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'FINALLY! SHE GETS BAIL': BOLLYWOOD STARS REACT TO RHEA CHAKRABORTY GETTING BAIL



ACTOR RHEA CHAKRABORTY'S BAIL APPROVAL IN AN ALLEGED DRUGS CASE RELATED TO THE DEATH OF SUSHANT SINGH RAJPUT, EVOKED REACTIONS FROM SEVERAL OF HER BOLLYWOOD FRIENDS.

TORONTO HOUSE PRICES JUMP 14% IN BEST-EVER SEPTEMBER FOR HOME SALES



TORONTO: It was the best September on record for Toronto home sales, with 42.3 per cent more sales closing last month than in September 2019.

The Toronto Regional Real Estate Board says 11,083 existing homes were sold in September, at an average price of \$960,772.

The board says the 14 per cent year-over-year price jump was led by low-rise housing, while the condo market was slower.

Board president Lisa Patel says extremely low borrowing costs contributed to the record-breaking sales figures, as did built-up demand left over from the stunted spring season.

The real estate market has been playing catch up after sales plunged in the spring, when COVID-19 lockdowns prevented home showings.

As of the end of September, the board says home sales for the year were one per cent higher than in the first nine months of 2019.

SALES TREND TOWARD 80 PER CENT LIGHT TRUCKS IN 2020



Canadians continue to flee from sedans and flock to light trucks with no sign of stopping, prompting manufacturers to give consumers more of what they want in the coming months.

Automakers sold 1.92 million vehicles in Canada in 2019, and 74 per cent of those were light trucks, up three percentage points over 2018, according to the Automotive News Data Center in Detroit. Total sales for the year were down 3.6 per cent.

"We predicted the market to be down three or four per cent, and that's exactly what happened," said Dennis DesRosiers, head of DesRosiers Automotive Consultants in Toronto. What DesRosiers doesn't know, however, is when the migration from cars to trucks will end. "I don't think we've reached a plateau," he said. DesRosiers estimates that automakers plan to introduce 60-plus new vehicles in the coming model year, of which 80 per cent are expected to be light trucks. "If 75 to 80 per cent of the new product is light truck, you have a good chance of 75 to 80 per cent of sales being light truck," he said. "We don't know where the top is. I would have thought 70 per cent would be about it. Now we're at 75, and we're going up."

SHAKING HEAD TO REMOVE WATER FROM EARS CAN CAUSE BRAIN DAMAGE



NEW YORK: Shaking head is one of the most common methods people use to get rid of water in their ears, but it can also cause complications as researchers have found that trapped water in the ear canals can cause infection and brain damage.

Researchers at Cornell University and Virginia Tech in US, revealed that shaking the head to free trapped water can cause brain damage in small children.

"Our research mainly focuses on the acceleration required to get the water out of the ear canal," said Indian-origin researcher and study author Anuj Baskota from Cornell University. "The critical acceleration that we obtained experimentally on glass tubes and 3D printed ear canals was around the range of 10 times the force of gravity for infant ear sizes, which could cause damage to the brain," Baskota said.



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Get your style quotient right as per your zodiac sign

TAKE CUE FROM PRIYANKA CHOPRA AND DEEPIKA PADUKONE

Astrology plays a major role in our lives if we choose to believe so. Our zodiac signs affect our personality, our nature and also the things we are attracted to. Hence, it has an equal effect on our personal style and fashion. The way we like to dress up can be reflective of our traits and personality which has been linked to our zodiac signs time and again. We have enlisted a few fashion takeaways from each zodiac sign and your Bollywood zodiac twins to help you navigate your style game.

Aries (March 21st- April 20th)

Happy birthday month Aries. According to your zodiac sign, you love to be creative and cool with your style. You like to dress up in sleek and streamlined outfits which help you navigate through all the areas of your life. You are also a big fan of understated accessories.

Take a cue from Kangana Ranaut your fellow Arian on how to slay your style game.

Taurus (April 21st –May 21)

If your sun sign is Taurus, you are not afraid to make a statement with your outfits. You are fashion forward but you also love your comfort. Hence, your outfits are trendy and have a certain comfort to them. Anushka Sharma is a true Taurean by her style. Her latest look at GQ awards definitely helped her make a statement.

Gemini (May 22nd –June 21st)

Geminis you love to take risks. You are not afraid to try new styles, outfits, colours or patterns yet you are always adhering to the latest trends out there.

Sonam Kapoor is the B-town Gemini you need to look forward to, to help yourself with all your fashion woes.

Cancer (June 22nd – July 23rd)

The most poised and elegant out of the lot, Cancerians build their wardrobe around classic pieces. You like a certain level of polish to your style and love to stick with timeless outfits, shoes and accessories. Without a doubt, Priyanka Chopra's style is reflective of her zodiac sign and she definitely sets up fashion goals for you to follow.

Leo (July 24th – August 21st)

Leos dance to the sound of their own music when it comes to fashion and trends. You prefer to trust your own instincts rather than following trends however you love to try new things, especially vibrant colours and patterns.

Take inspiration from your zodiac twin Jacqueline Fernandes when you want to experiment with your style.

Virgo (August 24th – September 23th)

Virgos you love to switch your style between a casual look and a grown-up look. But one thing which remains constant is your love for classic styles and fashion.

Kareena Kapoor Khan is the embodiment of the Virgo fashion style and you can definitely look up to her for the perfect style inspiration.

Libra (September 24th – October 23rd)

Librans you love to keep their style edgy through dark outfits with leather and studs. However, you also love classic pieces with a twist which suits your own style.



Parineeti Chopra is your style and zodiac twin Librans. She loves to adorn classic pieces but definitely adds her own twist to it.

Scorpio (October 24th – November 22nd)

Scorpions you are known for your polished looks. You love to stick with what you know and hence you are seen in looks which are tried and tested over time.

Aishwarya Rai Bachchan is your zodiac twin Scorpions but she should also be on your style radar if you aim for elegance and perfection when you dress up.

Sagittarius (November 23rd –December 21st)

You are a lover of polished pieces Sagittarians; however you also love to try bold colours. Feminine silhouettes attract you and you like to plan your wardrobe around them.

Take a cue from Yami Gautam the next time you want to upgrade your style.

Capricorn (December 22nd – January 20th)

Capricorns you love of all things simple. Your style is sophisticated

but it evolves with time and trends. You also love to put a twist to your basic clothes.

Deepika Padukone's fashion evolution is inspirational for sure however it is also reflective of her zodiac sign.

Aquarius (January 21st – Feb 19th)

Aquarians you love to experiment with your style. You are also a risk taker and hence you love bold colours and prints. However you also love to keep up with the trends in your own unusual ways.

Amy Jackson your fellow Aquarian is the fashionista you need to look up to for your fashion worries.

Pisces (February 20th –March 20th)

If your zodiac sign is Pisces you are bound to have comfortable favourites. Your style emanates an easy breezy vibe with which a lot of people relate.

Alia Bhatt definitely likes to embody that easy going vibe through her fashion and on the way sets up some major fashion goals.

TRAVEL TIPS FOR FAMILIES WITH KIDS OR YOUNG CHILDREN

Being on the move with your tiny tots can be overwhelming, daunting even. But it need not be a herculean task. In fact, it can be one of the best adventures for your family. Whether it is your first flight with a toddler or a road trip with an infant, you ought to have all bases covered.

Ergo, these tips will help you with a smooth hassle free-trip with your little ones.

NO OVER PACKING

When you pack your stuff, do not think that you need everything. It is best to pack the bare essentials. Preferably, if you pack the clothes of each family member in separate vacuum bags and then stack them in the suitcase, you will not have too much luggage with the kids. Infant essentials like diapers can always be bought anywhere you go, just pack enough for the commute and you are good to go.

THINGS TO CARRY

For infants, it is important to carry spare pacifiers, feeding bottles, change of clothes, snacks, baby food, baby milk, baby wipes, plastic bags for soiled diapers and bibs etc. in your diaper carry-on bag. For toddlers, toys, a pillow, pair of clothes, tablet and power packs, headphones are essential too because bored children can be grouchy and grumpy. Activity packs with books, coloring pencils, playing cards, puzzles, board games are a blessing and keep children entertained for hours. Let the kids bring their favorite toy or blanket from home to cope with homesickness.

Pack your own salty snacks to munch on and avoid buying the expensive ones on the airport. If possible, pack a meal for the kids as long haul flights can leave the kids feeling starved.

SLING OR BABY CARRIER OR STROLLER

Are you in a quandary whether to choose a stroller or a sling or baby cot to take along? It does depend on where you are going. Is there a lot of walking involved? Do the roads have potholes? Will the weather be humid or cool?

The best option is a collapsible lightweight stroller that can be stored in overhead compartments in planes. The stroller should have a fully reclining position for your kids' siesta. Most of the strollers come with stow-in bags, rain covers and UV shields and are suitable for all terrains. The stroller should be able to support your 5 year old kid's weight. You don't want him to be tuckered out and get cranky.

FLIGHTS AND HOTEL BOOKINGS

It is best that your flight departs around slumber time. Although evening flights may cost you an arm and a leg, but at least, it will be a peaceful journey. Booking 53 days prior to the flight fetches the cheapest airfares. Plan the family vacation during the airfare sales period. Avoid booking during holidays to yield better prices in accommodation and flights. Choose hotels that are kid friendly with perks like game room and pool. Also, ensure that the hotel of your choice is in close proximity to the beach, food outlets and local attractions. If you stay for 2 nights, you get better deals. The hotel should have a lift for carrying the luggage and stroller. When selecting the room, be sure to select a room with a bathtub.

TRAVEL CHRONICLES

Give a scrapbook or a photo album and a cheap Polaroid camera to your child so that he can capture his favorite moments and maintain a journal. You can have him collect postcards from different places you visit. The child could make a collage and feel nostalgic whenever he sees his travel memoirs.

BUDGET MEALS

Always select a hotel room with free breakfast. Their morning buffet has a wide variety of healthy options to choose from. Avoid eating at the hotel restaurant as the food will cost you a pretty penny. Have brunch instead of breakfast and lunch. Some restaurants offer lunch specials for prices lower than when you order the same in the evening.

Avoid the famous tourist spots when looking to savor street food. Just go a block over and you will find delectable food options at the cheapest prices. Street carts and food trucks have the most affordable meals.

For a longer vacation, go for vacation rentals and cook your own food. You can refrigerate your packaged food and even go grocery shopping when on a tight budget. Make the kids share their meals at first. If they are still hungry, you can always order more but cannot send the order back.

EXPECT THE UNEXPECTED

Prepare for unforeseen situations like illness, bruises and flight delays. Any mishaps are just obstacles that you have to overcome.

FREE Activities

Look for free events like free museum days, street fair and musical events. Indulge in learning a new skill like Kayaking, snorkeling or rollerblading.

Your children will take away not just memories, but also lessons from this trip. Try to be as calm as possible and keep the kids' comfort a priority.



SAURABH RATTAN
B .COM, MBA, CLU, FPSC
(CHARTERED LIFE UNDERWRITER)

NOVEL APP MAY PREDICT HERNIA RISK AFTER ABDOMINAL SURGERY



Researchers have created an app that may predict the likelihood of developing an incisional hernia following an abdominal surgery, using Big Data analytics to potentially help address a problem effects one out of every eight of these surgical patients.

The team developed the app utilising electronic health records (EHR) to identify the most common risk factors for patients, as well as which surgeries most commonly result in incisional hernias across multiple specialties. "Our tool presents the risk for each case at the point of care, giving surgeons and patients the chance to consider this outcome ahead of time and incorporate data into the decision-making process," said co-author John P. Fischer from the University of Pennsylvania.

Incisional hernias occur after abdominal surgery at the site of the surgical wound when the contents of the abdomen can push through the muscle.

For the study, presented at the 139th American Surgical Association Annual Meeting in Dallas, Texas, the team analysed the EHRs of 29,739 patients undergoing intra-abdominal, urologic, or gynecological surgery at Penn between January 2005 and June 2016.

They found more than 1,100 of these patients (3.8%) ended up requiring a second surgery following the primary operation to repair the incisional hernias.

Colorectal surgeries were the most common specialty associated with incision hernias (7.7% of cases), followed by vascular (5.2%), bariatric (4.8%), and transplant (4.5%). The analysis also identified risk factors that made a patient more likely to develop an incisional hernia.

The most common was a history of abdominal surgery, which increased the likelihood in 87.5% of cases. That was followed by a history of smoking and a recent infection (75% for both). Obesity was also a significant risk, though it was weighted less than other factors.

6 REASONS WHY PEOPLE MAY CONTINUE IN AN UNHAPPY MARRIAGE



EFFECTS ON AN INDIVIDUAL

An unhappy marriage can affect you in multiple ways and you won't even realise it. Dr PD Lakdawala, psychiatrist, Bhatia Hospital says, "An unhappy marriage affects people professionally, personally and socially. They may also develop health issues such as blood pressure, sugar, cardiac issues, etc." Relationship expert Riddhish K Maru narrates one such episode. He says, "Sidhanth Porecha (name changed) stayed in an unhappy marriage for 20 years. He was from an urban town, well educated and worked for a famous firm. Whereas, his spouse was from a rural area and was not that educated. Their thinking levels didn't match and right from the beginning she suspected that he had affairs with his female colleagues. Because of her behaviour, he later started drinking, smoking and having extramarital affairs.

EFFECTS ON CHILDREN

Children learn by observing things around them. An unhappy and toxic marriage can harm a child's emotional psyche. Dr Manjiri Deshpande,

child psychiatrist at Docterz says, "Children witness an unhappy marriage, endure emotional anxiety on an everyday basis. They will spontaneously feel their parents' misery and discomfort and sense their emotionless relationship and lack of affection and intimacy. In most cases, kids start blaming themselves for their parents' broken marriage."

A CHILD'S FUTURE

You may be staying in an unhappy marriage for your own reason, but in the bargain, you could be destroying your child's present and future as well. Deshpande says, "When they grow up, such kids fear to get into relationships and generalise that all relations end up the same way. They get overly attached to one parent and start disliking the other parent. Such children are at risk of developing mood disorders, substance abuse, oppositional defiant disorder, personality disorder, among many others. Kids may learn to abandon positivity and expect the worst."

HOW TO AVOID LAST MINUTE DISASTERS WHEN GETTING MARRIED

Wedding preparation is a hectic task but with proper planning, time management and help, you can ease the burden a little. Here's how.

Sushma Gohil, Chief Customer Relationship Officer, The Wedding Brigade and Tanuja Sharma, Director, TAP Events, have suggested things you can keep a check on to avoid last-minute glitches on one of the most special days of your life:

Money Matters: Follow your budget calendar

You'll always find reasons to spend more money on the function, so deciding on the budget early in the planning is a must. It is always better to chalk out in advance a list of things where most of your money will be spent. Make sure you prioritise and figure out which matter to you the most as a couple. Some may decide to spend lavishly on the outfits, while others may feel that they want to have a lovely destination wedding.

Also, it is always better to design the budget by making your families agree on combining the functions of both the bride and the groom. It's always more fun and budget friendly.

Keep a check on your guest list

One of the trickiest tasks during wedding preparations is creating a guest list. The guest list governs most of the other elements of your wedding - from the catering bill to the ceremony seating arrangement. To make your planning easier, you may take help of guest list managing applications, where you can categorise the guests under 'maybe' or 'surely' and 'finalise later'.

Book your dream destination/venue on time

Avoid any last minute hassles or dissatisfaction regarding your wedding venue by being the early bird. Advance bookings should be done way prior to your wedding day especially if your date is during the peak 'wedding season'. It is ideal if the couple plans and decides on the wedding venue mutually, taking into account the convenience of both the families.

Your wedding outfit should not go off trend

Choosing a perfect outfit for your wedding can be daunting. For the latest trends, surf online but do not forget to raid the offline markets too. Offline stores give you the chance to try out the attire before you make the big purchase. The time of the wedding function should also be an important factor impacting your attire choice, especially the colour of the outfit.



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Bikini sari, look-at-me or sari pants: The six-yards 2.0

Since centuries, the art of wearing a sari and draping it with élan has been the epitome of femininity and elegance in India. It's easy to picture one's grandmother open her treasure trove of saris and then swiftly shuffle out her favourite piece draping it on herself within seconds. It's an art! However, with modernity at its helm, designers have given a renaissance to sari drapes by creating an intellectual awakening which has changed the outlook of these traditional draping styles. Be it Anamika Khanna's game-changing sari pants or Gaurav Gupta's look-at-me sari gowns - the six-yard wonder today is up-to-the-second on-trend. Also, worth mentioning is Anupama Dayal's bikini sari or should we say, the 'sarini' and Shivan and Narresh's jersey sari suited to a pool side pre-wedding bash. The likes of Amit Aggarwal and Rimzim Dadu have lent the classic a space-age touch thus making it even more effortless and wearable. Moved to the contemporary check box, where you just need to slip into it and zip it up. You don't need to bother your mother and use zillion bobby pins for the sari to fall perfectly. Wondering why this transition? Designers believe that sari also should evolve like everything else. "The world is evolving so should the sari. It is a saviour for younger generation whose patience level decreasing by the hour, the modern women would want dressing to be simpler yet chic," says designer Neha Agarwal whose recent collection featured pre-stitched saris. The pre-stitched concept sari is an easy to wear and comfortable solution for one who wishes to wear it for a longer duration of time. From pant-styles to tiered variations - one's spoilt for choice. "It caters to all age groups from teenagers to older women, who can opt for their own versions of concept saris as per their age. For younger women who are unaware of how to drape saris, this is the perfect go-to solution," says designer Arpita Mehta. A metaphor for timeless femininity, it is now the synonym for tasteful sensuality. As we choose them for cocktail functions and wedding affairs, styling it according to your bodytype is crucial. "Saris that have the look of a gown or saris that replicate jumpsuits can suit really well for pear shaped women. They can make their bodies look proportionate. Apple-shaped women can look really good with saris are that nicely embroidered as well as concept saris that can basically cover your waistline. Hourglass-shaped women can play with a lot of aspects of concept saris. Sheer fabric saris can be really good for hourglass shaped body as well as saris that basically show off their waistline," suggests designer Swapna Anumolu.

STYLE TIPS

For a wedding, you can style it with heavy necklaces as well as jhumkas. Flats, juttis as well as open toe sandals can look amazing with concept saris. You can also wear bangles if you want to accessorise your look further. Incase the sari has a statement neckline or drape, keep accessories minimal.



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Neither there are less books on managing money in the market nor there is an dearth of information available on internet but still Canadians are struggling with High debt, low savings rate, tough retirement. How long we will keep thinking that Government money is sufficient for having a comfortable retirement. Do we know our numbers, I mean financial numbers:

1. What is my Gross annual income?
2. How much tax I pay?
3. What is my RRSP limit?
4. Why and how can I save money?
5. What is my weighted average return?
6. Am I on track for a comfortable retirement?
7. When and how can I be debt free early?

We do talk about these topics here a and there when we sit down with our friends in a party or lunch rooms, in a library or standing on a bus stop but in practical life do we know our numbers? The answer is no and what makes things more worse are that precious amount of time is lost in the struggle of keeping with budget. It is a common adage that plans never fail, people fail to plan.

KNOWING YOUR BUDGET

The first and foremost question we must ask to ourselves is that do we have a home budget? Are we tracking our expenses, type of transactions, number of transactions, and discretionary expense vs. non-discretionary expense? Our income is coming from one source and is going into many hands in the form of goods and services purchased from those people. The spending of an individual or family is impacted by sale signs and discounted products being displayed in shops. In the whole process some people make impulsive decisions or buy more than what they need or in other terms they create a warehouse in their own home. A considerable amount of money gets locked up which otherwise would have been invested. Start living within your means and buy what you need.

KNOW YOUR NET WORTH

Eat less, work out daily and enjoy a long healthy life. We all know about this slogan but we all struggle with obesity, laziness and stress. It is very important to know what is my current financial situation, how much do i spend, how much i save, what is my current debt situation and what is my net worth. Any company's balance sheet is true indicator of financial health and it gives us god insight about its affairs and profitability.

If we know our situation well we can make sound and strong decisions in our financial life thus bringing desired financial strength. If we are spending more than we make then one day we will drown in the sea of debt or we will get so choked that our financial future can be ruined. Our financial balance sheet must be healthy- more assets vs. liabilities, more savings and better investment returns.

MAKING DECISIONS

In our lifetime we have made thousands of decisions and every day we make a decision like dress we are wearing, TV programs we are going to watch or restaurant where we are going to dine. Life in simple

terms is deeply impacted by sum total of all decisions we have made for ourselves. If we look at our wardrobe, it is full of clothing and some of them we have never worn or our TV at home has over 500 channels but we only watch 3 or 5 channels which are our favourite.

It means when it comes to making financial decisions in our life we need to be fully aware, educated and critical in nature. Making wrong choices can lead to big losses. Some important questions to be asked to yourself; Who should be our financial advisor, how much protection do i need, what is my investment goal, when and how I will get desired amount of money at stipulated time. Be educated not be sold in life.

DEBT TRAP

The introduction of credit cards to consumers in Canada in late sixties was a well thought idea to make purchases as well as purchasing experience more satisfying. The credit card will help people buy products and services throughout the month and then they can make payments at the end of month or even within grace period. But looking at trend of last three decades the situation is pointing to a different picture: 1. More consumer debt on an average Canadian 2. Line of credits, Mortgage and HELOC 3. Car loans etc.... The trend is showing that we are spending more then we save. Our national savings rate has gone down drastically and is at it's lowest 5-7% range. In contrast, savings rate in Germany is 15% and even South Korea is leading the chart with 12%. Few things we must keep in mind while shopping: 1. Buy what you can afford, 2. Pay your bills on time, 3. Stay away from 0 interest credit cards, 4. Need vs Want- Make an informed decision.

INFLATION AND TAXES

Your money is not worth the same value from a year, 5 years or 10 years from now.....Is it scary or a bitter reality? We cannot escape from this rather we must acknowledge the fact that we need more money in the next year to buy same amount of goods or services.

Another bitter truth is that we are living in a highly taxed developed nation. Whether it's direct taxes or indirect taxes; Government of Canada does not leave more than 55 cents in our pockets against a dollar earned. Indeed we are facing more taxes on gas we are burning in our cars, removal of tax breaks on children activities, art, fitness and even day care. The ugly truth is the more you make the less benefits you get under social programs. I do not know whether Government of Canada is promoting a culture of growth or it is motivating people to become more burdens on state.

One thing I can assure you is that if you seek help and guidance from professionals you can better manage your money, taxes and strategies to save more taxes and build a big family money tree to pass on generations. We all are living in present but always worried about future but good idea is make your present better for an excellent future opening. Tax planning must be at core of our money management.

INVESTING MONEY

"Money saved is money earned" We all grew up listening to this statement or adage. Saving is at the core of our gene and we all want to save for future. But reality is that saving is not enough as if we fold our money and put it in our pocket and after a year it is a same dollar. I mean to say is with rising cost of living we need more money to buy same service or product. Most importantly, if we want to turn our savings into a retirement vehicle or we need money to cover an event at future date like children education, buying a car etc. We must invest money to make a desired return after tax and after inflation which will make our money worthy of cause at later date. Since we are not expert in investing because of lack of knowledge, experience, time and research we ended up making wrong choices and thus poor returns. Money is lost something is lost but time is lost everything is lost. Our Time, money and return equation is very important to us. It is better to ask for a professional help to manage your money. Instead of you making poor selections, a professional planner or Financial advisor will do all the homework for you to invest in diversified asset classes, geographies, industries to book consistent and progressive returns.

Our life experience is sum total of all the decisions we make for ourselves. The favourable results the good we feel and wise a versa. Poor decision making process is root cause of all the problems. Financial literacy is very important to understand the basics and combined with professional help can bring desired results in life. I am always happy to provide honest financial advice to my clients to bring positive change in their lives. I bring on table honest and professional approach to do risk management and financial management for my clients thus ensuring strong and prosperous today and tomorrow. Feel free to contact me for no obligation consultation at 416 833 8533 or email:saurabh@lifecareinsurance.ca

5 FASHION TIPS TO HELP YOU FIND YOUR PERSONAL STYLE

Do you typically reach out for a jeans paired with a top every time you go out, just to avoid wearing something uncomfortable? Think beyond this. Ashish Gurnani, co-founder, Postfold, and Shreyasi Pathak, stylist at Vajor, brings you stunning looks to help you break through your sartorial groove this season:

*Colour pattern: For your office look, try to strike a balance between tradition and modernity. Go for a kurta with a long slit on the side to extend the silhouette of your look. Add a pair of well-fitted pencil trousers in the same colour palette.

*Layering: For winter, try to go for chic-yet-comfortable clothing like printed palazzo pants in deep, rich colours and team them with long below-the-knee shrugs for a boho look. Add statement earrings and a scarf.

*Voluminous sleeves: While heading for Sunday brunch or an office outing, go for a fitted dress with voluminous sleeves. The key is to let one feature of your clothing do the talking. Add minimal jewellery to keep things trendy.

*Extensive jackets: Denim jackets got an extensive ornamental update last season and the trend is here to stay this season as well. You can go for an embroidered denim jacket or upgrade your basic ones with a set of enamel pins. Team this with a maxi skirt and a T-shirt.

*Maxi dress: There is nothing as effortless as a maxi dress. The comfortable fit and flowy silhouette keeps things hassle-free and allows for ample movement. Choose this look for a sundowner by the beach or for a day of shopping. Go for a printed maxi dress along with strappy sandals in tan for the perfect look.



5 COOL WAYS TO WORK THE POWER SUIT

Good news! The power suit isn't stuffy or bland anymore. British PM Theresa May has given the power suit a twist with bright colours and statement necklaces. Deepika Padukone wore one to Cannes. Women need not dress like the boys to assert power – they can let their personalities shine. Case in point: Recently-elected MPs Mimi Chakraborty and Nusrat Jahan decided to do away with dress codes altogether by wearing a simple shirt and a peplum top to the parliament along with pants.

On the other hand, the fashionable Kapoor sisters Rhea and Sonam wear the pantsuit like uniform. Internationally, celebs like Victoria Beckham and Lady Gaga too wear pretty pantsuits to make a sassy statement.

“The modern iterations of the pantsuit are no longer limited to a corporate setting. It's dressier and decorative,” says fashion designer Nachiket Barve. The comeback of the pantsuit is bolder, bigger and brighter. And yes, it can help you take power back into your hands. But, here's the fun part: you do not have to be at work to wear it!

A polished skirt suit: Excel beyond Excel sheets

Wear this workwear staple, freighted as the ultimate power symbol of the '80s, after office hours

A century ago Coco Chanel created controversy when she designed a suit with a matching skirt. Today it has become a symbol of authority, worn by everyone from Amal Clooney to Rihanna.

A floral suit: Feel feminine with prints

Step outside the cliché of frilly dresses by wearing a statement pantsuit for a date From luxury brands like Gucci to high-street labels like H&M, suits with floral prints are ready to be picked off the shelves, and how! And, these are favourites of Bollywood actors like Kangana Ranaut and Anushka Sharma too.

An all-white suit: Be the modern-day bride

Ball gowns are boring. Take your wedding vows in a power suit just like Bianca Jagger did!



The pant suit as evening wear was first introduced by Yves Saint-Laurent with his Le Smoking – the first tuxedo for women. Now it's a red-carpet and bridal favourite too!

The oversized suit : Let the length of the jacket be your armour

Please in pleats with a suit and stand out at your regular Sunday brunch Oversized pantsuits can look chic too and we've seen Kendall Jenner and Masaba Gupta rock them! Browse through the

collections of Rajesh Pratap Singh or even Victoria Beckham's fashion line to find one.

The shorts suit: Let loose in a monsoon-ready suit

Now look ladylike on your vacation in a power suit for it comes with cutesy shorts Julia Roberts was seen wearing it in Pretty Woman. Take a cue from brands like Marc Jacobs that's updated this two-piece to look more relaxed than ever.

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4 THINGS YOU NEED TO DO FOR HEALTHY SKIN AT ANY AGE

As you get older, your diet, lifestyle and hormones take a toll on your skin. Wrinkles, loss of elasticity, dark circles and blemishes can be a shock when you look in the mirror. Therefore, you need to give your skin a little more care in your 50s than you did in your 20s or 30s. Neeleshwari Basak, owner of WIGP and Harpreet Ahluwalia, owner of Earthly Creations, share useful tips to ensure glowing, vibrant skin after 50:

* Balance the hormones: The hormones in our body act like messengers. With ageing, these hormones become unbalanced and we can see the changes following menopause. Due to this, women experience dry skin or oily skin and even adult acne. When these hormones are well-balanced, we feel and look energetic, healthy and vibrant.

As we age, it is important to know the interplay between hormone, health and beauty. There are superfoods like berries, walnut, avocado and turmeric when combined with proper diet and a healthy regime can give us glowing skin.

* High insulin is bad: High levels of insulin can increase wrinkling of the skin. Our body gets an excess of insulin when we indulge in sugary foods like bakery items, packed juices, and other sweet items. If you go for sugar-laden eats, it's not only bad for the waistline, you are also likely to have a dull

complexion and damaged skin. The high level of insulin manifests as excess hair growth and dark patches on the neck and body folds. Try to avoid sugar in your diet.

* Prefer more probiotics foods: Reach out for foods that are high in antioxidants as well as probiotics, which are naturally occurring and good-for-your-gut bacteria. Probiotics help in creating a healthy gut, so less toxins are absorbed into the bloodstream.

Toxins obstruct the absorption of important vitamins, minerals and nutrients in our body. Consuming probiotics will promote better moisture absorption and help in delaying the signs of aging. Lactic acid helps reduce wrinkles and tighten pores. This also helps to strengthen our immune system. A good immune system will strengthen all of your protective organs, including your skin.

* Consider house plants for skincare: Have you thought of having indoor plants to enhance your skin and rejuvenate it? The air you breathe affects your complexion. Not just this, plants act as a natural humidifier. So, keeping them on your office desk or indoors will keep your skin moisturised. Having said all this, there is one more benefits of indoor plants — an increase in oxygen levels.





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Take short breaks to learn new skills

In a new study the researchers have highlighted the importance of taking small breaks during learning. The study published in the journal Current Biology found that our brains may solidify the memories of new skills we just practised a few seconds earlier by taking a short rest. The results highlight the critically important role rest may play in learning. “Everyone thinks you need to ‘practice, practice, practice’ when learning something new. Instead, we found that resting, early and often, maybe just as critical to learning as practice,” said Leonardo G. Cohen, a senior author of the study. “Our ultimate hope is that the results of our experiments will help patients recover from the paralysing effects caused by strokes and other neurological injuries by informing the strategies they use to ‘relearn’ lost skills.” The study was led by Marlene Bonstrup. Like many scientists, she held the general belief that our brains needed long periods of rest, such as a good night’s sleep, to strengthen the memories formed while practising a newly learned skill. But after looking at brain waves recorded from healthy volunteers in learning and memory experiments, she started to question the idea. The waves were recorded from right-handed volunteers with a highly sensitive scanning technique called magnetoencephalography (MEG). The subjects sat on a chair facing a computer screen and under a long cone-shaped brain scanning cap. The experiment began when they were shown a series of numbers on a screen and asked to type the numbers as many times as possible with their left hands for 10 seconds; take a 10-second break, and then repeat this trial cycle of alternating practice and rest 35 more times. This strategy is typically used to reduce any complications that could arise from fatigue or other factors. As expected, the volunteers’ speed at which they correctly typed the numbers improved dramatically during the first few trials and then levelled off

around the 11th cycle. When Dr Bonstrup looked at the volunteers’ brain waves she observed something interesting. “I noticed that participants’ brain waves seemed to change much more during the rest periods than during the typing sessions,” said Dr Bonstrup. “This gave me the idea to look much more closely for when learning was actually happening. Was it during practice or rest?” By reanalysing the data, she and her colleagues made two key findings. First, they found that the volunteers’ performance improved primarily during the short rests, and not during typing. The improvements made during the rest periods added up to the overall gains the volunteers made that day. Moreover, these gains were much greater than the ones seen after the volunteers returned the next day to try again, suggesting that the early breaks played as critical a role in learning as the practising itself. Second, by looking at the brain waves, Dr Bonstrup found activity patterns that suggested the volunteers’ brains were consolidating, or solidifying, memories during the rest periods. Specifically, they found that the changes in the size of brain waves, called beta rhythms, correlated with the improvements the volunteers made during the rests. Further analysis suggested that the changes in beta oscillations primarily happened in the right hemispheres of the volunteers’ brains and along neural networks connecting the frontal and parietal lobes that are known to help control the planning of movements. These changes only happened during the breaks and were the only brain wave patterns that correlated with performance. “Our results suggest that it may be important to optimise the timing and configuration of rest intervals when implementing rehabilitative treatments in stroke patients or when learning to play the piano in normal volunteers,” said Dr Cohen. “Whether these results apply to other forms of learning and memory formation remains an open question.” Dr Cohen’s team plans to explore, in greater detail, the role of these early resting periods in learning and memory.



Hypnosis may be more effective than behavioural therapy to quit smoking: Study



Hypnosis can be better than behavioural therapies at helping people quit smoking in the long run, according to Stanford doctors, who have now developed an app that can make self-hypnosis accessible to people. “Our study shows that after just one session of face-to-face hypnosis, nearly half the people stopped smoking. And, 23% remained complete non-smokers, not even a single cigarette for two years,” said Dr David Spiegel. He is the Willson Professor and Associate Chair of Psychiatry and Behavioral Sciences, and Director of the Center on Stress and Health and the Center for Integrative Medicine at Stanford University School of Medicine. A preliminary study on the app developed by his team shows the quit rate in people who tried the self-hypnosis using the app was 21% at one month. “We are still awaiting results on how effective the app based approach is in the long run,” he said. Experts from India say that hypnosis is no longer in use in India as more effective treatments are available now. “Hypnosis is no longer used in India as a treatment method and is not one of the recommended methods of treating psychiatric disorders, including addictions. This is because there are a lot of variable — the effectiveness of hypnosis depends on the person conducting the session, whether the person is susceptible to hypnosis. Now, there are many drugs and therapies that are very effective,” said Dr Rajesh Sagar, professor of psychiatry at All India Institute of Medical Sciences, Delhi. Another study published in the Nicotine and Tobacco

Study shows that after just one session of face-to-face hypnosis, nearly half the people quit smoking And, 23% remained complete non-smokers, said Dr David Spiegel, Willson Professor and Associate Chair of Psychiatry and Behavioral Sciences.

Research Journal, 29% of the people who underwent hypnosis along with nicotine patch treatment abstained from smoking at the seven-day mark as compared to 23% of the people who underwent behavioural therapy along with nicotine patch. The gap, however, widened at the six month mark, 26% abstained in the hypnosis group as compared to 18% in the behavioural therapy group. The trend persisted at the one-year mark, with 20% people who underwent hypnosis staying away from cigarettes as compared to 14% in the behavioural therapy group. In India, tobacco caused 1 in 20 deaths in women and 1 in 5 deaths in men in 2010, found a New England Journal of Medicine study that also put the number of adult tobacco-related deaths at 9,30,000 in one year. As part of its tobacco cessation programme, the Indian government provides free behavioural counselling over telephone on the national quitline 1800-11-2356.

The loss and reclamation of pockets by women

“I remember this one time when I kept pushing my mobile in my pocket and it kept slipping out... the pocket of my jeans wasn’t big enough,” grumbles 35-year-old graphic designer Mohini Gupta. “I was at a party and I was worried that if I put it in my bag I wouldn’t hear the ring if someone called, and I needed my hands free. Why can’t they make jeans pockets bigger?” she questions. What’s worse than a dress without pockets? A dress with pockets that are too small to be used. And women have had to suffer both for ages. When Apple increased the size of the iPhone you would expect users to rejoice the bigger screen size, wouldn’t you? Easier on the eyes, you’d say. Not completely. The launch of the bigger iPhone 6 and 6Plus in 2014 saw a slew of newspaper and magazine articles on how the phone was “unpocketable”, especially for women. Yes, Gupta’s grouse about the “smallness” of her pockets wasn’t imagined. As a blog post on clothing company Kirin Finch’s website claims, “the pockets in women’s jeans are 48% shorter and 6.5% narrower than men’s pockets”. No wonder a search for ‘women’s pockets’ on the all knowing Google – throws up more lamentations on the lack of pockets in women’s clothes, than their styles or designs. Well not anymore. “Pockets have become very common in today’s where every woman wants comfort along with looks,” agrees Komal Goel, co-founder, The Loom – a fashion website of curated designs. “There are designers, like Masaba Gupta, who have introduced pockets in sarees too,” she says. About 70 per cent of clothes on The Label Life site feature pockets. “We target women-on-the-go; our clothes are of the desk-to-dinner kinds. Pockets are a necessity,” says Sonam Shah, head of merchandising. “It is only when the fabric is such that it will not support weight that we don’t put pockets. And then we clients requesting for customisations.” Traditionally, the omission of pockets in women’s clothes was not by chance. “For one, it was assumed possibly that as women carried handbags they would serve the purpose. But fashion for women was also considered less from the perspective of comfort and utility,” says designer David Abraham, though he adds that he and his partner Rakesh Thakore (of Abraham and Thakore) have always put pockets in all their designs. Yet, women were not always deprived of this very useful part of an attire. Fashion historians trace the loss of women’s pockets, and the increasing dependency on handbags, to the late 18th-early 19th century. Before that women’s pockets were separate items tied under their petticoats and accessed through slits in the gown and petticoats. It was the rise of the slim, form-fitting gowns that cost women their pockets. Enter the handbag, the size and style of which changed with the years. But pockets, once done away with, remained missing till the late 19th century when some “independent” women began efforts to reclaim pockets. For most women though the comfort of pockets remained elusive till the 20th century, when the outbreak of the world wars forced women to take up the men’s jobs and into men’s clothes, as the men went away to fight. But the joy was short-lived. In post war years, as women continued to wear pants, designers put their heads together to fashion something more womanly for them, and slimmer silhouettes again meant doing away with pockets.

Exercise is good for the brain, makes it perform at its best

NEW DELHI: A new study has found how cognitive performance can improve during aerobic exercise. During the study, conducted at the University Munich, electroencephalography readings were taken as 24 participants performed a visual working memory task while at rest and during the exercise involving different postures: seated on or pedalling a stationary bicycle, as well as standing or walking on a treadmill. “Our findings hold implications not only for the field of cognitive psychology, wherein our knowledge has been primarily derived from seated, resting participants, but also for our understanding of cognitive performance at large. Although modern society has evolved to become more and more sedentary, our brains may nevertheless perform best while our bodies are active,” said lead author Thomas Tollner. The investigators found that both aerobic exercise and upright posture improved visual working memory compared with passive and seated conditions. Their analyses also suggest where the neural origins of these observed effects take place.

E-cigarettes are not safe, additives may impair lung function

NEW DELHI: Flavouring and additive ingredients in e-cigarettes may increase inflammation and impair lung function, according to a study. The research, published in the American Journal of Physiology — Lung Cellular and Molecular Physiology, also found that short-term exposure to e-cigarettes was enough to cause lung inflammation similar or worse than that seen in traditional cigarette use. E-cigarettes, popular battery-powered devices that simulate the act of smoking a traditional cigarette, disperse a vapour derived from liquid chemicals in a refillable cartridge. The refills typically contain propylene glycol, nicotine and often flavourings, said researchers from the University of Athens Medical School in Greece. Propylene glycol — a colourless, odourless food additive — is found in numerous processed food and beverages; it is also used as a solvent in a number of pharmaceuticals. E-cigarette devices and refills are not well regulated, and the long-term health effects of e-cigarette use are not widely known. Researchers studied several groups of mice that received whole-body exposure to varying chemical combinations four times each day. Each exposure session was separated by 30-minute smoke-free intervals. The cigarette and e-cigarette groups were compared with a control group that was exposed to medical-grade air.

Sara Ali Khan, Deepika Padukone, Kriti Sanon pave the way for quirky, edgy make-up trends. **How to get the look**



Makeup is magic, it has the power to completely make or break your entire look. Wear a subtle nude lip with your smokey eye, and you can stun, switch that up with the trendiest Marsala tint, and you may end up looking over-the-top and take all the attention away from your outfit.

And while many minimalists, read: Anushka Sharma, Alia Bhatt, love to keep it simple when it comes to makeup, a lot of our more experimental celebrities have begun to experiment with dramatic eye-makeup and quirky eyeshadows, especially playing with bright colours on their eyes. And we absolutely love it!

So be it Sara Ali Khan's bright, angular yellow eyeshadow, Disha Patani's lavender and purple eye makeup or Kriti's edgy blue lids, these celebrities are paving the way for quirky makeup trends, and showing you how to take your look to the next level with a simple brush stroke. Get the look:

SARA ALI KHAN
Our millennial trendsetter proves time and again that she can pull absolutely anything off. The #AajKal actor recently put her quirky-

est foot forward for a brand shoot in which she sported neon yellow eyeshadow with her athleisure outfit and rocked it. The overdramatized eye makeup was a great contrast with her teal blue co-ord set, she had a subtle rust coloured blush on her cheek and a simple gloss on her lip to finish her look. This is quite an easy look to begin with, you don't have to over apply the eyeshadow, since Sara did it for a shoot it make sense, but for the everyday begin with just your lids and a light pink gloss. And once you're more comfortable with using colours, you can see what suits your skin best.

SONAM KAPOOR
Dressed in a quirky, printed Anamika Khanna jacket-coulottes co-ord set, Sonam decided to play up her already quirky look with a gorgeous pair of silver jhumkas and a bright, sunshine yellow hue on her lids. The Zoya Factor actor went with a nude lip and barely-there blush, so as to not overpower her look. Stunning as always, Sonam.

DEEPIKA PADUKONE
Deepika is so stunning, she's probably pull off a burlap sack with

as much ease as she does Abu Jani- Sandeep Khosla or Sabyasachi. During her trip to Cannes this year, the actor pulled off some of the most edgy and quirky looks, but the one that stuck with us was her dramatic eye makeup that she wore with her custom-made, heavily-structured white and black gown by Peter Dundas. It is clearly impossible to sport such a look on the daily, but if you're planning a night on the town, this is quite an easy look to start with. Put a light shimmer on your top lid, some white kohl on your lower waterline and put the eyeliner as usual, but just on your bottom lid, and you're good to go!

KRITI SANON
Kriti Sanon's style is very casual and athletic, and every once in a while the Lukka Chhuppi actor goes glam and we see her edgy side. During the promotions of Arjun Patiala, Kriti wore a gorgeous ink blue sequinned dress by Rutu Neeva. The actor added a bit of quirky to her outfit with her fuchsia pink shoes, which may or may not be a questionable choice, but it was her makeup that amped up her entire look. The actor, who is presently on her way to the New York Fashion Week 2020, sported a deep ink blue shimmery shade on her eye lid, and also as kohl for her under eye. The sultry eye makeup was toned down with a nude lip and pulled back hair. Her rhinestone earrings were just enough sparkle. Her look was the perfect balance between edgy and classy.

DISHA PATANI
Disha Patani is always seen sporting athleisure fashion, so the few times we see her glammed up, it is qyuite the treat. The actor sported two quirky make-up looks that totally bowled us over. Looking absolutely stunning in a tropical-inspired, heavily embroidered orange gown, Disha added that extra oomph to her look with a hot fuchsia pink eyeshadow on her lid, while a deep brown shadow added some glamour to her under eye, with a hint of silver on the corners making her look as fresh as a daisy. What a truly wonderful combination.

In another instant, Disha sported light pink and lavender eyeshadow on her eyes, with a purple eyeliner and kohl completing the look. She kept the rest of her face simple, sporting only nude lips and highlighter. The actor wore seashell earrings in her ears, which she paired with her white and blue Ritu Kumar dress. Both of Disha's looks are quite easy to pull off, start with simpler colours sticking with deeper blues and greens, and once you're more comfortable feel free to let your freak out and wear oranges, rusts, pinks, purples and neons. If you are confident, you'll stun in it all!

FOR THE LOVE OF BOOKS!



Ask any bibliophile and he will tell you that reading a book can be life-changing. Some tomes have the power of staying inside our heads, their words leaving an impact in ways we don't sometimes understand. As we celebrate World Book Day tomorrow, here's a look at a few quotable quotes to make your day...

I think we ought to read only the kind of books that wound or stab us. If the book we're reading doesn't wake us up with a blow to the head, what are we reading for? So that it will make us happy, as you write? Good Lord, we would be happy precisely if we had no books, and the kind of books that make us happy are the kind we could write ourselves if we had to. But we need books that affect us like a disaster, that grieve us deeply, like the death of someone we loved more than ourselves, like being banished into forests far from everyone, like a suicide. A book must be the axe for the frozen sea within us. That is my belief. — Franz Kafka, Author

Let's be reasonable and add an eighth day to the week that is devoted exclusively to reading. — Lena Dunham, Actor and writer

What really knocks me out is a book that, when you're all done reading it, you wish the author that wrote it was a terrific friend of yours and you could call him up on the phone whenever you felt like it. That doesn't happen much, though. — From The Catcher in the Rye by JD Salinger

Happiness. That's what books smells like. Happiness. That's why I always wanted to have a book shop. What better life than to trade in happiness? — From The Rogue Not Taken by Sarah MacLean

Book readers are special people, and they will always turn to books as the ultimate pleasure. Those who do not read are the unfortunate ones. There's nothing wrong with them; but they are missing out on one of life's compensations and rewards. A great book is a friend that never lets you down. You can return to it again and again and the joy first derived from it will still be there. — Ruskin Bond, Author

It's not that I don't like people. It's just that when I'm in the company of others – even my nearest and dearest – there always comes a moment when I'd rather be reading a book. — Maureen Corrigan, Author and literary critic

Dog eyes evolved to better communicate with humans



A recent study which compared anatomy and behaviour of dogs and wolves discovered that they have evolved new muscles around the eyes to better communicate with humans.

In the first detailed analysis, researchers found that the facial musculature of both species was similar, except above the eyes. Dogs have a small muscle, which allows them to intensely raise their inner eyebrow, which wolves do not.

The authors of the study, published in the journal of Proceedings of the National Academy of Sciences, suggested that the inner eyebrow-raising movement triggers a nurturing response in humans because it makes the dogs' eyes appear larger, more infant-like and also resembles a movement humans produce when they are sad.

"The evidence is compelling that dogs developed a muscle to raise the inner eyebrow after they were domesticated from wolves. We also studied dogs' and wolves' behaviour, and when exposed to a human for two minutes, dogs raised their inner eyebrows more and at higher intensities than wolves," explained lead author of the study, Dr Juliane Kaminski.

"The findings suggest that expressive eyebrows in dogs may be a result of humans unconscious preferences that influenced selection during domestication. When dogs make the movement, it seems to elicit a strong desire in humans to look after them. This would give dogs, that move their eyebrows more, a selection advantage over others and reinforce the 'puppy dog eyes' trait for future generations," she added.

Dr Kaminski's previous research showed dogs moved their eyebrows significantly more when humans were looking at them compared to when they were not looking at them.

It is not known why or precisely when humans first brought wolves in from the cold and the evolution from wolf to dog began, but this research helps us understand some of the likely mechanisms underlying dog domestication.

STYLE FILE 2019: BOLLYWOOD'S DANGLER CONNECTION

Statement dangles have taken over the hearts of Bollywood beauties. Not only do they go with ethnic attire, these work well with western clothes, too. Actor Sonam K Ahuja, who is known to be a traditional jewellery lover, was recently spotted in a pair of ornate dangler earrings from her mother Sunita Kapoor's jewellery line. Actor Deepika Padukone, on the other hand, teamed her white T-shirt with a pair of diamond ear pieces, and actor Alia Bhatt was seen rocking a pair of multi-hued jhumkas.

Jhumkas have always been a classic must-have when it comes to Indian jewellery. Bollywood's south Indian beauties like Sridevi and Jaya Prada made the ear drops a crazy trend in the late '80s.

And this festive season, jhumkas are seen in super-sized formats and have relaunched itself as a modern classic. Designer Aniket Satam says, "Competing with these baubles, we have the Mughalesque chaandbais. These statement earrings are very versatile to punctuate any Indian ensemble whether it's an anarkali, sari or lehenga."

Blogger Pallavi Singh says, "Team it with organic block prints or shift dresses for a country girl vibe. Invest in a pair of oxidised silver earrings as they complement both western and Indian wear."

The best way to wear these statement jewels is with an open neckline and tousled hair. Accessorise with some fresh flowers in the hair.



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BUSINESS LEADERS TALK ABOUT THEIR SUPERPOWERS AT ASCEND FALL CONFERENCE



KELVIN TRAN WITH HIS SUCCESSOR MANJIT SINGH WHO HAS TAKEN OVER AS PRESIDENT OF ASCEND CANADA.

Brian Lee resisted his Korean heritage when he was a young boy. Natasha Walji immigrated to Calgary as a teenager. Dan Park was one of very few Asians in his neighbourhood in Yellowknife. For these children of immigrants to Canada, they've grown up to be successful business leaders who embrace their diversity and have a message of inclusion.

The three -- Lee, Chief Auditor at CIBC; Walji, Director for Tech, Government, Entertainment & Telecom, Google Canada; and Park, CEO, Clutch - were among speakers throughout the day at the recent Ascend Canada Fall Conference, offering career advice and industry insights.

"Each one of us has a gift, something to contribute to the world," said Walji, who kicked off the event with a story about her math tutor. He asked her how she would use her education to serve the world. At 17, she knew this was a gift and she says it has inspired her career and life choices ever since.

Inspiration was a driving force at the professional development conference, which focused on the theme of being bold and being different. The conference attracted over 500 delegates, and was organized by Ascend Canada, a non-profit that strives to develop and advance pan-Asian talent through partnership with other Canadian and like-minded organizations.

EMOTIONAL TAX

But it was also an opportunity to shine a light on workplace challenges. A new study reveals that Canadian men and women of colour - specifically those who identify as Black, East Asian and South Asian - experience high levels of "emotional tax" at work, putting their over-



NATASHA WALJI KICKSTARTED THE EVENT AND INSPIRED AUDIENCES TO BE BOLD AND DIFFERENT.

all health at risk and causing them to contemplate quitting. Emotional Tax is the combination of feeling different from peers at work because of gender, race, and/or ethnicity, being on guard against experiences of bias, and experiencing the associated effects on health, well-being, and ability to thrive at work.

The study of more than 700 Canadian men and women of colour was conducted by Catalyst, with the support of Ascend Canada. It found a worrisome story of emotional tax - with 33 to 50 per cent of Black, East Asian, and South Asian professionals reporting being highly on guard to protect against bias, and 50 to 69 per cent reporting a high intent to leave their jobs as a result.

"People of colour continue to face some of the workplace's most entrenched hurdles, such as near invisibility in top leadership roles, pay inequities, and discrimination," says Tanya van Biesen, Executive Director for Canada at Catalyst. "These challenges can take a heavy toll. Any company that does not fully leverage the highly motivated and talented group of employees of colour is vulnerable to a talent drain," she said.

For Lee of CIBC, he believes leaders must help counter negative trends. "It's not just about you being bold and different but as a leader you creating an environment where everyone can be comfortable to be who they are and not be embarrassed," he said. Unique experiences are an important part of everyone's identity, and having the courage to talk about them helps to create a better workplace, was a recurring theme during the conference.

"Your career is a collection of stories and we're always looking for the next cool story: Everything you say, do, experience is your story - don't be afraid to be authentic and make it your own," said Park.

Why you're not losing weight?

DO YOU FAIL TO CREATE NEGATIVE CALORIE BALANCE?

Negative energy balance is the single most important thing to lose weight. A negative energy balance reflects a state in which the number of calories expended is greater than what is taken in. A negative energy balance results in weight loss. Even if you think you are being very good with your diet, it is easy to underestimate how many calories you are actually eating. Make sure you are successfully creating negative energy balance everyday.

DO YOU GET ENOUGH SLEEP?

Lack of sleep can contribute to weight gain because losing sleep makes you feel hungry and you tend to take extra calories. So getting at least eight hours of sleep is crucial if you're trying to lose weight. Make getting eight hours of sleep a priority and you may just see some weight loss.

IS YOUR WEEKEND DIET TOO RELAXED?

Even after five days of 'good' eating, two days of 'bad' eating will make you gain weight. To lose one kilo per week, you would need to cut 1,000 calories with diet and/or exercise for seven days. If you only follow that for five days, then eat way over your limit for the next two, you are taking two steps forward and one step back.

DO YOU OVEREAT HEALTHY FOODS?

You cannot eat healthy food as much as you want. Over eating

healthy food can make you fat. Control your portion size. Just because a food is healthy doesn't mean you can eat a mountain of it. Portion control is the key.

DO YOU STILL EAT HIGH-SUGAR/ HIGH-CARB FOODS?

Sometimes, we consume foods without knowing that they contain sugar or carbs in high amounts. Sauces and ketchup contain lot of sugar and carbs, so avoid them. Buy plain breakfast cereal, avoid salted or sugar coated nuts, and do not consume too many multigrain biscuits.

DO YOU HAVE A DESK JOB/ SIT ALL DAY?

If you have a desk job, you probably sit in one place for at least eight hours a day. And that is inhibiting your weight loss. Sitting at one place continuously can also slow down your metabolism and cause every morsel of food to get converted into fat. This is why people who have desk jobs have more belly fat and lower body fat. Start moving around every hour to keep the metabolism going.

DO YOU OVERDO ALCOHOL?

If you like alcohol but want to lose weight, it may be best to stick to spirits (like vodka) mixed with a zero-calorie beverage. Beer, wine and sugary alcoholic beverages are very high in calories. If you often have three or more drinks a day, you are more likely to gain weight, no matter what type of alcohol you drink.

The Eagle has landed! Rock and Roll Guitar Legend Don Felder to headline Osler Fundraising Gala



GUITAR LEGEND RON FELDER TO HEADLINE OSLER FUNDRAISING GALA ON NOVEMBER 23.

Rock and roll guitar hero Don Felder, formerly of The Eagles, will perform at the Rose Theatre in Brampton on November 23, at the William Osler Health System Foundation's (Osler Foundation) 8th annual Gala Benefit concert. The event is generously sponsored by DG Group (presenting sponsor), Orlando Corporation, Almag Aluminum Inc., Borden Ladner Gervais LLP, LiUNA! Local 183, Mrs. Lois Rice, Northwest Lexus—part of the Polcaro automotive family, S. Robinson & Associates of RBC Dominion Securities, and Sodexo Canada. More than 800 guests are expected to arrive and enjoy an evening of incredible music, philanthropy and fun. This year, the show will also include a special presentation honouring Orlando Corporation for their transformational support of Osler hospitals. In 2014, Orlando Corporation made history when they pledged \$15 million to Osler's three hospital sites—the single largest gift made to a community hospital in Canada at that time. The gift was part of a unique, time-limited matching challenge that inspired the community to support local health care.

Ken Mayhew, President and CEO, Osler Foundation, said, "We look forward to our Gala Benefit concert all year long and this year's show is going to be spectacular. The concert is an opportunity to bring together community members and leaders, donors, as well as staff, physicians and volunteers in support of a common cause, exceptional health care for our growing community. Funds raised through events like the Gala Benefit concert help Osler provide the care that is needed, close to home."

This year, along with raising funds for all three hospitals, the Gala will have a special focus on helping to fund cancer care at Osler

OSLER CHIEF OF STAFF, DR. FRANK MARTINO APPOINTED INTERIM PRESIDENT AND CEO



DR. FRANK MARTINO

Chair of the William Osler Health System (Osler) Board of Directors, Jane McMullan has announced that Dr. Frank Martino, Osler's Chief of Staff has been appointed as Interim President and CEO to support the organization upon the departure of Dr. Brendan Carr in December.

Dr. Carr is leaving Osler on December 12 to take on the role of President and CEO of the Nova Scotia Health Authority, in his hometown of Halifax. Dr. Martino's interim appointment will begin on December 13. McMullan said, "We are fortunate to have strong, committed leaders on this team who step up and take on this important role. Dr Martino's passion for health care and strong connection to this community makes him an excellent choice to serve in this capacity, and move Osler forward through the exciting times ahead."

In addition to his Chief of Staff role and Chief of Family Medicine role (2006 – 2015), Dr. Martino has been practicing family medicine in Brampton for over 25 years. He is still active in obstetrics and inpatient care, as well as in the emergency departments and urgent care centre across Osler's three sites. Dr. Martino is also a former Board Chair of the Ontario College of Family Physicians and continues to sit on various committees that look at improving quality and the delivery of health care both in Ontario, and across the country. Meanwhile, the Board of Directors has struck a search committee to lead a recruitment process to find a new President and CEO.

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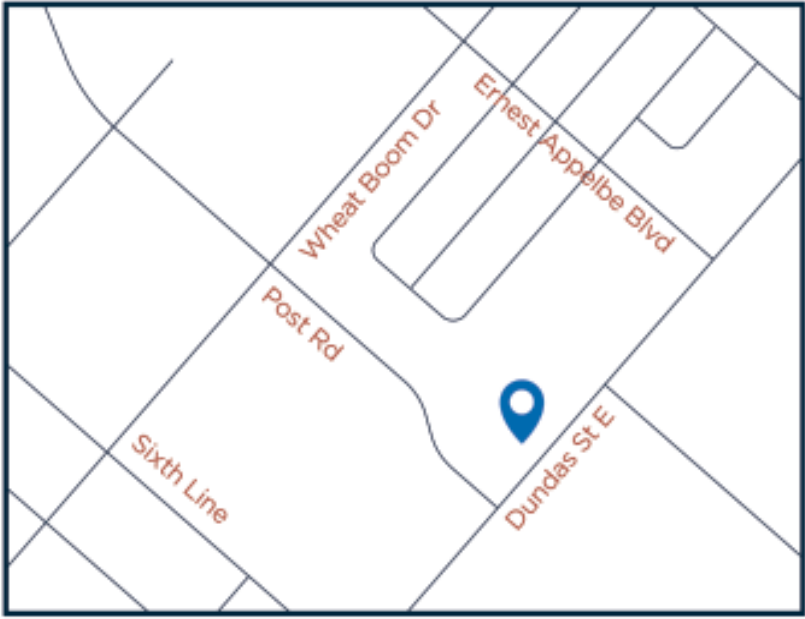
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