues."

**MINYA SHIDHAYE, SENIOR ASSOCIATE, CORPORATE DEVELOPMENT, LINKEDIN**

"Superpeer is one of the best time investments I have made. I've gained very insightful learnings on market trends and guidance on how I should position myself as a leader. It was helpful to hear their stories and relate some of the lessons learned back to my trajectory as well."

**RUPAL NISHAR, VP, CUSTOMER SUCCESS, NETOMI**



"I've had a very positive experience with Neythri's Board Readiness program. It's great to see other people like me in an environment that is accessible and where no questions are off-limits. I've bolstered my confidence in applying for board roles and communicating my value proposition."

**NITHYA RUFF, CHIEF OPEN SOURCE OFFICER, AMAZON**



"I've been a facilitator of a Neythri salon, which has enabled me to build deeper relationships and learn from my peers. It has been inspiring to see the life and career journeys of many successful women who have traversed various industries in authentic ways."

**MEERAH RAJAVEL, CIO, PALO ALTO NETWORKS**



# WHAT OUR MEMBERS ARE SAYING



"I was recently promoted within my company. The self confidence that I built through Neythri's workshops and events was what helped me through conversations with colleagues to earn this promotion, even though there were quite a few contenders. I have improved my self-awareness since then and am ready to pay it back to the next generation of women leaders."

**SUJA VARAD, DIRECTOR, AGILE PORTFOLIO MANAGEMENT, VERIZON**

"My Neythri mentor has been great in giving me new perspectives. Her honest and practical feedback has given me a clear vision of what needs to be done to accomplish my goals."

**BEENA NAGASUBRAMANIAN, ANALOG DESIGN ENGINEER, CIRRUS LOGIC**



"My Neythri Salon experience has been a true revelation. What started as a curated group of like-minded women sharing authentic stories quickly became a deeply trusting sisterhood providing a confidential resource I can rely on unconditionally for honest insight and perspective. A gift that keeps giving!"

**ROHINI SADARANGANI, BOARD ADVISOR, STARTUP FOUNDER**



"Shweta was an excellent mentor! This was my first foray into being formally mentored by a South Asian woman. The difference the cultural context made was palpable."

**SHRADHA BALAKRISHNAN, SENIOR PRODUCT MANAGER, UBER FREIGHT**



# WHAT OUR MEMBERS ARE SAYING



“The Neythri Board Readiness program was a shot in the arm for my understanding on what to expect from being on a board and the process by which to approach it. The program helped me prepare (with a lot of great feedback) my personal value statement & board bio and manage my interview style. The coordinators personally invested in introducing me to companies, and brainstorming the pros and cons on each one. I am excited to say after much due diligence, I am close to closing on a position in the near future and have this program to thank for it.”

**SHALINI GOVIL-PAI, VP & GM, TV@GOOGLE**

“As a Neythri member I’m finding Superpeer incredibly valuable. It’s giving me access to insights and advice from leaders who I’d otherwise have little or no chance of meeting (or learning from). As a resource for not just my professional development but also my personal growth, I haven’t come across anything quite like it. Getting sharp and distilled wisdom specific to my situation has been really eye-opening.”

**DIVYA GURU RAJAN, ANALYTICS MANAGER, DIGITAL ADVICE, VANGUARD**



# THE NEYTHRI TEAM

*Neythri's programs and operations are supported by a highly committed Founding Circle and team of volunteers*

## *Co-Founders*

Mythili Sankaran (CEO) Chitra Nayak Sruthi Ramaswami

## *Chief of Staff*

Deepali Paul

## *Founding Circle*

Aarti Chandna	Manisha Gupta	Rayman Mathoda	Sohini Roy
Akanksha Manik Talya	Mansi Shah	Reema Shah	Sonar Thekdi
Ana Agneshwar	Minoti Dhanaraj	Rekha Pai	Sree Menon
Ana Arun	Monica Kumar	Renu Agrawal	Sunita Ganapathi
Archana Ramamoorthy	Namrata Vora	Rohini Chakravarthy	Supriya Gujral
Ayesha Mathews-Wadhwa	Nandini Gondhalekar	Rohini Sadarangani	Suruchi Shukla
Bhanu Narasimhan	Nandini Srinivasan	Roli Saxena	Sweta Sarnot
Bhawna Singh	Nithya Ruff	Roma Wadhi Ghai	Tanuja Bahal
Buvana Dayanandan	Paramita Bhattacharya	Rupal Hollenbeck	Uma Meyyappan
Devika Patil	Pragati Grover	Sanyogita Shyamsunder	Urvashi Sheth
Enakshi Singh	Prerana Vaidya	Sapna Kapur	Usha Sekhar
Geetha Murali	Priya Ghandikota	Sarika Garg	Usha Srinivasan
Geetu Sharma	Priya Rajan	Sejal Patel Daswani	Vineeta Gupta
Isha Abdullah	Purnima Padmanabhan	Shalini Govil-Pai	Vinita Belani
Jagadha Sivan	Radha Nayak	Shankari Panchapakesan	Yamini Rangan
Kamini Ramani	Radha Sankaran	Shefali Raina	Zeryn Sarpangal
Kirthiga Reddy	Radhika Krishnan	Shivani Govil	
Lakshmi Hari	Radhika Malpani	Shobz Ahluwalia	
Mahak Sharma	Ramya Raghunathan	Smriti Shekhar	
Malini Balakrishnan	Ranjana Clark	Sneha Devadason	

## *Executive Committee Volunteers*

Aditi Sheth	Mayuri Baheti	Rachel Parikh	Srinidhi Raghavan
Anita Kishore	Meghna Pradeep	Rachna Lal	Sujatha Parekh
Anjali Arora	Minya Shidhaye	Renu Dargar	Swathi Krishna
Anna Ahmed	Namrata Rao	Rita Achrekar	Tushyati Maudgalya
Bindiya Khanna	Nandita Ruchandani	Romina Parikh	Veena Ramaswamy
Dhana Pawar	Nikita Parekh	Sahana Potti	Vidya Venkatesh
Indira Kuruganti	Nisha Kumari	Sandhya Panchapakesan	
Karishma Patel	Nitya Rajendran	Sanya Gurnani	
Lakshmi Karanth	Parmjit Sandhu	Sarita Kohli	
Latha Rao	Preena Soni	Shirin Hasan	
Madhavi Desai	Prerna Lakhi Bakshi	Simran Rao	
Mala Nayak	Priya Suri	Sonal Somaiya	

# JOIN US

Questions?

Please write to us at [contact@neythri.org](mailto:contact@neythri.org)

Follow us on social: [LinkedIn](#) / [Twitter](#) / [Facebook](#) / [Instagram](#)

If your company or organization has matching or giving programs, please consider supporting Neythri! Neythri is a 501(c)(3) charitable organization and contributions are tax-deductible. Our EIN is 84-3608141.

[DONATE](#)

## A BIG THANK YOU TO OUR SPONSORS

