

Hands in Outreach

Empowering girls
and women in
Nepal with access
to education



Fall 2022

From the Directors

Laura Hunt & Ricky Bernstein

We've been busy adjusting and rebuilding programs in Nepal as we move forward from the pandemic. After eighteen-plus months of debilitating lockdown disruptions, job losses and hardships, it's miraculous we didn't lose a single HIO girl to the street. We have been encouraged by a more regular start to the Nepali school year. With international travel opening up, our community is feeling more connected and recharged.



Einisha, sponsored by Corinne McOmber, made a lovely transition from our Chandra Kala Center to fourth grade at Saraswati School. Her mother, Kalpana, was offered a job as a teacher's helper there, a wonderful extension of our compassionate HIO community.

Schools were limited to remote classes for so long, which made our girls' academic progress a rising concern. Everyone breathed more easily when in-person classes resumed in early May. Our girls are now working hard to catch up on lost learning. We've designed afterschool programming and small group tutoring sessions to help them boost their grades. Meanwhile, our virtual Storytime initiative has grown to include 55 young girls. They meet weekly with their Nepal teachers and a few dedicated sponsors.

With your unwavering support, our sponsorship program is flourishing with 172 marginalized girls and young women gaining access to education and a strong sisterhood. We added more than a dozen new girls and sponsors this year with much hope and promise. Many sponsors wrote heartfelt notes to their girls that were hand-delivered in March. The girls' smiles when they received their packages were priceless. Knowing that someone half a world away cares about her well-being is such a lovely inspiration for each girl to continue doing her best.

We're pleased to add a new school to our list of education partners in Kathmandu. In May, we enrolled eighteen girls in grades 1-5 at Saraswati School nearby our girls' rented rooms. This well-respected K-12 school offers a progressive curriculum and is committed to promoting girls' education. Saraswati teachers were so impressed by how well-prepared our girls were for their program. Kudos to our Nepali team for building such a solid learning foundation!

ON THE COVER:

Fourth grader, Pritika, and her mother Jasmine, a student in our Be Part of her Dream women's empowerment class, are so proud of their education, thanks to her sponsors, Jennifer Sampou and Todd Hensley.

HIO's *Be Part of Dream (BPOHD)* women's empowerment program continues as a force of good for women who only dreamed of attending school as children. After four years studying in *BPOHD*, Hemu Sunawar, Jamuna Giri and Nabina Nepali challenged themselves to earn high school diplomas. In April, they passed Nepal's Secondary Education Exam, a gateway to higher education. Hemu was named by her school's principal as *the hardest working student in class*. We're excited to begin two new sections of *BPOHD* this fall.



Samjhana, a college student and a BPOHD intern, tutors Hemu after school. Hemu passed her high school exam with flying colors.

Our Nepal sister board, Sano Sansar, is helping advance HIO's mission beautifully. Sano's new president, Archana Thapa, is a renowned women's rights advocate with a keen vision. Partnering with our U.S. team, Sano is developing program policies and helping implement projects on the ground. We're excited to collaborate on an HPV vaccine clinic to help protect our girls against cervical cancer, a leading cause of death for women in Nepal.

Heartfelt thanks go to our girls' sponsors and passionate program partners who make everything possible. The Berkowitz Family Nutrition Program funded three major food distributions this year, while the Adara Group supported our learning centers and emergency relief expenses. Literacy for Peace and Justice provided teacher training and Friends of Nepal is funding our Paani (Water) for All project. With their support, we'll install a rainwater harvesting system at our Chandra Kala Center and distribute water filters to HIO families.

We're humbled by the incredible network of support that makes our vital social work possible in Nepal. Your generosity is truly empowering girls and women to achieve the unimaginable. What a profoundly meaningful gift.

Your gifts to HIO support

- Montessori education at two learning centers
- Food relief for over 200 families in need
- Training for learning center teachers
- Medical check-ups for HIO girls and their families
- Tutoring, career counseling and psycho-social support
- Educational support for 175 marginalized girls
- Women's literacy and empowerment classes



Shiwani and Samkichya, sixth-graders at our valued partner school, Bhudanilkantha, are newly sponsored by Michael and Lee Hsu Callahan and Ginnie Roeglin.

Turning Weakness Into Strength

by Mamata Rai Thulung

Determination and Grit

by Ricky Bernstein

Why you're not coming to my house? Mamata pleaded as I walked among a tangle of small shacks. She held fast to my arm, nearly dragging me to her tiny rented room. Mamata had sparkling eyes, a sharp wit and a heartfelt smile. At eight or nine, she was small, solid and gritty. Far more verbal and aware than most HIO sponsored girls at the time, she was determined to be a good student. Mamata understood on so many levels that providing for her family would ultimately become her responsibility. This girl with determination and grit captured my heart.



Mamata at age seven with her mother, Ram Kumari.

The first time I began understanding class discrimination, I had just transferred to a new school as a boarding student. I saw others who were from higher social classes being treated differently than me. When my classmates' parents visited, they brought fancy clothing and snacks. My mother visited too, but she could not bring these things.

Because of this, I got an idea to break my family's cycle of poverty. I wanted to help others do the same. After high school, HIO organized for me to be a house parent at the school I attended. I worked hard, but I didn't earn much. My parents were proud of me and my father advised me to reach for higher positions.

A big turning point was when I got offered a job with Adara, an international organization that helps traumatized people. While working with Adara, I realized I could do more if I had more education. My good salary helped me afford social work classes which felt like the perfect fit. I passed all of my classes with flying colors, which gave me big confidence.

Over the years, I used my skills and education in other social work jobs. I feel proud when kids come back telling me that something I have done for them has helped change their lives. I have made a good living and I help my parents a lot. We now live in a better home and we take care of it nicely. After serving on the HIO Nepal board for ten years, I was hired in 2022 to direct social services on the ground.

Every day I look for ways to help even the most challenged HIO girls - those who may not know yet what they want to become. I want to help create every opportunity for our girls to turn their weaknesses into strengths and change their family's lives like I have been able to do.



After being sponsored herself as a girl, Mamata is thrilled to be changing other marginalized girls' lives as HIO's Director of Social Services.

A Measure of Food Relief

by Laura Hunt

Food insecurity is a daily reality for our HIO families. Poverty prevents our girls' mothers from giving their children regular, nutritious meals. Most HIO mothers work as day laborers. Their unpredictable income and rising inflation directly impact the quantity and quality of food these hard working women provide for their children.

A poor person's diet in Nepal has little variety and usually consists of two meals per day. Lentils and rice (dhal-bhat) are served for dinner. Breakfast is often leftover rice from the evening before. Sometimes a fresh vegetable curry is made as a special treat, and spices are added for flavor. Generally, there is no lunch.

Lentils and rice do make a complete protein, yet many Nepalis living in poverty heap extra rice or potatoes on their plates to feel full. This unhealthy carb load can lead to adult diabetes, a condition far too frequently diagnosed in members of our HIO community. Our education programs aim to curb this health problem through awareness activities.

HIO families' income has not kept pace with price hikes, and their food budgets are stretched thin. The cost of lentils has risen 14% over the past year and cooking oil a whopping 30%. The price tag on eggs makes this simple protein a luxury. Supply chain issues that are causing world-wide concern make food availability ever more challenging for families living in poverty.

Thanks to a generous annual grant from the Berkowitz Family and regular donations to our emergency fund, HIO provides nutrition relief to our girls' families three times per year. Along with food staples, we offer basics such as hygiene products, new bedding, and undergarments. Throughout the pandemic, we've also supplied extra sanitizing products and masks to help reduce health risks.

Mamata Rai brilliantly coordinated a massive food distribution in June, serving 230 HIO families. Enough food and supplies were distributed to last each family a month. All HIO Nepal staff members,



Namrata and Bhawana, middle schoolers at LMV, carefully carried their portion of eggs back to their families' homes.

more than a dozen young women in our *Reach for the Stars* program, and several mothers from our *Be Part of Her Dream* women's empowerment program helped the event run smoothly.

Girls and their mothers loaded huge bags of rice onto one another's backs and carefully carried precious flats of eggs. Over 6 tons of rice, 6,900 eggs, 3,100 pounds of beans, and 122 gallons of cooking oil were lovingly distributed. Families were delighted to find two umbrellas in their distribution packages, just in time for monsoon season.

According to Mamata, *The effort was worth it, witnessing all the happy faces. Everyone was so supportive, and their dedication made it successful.* In the following days, mothers expressed their sincere gratitude for this small measure of relief from their daily struggles.

An Education Continuum

by Laura Hunt

Two and a half long years had passed since I was last in Nepal. Countless Zoom meetings and four postponed work trips left me frazzled, but not hopeless. One silver lining of the pandemic was having more time to reflect deeply on HIO's mission. While marveling one day about how our programs have evolved since 2015, Ricky and I landed on an idea that's driven our strategic planning ever since. We realized our educational interventions in Kathmandu are a continuum. They're a predictable sequence of learning opportunities, inspiring each marginalized girl to set her own path from deep-rooted poverty.

Prior to 2016 in Nepal, education was compulsory only through grade 5. A new education bill extended the requirement to grade 8, with all schools operating under a national curriculum framework. The Ministry of Education has pushed for reform in government schools, yet the system is fraught with red tape and inadequacies. With a lack of teacher training, outdated teaching materials, and an unstable government, student achievement in these schools remains low. A traditional, rote system of learning is the norm. HIO includes government teachers in our training activities at Chandra Kala. We do what we can to help change the teaching system, encouraging students to build 21st century skills.

Sadly, girls' education is still undervalued in Nepal, especially for those living in extreme poverty. We know that giving even one marginalized girl access to an excellent education has the potential to impact thousands of other lives. HIO partners with five well-established K-12, co-ed schools in the Kathmandu Valley. Each is managed independently. Most of our girls attend as day students, with one of our partners offering boarding exclusively.



Pramila, sponsored by Catherine Miller, and Shaina by David Brandau and Elsa Angel, complete homework with 30 HIO sisters in our Coming of Age program under a teacher's supervision at our Chandra Kala Center.

My heart filled when I stepped into our Chandra Kala Learning Center in March. The school year was coming to a close, and there were shining examples of this continuum everywhere I looked. A freshly painted library nook invited little children to snuggle up with colorful picture books. Eight bright-eyed girls prepared for entrance exams to their new formal school. A group of their HIO sisters gathered for math tutoring sessions. Their mothers practiced introducing themselves in English. The wonderfully engaging, family-centric environment our Nepal team cultivates at the center forms the rich soil from which beautiful blossoms may grow.

Creating a sense
of stability and
empowerment

Immersing our HIO girls in the most learning-rich communities helps level the academic playing field. From first grade through high school, they gain skills, resources and confidence that will encourage them to succeed in college and compete in a tight job market someday. Over the years, our Nepal staff has established strong working relationships with all of our partner schools, helping HIO's commitment to girls' education in Nepal flourish. Partner schools welcome our staff and volunteers to their campuses to deliver *Coming of Age* workshops for preteen girls, and they offer their facilities as central locations for our food distributions. These lovely collaborations give our girls the sense that they are truly valued and belong in places that would otherwise be well out of reach.

Some of our girls are inherently bright and achieve outstanding grades on their own. Most, however, require extra help to master difficult concepts and stay motivated to study. To help, we've organized after school enrichment programs and tutoring sessions staffed by our learning center teachers. HIO graduates serve as mentors to keep girls engaged in learning before going home to household chores.



Jyoti is a rising star in our Higher Education program. Thanks to her long-time sponsor, Carolyn Schmitz, Jyoti's gained confidence to succeed in college.



Menuka, sponsored by Harry and Linda Dickens and Apsara by Wendy Pollock, receive academic counseling through our Reach for the Stars guidance and mentoring program.

Our girls see a bit of themselves in their mentors, inspiring them to persevere. The extra guidance can make all the difference. By tenth grade, HIO girls are invited to participate in our *Reach for the Stars* initiative, where they discuss college and career paths and set concrete goals for their futures. For girls whose daily lives are filled with uncertainty, the predictable nature of HIO's education continuum promotes a sense of stability and dedication to learning. It encourages women's empowerment.

Reading storybooks with strong female characters as youngsters, breaking taboos about menstruation as teens and preparing for meaningful careers after high school are some of the many concrete steps all HIO girls will take on their path out of poverty. While we expect that each girl will chart a unique course, we'll be deliberate in offering many memorable milestones to mark all of their journeys.

A Supportive



Each HIO family received two umbrellas as part of July's food distribution. Anjila's grandmother was delighted to have hers for the next monsoon downpour.



Lata and Samjhana, teachers at our Chandra Kala Center, helped organize a distribution of new socks for all HIO girls at the start of the new school year.

HIO's deep commitment to marginalized girls, their families, and their schools makes our impact in Kathmandu profound. Our two Montessori-based learning centers serve as teaching hubs and central locations for family social services.



Hemu Sunuwar is a shining role model, having passed Nepal's 10th grade exam after studying in our Be Part of Her Dream women's empowerment program.



In professional development workshops, learning center teachers hand make materials that develop childrens' and mothers' critical thinking skills.

Social Network



A healthy snack is prepared for HIO girls who return to our Chandra Kala Center after school to complete homework with the help of tutors.



Dr. Rajani Suwal conducted health screenings for Rita and other HIO mothers as part of HIO's Family Services Program.

Frequent home and school visits by HIO staff help deepen our understanding of each girl's unique living situation and needs. HIO's aim is to give our girls and their families a hand up, not a hand out as they lift themselves from deep-rooted poverty.



Children enrolled in our early learning centers are taught to be curious and self-directed as they learn by doing.



Aruna enjoys reading a letter from her sponsors, Patty and Larry Harris-Herdener, during Ram's visit to her school.

Inclusion and Justice

by Ricky Bernstein



Jyoti and Arati's mother Gita works long days as a domestic to earn a modest income of about \$50 a week. Hardly enough for rent and food.

The fabric of Nepali society is a complex web of religions and cultures, infused with the vast subtleties of caste and class distinctions. Caste and class are not interchangeable. Caste, identified by a person's last name, is almost impossible to conceal. Tamang, Rai, Sherpa, Pariyar, Urau and Adhikari are among the last names that reveal a person's caste, class and where her ancestors might have been born. From last names alone, an immediate prejudice can often be formed, unfortunately sometimes followed by unwarranted discrimination.

inherently discriminatory, as we can easily see in many of our HIO families. Not only do our girls have conditions of poverty to overcome, but they're confined by an unjust social order that affects every aspect of their daily lives.

Much of Nepal's power base in every facet of society, finance, business and politics, is Brahman or Chhetri. People from these castes can certainly be found living in poverty, however, thus lowering their class. And there are many prosperous people from ethnic groups — Sherpas, Rai, Tamang, Gurung and others — who have heightened theirs. As we find in the U.S., lighter skinned people have a greater chance of rising up the social ladder in Nepal, simply based on appearance.

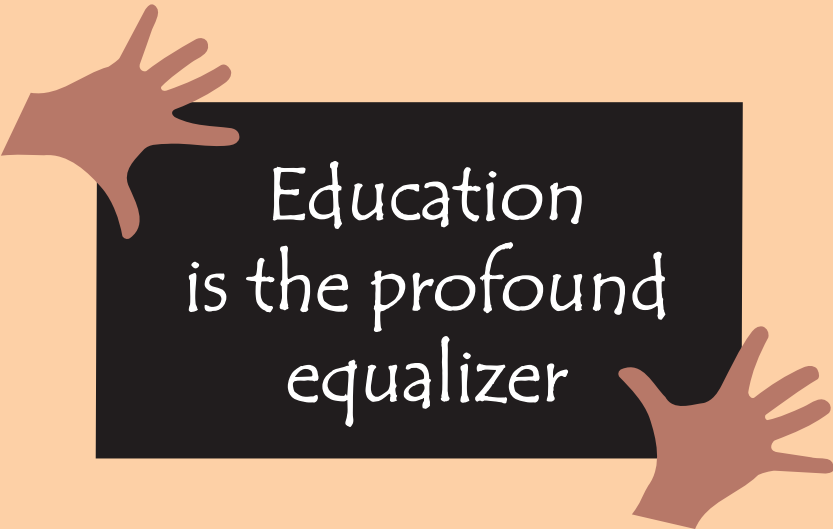
Many centuries ago, when the notion of caste first came into being, a clear social order benefitting privileged Hindus was created. The system is divided into four sectors. Brahman, the priests and scholars, are the highest, followed by the Chhetri, or warriors, and Vaisya, the merchants and traders. People are thought to have been born into their caste because of karma, the actions performed in past life that affect one's next birth. According to this theory, people are born into the life they deserve.

Unlike class, caste is hereditary and unchangeable. A person born into a lower social class has the ability to rise. Yet with caste, no matter how rich or advanced a person may become, she cannot change caste, nor can caste be changed by marriage. This system is

Lower caste people typically work with their hands as farmers, metal-workers and crafts people. Lowest of all are the Dalit, millions of whom perform the most menial work as day laborers or domestics. These are the poorest people of all, the sweepers, dump-pickers and butchers, whose lives are the hardest. They are easily exploited because the ingrained system perpetuates the notion that these people are responsible for their own misfortune. Dalit are also known as *untouchables*. Sadly, many in Nepali culture hold onto the ancient view that being touched by a Dalit requires cleansing to restore ritual purity. Traditionally, orthodox Hindus do not allow Dalits to touch or come into contact with their food and water, or to even enter their home.

Many of the families we support are from the lowest caste. It's a wonder any of our HIO girls navigate childhood without lasting emotional damage living within this fixed system of preordained prejudice. As our Director of Sponsorship, Ram, often says, *who can know the true story underneath with layers built upon layers of complicated history?* Nepal's constitution bans caste discrimination, yet it still festers in the fabric of daily life. All HIO families, regardless of caste, suffer injustices that warrant our interventions.

The caste system isn't going away any time soon and our HIO girls inherently know this. We aim to show that any of them, whether born Brahman or Dalit, high or low caste, deserves the right to pursue every opportunity to succeed. She may become a doctor, a lawyer, an entrepreneur, or whatever she chooses. Education is the profound equalizer with the power to steadily break down cultural barriers and encourage a more inclusive and tolerant society.



Education
is the profound
equalizer



HIO girls like Nirmala take great pride in caring for their school uniforms to defy discrimination they are subjected to as members of a low caste.

My Journey Has Just Begun

by Shristi Tamang



Shristi and Sujata were sponsored from the time they were very young by Joyce Sherpa and the Randolph Union High School Interact Club.

What is my purpose? Do I have a right to dream? I'm filled with big questions as I begin my adventure to United World College. How did I get to this incredible point? My story is like a rose blooming against thorns.

When I was little, I didn't realize my family was poor. I only knew I felt happy and connected to my roots. My parents rented a simple, cozy mud structure where our beds, closet, kitchen, books, and everything we owned fit into one small room. My older sister, Sujata, and I barely had warm clothes.

Lack of job opportunities compelled my father to go abroad in search of work. When he returned after three long years, I barely recognized his face. Sadly, his return didn't improve our living condition. With the debt clock ticking, my mother went abroad for work when I was in fifth grade. She didn't return home until the pandemic lockdown in 2020.

Things completely changed after my mother left. My father's job and Sujata's classes started early, and my classes started at 11 am. I hated eating cold food for breakfast, so I taught myself to cook. One morning, I cut my finger while frying potatoes. I cried my heart out, but no one was there to listen to my pain. I learned a great lesson that day. There will not always be someone beside you. You must learn to fend for yourself.

In my early days of school, I felt like a tortoise while other children were hares. I barely understood a word my teachers said and I received scoldings for not paying attention. I was sometimes teased for being slow-witted. I wondered if I would ever be popular like my sister, who was always surrounded by friends.

One thing that kept me going was my Hands in Outreach sponsor. I feel grateful and blessed that Joyce has supported me since kindergarten. Home visits, counseling and guidance from HIO helped me realize the importance of education. I started putting all of my efforts into understanding lessons. My confidence grew as I began participating in sports, inter-school competitions and debates.

My life was focused between school and home as I entered grade 10. Then Covid changed everything. I saw people dying on television, and some of my relatives too. I was reminded of the fear I felt during the massive earthquake in 2015. I didn't know what to do and neither did my family. We were locked in our tiny home, wore masks 24/7, and kept social distancing.

In the chaos of lockdown, I lost confidence and felt uncomfortable being social. All classes were online and it was hard to open up virtually. I often lost my internet connection and missed classes. Past due assignments piled up. I passed a whole year in fear, tears, and compromises.

Through it all, I ended up earning a 4.0 on the Secondary Education Examination — a perfect score. Everyone I know was so proud of my achievement. But deep down, a dark question lingered. *What's next?* Ram sir told me about United World College (UWC) and encouraged me to apply. I was inspired by UWC's mission and decided to give it a try.

My application was accepted and I was invited for an interview. Surrounded by extroverts and achievers, I felt numb and speechless. I did well answering questions about global news and controversial issues. I overcame my self-doubt showing how I could work on a team. Before my final interview, I reminded myself, *I deserve to be here*. It went smoothly and I felt satisfied.

I waited anxiously for the first round results. Fortunately, I was selected for the second round. Questions seemed to come out of nowhere, but I managed to stay calm.



Over many years, Shristi and Joyce relished in their frequent correspondence with one another and now they enjoy seeing each other in person.

The interviewer challenged me on some topics, and gave me critical thinking situations to see how I'd fit in at UWC. I remained optimistic after the interview.

It was a blissful moment when I received an email saying, *Congratulations, Shristi!* To imagine representing myself, my family, the HIO community and my country at an international level made me so proud. My selection at UWC is a good omen with many opportunities for my future. What an incredible learning adventure. My journey has just begun.

Unconditional Love and Hope

by Joyce Sherpa

In 1992, I came upon a small ad in Snow Lion Press newspaper to sponsor a child in Nepal. I cut out the ad, filled in the lines and wrote a check. I'd trekked Annapurna the year before, was enamored by the people and the ad called to me. Several weeks later, I received a letter with a picture of a young Nepali girl in a grey and white school uniform. Mamata Rai. That picture was endeared in my heart with no expectations, only unconditional love and hope. And, of course, that picture adorned my refrigerator door to remind me that there is more to life.

Eighteen years later, after more pictures, reports, and letters, I was blessed to meet Mamata when I traveled with my son to Kathmandu. After our treks, Mamata invited us to her home to celebrate her birthday. I'm certain I gained 10 pounds! The food was divinely spiced and everyone heaped more on my plate.



Shristi and Joyce enjoying time together near Mount Baker, OR.

Although my Nepali is limited, a smile is universal. The blessings of gratitude were beyond anything I could have dreamed 18 years earlier. None of us could have anticipated how Mamata's life path would blossom! She was prepared to make it on her own.

It was unquestionable that I would sponsor another HIO girl. Before our journey to Nepal, I had received another photo and name. Shristi Tamang. While in Kathmandu, Ram was a superstar as he graciously chaperoned us to visit Shristi's school. I was nervous with excitement as I peeked into the kindergarten. Twenty-seven cute-as-a-button children were seated attentively, all gazing at me with shimmering auras of youth.

Ram whispered, *Last row, this end*, where a small girl was cautiously looking our way with large, brown, innocent, trusting eyes. My heart melted. I was unsure if Shristi knew who I was, but once we made eye contact, our connection was sealed. I perched on a tiny blue stool next to Shristi. Each child was drawing a house with two windows and a door. *Where along the narrow, ancient alleyways of Kathmandu are there buildings like this?* I wondered. Shristi sketched a flower and a fish pond. *Why not?*

Does Shristi remember that first visit? I wanted to hug and hold her forever. Take Shristi and all of her classmates back to Oregon. But I knew the children needed to grow up in Nepal. As I took one last look at the angelic faces, I realized that, although Shristi was the one being sponsored, I was the true beneficiary. As I write these words between tears, Shristi is boarding a plane in Kathmandu to study in the U.S. and I'm blessed to welcome her. Of course, I've asked Ricky and Laura who I may sponsor next.

I'm delighted to play the role of fairy godmother to Mamata, Shristi, and now Nirmala. None of us knows what the future holds. But when I close my eyes each morning in meditation, I see each of my HIO girls' luminous brown eyes and I know there is so much more to life.

Joyce Sherpa is a long-time HIO sponsor and chemistry professor at Mount Hood College.

The Joys of HIO Sponsorship

Sponsoring a girls' education in Nepal is a wonderful way to build global community. The unique, personalized bonds our sponsors make with marginalized girls and their families can truly transform lives. Knowing that someone halfway around the globe cares about her inspires an HIO girl to try hard in school, believe in herself and gain confidence to attend college. Without HIO sponsors, many would continue a cycle of relentless poverty, married and having children by age 15, like so many of their mothers did.

HIO sponsorships are long-term, beginning in elementary school and continuing through high school. Girls are selected for sponsorship based on economic need, not by pre-testing for academic ability. They're suggested to us by social workers, school principals and teachers we know and trust. Sometimes we take on the younger sister or relative of a girl we currently sponsor. We actively interview prospective families over several home visits before making final choices. Each year, after much discussion and careful consideration, we select a few girls to receive the benefit of HIO's educational intervention.



Namrata was so pleased to receive a small, heartfelt package from her loving sponsor, Alisa delTufo.

The rewards
can be
heartwarming

New sponsors receive a photo of their girl and a brief story about her family's living situation. We send updates about her progress a few times each year. We encourage girls to write letters to their sponsors and they love receiving notes and photos back.

For some sponsors, an HIO girl comes to feel like a far away family member. They develop deep personal connections and cultural understanding through letter writing. Some even meet in person if a sponsor visits Nepal. For others, simply knowing their annual gift of education is transforming a young girl's life brings great joy. We're delighted to work with whatever feels right for each sponsor.

With HIO sponsors as *the wind at their backs*, our girls can truly reach for the stars. We're profoundly grateful for this loving community of support.

Most of our girls' mothers didn't attend school as girls and they're skeptical that education will change their children's lives. The few fathers we work with often believe that daughters who are educated will be less likely to find husbands. Our social work team in Kathmandu guides families to see that education can greatly improve economic prospects for their daughters and provide pathways out of poverty.

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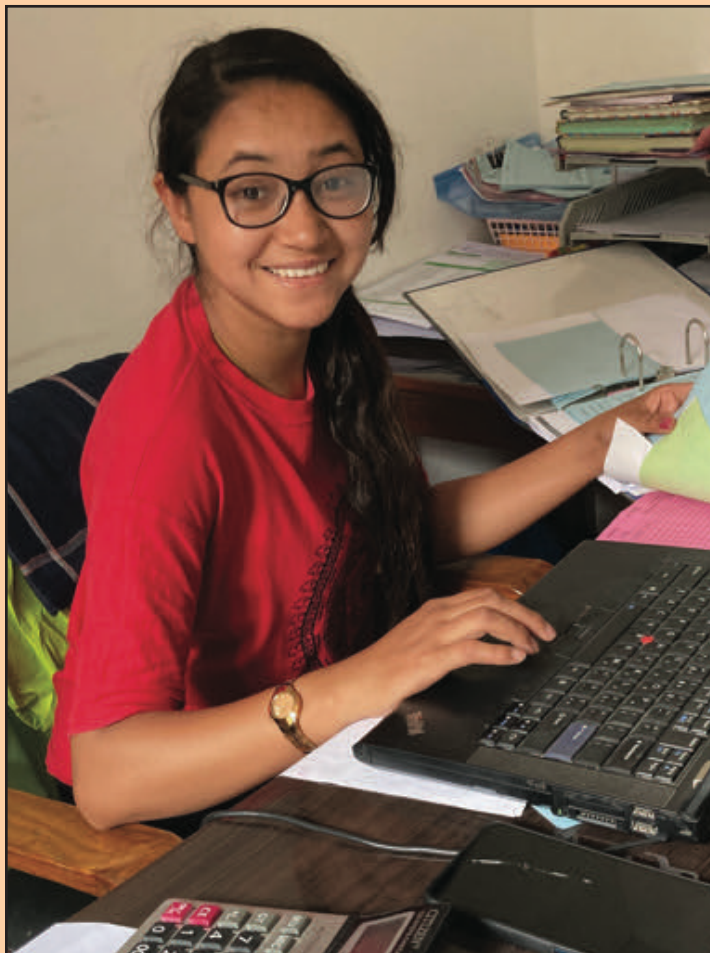
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Binita Manandhar
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*Binita was lovingly sponsored by
Vivienne Verdon-Roe from age six through college.
She now works full time for Sano as our finance officer.*

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When girls and women succeed, everyone benefits

- | | |
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