

# HUMANS OF GLOBE

Nov. 2024

Industry  
Icons:  
**BLACK  
WOMEN**  
Shaping the  
Future in 2024

PG. NO. 26 |

Creating Safe Spaces:  
The Need for Gender-  
Sensitive Public Spaces

PG. NO. 30 |

Empowering Women:  
The Global Movements  
Shaping the Future  
in 2024

PG. NO. 36 |

The Importance  
of Male Allies  
in Gender Equality  
Movements: Advancing  
Women's Rights

*Mashurda  
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Bridging Business Goals with Community Aspirations



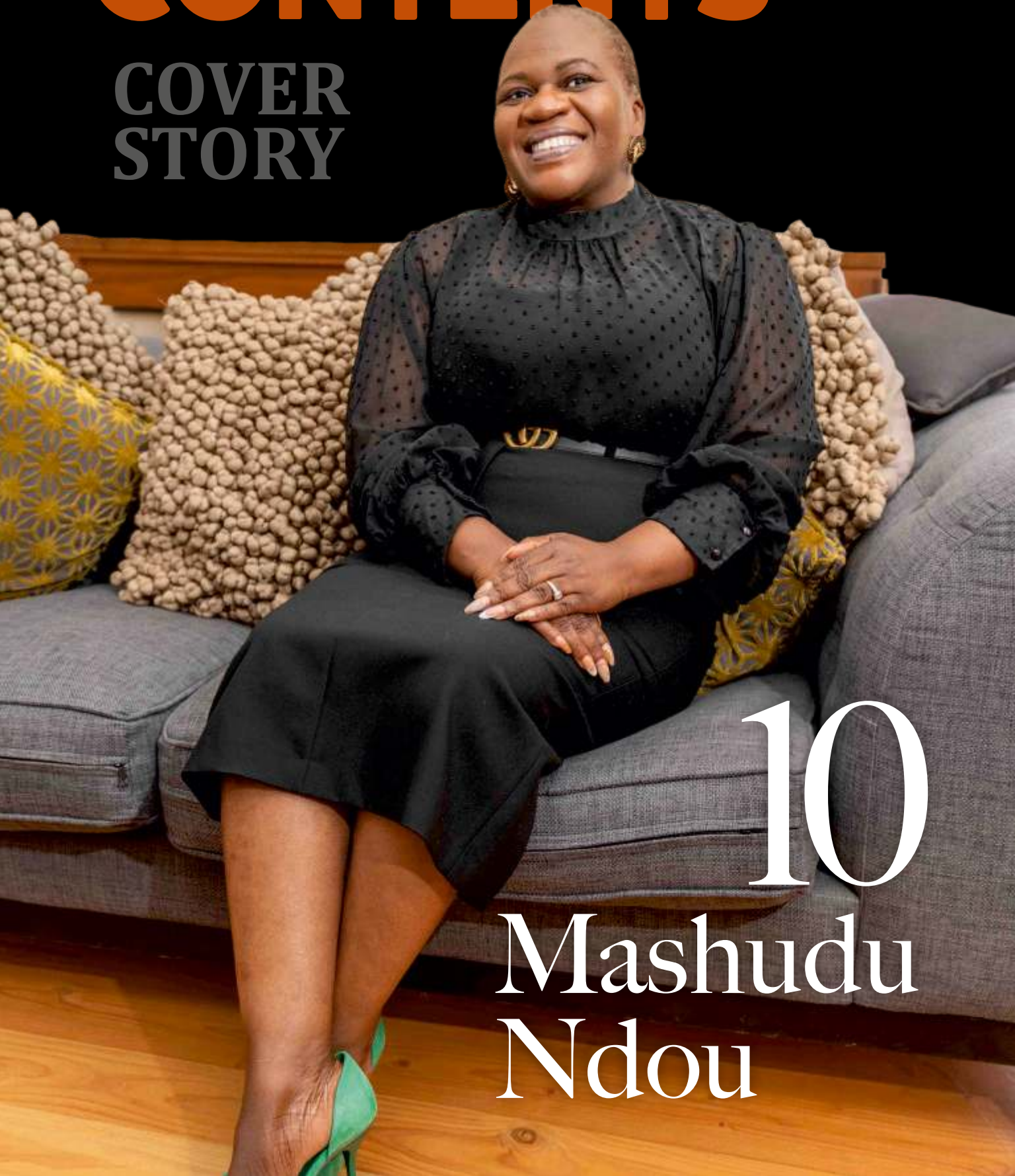
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# CONTENTS

COVER  
STORY



10

Mashudu  
Ndou

26

Creating Safe Spaces:  
The Need for Gender-Sensitive  
Public Spaces

30

Empowering Women:  
The Global Movements  
Shaping the Future in 2024

36

The Importance of Male  
Allies in Gender Equality Movements:  
Advancing Women's Rights

ARTICLE

ABOUT US



# HUMANS OF GLOBE

we recognize the passion and excellence of pioneering leaders making a difference worldwide.

## Our vision?

A global community united by uplifting stories that spark positive change.

Through our digital platform and print magazine, we spotlight change makers impacting business, technology, sustainability, and beyond.

By showcasing diverse voices. we inform and inspire action towards progress.

The world needs more stories of possibility, happiness, and success and we cover them with our magazine!

A team united by purpose, we are building a publication to showcase incredible, under-told stories.

With experience in leadership, writing, research, photography and design, we are driven to uplift humanity by celebrating achievement.

Our editors, writers, and designers proudly produce stories that wave across cultures. We take great honor in showcasing the journeys, struggles, defining moments, and successes of innovators and change-makers of today!

While our backgrounds are diverse, we share a belief in storytelling to inspire!

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# EDITORIAL

## Challenging the Status Quo

**T**he world is currently witnessing an undeniable surge in the celebration of inclusion, diversity, and empowerment. The black community, in particular, has broken barriers, defied stereotypes, and carved out its own unique space across various industries, proving that resilience and ambition know no bounds. From overcoming systemic obstacles to reshaping the landscape of business, politics, arts, and technology, black individuals—especially women—have not only fought for their rightful place but have also emerged as pillars of innovation, leadership, and influence. Their stories of triumph over adversity continue to inspire generations, reminding us all that change is possible when determination meets opportunity.



# NOTE

In this special edition of our magazine, *Industry Icons: Black Women Shaping the Future in 2024*, *Humans of Globe* delves into the lives and journeys of black women who are leaving an indelible mark on the industries they occupy. Through their leadership, creativity, and unwavering commitment to progress, these trailblazers are reshaping the future of business, technology, social justice, and beyond. From entrepreneurs to activists, innovators to executives, their influence is reshaping norms, breaking ceilings, and inspiring a global movement toward equality and justice. This edition celebrates these exceptional women and the pivotal role they play in shaping a brighter, more inclusive future.

The motive behind this edition is simple but profound: to highlight, celebrate, and amplify the voices of black women who are not just contributing to industries but are fundamentally transforming them. In this pursuit, we aim to shed light on their extraordinary achievements, share the narratives that drive their passion, and inspire a global audience to support and uplift the voices of black women everywhere. Through their stories, we find hope, empowerment, and a clear vision for the future—one where equality, opportunity, and representation are no longer aspirations but realities.



**Gopal Ingole**  
*-Editor in Chief*



# COVER STORY

# Mashuda Mdora

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Bridging Business Goals with Community Aspirations



# Bridging Business Goals with Community Aspirations

As companies strive to balance profitability with social impact, the role of leaders who champion sustainability and inclusivity becomes paramount. Against this backdrop, one company stands out for its commitment to corporate social responsibility and community engagement. At the helm is a dynamic leader whose vision and passion for empowering youth and women have not only transformed lives but also reshaped the organization's approach to stakeholder relationships.

As **Head of Corporate and Community Affairs at Sasol**, **Mashudu Ndou** has successfully bridged the gap between business objectives and community needs, fostering relationships built on trust and collaboration. Her strategic insights and heartfelt approach have positioned Sasol as a beacon of hope and change, demonstrating how corporate entities can thrive while making a lasting difference in society.

## Amplifying Stakeholder Voices

Mashudu began her career in 2003 as a secretary at a government department in the Republic of South Africa. During this time, she volunteered as a coordinator on key projects, a move supported by her former leaders, Nolundi Dikweni and Moeketsi Sikhudo. Their encouragement allowed her to gain valuable training in technical aspects of the department, leading to her promotion to Project Coordinator/Administrator and then to Assistant Director of BBEE, where she focused on economic analysis, transformation, and rural transport development.

Mashudu established the South African Women in Transport Network, a platform aimed at uniting women in the transport sector. In 2008, she joined Sasol as a BEE Procurement Specialist after receiving three job offers, choosing Sasol due to her aspiration to work for a leading company. Under the mentorship of her boss, Darrly Jordan, she took on greater responsibilities, volunteering to manage various BBEE elements and enhancing her expertise through participation in Communities of Practice.

Her career progressed as she transitioned to manage transformation and people performance enablement, where she initiated the Women in Operations program to elevate women's voices in the workplace. Eventually, she was promoted to Senior Manager for Corporate Social Responsibility and Community Affairs, focusing on youth and women's development in communities. Her passion for empowering these groups led her to mobilize businesses and influencers to join her efforts.

After further advancements, Mashudu became the Vice President for Corporate Affairs, where she prioritized stakeholder management, communications, and corporate social responsibility. In this role, she ensured that both community and stakeholder voices were represented at the decision-making table. A year later, she was appointed Head of Corporate and Community Affairs at Sasol, overseeing a broad range of functions, including communications, stakeholder relations, corporate social responsibility, and compliance across the Southern African region, encompassing both South Africa and Mozambique.

Mashudu Ndou's career highlight to date was her invitation to serve as a speaker and panelist at the International Conference on Business Dynamics and Sustainable Development in Bangalore. During this event, she addressed emerging trends and opportunities in the ESG (Environmental, Social, and Governance) era, standing out as the only African and the only female on the panel. This experience underscored the growing influence of Africa and women in shaping the global economy.

Additionally, she was invited by the Presidential Climate Change Commission to represent the South African business industry as a speaker during the hosting of the UK Climate Change Commission in March 2024. This opportunity further exemplified her role in leading discussions on climate change and sustainability at a high level, reinforcing her commitment to driving impactful change in these critical areas.

### Pushing Boundaries with Compassion

Over her 15 years in the corporate sector, Mashudu Ndou has gained invaluable experiences and lessons that have shaped her leadership style. One key lesson is the importance of being people-focused, which includes knowing her story, demonstrating humility, and maintaining resilience. Throughout her journey, she has learned from various influential leaders, including Darryl Jordan, Susan Ambrose, Maureen Mboshane—whom she considers her greatest leader and coach—Sib Marinus, Simon Baloyi, and Gerrit Viljoen. From each of these leaders, she has absorbed lessons on empathy and the importance of pushing boundaries despite obstacles.

Mashudu credits much of her foundational values to her late parents, Mrs. Germinah and Thomas Rashamuse, who instilled in her the courage to be herself, to challenge the status quo, and to stand her ground. They taught her to embrace leadership in every setting. Additionally, her Spiritual Father, Pastor Mposhomali, influenced her to lead in the marketplace with wisdom and a kingdom mindset.

Her experiences with the teams she has led have reinforced the notion that a leader must be vulnerable and maintain a clear, uncluttered mindset. She understands the dynamics within her teams and strives to create a positive environment, recognizing the individual value each team member brings.

As a Deputy Parent, she learns daily from her siblings—Mpho, Phathu, Khuliso, Mufunwa, Vhuthu, Rivha, and Masana—who continuously test her leadership and shape her perspective. Most importantly, her husband, Mr. Aaron, teaches her to lead with compassion and empathy. He believes in her abilities and encourages her to become a better leader not only for her team but also for their children, Opfuna, Washu, and Dzivhani. They remind her to consider the impact of her decisions on others, ensuring that she leads with the well-being of those she affects at the forefront of her mind.

In her role as Head of Corporate Affairs, Mashudu Ndou draws inspiration



from the Bible, specifically from Exodus 18. This scripture teaches her the importance of delegation and the need for capable leadership. She emphasizes that attempting to handle everything alone can lead to burnout, so she prioritizes hiring competent individuals—experts in their fields—to help manage the diverse responsibilities under her oversight.

### **Aligning Community Impact with Corporate Strategy**

Mashudu sees her role as an overseer who guides her team, ensuring their work is positioned effectively within the organization. Her accountability includes fostering their growth and visibility, as she believes in unleashing the hidden talents of every team member, even those who might initially seem like the weakest links. The current teams she leads, composed of capable executives she has hired, are viewed as her vision bearers, working diligently to ensure that her department's goals are understood and executed at all levels.

With their support, she focuses on understanding what motivates her team and how to influence them to perform at their best. Her job involves aligning Corporate and Community Affairs strategies with the broader business needs, ensuring that Sasol remains a credible partner to its stakeholders, including communities, industries, and businesses. This strategic alignment helps maintain relevance in a rapidly evolving business environment, allowing her to balance her wide-ranging responsibilities effectively.

### **Bridging Communities and Corporations**

One of the biggest challenges Mashudu faces in her role as Head of Corporate Affairs is acting as the intermediary between the community, stakeholders, and the business. She must effectively communicate the concerns and challenges faced by stakeholders to the business, while also conveying the business's capabilities and limitations back to the community. This dual responsibility can create tension, especially when misunderstandings arise.

Mashudu emphasizes the importance of maintaining the company's reputation, which requires continuous effort and strategic communication. She notes that communities sometimes interpret regulations differently, leading to trust issues between businesses and stakeholders. Her role involves not only ensuring that the communities understand the regulations but also fostering their buy-in for the initiatives being implemented. By bridging these gaps, she aims to build trust and collaboration, ultimately enhancing stakeholder relationships while safeguarding the business's interests.

### **Quest for Community Development**

Mashudu takes great pride in her instrumental role in uplifting previously disadvantaged groups, particularly youth and women. Over the years, she has actively participated in various task teams focused on local economic development, education, and skills development for young people. In 2019, she was appointed by the Minister of Higher Education as a council member of the Gert Sibande TVET College, where she led the student services stream. Additionally, in 2020, she became a trustee of the Osizweni Education Science Centre, providing advisory support for community development and education initiatives.

As a mentor and coach, Mashudu has guided many young women in their career and business pursuits. Among her accolades, she is proud to have been named one of the 2024 Top 100 Career Women in Africa and a finalist in the Gender Mainstream for Inclusive Leader and Positive Role Model category. She has also been recognized as the Ambassador of Impactful Change for the Evolution of Women in Leadership and as a 2024 Rising Star Judge.

Her achievements include several awards for performance and innovation within her company, as well as being a finalist for the Standard Bank South African Rising Star and the 'I am a Woman; I have a Purpose Woman of the Year Award.' In 2020, she was celebrated as one of the Black Management Forum's phenomenal women. In 2021, she became a mentor for The Mentorship Academy in collaboration with the United Nations and, in 2023, was named a Gradstar mentor, focusing on work placement readiness and leadership for young graduates.

Among her proudest moments is leading a team that secured over five national awards for best corporate social responsibility interventions. Being recognized as a mentor and judge for emerging stars in South Africa is another significant achievement. Most notably, she feels honored to have been recognized by SABC MAD (Make A Difference / Hlalala ya rishaka) for her contributions to the community and for helping shape a business that pioneers community development.

### **Creating Sustainable Impacts**

Mashudu's passion for the development of youth and women has driven her to lead initiatives that create sustainable impacts beyond mere compliance with social responsibility requirements. One notable initiative she founded is the women's development program, which has successfully empowered women to take on roles within operations.

She has spearheaded various skills development programs tailored for youth and women, including the War on Leaks project, which provides plumbing technical training, as well as projects focused on small farmer support, waste management, traffic management, and horticulture. Many of these initiatives have received national awards, reflecting their significance and effectiveness.

More importantly, these projects have established platforms for unemployed youth and women, enabling many participants to secure employment. Not only have some of these individuals become gainfully employed, but others have also transitioned into employers themselves, contributing to job creation within their communities. Additionally, these emerging entrepreneurs have partnered with Mashudu and her organization on various social responsibility initiatives, further amplifying the positive impact of these programs.

### **Creating Inclusive Pathways**

Mashudu works in a male-dominated industry, primarily composed of engineers and technical staff, which presented significant challenges in earning respect and asserting her voice. Despite the potential for failure, she embraced several risks that ultimately paid off.

One significant risk was initiating a project aimed at developing women within the organization, ensuring they received adequate support during talent development and promotion processes. This initiative was critical in creating pathways for women in a space where such considerations were often overlooked.

Additionally, she took the bold step of bringing local companies into collaborative projects, even when it would have been easier to maintain the status quo. By positioning her department at the forefront of key business requirements—traditionally viewed as beyond its scope—Mashudu demonstrated her willingness to challenge perceptions. She often raised her hand to lead these initiatives, trusting in her team's capabilities even when the path forward was uncertain. This proactive approach not only fostered respect but also showcased her commitment to driving meaningful change in her organization.

### **Cultivating Purpose-Driven Transformation**

Mashudu approaches change management within her organization by first understanding and embodying her "why." She believes it is essential not only to articulate the rationale behind new strategies or initiatives but also to

genuinely convey that passion and purpose to her team and stakeholders. In an industry focused on tangible elements like bolts, valves, and boilers, she recognizes the importance of helping the business understand the broader impact of any initiative on overall operations.

For Mashudu, the business bottom line extends beyond just profit and revenue; it encompasses the daily operations and how strategies affect the ability to meet production targets and achieve desired outcomes. By framing change in terms of its practical implications for everyday operations, she effectively communicates the necessity of new initiatives. This approach fosters a sense of ownership and alignment among her team, ensuring that everyone understands how their contributions play a vital role in the organization's success.

### **Continuing the Legacy of Empowerment**

Mashudu Ndou's motivation to support youth and women's development stems from a deep-seated passion for what she believes truly matters. She firmly believes that "if you educate a woman, you educate a nation," and recognizes that investing in youth is essential for securing the future of any nation. Her inspiration often comes from witnessing young men and women from challenging backgrounds succeed and make their mark in the world.

Raised by parents who dedicated themselves to helping both girls and boys from various households, Mashudu feels a profound responsibility to continue their legacy. This upbringing instilled in her the drive to be a beacon of hope for others and to leverage her sphere of influence to effect positive change. She often emphasizes the importance of incremental progress, believing that every individual effort counts—whether it's impacting one girl, one boy, or one woman at a time. Through her initiatives, she has seen transformative outcomes, with many participants overcoming adversity and finding paths to success, thereby validating her commitment to these causes.

### **Fostering a Sense of Belonging**

Mashudu emphasizes the importance of building genuine relationships with stakeholders by fostering a sense of belonging among them. Her strategy focuses on viewing stakeholders not merely as entities to be managed but as partners in a collaborative journey. To cultivate trust, she believes it is essential to engage proactively—showing up for stakeholders not only during crises or when support is needed but also in times when no immediate need is apparent.



This approach extends beyond conventional working hours; it involves deepening the relationship to a level where stakeholders feel empowered to advocate on behalf of the organization without any prompting. By consistently being present and supportive, Mashudu and her team create an environment where stakeholders feel valued and respected, ultimately leading to stronger alliances and a more robust network of advocates in the community, government, and industry.

### **Connections Beyond the Brand**

Mashudu Ndou believes that effective communication and branding for Sasol should transcend mere visibility; the community and stakeholders should not only read about the brand but genuinely feel and experience it. Her approach emphasizes the importance of actively involving

communities in initiatives, allowing them to take ownership of the projects implemented.

By fostering brand ambassadorship within the community, Mashudu and her team have successfully encouraged local residents to become advocates for Sasol, reflecting a deep sense of connection and trust. This engagement is rooted in the belief that by making the community a part of the organization's journey, they develop a vested interest in its success.

A key element of her strategy is finding the right balance between being a source of hope and empowering stakeholders to achieve independence. By nurturing this balance, she aims to create a sustainable relationship where the community feels supported yet capable of thriving on its own, ultimately reinforcing a positive corporate image and fostering enduring trust.





# Dr. Tiarra McIntosh

# Crafting Personalized Pathways to Healing

In a world where the demands of daily life can often feel overwhelming, the journey toward mental well-being becomes a crucial pursuit. Individuals are faced with an array of challenges—whether navigating the pressures of work, managing relationships, or coping with personal struggles—each contributing to a growing sense of anxiety and emotional turmoil.

In this landscape of complexity, **Dr. Tiara McIntosh** emerges as a dedicated ally, committed to guiding individuals through their mental health journeys.

## Champion of Compassionate Care

Dr. Tiara McIntosh is a dedicated Licensed Professional Counselor, proudly serving clients across Virginia, Maryland, and Texas. With nearly a decade of experience in the mental health field, she has cultivated a deep expertise in supporting young adults and working professionals grappling with anxiety and depression.

Dr. McIntosh holds a doctoral degree in Community Care and Counseling, with a specialized focus in Marriage and Family therapy, equipping her with a comprehensive understanding of individual and relational dynamics. Her academic background complements her hands-on experience, allowing her to approach therapy with both empathy and insight.

Recognizing the evolving needs of her clients, Dr. McIntosh has completed specialized training in Telehealth, enabling her to provide accessible, high-quality care to those who may benefit from virtual therapy options. She is passionate about creating a safe and supportive environment where clients can explore their challenges and develop effective coping strategies.

Through her work, Dr. Tiara McIntosh exemplifies a commitment to fostering mental well-being and resilience in the communities she serves.

## Tailoring Transformative Therapies

Dr. Tiara McIntosh, LPC, brings over a decade of professional expertise to her practice, specializing in therapy for individuals navigating anxiety, depression, and ADHD. Her extensive experience allows her to effectively support clients in understanding and managing their mental health challenges.

Dr. McIntosh is particularly passionate about empowering women on their journey toward holistic healing. She guides them in addressing their mental, physical, emotional, and spiritual well-being, fostering a comprehensive approach to personal growth. Through her compassionate and tailored therapeutic techniques, she helps women uncover their strengths, overcome obstacles, and ultimately become the best versions of themselves.

## Creating a Safer Space for Women

With a commitment to nurturing resilience and self-discovery, Dr. Tiara McIntosh creates a safe space for women to explore their inner lives and achieve transformative healing.

When you choose to work with Dr. Tiara McIntosh, you embark on a profound journey toward achieving inner peace and nurturing lasting happiness. In this supportive and empowering environment, you will:

- **Break Free from Limiting Patterns:** Say goodbye to feelings of being stuck, tired, and overwhelmed as you learn to identify and dismantle the barriers holding you back. Dr. McIntosh will guide you in developing practical strategies to regain your energy and motivation.
- **Cultivate a Balanced Lifestyle:** Together, you will create a holistic framework for a healthy and balanced lifestyle. This includes incorporating self-care practices,



“  
**I believe that true healing begins when we acknowledge our unique stories and embrace our individual journeys.**”

mindful habits, and nutritional insights that align with your personal goals and values.

- **Enhance Your Emotional Resilience:** Explore innovative techniques designed to reduce symptoms of anxiety and enhance your emotional well-being. Dr. McIntosh will introduce you to tools that foster resilience, enabling you to navigate life's ups and downs with greater ease and confidence.

Through her compassionate guidance, Dr. McIntosh empowers you to unlock your potential, embrace transformative healing, and lead a fulfilling life.

#### **Alchemist of Emotional Transformation**

Dr. Tiara McIntosh is now offering individual therapy to adults in Virginia, Maryland, and Texas, providing compassionate support for a range of issues including:

- **Family Conflicts:** Helping clients navigate and resolve tensions within family dynamics, fostering healthier relationships and understanding.
- **College Stressors:** Assisting students in managing the pressures of academic life, enhancing coping strategies to thrive in a challenging environment.

- **Relationship Challenges:** Guiding individuals through the complexities of romantic and interpersonal relationships, promoting effective communication and emotional connection.

### Treatment Modalities and Approaches:

Dr. McIntosh utilizes a variety of evidence-based therapeutic approaches tailored to meet the unique needs of each client:

- **Person-Centered Therapy:** Creating a safe, non-judgmental space where clients feel valued and understood, fostering self-exploration and personal growth.
- **Psychoeducation:** Providing valuable insights and knowledge about mental health issues, empowering clients to make informed decisions about their well-being.

### Areas of Expertise:

With specialized training and extensive experience, Dr. McIntosh focuses on key areas including:

- **Anxiety:** Offering strategies to manage anxiety symptoms and develop resilience.
- **Depression:** Helping clients navigate the complexities of depression, promoting healing and hope.
- **ADHD:** Supporting individuals in understanding and managing ADHD, enhancing focus and daily functioning.

### Therapeutic Techniques:

Dr. McIntosh employs a diverse set of therapeutic techniques to support her clients' journeys, including:

- **Cognitive Behavioral Therapy (CBT):** Challenging negative thought patterns and fostering healthier thinking.
- **Gestalt Therapy:** Encouraging awareness of the present moment to facilitate personal insight and growth.

- **Motivational Interviewing:** Helping clients explore their motivations and strengthen their commitment to change.

Through her integrative approach, Dr. Tiara McIntosh empowers adults to navigate life's challenges and achieve meaningful, lasting change.

Dedicated to fostering a safe and inclusive environment, Dr. McIntosh creates a space where clients feel valued and understood. She recognizes the importance of addressing cultural and contextual factors that influence mental health, ensuring that each session is a collaborative experience focused on personal growth and empowerment.

Through her compassionate approach, Dr. McIntosh guides her clients in exploring their emotions, developing coping strategies, and ultimately achieving mental well-being. She is committed to helping them navigate life's challenges with resilience, confidence, and a renewed sense of self.

### Envisioning a Resilient Future

Looking ahead, Dr. Tiara McIntosh envisions a future where mental health support is accessible and empowering for all individuals, particularly those from historically underserved communities. As she continues to expand her practice across Virginia, Maryland, and Texas, she remains dedicated to adapting her therapeutic approaches to meet the evolving needs of her clients.

With a focus on fostering resilience and personal growth, Dr. McIntosh aims to cultivate a broader impact, encouraging women of color, college students, and working professionals to embrace their unique journeys toward healing. By remaining attuned to cultural nuances and individual experiences, she seeks to create a lasting legacy of empowerment, connection, and well-being.

In this future, clients will not only overcome their challenges but also thrive, becoming advocates for their own mental health and well-being. Dr. McIntosh's commitment to compassion and excellence will continue to inspire transformative change in the lives of those she serves, reinforcing her belief that everyone has the potential to unlock their fullest selves and lead fulfilling, meaningful lives.



# Shannay Wise

# A Beacon of Culinary Innovation and Sustainability

In a world increasingly attuned to the benefits of fresh, locally sourced ingredients, the farm-to-table movement has emerged as a beacon of culinary innovation and sustainability. This approach not only emphasizes the importance of quality ingredients but also fosters a deep connection between food producers and consumers. As more individuals seek healthier options and meaningful dining experiences, catering companies are stepping up to meet this demand, creating menus that celebrate the rich flavors of their communities.

One shining example of this movement is **Catering Done Wisely**, a remarkable catering company that embodies the principles of farm-to-table excellence. Founded with a heartfelt mission to honor family traditions and promote health-conscious dining, Catering Done Wisely expertly bridges the gap between local farmers and discerning palates. Under the visionary leadership of its owner, **Shanay Wise**, the company has cultivated a menu that not only showcases fresh, organic ingredients but also highlights the rich tapestry of flavors inspired by Shanay's diverse culinary background.

**A Culinary Journey Rooted in Heritage and Community**  
Growing up as a military brat, Shanay was immersed in a diverse mosaic of ethnic cuisines, igniting her passion for cooking from a young age. With a spoon in hand, before she could even walk, she developed an early love for the culinary arts.

Her unique upbringing also included time spent in the countryside, where she was surrounded by an extended family that cherished the art of grilling, smoking meats, and baking exquisite desserts. These experiences deeply influenced her cooking style, shaping her desire to prepare and serve delicious, homegrown dishes that reflect her rich heritage. Shanay's commitment to quality and flavor shines through in every dish she creates, making her catering services a celebration of the vibrant, diverse flavors she holds dear.

Shanay Wise is a proud graduate of Paul Quinn College, where she earned a degree in liberal arts, fundraising, and philanthropy. She attributes much of her success in the catering industry to her time at the HBCU, noting that it

equipped her with "the knowledge to launch another company." Originally from Killeen, TX, she attended Killeen High School, where her passion for community engagement began to blossom.

## A Standout Figure in the Culinary World

As the Owner and CEO of Catering Done Wisely, Shanay also serves as a Community Advocate through The Wise Advocacy Project. Her dedication to her craft and community was recently recognized at the Iota Phi Lambda Sorority's Psi Chapter 50th Anniversary Business Month Education & Scholarship Awards Luncheon, where she received the prestigious Dorothea N. Hornbuckle Business Entrepreneur Award. A consummate professional, Shanay is known for her preparedness, organization, and unwavering commitment to delivering exceptional service to her customers, making her a standout figure in the culinary world.

## Keeping the Traditions Intact

Catering Done Wisely was established in 2008 as a heartfelt tribute to Shanay Wise's late grandmother, Beulah. The company's mission was clear: to offer a healthy and fresh menu for all occasions. It all began with a single recipe—a beloved 7-up pound cake that Shanay had watched her grandmother bake countless times. Initially, the catering business focused on providing hearty dishes for major events, but life took an unexpected turn when they faced housing challenges. Following the foreclosure of their home, all of their equipment was placed in storage.

However, fortune smiled upon them when an opportunity arose to become a vendor at Paul Quinn College's farm. Shanay was invited to supply pickles, sweet breads, and cakes, marking the inception of her farm-fresh product line. This venture allowed her to promote her healthy menu and create daily sellable items, all while honoring her grandmother's legacy.

In 2018, after a challenging period of fighting for stability, Shanay and her family purchased a home in the heart of South



Dallas. With renewed focus, they returned to their catering roots but with an exciting twist—their new product line helped solidify their brand identity. Catering Done Wisely thrived, yet the arrival of the COVID-19 pandemic forced them to pivot once more. Shanay transformed her business model, evolving from a traditional caterer to a provider of daily essentials with a farm-fresh twist. They expanded their product offerings from 11 to 37 items, all while maintaining a commitment to quality.

Despite the challenges posed by the pandemic, Catering Done Wisely not only survived but flourished, securing a contract with a corner store and a local farm to sell their farm-fresh product line. With a steadfast goal to continue building her brand, Shanay remains dedicated to catering special events while consistently adding new, high-quality farm-fresh items to its menu. Catering Done Wisely proudly embodies a farm-to-table philosophy, emphasizing the use of local farms and stores to source the healthiest ingredients for superior freshness and exceptional taste at every event.

#### **A Celebration of Local Flavors**

The Farm Fresh product line distinguishes Catering Done Wisely from other catering companies, reflecting Shanay Wise's commitment to quality and sustainability. By intentionally sourcing ingredients from local stores, farmers, and vendors, the company prioritizes organic and fresh products, ensuring every dish is infused with the essence of the community.

Among the standout offerings on its Farm Fresh menu are items that Shanay takes great pride in—products cultivated and harvested from her own garden. For instance, the El Dip Frío de Jalapeño features her homegrown pickled jalapeños, bringing a personal touch to this delightful dish. She incorporates her very own basil, dill, oregano, and tarragon, along with homemade extracts, which elevate the flavors and authenticity of her creations.



“

**Cooking has always been a way for me to connect with my roots and honor my family's traditions. Every dish I create tells a story**

”

Throughout the challenges of the COVID-19 climate, Shanay and her team have excelled in adapting their business model to meet the needs of their customers. This ability to innovate while remaining rooted in local sourcing and freshness underscores Catering Done Wisely's dedication to providing exceptional culinary experiences.

### **A Celebration of Local Bounty and Shared Stories**

As Catering Done Wisely looks toward the future, the horizon is bright with opportunities for growth and innovation. Shanay Wise's unwavering commitment to quality, sustainability, and community connection positions the company to not only expand its product offerings but also to deepen its relationships with local farmers and producers. With plans to introduce new seasonal items and explore collaborative partnerships, Catering Done Wisely aims to continually enhance its farm-fresh menu while staying true to its roots.

Shanay remains dedicated to educating her customers about the benefits of farm-to-table dining and the importance of supporting local agriculture. The company's resilience during challenging times has laid a solid foundation for future endeavors, including potential workshops and events that celebrate local cuisine and culinary traditions.

As Catering Done Wisely embarks on this exciting journey, it promises to uphold its mission of honoring family heritage and delivering exceptional culinary experiences that reflect the rich tapestry of flavors found within the community. With a heart full of passion and a vision firmly grounded in sustainability, Shanay and her team are poised to make an even greater impact, ensuring that every meal served is not just a dish, but a celebration of local bounty and shared stories.



# Creating Safe Spaces: The Need for Gender-Sensitive Public Spaces



**I**n today's evolving world, the concept of public spaces is no longer just about physical environments but about inclusivity and safety for all individuals, regardless of their gender. While public spaces such as parks, streets, transit systems, and recreational areas are essential to daily life, the reality is that not all spaces are created equally when it comes to gender. For many women, LGBTQ+ individuals, and marginalized genders, public spaces can feel intimidating, unsafe, or unwelcoming. This is why creating gender-sensitive public spaces is not just a matter of design but also a matter of equity, respect, and human rights.

### **Gender-Sensitive Design: Understanding the Needs**

Gender-sensitive public spaces are designed with the awareness of the different needs, experiences, and vulnerabilities of individuals based on their gender. In a world where gender roles have traditionally dictated who can occupy space, when, and how, it is vital to rethink how public spaces are structured to accommodate the diverse needs of the population.

This includes designing spaces with consideration for physical safety, accessibility, and emotional well-being. For example, ensuring well-lit pathways, accessible restrooms, and spaces where people can freely express their identity or engage in activities without fear of harassment or violence. Gender-sensitive spaces also emphasize equality by breaking down the norms that historically have relegated certain genders to the margins.

### **Addressing Gender-Based Harassment and Violence**

One of the most critical reasons for advocating for gender-sensitive public spaces is to combat the

issue of harassment and violence. Research shows that women and gender-diverse individuals are disproportionately affected by street harassment, assault, and violence in public areas. From catcalling and unwanted attention to more severe forms of abuse, these experiences make public spaces feel unsafe, preventing many from freely participating in society.

In a gender-sensitive environment, urban planners and policymakers must address safety concerns through thoughtful design. The presence of security features like surveillance cameras, well-lit areas, and visible public signage signaling the zero-tolerance approach toward harassment can make a significant difference. Additionally, integrating community watch programs or local law enforcement to respond swiftly to incidents of violence helps build trust among individuals using public spaces.

### **Fostering Inclusivity for All Genders**

Gender-sensitive public spaces must not only protect but also actively include people of all gender identities. This includes accommodating the needs of LGBTQ+ individuals, whose visibility and inclusion in public spaces remain an ongoing challenge. For instance, providing gender-neutral restrooms, accessible spaces for people with disabilities, and ensuring that public policies are inclusive of all gender identities fosters a sense of belonging.

Moreover, creating spaces for public dialogues, community events, and awareness programs around gender issues can help transform public spaces into educational and welcoming environments. The goal is to create an environment where everyone, regardless of gender, feels empowered to access, use, and enjoy the space equally.

## Challenging Traditional Gender Roles Through Space

Gender-sensitive public spaces also serve as a vehicle for challenging traditional gender norms and expectations. For decades, public spaces were designed with the male experience in mind, with little thought given to the unique needs of women and other gender minorities. By redesigning these spaces with a gender lens, society sends a powerful message about the value of all its citizens.

The placement of benches, pathways, and signage can be deliberately inclusive, offering choices for all users. For example, creating spaces where both women and men can take part in activities that are not confined to traditional gender roles (like a playground or community garden that invites participation across gender lines) can help break down societal barriers. Moreover, organizing public events that highlight gender diversity and equity sends a strong message about respect and recognition for everyone.

## The Role of Policy and Education

Creating gender-sensitive public spaces also requires strong policies and societal education. Governments, local councils, and urban planners must collaborate with diverse communities to ensure that these spaces serve everyone's needs. Education plays a key role in

helping individuals understand how they can contribute to safer and more inclusive environments. Public awareness campaigns about respect, non-violence, and acceptance can promote a culture that values equality and the right to safety for all, regardless of gender.

Moreover, involving women and marginalized genders in the planning, decision-making, and design of public spaces ensures that their voices are heard and their needs are met. When those who are most affected by the design of public spaces are included in the conversation, the spaces that result will reflect the lived experiences of the people who use them.

## Conclusion: The Future of Gender-Sensitive Public Spaces

The creation of gender-sensitive public spaces is not just a response to current societal needs but a vision for a more equitable future. As cities and communities grow, it is essential that we continue to prioritize the safety, inclusivity, and accessibility of public spaces for everyone, regardless of gender. By challenging traditional norms and designing spaces with awareness of gender differences, we can create environments that foster safety, respect, and equality for all. As we move toward more inclusive urban landscapes, public spaces must reflect the diverse and dynamic world in which we live—a world where everyone can walk, rest, and engage without fear, judgment, or limitation.



# BLESSED TEQUILA



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*Empowering Women:  
The Global Movements  
Shaping the Future in 2024*



**A**s we step into 2024, women worldwide are increasingly taking center stage in movements dedicated to challenging societal norms, breaking down barriers, and ensuring a more equitable future for generations to come. Across continents and cultures, women's movements are driving transformation, not only in the fight for gender equality but also in the broader struggles for social justice and empowerment.

### **Women's Rights Movements: A Unified Call for Equality**

Women's rights movements have seen a remarkable resurgence in recent years, advocating for policy changes, social reforms, and shifts in public consciousness. From campaigns demanding equal pay and reproductive rights to those focused on combating violence against women, the call for gender equality has become a central global issue.



The rise of intersectional feminism has broadened the scope of these movements, acknowledging that issues like race, class, sexuality, and ability must all be addressed in the pursuit of gender equality. These movements emphasize that women's rights are human rights, focusing on the specific challenges faced by marginalized communities of women and ensuring that their voices are heard in the fight for justice.

### **The Me Too Movement: Reclaiming Space and Justice**

The Me Too movement, which gained global prominence in recent years, has played a pivotal role in empowering women to speak out against sexual harassment and abuse. This movement has led to the dismantling of longstanding silences around sexual violence, pushing for greater accountability in both public and private sectors.

Beyond just raising awareness, the Me Too movement has sparked widespread discussions about toxic workplace cultures, the systemic nature of sexual violence, and the urgent need for comprehensive legal and institutional reforms. It is transforming the global conversation on sexual harassment and is creating new pathways for survivors to seek justice and healing.

### **Reproductive Rights: Ensuring Autonomy Over Women's Bodies**

Reproductive rights have long been a cornerstone of women's rights movements, with ongoing battles for access to birth control, safe abortions, and comprehensive healthcare. In many parts of the world, women's autonomy over their bodies is still challenged by political and societal forces, making reproductive justice an area of continued struggle.

As the demand for reproductive healthcare intensifies, women-led advocacy groups are pushing for legal protections and reforms to ensure that reproductive rights are not only a privilege for some but a fundamental right for all women, regardless of their economic status, race, or geography.

### **Women in Leadership: Breaking the Glass Ceiling**

One of the key elements driving change is the increasing presence of women in leadership positions across various sectors. From business and politics to academia and the arts, women are challenging the notion of who can lead and pushing for a more diverse representation of power.

Global movements focused on gender parity in leadership roles emphasize the importance of equal opportunities for women, urging businesses, governments, and institutions to adopt policies that promote gender diversity and inclusion. These efforts are creating a more inclusive landscape

where women can contribute at the highest levels and reshape the policies that affect their lives.

### **Feminist Solidarity: A Global Force for Change**

Women's movements are often built on the principle of solidarity, recognizing that the struggles of women in one part of the world are interconnected with those in other regions. Feminists around the world are forging alliances across borders, challenging patriarchal structures, and advocating for a world where women are free from violence, discrimination, and exploitation.

These international networks are facilitating a global dialogue about women's rights, amplifying the voices of women from diverse cultural backgrounds, and creating spaces for cross-cultural exchanges that broaden the scope of feminist thought and action. The solidarity between women from different regions fosters a sense of unity, showing that the fight for equality is not isolated to any one country, but a global endeavor.

### **The Role of Education and Advocacy**

Education is at the heart of empowering women to take action and advocate for their rights. Movements that emphasize access to education and leadership training are providing women with the tools they need to challenge oppressive systems and assert their agency. Whether through grassroots campaigns or global platforms, educational initiatives are essential for mobilizing women and raising awareness about the issues that matter most. These efforts are creating informed and empowered women who not only understand their rights but also have the confidence and skills to act on them. Advocacy is thus intertwined with education, ensuring that women's movements continue to grow stronger and more impactful in shaping public opinion and influencing policy.

### **Intersectionality: A Holistic Approach to Empowerment**

A growing emphasis on intersectionality within women's movements ensures that the unique experiences of women are recognized in all their diversity. Movements are increasingly aware of the ways in which race, class, disability, sexual orientation, and other factors intersect with gender, influencing how women experience oppression.

By centering the voices of those most marginalized—such as women of color, queer women, and disabled women—these movements ensure that solutions are more inclusive and reflective of the realities faced by all women. Intersectionality enriches the feminist discourse by broadening the scope of understanding and action, recognizing that women's struggles are not homogenous but complex and multifaceted.

### **The Future: A World of Empowered Women**

Looking to the future, the momentum behind women's movements is undeniable. With increasing global awareness and a growing commitment to gender justice, women continue to lead the charge toward a more equitable world. These movements are not only focused on dismantling barriers for women but are also challenging the very systems of power that perpetuate inequality.

In 2024, women's movements are poised to continue shaping the future—through legal reforms, policy shifts, and cultural transformations that prioritize women's rights, amplify their voices, and ensure their agency in every facet of life. The collective power of women's movements is unstoppable, and with continued advocacy and solidarity, the future is bright for women everywhere.









Kids grow better outside.



The Importance of Male Allies in

# Gender

# Equality Movements:

# Advancing Women's Rights



**G**ender equality has long been a global issue that has sparked extensive conversations, campaigns, and movements. While the voices of women have been central to these discussions, the involvement of men as allies in the fight for gender equality is an essential, yet often underemphasized, element of achieving meaningful change. Male allies can play a transformative role in challenging traditional gender norms, amplifying women's voices, and dismantling the power structures that perpetuate inequality.



## **The Power of Male Allyship**

Male allyship in the gender equality movement goes beyond simple support; it involves actively engaging in the struggle for women's rights, advocating for equal opportunities, and using one's privilege to create inclusive spaces. Men, especially those in positions of power or influence, have the capacity to bring about significant change by leveraging their status to challenge discriminatory systems and policies.

Male allies can be instrumental in breaking down the societal and institutional barriers that have kept women and marginalized groups from accessing equal rights and opportunities. Whether in the workplace, educational institutions, or even within personal relationships, men can use their voices to challenge the pervasive gender biases that often go unnoticed or unchallenged.

## **Challenging Traditional Gender Norms**

A significant aspect of male allyship is the challenge of traditional gender norms that reinforce harmful stereotypes about masculinity and femininity. For generations, men have been taught to value traits such as dominance, stoicism, and power, while women have been expected to conform to nurturing and subservient roles. These rigid expectations limit the freedom and opportunities of both genders and perpetuate inequalities.

Male allies who challenge these outdated norms create space for men to express vulnerability, share caregiving responsibilities, and embrace emotional intelligence. By supporting the idea that men can be nurturing, empathetic, and collaborative, male allies help dismantle the toxic aspects of traditional masculinity and redefine what it means to be a man in society. This broader, more inclusive understanding of gender roles not only benefits women but also helps men experience a more

authentic, fulfilling life without the constraints of rigid expectations.

### **Amplifying Women's Voices and Experiences**

One of the most powerful ways men can contribute to the gender equality movement is by amplifying the voices and experiences of women. Often, women's concerns or perspectives are overlooked or dismissed, especially in male-dominated spaces such as politics, business, or the media. Male allies can act as bridges to these spaces, giving women a platform and ensuring their voices are heard.

By actively listening to and understanding the challenges women face—whether in the workplace, in their personal lives, or in society at large—male allies can provide invaluable support in pushing for change. In doing so, they help create a more inclusive, balanced dialogue around gender issues, which is essential for fostering an environment where all individuals, regardless of gender, can thrive.

### **Tackling Gender-Based Violence**

Gender-based violence (GBV) remains one of the most pervasive issues in the fight for gender equality. While the victims of such violence are predominantly women, the perpetrators are often men, making it crucial for men to take responsibility in addressing this issue. Male allies play a critical role in challenging attitudes and behaviors that condone or enable GBV.

By speaking out against violence, promoting consent culture, and encouraging healthy relationships, men can help reshape societal attitudes toward violence and contribute to the creation of safer environments for women. Male allies must hold other men accountable for their actions, calling out inappropriate behavior, and supporting policies that protect women and marginalized groups from violence.

### **Male Allies in the Workplace**

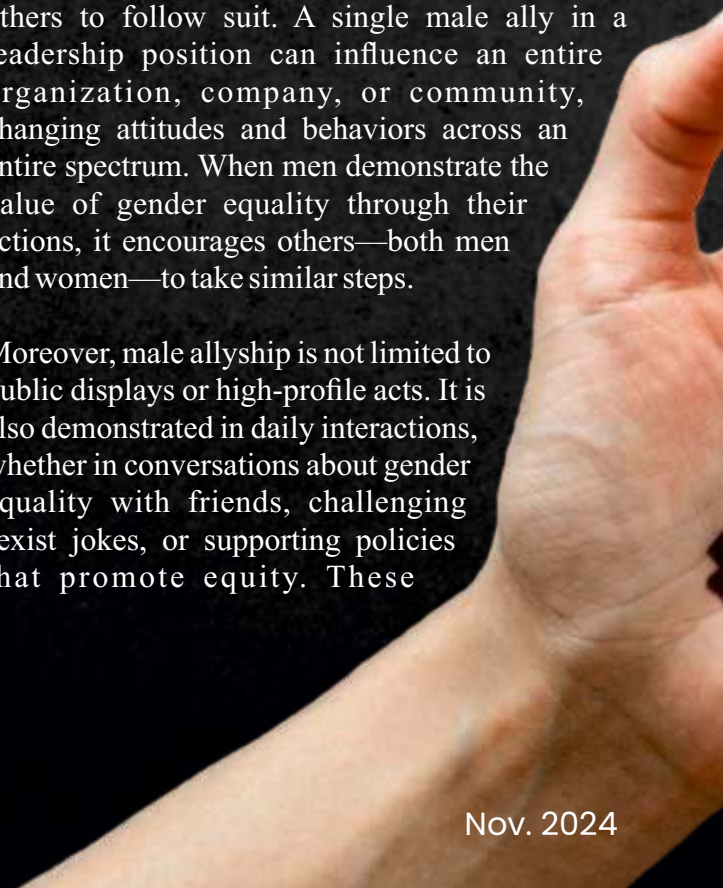
The workplace is one of the key battlegrounds for gender equality. Women continue to face pay gaps, fewer leadership opportunities, and gender-based discrimination. Men can play a pivotal role in shifting corporate cultures toward greater inclusivity and fairness. Male leaders can set the tone by championing policies that promote equal pay, career advancement, and a family-friendly work environment for all employees.

Furthermore, men can act as mentors for women, encouraging their professional growth and advocating for their recognition and advancement. Male allies can also challenge biases in hiring practices, workplace behavior, and promotion criteria, ensuring that women have equal access to opportunities and resources.

### **The Ripple Effect of Allyship**

Male allyship has a powerful ripple effect. When men stand up for gender equality, they inspire others to follow suit. A single male ally in a leadership position can influence an entire organization, company, or community, changing attitudes and behaviors across an entire spectrum. When men demonstrate the value of gender equality through their actions, it encourages others—both men and women—to take similar steps.

Moreover, male allyship is not limited to public displays or high-profile acts. It is also demonstrated in daily interactions, whether in conversations about gender equality with friends, challenging sexist jokes, or supporting policies that promote equity. These



everyday actions, though seemingly small, contribute to shifting cultural norms and creating a more equitable society.

### **The Challenges of Male Allyship**

While the role of male allies is vital, it is not without its challenges. Many men fear being labeled as insincere or being accused of “performing” allyship for personal gain. Some may feel uncomfortable confronting the privileges they hold, or they may worry that standing up for women will make them appear less masculine. These barriers, however, should not discourage men from



becoming active allies. In fact, these very discomforts highlight the importance of men engaging in gender equality work—it is not about virtue signaling, but about real, sustained effort toward change.

### **Conclusion**

The fight for gender equality is not one that women should face alone. Male allies have a critical role to play in challenging harmful gender norms, amplifying women's voices, and advocating for systemic changes that promote equality. As men continue to use their platforms and privileges to support gender equality, they contribute to a broader cultural shift that benefits everyone, regardless of gender. By standing together, both women and men can work toward a world where gender equality is not just an aspiration but a reality.



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