

# NE THRI Year in Review 2021



## Letter from the Founders

Dear Neythri Community and friends,

As 2021 draws to a close, we want to take the opportunity to look back on a year that while challenging in many ways, also showed us how #communityispower – even in the toughest of times. We take pride in the fact that when the pandemic brought the world to a halt and forced us to keep our distance from family, friends and one another, the work we do at Neythri has helped our community to stay connected, learn and grow and made the difficult times hopefully a little easier. We all miss the energy of being physically in a room together. The reality is that it will probably take a little while longer before this is possible again. However, we have demonstrated what we can achieve when we work and think as a community with shared interests, even when we can't be together physically.

We have been our busiest best in the last twelve months. With a committed volunteer team supporting us, we launched and managed a broad array of new programs and initiatives - our acclaimed Board Readiness program, curated Neythri Salons, popular 1:1 mentoring, 1:1 Executive Coaching, and an East Coast chapter, to name a few.

In July, we kicked off our next stage of member experience and connection: The Neythri Circles, which includes three distinct membership tiers and 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. As the vibrant Neythri Hub buzzes with daily conversations, we are amazed by how this community has come together to support one another - opening up calendars to advise those seeking help, signing up to be a mentor, posting job and board opportunities, sharing resources and their networks, the list goes on and we never cease to be impressed.

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 9 investments in groundbreaking companies with female and diverse founders.

In October, we hosted an exclusive event featuring Indra Nooyi, the trailblazing former CEO of PepsiCo, to celebrate the launch of her memoir, My Life in Full.

## Letter from the Founders

We were humbled and thrilled to learn in November that we made the Forbes' Culture 50 Champions list.

These and several other successes and 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. 2022 is going to be even bigger and better!



Mythili Sankaran

Co-Founder & CEO

Sruthi Ramaswami

Co-Founder

Chitra Nayak

Co-Founder

# Pronounced "nay-three," Neythri signifies female leader and guide in Sanskrit

## Our Mission

Y

Neythri's mission is to foster, engage, and advance a global community of South Asian professional women of all backgrounds and experience 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

- 2,100+ members across 14 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): 29%
- Mid-Career (11-20 years): 39%
- Early-Career (0-10 years): 32%



# Diverse representation across industries & functional area

- ~ 40% 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)









**Deloitte** 







(7) GoDaddy































accenture

















2,100+ professional South Asian women across all industries









NUTANIX.







































**m**ware<sup>®</sup>







PURESTORAGE®









#### 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.

Create opportunities for 1:1 & peer-topeer mentorship and advice across all levels. Mentorship &
Connections

Social Impact & Community Leadership Strengthen non-profit leadership, celebrate social entrepreneurship and create a culture of service and philanthropy.

Accelerate and support South Asian female founders & funders in their journeys through community, connections and mentorship.

Founders & Funders

- Crossed 2,100+ Members
- Hosted 50+ events serving member needs
  - <u>Fireside chat</u> with Indra Nooyi, former CEO, PepsiCO
- Introduced <u>Neythri Circles</u> tiered membership for enhanced member experience & <u>Neythri Hub</u> - private, secure member portal for connection
- Launched flagship programs for senior executives
  - Board Readiness Training & Connections
  - Neythri Salons
- Launched the first cohort of 1:1 Mentorship program in late October
- Closed an over-subscribed, historic-first \$10M venture fund -<u>Neythri Futures Fund</u>
- Published 85+ articles in the <u>Neythri blog</u>
- Recognized as a <u>Forbes' 50 Culture Champion</u>

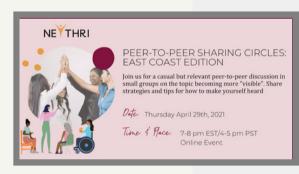
#### <u>Events</u>

- 50+ events serving member needs
  - CXO & Expert panels including COO of Zoom,
     CIO of Peloton, former CMO of Oracle etc.
  - Professional development: Goal-setting,
     nailing interviews, building confidence
  - Sold-out workshops on nonprofit board readiness & "Finding Your Cause"
  - Exclusive events for Neythri Young
     Professionals
  - Fireside chat with Indra Nooyi, former CEO,
     PepsiCO
  - Member Networking & Connection
    - Cocktails & Connections
    - Chai Time
    - Peer-to-peer sharing circles
    - Meet & Mingle
  - Select COVID-safe, in-person member networking events

and many more... check out <u>neythri.org/event</u>

















## <u>Membership</u>

- Membership surpasses 2100!
- Introducing <u>Neythri Circles</u> Tiered membership for enhanced member experience
  - Discovery Circle (Free):
    - Ideal for those just starting their professional careers.
  - 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, Executive coaching, Job opportunities board and special-interest groups on the Neythri Hub
  - Leadership Circle (\$999.999/year):
    - An exclusive membership for senior South Asian women leaders who want to give back to our community while connecting with like-minded peers.
    - Access to:

• Exclusive Leadership Circle group on the Hub

- Board Readiness Training program
- Neythri Salons
- Executive Opportunities Board



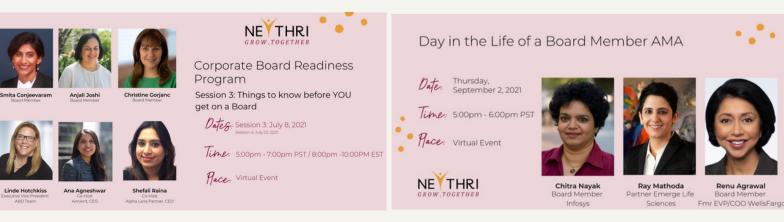
## Board Readiness Training

#### boardreadiness@neythri.org

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

- Launched a 4-session Board Readiness Program in February 2021, with three cohorts 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





## <u>Neythri Salons</u>

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, thoughtprovoking, 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:
  - What fills your thought life? What do you notice yourself thinking about?
  - Balancing work and family expectations are tough for all women, but especially for South Asian women. What are your experiences? Success? Opportunities?
  - What is the one issue you are struggling with right now?

Launched a total of 11 (8 new in 2021) salons with 80+ executives participating!



#### <u>Neythri Futures Fund</u>

info@neythrifuturesfund.com

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.

- Launched Fund I in March 2021
- Raised and closed the \$10M fund in a record 6 months in October 2021
- 247 Limited Partners (LPs)
- 90% of LPs are South Asian women
- 75% of LPs are first time investors
- Uniquely cross-generational youngest LP is 25 years old, oldest is 70+ years!
- 9 investments made in ground-breaking companies founded by women and diverse founding teams
- All <u>portfolio</u> companies have a woman in a key decision making role in the company.
- Fund closing covered in major <u>press</u> outlets.









## Neythri Members in the News



Rayman Kaur Mathoda joins the Board of Directors at Mosaic



Radhika Krishnan
appointed to the
QuickLogic
Corporation Board of
Directors



<u>Maitree Mervana</u> <u>featured in Forbes 30</u> <u>Under 30</u> (Venture Capital)



Priya Abani, CEO of AliveCor Inc. named to Jacobs Board of Directors



Aishwarya Iyer, Founder and CEO of Brightland, makes Inc. 's 2021 Female Founders 100 list



Bhawna Singh Joins
Auth0 Leadership Team
as Senior Vice President
of Engineering



Ritu Narayan, CEO of ZuM wants to use school buses to send electricity to the grid



<u>Urvashi Sheth wins</u>
<u>"Technology Woman of</u>
<u>the Year" in the 2021</u>
Stevie® Awards



JFrog Appoints Citrix CIO Meerah Rajavel to its Board of Directors



Paramita Bhattacharaya featured in Top 50 Global Thought Leaders and Influencers on Customer Loyalty



Anu Natarajan helms \$1B Facebook housing initiative



<u>Yamini Rangan</u> <u>appointed Hubspot CEO</u>

## Neythri Members in the News



Purnima Padmanabhan recognized as San Jose **Business Journal's 2021** Woman of Influence



Sapna Kapur joins MediaMath as Chief Financial Officer



Nithya Ruff joins CROSS **Advisory Committee** 



Rupal Shah Hollenbeck ioins Cerebras Systems as Chief Marketing Officer



Infosys appoints Chitra Nayak as Independent Director



Kirthiga Reddy is President & Director of newly launched, allwomen SPAC, Athena Technology II



Mansi Shah named to Silicon Valley Business Journal's 40 Under 40



Xometry adds Ranjana Clark to Board of **Directors** 



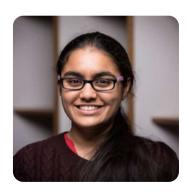
Cacheflow raises \$6M in seed funding



Sarika Garg's startup, CCC Information Services Inc appoints Shivani Govil as Chief Product Officer



Consumer Technology Association names Sanyogita Shamsunder to its 2022 Board of **Industry Leaders** 



Charu Sharma, Cofounder & President. OsanaSalud named to Forbes 30 under 30 (Healthcare)

## **Testimonials**

"As a female CEO operating in a fast evolving world, faced with unprecedented challenges all the time. Neythri provides me a robust and trusted network of top, like-minded female leaders ready to lend support and learning, something I have grown to value immensely."

- Sonal Puri, CEO, Webscale



"My Neythri salon truly feels like a special sisterhood - safe, honest and real"

- Rohini Sadarangani, COO at stealth startup

"Neythri has challenged me to dream big. This community has shown me opportunities that I hadn't given myself the space to even consider. I have met some of the most inspiring women in my life here who want to help me navigate this world so I can truly achieve my dreams"

- Varshaya Visvanathan, Sr. Financial Analyst, Good PLANet Foods



"All the great venture firms founded over the past six decades have shared some common ingredients - the boldness to build something entirely new, the conviction to back entrepreneurs who are not "obvious" to the rest of the market, a service mindset towards LPs and a desire to create broad social impact. Neythri Futures Fund is the latest addition to this group and I am excited that these excellent ingredients are at Neythri's core. By bringing strong South Asian women to the table as LPs, board members, advisors, execs and entrepreneurs, Neythri is likely to unearth previously undiscovered value. I am thrilled to support the Fund as an advisor and LP"

- Rohini Chakravarthy, Partner, NGP Capital

"Neythri has covered a lot of ground to ready people like me to serve on boards. I found the training to be comprehensive and covering the board landscape, duties of board members and how to be ready for the board. The exposure to board members who look like me and candid conversations with them about board readiness and challenges have made me more confident to serve on any public and private board now."

- Nithya Ruff, Comcast Fellow & Vice President, Comcast



"As a South Asian female founder, Neythri offers me an incredibly high-quality peer group to network with and learn from. The connections I have made through Neythri are with people who sincerely care about supporting and elevating each other and have the experience and wisdom to add value."

- Shruthi Rao, Co-founder & Chief Business Officer, Vendia

## 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

#### Founding Circle

Aarti Chandna Akanksha Manik Talya Ana Agneshwar Ana Arun Archana Ramamoorthy Avesha Mathews-Wadhwa Nandini Gondhalekar Bhanu Narasimhan

Bhawna Singh Buvana Dayanandan

Devika Patil Enakshi Singh Geetha Murali Geetu Sharma Isha Abdullah Jagadha Sivan Kamini Ramani

Kirthiga Reddy Lakshmi Hari Mahak Sharma Malini Balakrishnan Manisha Gupta Mansi Shah Minoti Dhanarai Monica Kumar Namrata Vora

Nandini Srinivasan

Nithva Ruff

Priya Rajan

Paramita Bhattacharya

Pragati Grover Prerana Vaidya Priya Ghandikota

Purnima Padmanabhan Shalini Govil-Pai

Radha Nayak Radha Sankaran Radhika Krishnan Radhika Malpani Ramya Raghunathan

Ranjana Clark

Ravman Mathoda Reema Shah Rekha Pai Renu Agrawal Rohini Chakravarthy Rohini Sadarangani

Roli Saxena Roma Wadhi Ghai

Rupal Hollenbeck Sanyogita Shyamsunder

Sapna Kapur Sarika Garq

Seial Patel Daswani

Shankari Panchapakesan

Shefali Raina Shivani Govil Shobz Ahluwalia Smriti Shekhar Sneha Devadason Sohini Roy Sonar Thekdi Sree Menon

Sunita Ganapathi Supriya Gujral Suruchi Shukla Sweta Sarnot Tanuia Bahal Uma Meyyappan Urvashi Sheth Usha Sekhar Usha Srinivasan Vineeta Gupta Vinita Belani

Yamini Rangan Zeryn Sarpangal

Shaila Parikh

#### Executive Committee Volunteers

Alpana Ved Amrit Kallar Anu Natarajan Bindiya Khanna Dhana Pawar Divya Laul Gupta Hani Anis Hema Prapoo

Lakshmi Karanth Latha Rao Mansi Parekh

Lakshmi Sampath

Mayuri Baheti Meghna Pradeep Minya Shidhaye Mona Shah Namrata Rao Nandita Ruchandani Nidhi Sahni Nikita Gupta

Nikita Parekh Nisha Kumari Nitya Rajendran Paawan Kothari Parmjit Sandhu

Piyali Banerjee Pranavi Cheemakurti Preena Soni Prerna Lakhi Bakshi Priya Bhaidaswala Priya Suri Rachel Parikh Renu Dargar Rupal Nishar Sahana Potti

Sandhya Panchapakesan Sanya Gurnani Sarita Kohli

Shantel Jairam Sheela Ursal Shirin Hasan Simran Rao Sonal Somaiya Sophie Nguyen Suja Varad Swathi Krishna Tushyati Maudgalya Varshaya Visvanathan Veena Ramaswamy Vidya Venkatesh





Join Us

Questions? Please write to us at contact@neythri.org Follow us on social: <u>LinkedIn</u> / <u>Twitter</u> / <u>Facebook</u> / <u>Instagram</u>

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.



#### A Big Thank You to our Sponsors









