

THE KPMG WOMAN

2nd Edition | Issue 2 | Volume 1



TOP STORY!

Interview With A
Breast Cancer
Survivor

TONE AT THE TOP:

Breaking the Bias
Interview Segment with
KNOW Steer-Co Chair.

WOMEN IN POLITICS:

Breaking the Glass
Ceiling

The Chronicles of A Working Mum



IWD

Sights From
IWD Celebration

- All You Need To Know About Uterine Fibroids
- Sights From The 2022 IWD Celebration
- Self-Defense: Be Safe than Sorry
- Curbing the Evils of Children's Access to Social Media

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From the Chief Editor's Desk

Dear KPMG Woman,

It is with great pleasure that the KPMG Network of Women (KNOW) presents to you the second edition of the KNOW Newsletter! KNOW newsletter is all about us – KPMG ladies and it gives us the avenue where we tell our own stories and bring to you exciting information that will be worth your while.

The KNOW Newsletter aims to showcase our successes / achievements professionally and in our personal lives, our strengths in facing everyday challenges, how we deal with thriving in the workplace, providing practical solutions on health, marital, homemaking, mental wellbeing, beauty, fashion, socials, travel, child upbringing, and any other issue that concerns us as women, generally.

Featured in this edition are points worthy of note on why women make great leaders, chronicles of a working mom, self-defence, self-care tips, how to curb the negative impact associated with children's access to social media, and a corner on the woman and her health.

At our interview corner, we featured our very own KNOW SteerCo Chair, Toyin Gbagi. She shared with us her experiences on how to maintain work-life balance and made recommendations on how to break the bias at the workplace. Also featured is Ayomide Agboola, a breast cancer survivor, who shared how she was able to fight through breast cancer and survive. Her story is very inspiring and one that creates awareness that breast cancer is treatable if discovered early. She also encourages women to soar amid their challenges and seek for people who can support them. This includes an informative session with Dr. Janet Ogunkoya on the tips for reducing the risk of breast cancer.

We also documented success stories of some inspirational women in history, and we brought you the juice on what is trending in fashion, KNOW Box Office – Netflix recommendations, tips to make your home a safe space (as we all know that the hybrid work arrangement is still on at KPMG, and we now spend more time at home than in the office) as well as the comic section for a good laugh.

A unique and exciting addition to this year's edition are pictures from the KNOW Cancer Walk 2022 – Think Pink Virtual Wellness and sights from the 2021 International Women's Day Celebration themed, "Gender Equality Today for a Sustainable Tomorrow" where our KPMG Women demonstrated how they would contribute to #BreakTheBias.

Again, we present the newsletter in vibrant KPMG colours, showcasing our courage and determination to be seen and heard. We want to be better and would like to hear from you on matters you want us to include and how to improve subsequent newsletters. Please share your suggestions and contribution at ng-fmlagosknow@ng.kpmg.com.

On behalf of the KNOW Steering Committee (SteerCo) and female Partners, I wish you a happy reading.

Bimpe Afolabi
Editor-in-Chief



Meet The KNOW Partners



Toyin Gbagi
Partner & Head, Audit CM
and People Strategy Chair, KNOW
SteerCO



Tomi Adepoju
Partner & Head, IA, ESG &
GRCS



Temitope Onitiri
Partner, Audit - CM



Yetunde Kanu
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Ngozi Chidozie
Partner, Advisory Services



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Partner, IA&GRCS
KNOW Steer Co Member



Bolanle Afolabi
Partner, Accounting &
Advisory Services



Dolapo Adeosun
Partner, Transaction
Services

Introducing the New KNOW Partners



Bolanle Afolabi

Partner & Lead, Accounting
Advisory Services, KPMG Nigeria

What did you enjoy most on your road to Partnership?

Building lifelong relationships with a great team, being involved in dynamic projects in a solution area that I am passionate about and delivering high impact results to clients and the society at large.

Favourite quote that helped you overcome the greatest challenge noted in your journey to Partnership

"It's a beautiful thing for me that my career and passion come together. "

- **Anu Menom**



Dolapo Adeosun

Partner, Transaction Services,
KPMG Nigeria

What did you enjoy most on your road to Partnership?

What I enjoyed the most will be the relationships formed over the years with colleagues, mentors and clients, but this is closely followed by the thrill of overcoming challenges, the recognition for achieving great results and the growth and learning opportunities at different stages of the journey.

Favourite quote that helped you overcome the greatest challenge noted in your journey to Partnership

"All dreams can come true if we have the courage to pursue them"

- **Walt Disney**





WOMEN'S ISSUES

Why Women Make Great Leaders

We are increasingly in a time where leadership cannot be gender specific. This is further enforced by the theme of this year's International Women's Day – Breaking the Bias. With 6.4% of women CEOs in Fortune 500 companies, there have been calls for greater gender equality within the executive management cadre of organisations across the world. Here are a few reasons why women make great leaders!



1. Women are empathetic

Women bring empathy to the workplace, which enable them to share knowledge and better engage with colleagues. According to recent research, people believe that female leaders are better at communicating and showing consideration. This enables them to understand what drives and motivates employees at work. This is indeed a superpower, rather than a weakness; your ability to be empathetic does not mean you lack strength!

2. Women Value Work-Life Balance

As women tend to juggle between managing their households and children alongside career and ministry, they work hard to carve out quality time for their families and ensure they strike a healthy balance. As such, they tend to encourage their employees to strive for work-life balance and are more understanding in this area.

3. Women are Nurturers

Women are raised to become nurturers and to build strong relationships, which means that they have the capacity to encourage growth amongst people they meet, including their team members and colleagues. They pay attention to the personal developmental needs of their colleagues, especially their subordinates.

According to the Chinese communist revolutionary, Mao Zedong, "women hold up half the sky," which further emphasizes the importance of having women in leadership roles!



Tone from the Top: Breaking the Bias

Toyin Gbagi



Toyin is a Partner and Head, Consumer and Industrial Markets Audit Services. She has 24 years of extensive experience in providing audit, assurance, and advisory services to KPMG Nigeria's varied clients in diverse industries and economies, delivering value-added services and providing valuable insights to clients. She is a current serving member of KPMG Nigeria's Executive Committee in her role as Head of People Strategy. Toyin is also the Chair, KNOW Steering Committee in Nigeria. The KNOW Editorial team spoke with Toyin to learn about how to maintain work-life balance and her recommendation on how to break the bias at the workplace:

KNOW Editorial Team: To kick things off, could you tell us a little about your career background as a KPMG Woman?

Toyin Gbagi: I joined the firm in 1998 starting with Arthur Andersen (before the transition into KPMG). After my first degree, I got a random invite from Andersen and I was encouraged to go for it by an uncle. As a graduate of Biochemistry with an intending plan to run a master's degree in Pharmaceutical Chemistry, my career dream was to work in an FMCG such as the likes of GlaxoSmithKline, Nestle, Unilever e.t.c.

I honoured the invite from this firm I hardly knew and continued my quest to bag a postgraduate degree in Pharmaceutical Chemistry. I was about concluding my postgraduate programme when I got the employment letter to resume as a Staff Assistant at Arthur Andersen, the firm that later metamorphosed to the now KPMG Professional Services.

Casting my mind back to the time I went to take the test at the Arthur Andersen Gerrard road office, I remember seeing very smart looking exceptional professionals who

accorded me a warm reception. Immediately, I knew this must be a great place to work. So, I took the test and passed (interestingly, the only one in my batch), then proceeded to various interview stages and here we are.

Joining the firm as an audit staff assistant, I gave myself four years and I would be out. Interestingly, the telecommunications industry was birthed in 2001 and we were at that time the pioneer auditors to one of the leading entities in the industry. Everyone was excited about the new prospects, and so was I. I was assigned as the auditor-in-charge on the assignment and I then decided to give the audit career a few more years and "Voila" !!! I have now spent 24 years in the firm and it has been mind-blowing with new experiences every day.

Along my career journey, I had an out of box experience whereby I was seconded from the audit division as a new Senior Manager to assist with setting up our Quality and Risk management unit, when the firm's leadership at that time decided to embrace a more coherent way of managing our firm's risk. This was one of the high moments in my career!

Clearly, the firm has made significant investments in me and has shaped the person I have become today (both professionally and personally). I have been blessed with great bosses who have become mentors along the way. KPMG is indeed an enabler, and we indeed do what matters. Working on various strategic assignments & relationships with highly intellectual teams across the firm, ranging from executing high profile audits, our dedicated risk management pioneer team lead and currently championing our firm's people strategic initiatives have all contributed immensely to my career development. I wouldn't trade the unique experiences garnered over the years in truly empowering change and inspiring confidence. It's been an exciting, fulfilling and very rewarding journey. There is always a new challenge, something new to learn and explore. Indeed, we never stop learning and improving!

KNOW Editorial Team: Are KPMG women given credit in the same way as male counterparts?

Toyin Gbagi: The firm gives equal opportunities to both women and men. Gender considerations did not have to feature in the decision-making process as there was an existing system of equal opportunities for both genders. Now that I am in a privileged position of being part of the leadership decision making team, I strive to ensure that equal opportunity is enhanced and that relevant policies are put in place that foster inclusion. A good example is the extension of both maternity and paternity leave periods. Overall, KPMG has a culture of inclusiveness and diversity which cuts across different spheres of the firm. KPMG women are definitely given same credit as their male counterparts. Meritocracy is at the heart of what we do in driving excellence.

KNOW Editorial Team: From your personal experience, how does KPMG help with work-life balance:



Toyin Gbagi: I personally prefer to call it work-life harmony as with this, there is integration. Work-life harmony is a real situation, and it is a concept of effectively splitting between work and other important aspects of life. For me, a good work-life balance occurs when an individual is able to maintain harmony between different aspects of life including work, family, friends and hobbies. When one successfully achieves this, each area supports and complements the other. Like the saying goes a woman's biological clock is constantly at conflict with the career clock i.e life begins to happen for a woman – marriage, children, etc., as the demands of career enhancement increases and this is a game changer for a number of women as there are compelling issues demanding their attention, while at the same time striving to do their best to be relevant in the workplace. You then see that women have to juggle so many balls. I was opportunized to understand the principles of the glass and plastic balls early. Some balls in our lives are glass balls so there should be a great deal of intentionality on which ball to juggle and those to trade off. When a glass ball falls, it shatters, while the plastic ball can always bounce back when it falls. The key message is to identify your glass balls and treat them with extra care. Be intentional!!!

Bringing this home, KPMG helps to enhance employees' work-life harmony as the firm understands the importance and benefits - from improved productivity, greater employee engagement to better staff retention. The firm has helped to enhance work-life balance with an updated policy for maternity leave to 4 months; introduction of paternity leave – 1 week. The KNOW Steering Committee also introduced an initiative to have a collaboration with a nearby creche and dedicated nursing room for nursing mothers. I would say there is a bit of intentionality in the support given to women by fostering both personal and professional growth.

KNOW Editorial Team: How do we deal with unconscious gender bias in the workplace?

Toyin Gbagi: Battling workplace bias requires deliberate strategies, including learning to say no, getting comfortable talking about uncomfortable topics, and supporting others behind you. Thankfully for us at KPMG, we have an inclusive and diverse work environment. However, I recognize there is always room for improvement to deal with unconscious gender bias. Women do not want to feel unduly favoured and we also need to project our women beyond the walls of KPMG. KNOW initiatives such as the KNOW Newsletter – creating awareness and enlightening the KPMG woman; the KNOW Mentoring and Mentorship programme in collaboration with WIMBIZ; the Work-life Harmony group and Development and Empowerment programme, amongst others are ways to help with unconscious gender bias in the workplace as well as fostering a more enabling environment for our women. Furthermore, the tone at the top matters. Leaders should be intentional to support other would be or future leaders. We also need to leverage the advantage of our senior male folks as advocates. Ultimately, there needs to be a deliberate and conscious action to deal with unconscious gender bias in the workplace. Speak out and walk the talk!

KNOW Editorial Team: Lastly, if you were to give a piece of advice to other KPMG women, what would that be?

Toyin Gbagi: My first advice would be for every KPMG woman to establish credibility. Own your spot and visibly let people know you are capable. Start to build credibility early in your career by demonstrating excellence. Credibility births respect and recognition. It lends a voice that can be heard. As women, we need to be deliberate in investing in our personal brand towards pivoting us to the top. We also need to get ourselves involved in the so called 'stereotype' roles. We should stop limiting ourselves i.e. avoid self-inflicted limitation. We have more capacity than we sometimes project or imagine. We need to project ourselves with intentionality like our male counterparts. Be confident, speak out knowledgeably and be assertive.

Finally, to the KPMG woman: **Sharpen the Saw and Break the Bias by Standing tall.**

The Chronicles of a Working Mom

Nneka Jethro-Iruobe

When you think of a working mom, tell me the truth – the first image that mostly comes to mind is that of a woman in a well-fitted suit, a perfect size 12, strutting along in heels, with two toddlers on her hip yet doesn't look flustered. That's the image that pops up first before reality sets in – especially if you are a working mom now. You see, this image was sold to us to make us believe we can have it all as women and, yes, we can, but to an extent and at a price. A mom's natural inclination is to focus on the well-being of her children and family and seeing that as today's world also requires her to work, she has added that hat to her already full list of responsibilities.

I started with this opening, so you know as a working mom, you are not alone in the daily struggle of apportioning time between work and home. As a KPMG professional, our world is a bit more demanding as working moms with the never-ending hours of work and its consequences on our family lives. You are not alone – I have missed some of my kids' school performances, my first child called my sister-in-law Mama before me. That same child took his first spoon of cereal in my absence, and I had to forfeit seeing my baby on some nights either due to work pressures or ill health. I have also had more than 1 miscarriage as a working mom, but it's not been all gloom.

As a KPMG working mom, I have attended over 80% of open days in my children's school. Working from home has enabled me to teach my children first-hand about my faith. I have always loved to cook and now with the intelligent working scheme, I am able to prepare meals like akara (fried beans batter) and pap on a weekday for dinner. I have had amazing support from my bosses when I needed it and I honestly do not regret the last 14 years in the Blue Firm. I have also fulfilled dreams I didn't even know I had. I have authored books, become a trainer, coach, etc and truly enjoyed my career journey.

Here is how I have thrived as a KPMG working mom:

1. I accepted that work-life harmony is a pendulum that never really centres every day. Some days it swings

to the left, other days it stays hooked at the right, but I try to make sure that at weekend or month end, my family doesn't suffer. I believe that since no one forced me to be a working mom and I want to raise a family and commit to a spouse, I must do the work to make it work.

2. I got the right support systems and outsource (relatives and an adult live-in help): Late nights are part of the demands of our lives as KPMG professionals, so do it right. I also live near family, and this has saved and served me too many times to count.
3. Use your time extra wisely: I wrote my first book of Bible-based puzzles and poems commuting to and from work. That book birthed a Volume 2, and together, they have sold over 8,000 copies in over 5 years.
4. I protect my mental health in many ways: One of which is I watch what I say about my employer, my managers, and the work world. I know that what I say impacts my mental health in great degrees.
5. I advance my career by really adding value to my managers every day!

Cheers and Godspeed as you navigate the rocky but rewarding terrain of being a working mom!





ADVICE

Self-Defense: Be Safe than Sorry



I once read that you are either a fighter or a nobody. In life, you must fight for what is most important to you. Be it family, career, relationship, or... your safety. Now, these fights take on different forms and are all important for our existence as humans.

Self-defense is the act of defending oneself against an assailant. Statistics from the World Health Organisation (WHO) indicate that 1 in 3 women have experienced physical or sexual violence. Most women enrol in self-defence classes after they have been attacked, therefore, the WHO statistic can be significantly crashed if self-defense is taken as a precautionary measure rather than as a reactive measure.

Everyone, especially women, are prone to unanticipated attacks, no matter how small. Being able to defend oneself is no less important than being able to afford to feed oneself. Self-defence comes in different ways, this piece elaborates two ways of arming oneself to protect oneself from harm (get the rhyme? 😊)

Self-defense does not always have to be physical or require much physical exertion. This is so for the first line of self-defence, and it involves having a portable weapon handy. Most common portable weapons for self-defence are the pepper spray and taser gun. Pepper spray is pocket-sized and costs from as low as ₦3,000. On the other hand, tasers or stun guns are pocket-sized or small enough to easily fit into an average-sized handbag. There are some tasers that can be worn on the knuckles, which come with a flashlight. This is most useful when out running.

Other portable weapons females can carry on their self for self-defence are personal alarms, emergency whistles, tactical pens, or, yes, a cute purple gun! The first line of self-defence is easier to practise and requires little to no special training, except for the gun which requires a licence and lessons on safety, so you do not end up shooting yourself in the foot, literally.

The second level of self-defense is the unarmed martial arts (the armed ones being archery, spearmanship and swordsmanship). The unarmed martial arts are more physical and require training. It relates to self-defense using different parts of the body, particularly the hands, knees, and feet to strike, block, kick, and punch. There are over a hundred types of martial arts with origins from different parts of the world. The most popular ones include karate (Japan), kung fu (China), taekwondo (Korea), boxing (Great Britain), jiu-jitsu (Brazil), wrestling, judo (Japan), etc. Then there is the Mixed Martial Arts (MMA) which is a combination of styles from boxing, wrestling, judo, jiu-jitsu, karate, Muay Thai, and other

techniques.

The MMA is most taught for self-defence because it merges all the best moves per technique. Health clubs and fitness centres across Lagos State teach the MMA and other popular martial arts techniques for self-defence. Taking martial arts classes has many advantages other than self-defence – it helps to keep fit and trim, it has a calming effect, and it combines physical, mental, and spiritual development.

Remember that part of Twilight (Breaking Dawn 2) where Bella had just become immortal and arm-wrestled Emmett on a large boulder he'd singlehandedly carried to the field? She won the bout then shows off further by using her fist and leg to break the boulder to smithereens. Now, that is how I would like to show off if I finally get to master my MMA techniques. I want to not only "break the bias" of what fight skills females are known to have but shatter the bias, you know what I mean.

As women of this time, and of the future, we need to come prepared for every instance and be knowledgeable of all untoward approaches, from subtle to strategic aggressive approaches. Life hits real hard and we must be prepared to strike back before it hits us like a pro boxer. We need to be that kick-ass woman who is ever prepared to hit assailants, and circumstances, silly. There is a level of comfort knowing you are carrying a weapon to defend yourself or that you have the physical skill to defend yourself if the need arises. It is better to be prepared than sorry. Break the bias, baby!



Self-Care Tips

Aminat Jegede

In a bid to prevent constant burn out and improve mental and physical health, self-care enthusiasts and coaches have continued to emphasise the need to prioritise self-preservation – a mantra for practising consistent self-care. There is a misconception that self-care is an expensive feat, as it is misconstrued to involve luxury massages, retail therapy, expensive trips, fancy lunches, etc. To break this myth, below are some self-care tips that are often underestimated:



1. Develop a self-care strategy

Accept that putting yourself first does not equate being selfish. You most probably have a plan for almost everything in your life, how about the critical element in the equation –YOU!

2. Practise healthy sleep, diet, and exercise habits

These may sound cliché; however, they are critical elements of prioritising oneself. Good sleeping habits, maintaining a healthy diet (including drinking water) and exercising regularly (at least 30 minutes thrice a week) are key tips for self-care.

3. Take time to decompress everyday

We currently live in a fast-paced world with constant information overload, over-sharing, and FOMO (fear of missing out). It is very important to consistently make time to decompress. Consider taking deep breaths, brisk walks around a "safe" neighbourhood, disconnecting from social media, or doing something fun for yourself.

4. Prioritise meaningful relationships

Humans are social beings; thus, it is important that we nurture the relationships that matter to us. Healthy relationships have proven to increase emotional wellbeing and create stability. Besides, everyone needs their own circle to get through life.

5. Practise gratitude with journaling

On some days, it may be hard to see the good in the ordinary things. Normalise practising gratitude by writing down five things that went well every day.

You will be surprised at the amazing things you would experience within a week, month, year, etc.

6. Embrace the Off button

Sometimes, self-care is as simple as putting down your phone and taking a snooze, unfollowing a friend or page with negative vibes, deleting an app that no longer serves you, or carrying out a full social media detox.

7. Meditate and practice mindfulness

Having "me" time is importanter! Meditation is key to controlling your emotions and being self-aware.



8. Stay organized

An organized life and space has been linked to reduced stress, anxiety and many more benefits. It also frees up time for things that make you happy.

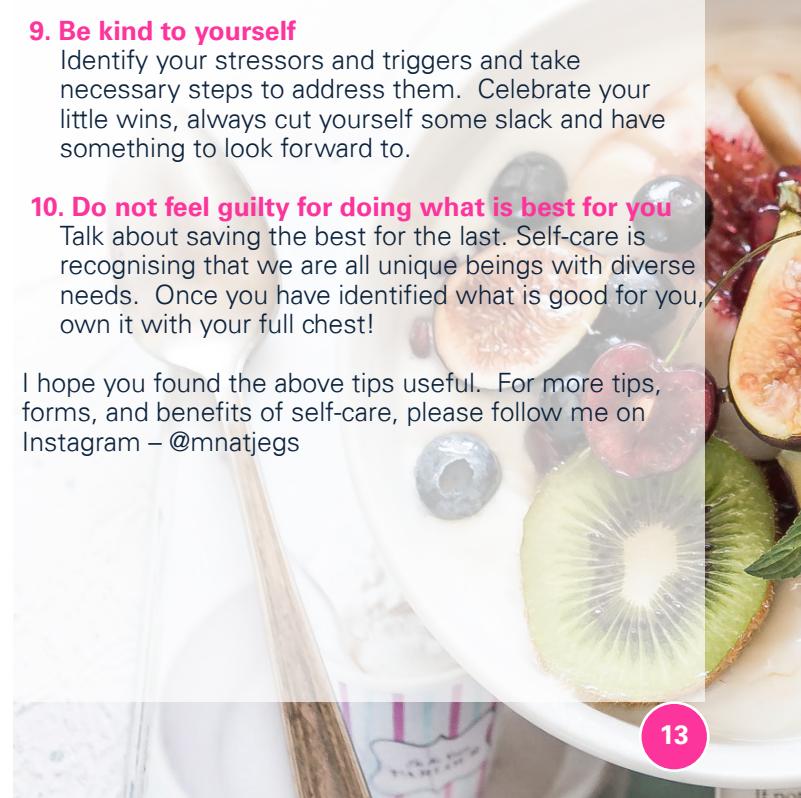
9. Be kind to yourself

Identify your stressors and triggers and take necessary steps to address them. Celebrate your little wins, always cut yourself some slack and have something to look forward to.

10. Do not feel guilty for doing what is best for you

Talk about saving the best for the last. Self-care is recognising that we are all unique beings with diverse needs. Once you have identified what is good for you, own it with your full chest!

I hope you found the above tips useful. For more tips, forms, and benefits of self-care, please follow me on Instagram – @mnatjegs





"Don't settle for average. Bring your best to the moment. Then, whether it fails or succeeds, at least you know you gave all you had."

- Angela Bassett

Curbing the Evils of Children's Access to Social Media



It is no longer news that granting children unrestricted access to social media has done more havoc than good in recent times. There has been unpleasant news trending with shocking discoveries about unwholesome things children get exposed to on the internet which they put into practice. These heart-breaking issues make it imperative for parents and guardians to take the necessary steps to curtail their children from getting trapped in such dangerous trends.

In as much as the world has become digitalized, parents must exercise control over their children's access to social media. Studies show that kids as young as 8 are using social media more than ever. Children are not mature enough to handle android portable devices, hence if you must buy one for them, you must be willing to go the extra mile to put the necessary control measures in place to adequately monitor what he or she is doing on the internet.

Here are few suggestions on what parents should do to curb the negative impact associated with granting their children access to social media:

1. Train your child:

Training children require instilling discipline, the fear of God, and appropriate values in them. Parents must deliberately help their children build a strong value system which would guide their decisions and choices even as they mature. Teach them clearly what is right and wrong. Let them know the type of games they should

never get involved in, such as Truth or Dare. Train them by laying a good example of the values you are trying to instil in them. Some children engage in bad habits like watching pornography because they got exposed to it through their parents. Parents must be careful of their actions in the presence of their kids. They are watching you and learning from you.

2. Build their self-esteem:

Self-esteem means confidence in oneself, in one's own abilities, or worth. It relates to self-confidence and self-respect. Build your children's self-esteem by showering them with lots of love and speaking upholding words to them. This will enable them to develop the ability to say "No" to negative peer pressure and it would strengthen their resolve to stand their grounds when necessary.

3. Be their best friend:

Parents must ensure they put a structure in place that gives them some time to spend with their children. You must not get too busy to the point that you neglect your children, and you don't know what's going on in their lives anymore. Don't transfer your responsibility of raising them to the hands of their care givers, teachers, etc. Be their best friend. Be updated with the recent happenings in their lives. Ensure you build an open line of communication with them always and build a strong sense of friendship and bonding with them. Let them see you as their number one go to person whom they can freely discuss everything going on in their lives.

4. Know their friends:

Be involved in their decision of choosing friends. Know who their close friends are, their values and their family. Ensure they stay away from those who consistently display bad behaviour and opposing values.

5. Set Ground Rules for their Use of Social Media:

Have a dialogue with your children about how they can use social media and what they are permitted to do with it. Let them know how long and often they will be allowed to use the Internet, what they are permitted to post, accounts they can follow, etc. Set these ground rules as a team and clearly state the penalties for failure to adhere to the rules. This will instil some discipline in them.

6. Educate them on the Risks of Social Media:

Discussing with your children the risks of the Internet will help them understand why you have set ground



rules on their usage of the Internet. This would also make it easier for them to identify warning signs when they see any.

7. Safeguard their usage of the Internet:

This can be done by following the highlighted steps below:

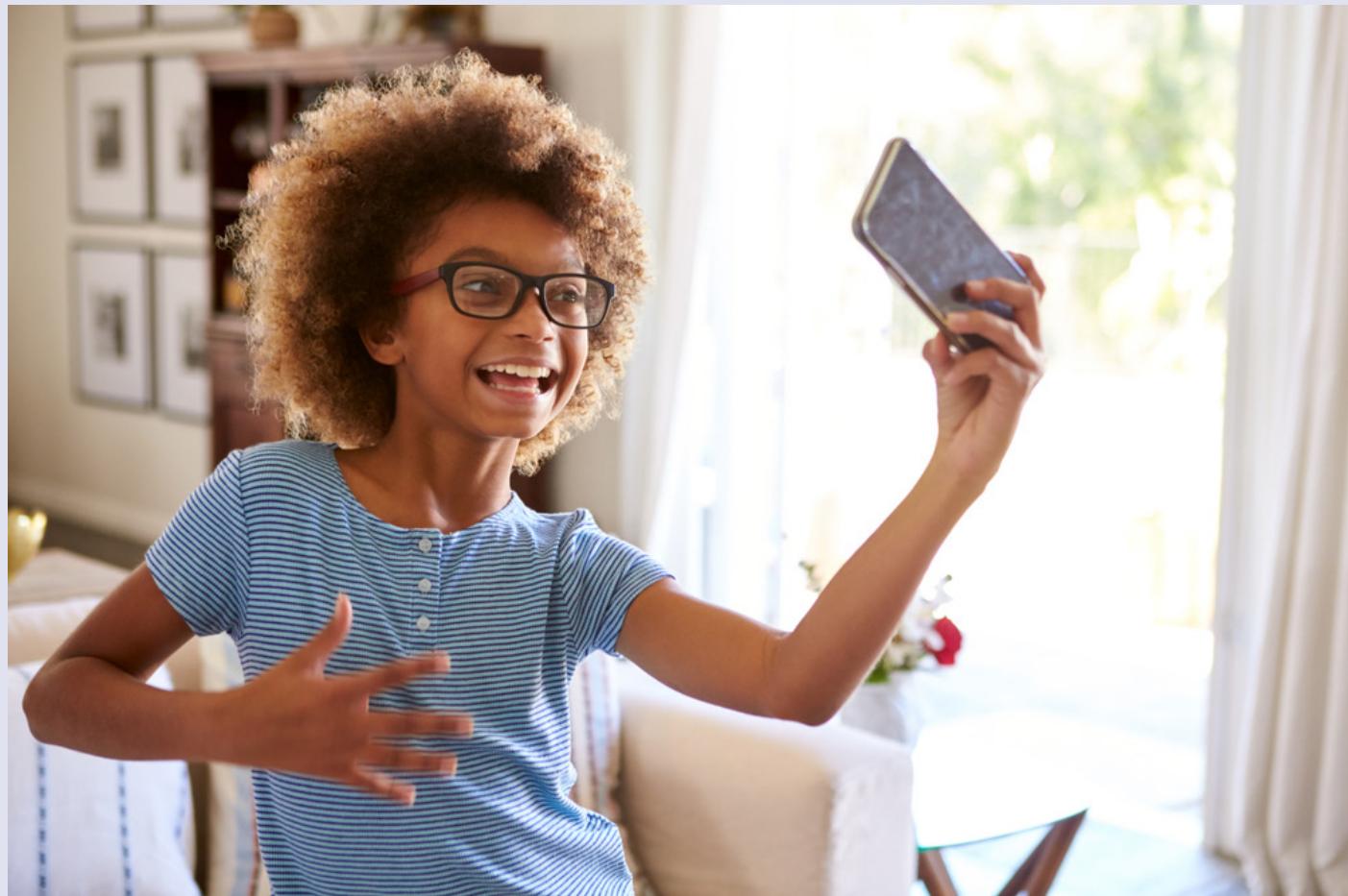
- a. When registering Gmail for them, use their correct age and bind your own Gmail as parent.
- b. Proceed to install Google Family Link on your own phone.
- c. Add their registered Gmail to your Google Family Link.
- d. Do a Factory Reset on their Android device if they already have one, then login the device with their own Gmail account that you've linked to your Google Family Link.
- e. If you've just purchased a new device, be sure to use their email linked to your Google Family Link to activate or configure the device.
- f. Once steps d and e above have been carried out the phone will get a notification to allow them to activate the device.

This way, you can monitor and control their online activities from anywhere in the world and you can turn off their internet devices at any time and from anywhere. All adult contents of any form will never load on their devices. They will not be able to install anything without your remote approval via the Google Family Link. You will be able to lock their devices at anytime from anywhere. You will also be able to set a



Start and Stop time for their usage of the devices and the device will lock once it gets to that designated stop time. You can monitor how long they've stayed on each application or page (browser) to caution or warn them where necessary using the Google Family Link. You will see major details of each application visited. It's recommended that you install YouTube for Kids for them even though YouTube will not allow them to see adult content.

With these few steps, parents and guardians can protect the morality of their children and curb the negative impacts associated with their unfettered access to social media.



A full-body photograph of a woman with dark curly hair, wearing an orange belted coat over a black top and black trousers, standing on a gravel path. She is in a dynamic pose, with one leg extended back and her arms slightly out. Behind her is a large, modern glass building with a grid pattern. Bare trees are visible in the background.

"Think like a queen.
A queen is not
afraid to fail. Failure
is another stepping-
stone to greatness."

- Oprah Winfrey



HEALTH

All You Need To Know About Uterine Fibroids

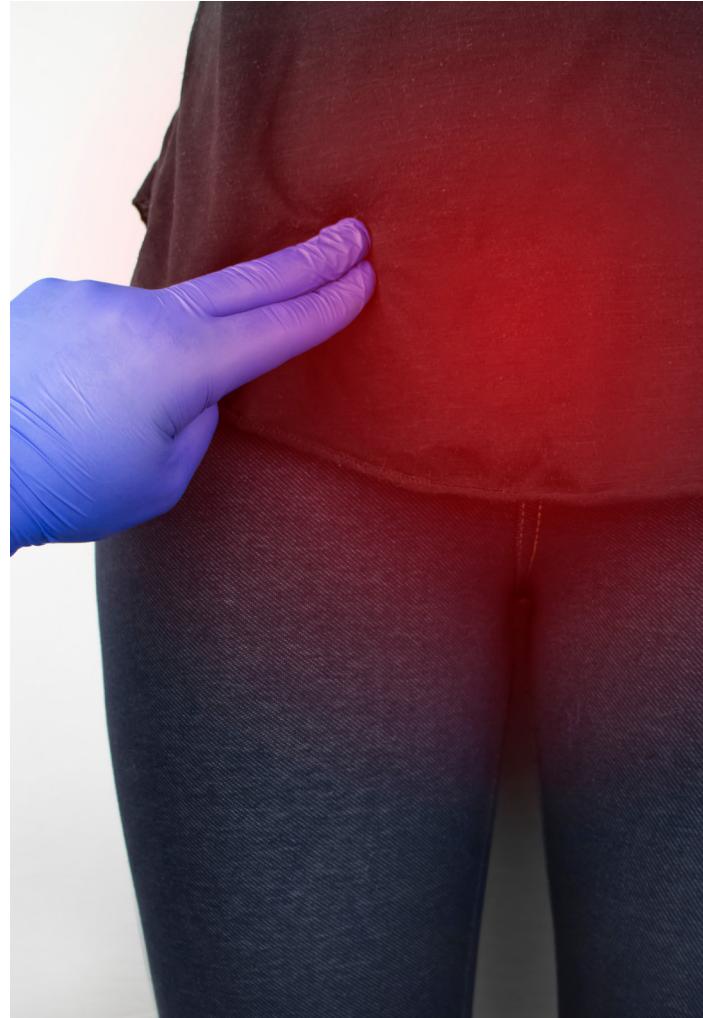
Women, they say, go through a lot in their lives. I am not here to debate or reject this assertion, rather, I am here to provide you with a rudimentary understanding of the condition known as uterine fibroid (fibroid).

Fibroids are a type of uterine noncancerous tumor characterized by an overgrowth of the connective or smooth muscle tissue. Although it can go unnoticed, at least 25% of women experience symptoms such as heavy menstrual bleeding (HMB), anemia, and pelvic pain.

Due to the mass effect of the enlarged uterus, it can also induce other symptoms such as pelvic pressure, increased pee frequency, pain during intercourse, difficulty in getting pregnant, leg and back discomfort, constipation, bloating, and dyspareunia.

Symptoms can be so severe that they interfere with work productivity, sleep, and social activities, as well as women's overall quality of life. Fibroids are highly dependent on the hormone estrogen, so the size may increase during pregnancy when estrogen levels are higher and shrink after menopause when estrogen levels drop. This condition can be managed using medication and surgical procedures depending on the severity and aim of the treatment, whether for symptom relief or fertility preservation.

Fibroid is not an infectious or communicable disease, and women with this illness should not be stigmatized, treated unfairly, or cast out of social groups. All that is needed is care, love, and a good support system.



How do we categorize fibroids?

Fibroids are often labeled by their location in the uterus:

Myometrial – In the muscle wall of the uterus

Submucosal – Just under the surface of the uterine lining

Subserosal – Just under the outside covering of the uterus

Pendunculated – Appearing on a long stalk on the outside of the uterus or inside the uterine cavity

Other facts about Fibroid

Uterine fibroids are the most common tumor of the reproductive tract. According to studies, black women are more likely than women of other races to develop this illness.

Women who are nearing menopause (22 – 50) are at the greatest risk for fibroids.

Fibroids are most often found during pelvic examinations.

There are a number of treatment options available for fibroids.



Interview with Ayomide Agboola - Breast Cancer Survivor

On her journey from breast cancer patient to survivor, Ayomide Agboola shares her story.

Women, when we are young, we believe we are invincible, unstoppable, and capable of reaching all our goals; we live with the idea that we have the rest of our lives ahead of us; life has only one meaning: to be lived. And yes, maybe we do have the rest of our lives before us. For Ayomide Agboola, life took on a different meaning when she was diagnosed with breast cancer.

Mide, as she prefers to be called, was 32 years old when she learned that she had a potential Ductal carcinoma in situ (DCIS, the earliest form of breast cancer) development in her breast. Despite her doctors' assessment that the cancer had a minimal probability of becoming

other's hands and use dialogue as a powerful weapon. This article outlines why it is critical for people to provide care and support for women who have been diagnosed with the disease, both emotionally and physically. Sometimes all a person may need is someone to talk to in order to get on the road to recovery.

A representative of KPMG Network of Women's (KNOW) publishing team had a chat with Mide to trace her path from cancer diagnosis to treatment and eventual full recovery.

KNOW: Can we meet you?

Mide: I am Ayomide (or 'Mide) Agboola, an energy access professional; wife to a sexy bald-headed man, mummy to the two most hilarious little boys you would ever meet, sister, daughter, cousin, auntie, and friend to the best humans in the world. I am also a milliner and a crocheter in my spare time.

KNOW: Tell us a little bit about your journey. When were you diagnosed with breast cancer, and how did you find out?

Mide: It all began in 2018 when I was breast-feeding my first child. The first symptom I experienced was bloody breastmilk. After consulting a doctor and conducting some research on Google, I concluded that my breast was merely reacting to the stress of nursing a baby. I was not concerned because I was doing my regular breast self-exams and had not found a lump. I even got a mammogram, which revealed no issues. Also, after a while, the bleeding stopped. I became concerned when the bleeding started again while on a work trip. I performed a self-breast inspection and discovered a lump.

KNOW: How did you feel when you first received the news?

Mide: I was ... overwhelmed. That day, I went to the hospital by myself because I was not expecting any bad news. It was just a few days before Christmas, and I was not going to let anything ruin my holiday preparations.

KNOW: How did you choose to share the diagnosis with your family?

Mide: I sent them WhatsApp messages. LOL. This was probably my attempt to downplay the situation and keep my emotions in check. I needed to make serious judgments regarding treatment options, and I could not let my emotions get in the way.

invasive, the time between her two biopsies was sufficient for the disease to spread, since it had spread past the margin of the first biopsy by the time the second was performed. Mide would soon realize that she was embarking on a journey that would have an impact, not only on her health but also, on her perspective on life.

What most of us do not realize, or prefer to ignore, is the fact that cancer stories should not be kept private, but rather made public. It is not a contagious disease that isolates its victims. To combat the incorrect stigmatization linked with cancer, women should be willing to hold each



KNOW: What words did you NOT want to hear from friends/family?

Mide: Not words in particular, but sentiments in general. Sentiments that wanted me to ignore medical intervention. I believe in God and love Him with my whole heart; I believe in miracles, especially those that God performs through doctors and science.

KNOW: Is there a family history of breast cancer?

Mide: None.

KNOW: Did you have a support network? If not, how did you overcome or find it?

Mide: Yes, I had (and continue to have) an excellent support system. I just learned that some breast cancer survivors have been stigmatized/ostracized because of their diagnosis - their husbands have abandoned them, they have been driven out of social groups, and so on. I do not know what I would have done if it had not been for my 'tribe.' I cannot imagine it.

KNOW: What (if any) additional outlets could you have used/turned to that you do not feel you had at the time?

Mide: Last year, I joined a support network of fellow breast cancer champions. I now understand why community is so important. Sometimes, all you need while you are going through a struggle is the testimony/affirmation of someone who knows the same experience.

KNOW: Tell us about your treatment process.

Mide: I was given options of chemotherapy, radiation therapy, hormonal treatment, a partial and full mastectomy. I chose to do a full mastectomy (surgical removal of the entire breast tissue) because that was what gave me the most peace of mind. I would have an uneven chest, but I would be certain that the entire cancer was removed. The procedure also involved a lymph node dissection, which was a way to check that the cancer had not spread to other organs in my body.

KNOW: How did you distract yourself when you were going through treatment (either at home or at the hospital or both)?

Mide: I was at the hospital for less than a week after the operation. Most of that time was spent sleeping and receiving visitors. I had to visit the hospital a few times for post-operative care. After I was finally discharged, I left the country for a few months to hide. The company I worked for at the time was gracious enough to give me paid time off to recover. I did a lot of crochet and watched too much Netflix.

KNOW: Were there any programs or services offered to you to help with the treatment process?

Mide: Not at the time, but that was probably because of the course of treatment I had chosen. It was 'quite straightforward'

KNOW: Did you face any obstacles during your**treatment process? What were they? and how did you overcome these obstacles?**

Mide: The biggest challenge after a mastectomy is getting used to one's new look. I believe this is a continuous process. I am not at the end of this road yet.

KNOW: Can you describe how sharing your story has affected your journey?

Mide: I have been able to connect with people who are on similar journeys. Community is so important, even in grief or difficulty.

KNOW: How do you feel now and what exams do you still undergo (if any)?

Mide: I am fine. I do scans annually to make sure things stay that way. So far, I am cancer-free.

KNOW: What do you like to do in your spare time?

Mide: I still do a lot of crocheting. I learned to sew during the pandemic, so I have been sewing a lot as well. My family keeps me busy as well, so there isn't too much spare time.

KNOW: What "words of advice" would you give any young adult facing cancer or another life-threatening illness?

Mide: Do not keep to yourself. A cancer diagnosis is not a death sentence. For me, I found a lump while performing a breast self-exam. I must add that not all lumps are cancerous, finding a lump alone does not equal breast cancer, it is a sign that further tests need to be carried out. Breast self-exams should be done at least once a month to assist early discovery of abnormal situations. Breast cancer is treatable if discovered early. Seek out people who can support you.

KNOW: Thank you so much for sharing your story with us; you are truly an inspiration.

Mide: You are most welcome!



ABC of Breast Cancer – Interview Session with Dr. Janet Ogunkoya



The number of affected lymph nodes increases to about 9 and the size of the tumor itself is about 20mm

to 50mm at stage 3 and at

last stage which is stage 4, the

cancer would have spread round the body and cannot be quantified anymore. So, from a stage 0 when the tumor is enveloped and the pocket has not spread, to a stage where it is a little bigger and starts spreading. The first lymph node to check for spread is usually the axillary lymph node under the armpit. Then it gets way bigger to where the tumor spreads to other parts of the body. Usually, these stages have substages but to put it in simple terms, there are five stages of breast cancer.

How can breast cancer be detected?

There are different ways but the general preaching we tell every woman is self-examination, before we get to the clinical / medical parts. Once you have a sibling, or female children, teach them how to check their breasts right from when they reach puberty. It is the easiest and most common way to detect, though it is not all breast cancers that can be detected through self-examination because some lumps are so small you won't be able to differentiate between them and breast tissues.

Then we have the imaging methods such as mammogram and ultrasound. The finite way of detection is when there is a lump, you take a needle biopsy to cut out a cell sample for histology testing. Overall, breast cancer can be easily detected outside a hospital and the process can be learnt from simply watching reliable YouTube videos.

Please describe the available treatment options. What are the side effects and what measures can be taken to manage them?

Treatments are based on the type of cancer, classification and the spread. The specialists determine the best treatment option. There is the surgery option, like I explained earlier, there are cases of having a cancer tumor enveloped in a breast duct which will only require a surgery to remove that piece of tissue. There are also cases where the tumor is so big that there is need to remove the whole breast. Then there is radiotherapy treatment which is the use of radiation to shrink and kill cancer cells. It is also used post-surgery to kill residual cancerous tissues. There is also chemotherapy which is the use of drug treatment to kill fast-growing cells in the body.

The side effects vary just as the treatment options.

The general side-effects for chemotherapy are itching and skin burn, for surgery there are scar tissue and keloid formation and people who have diabetes have cases of slower healing and some wounds get infected. Essentially, individuals react to treatments in different ways.

Can breast cancer be prevented? What are the tips you will give to women regarding breast cancer?

First of all, the cause of cancer is unknown, but there are risk factors that can predispose you to have breast cancer. Having cleared that, there are different ways around 'prevention' of breast cancer and I won't really say there is a specific one but the general thing we always advise is constant examination. As a woman, you should be comfortable with your breasts, know the sizes and how they feel so you know when there is a change.



Stand in front of a mirror, stand akimbo, tighten your shoulders, move your hands up and down. Also check your underarms, to see if there is a nodule or anything abnormal, as there is a type of breast cancer you won't notice on the breasts. If you have a partner, he should also be familiar with your breasts without dampening the relationship. These are steps for early detection. Other helpful measures are to live a healthy lifestyle, keep healthy diets, maintain a good body mass index, and avoid smoking, including secondary smoking. Again, ask questions, know your family history, know your family tree, don't avoid them, if you noticed many female relatives have passed on without specific explanation ask for the symptoms, it is a way to prevent a lot of other illnesses. Where you find that there is a history of breast cancer diagnosis, get tested for breast cancer markers.

What is your message to a person who just learnt of their cancer diagnosis?

This is a very tough question. Once a patient is diagnosed, I will say this is not the end, you are strong



Early Detection is a Better Choice

Check constantly for any abnormalities.
Self-examination is very important.
Early detection makes it all easier.
Remember, the only person who
can save you is you!



enough to fight it and win. When anyone is diagnosed of cancer it takes a toll on them psychologically and emotionally. Once the denial stage is over, you can fight and conquer the ailment.

What is the one thing you wished people take more seriously about breast cancer?

I have more than one thing to say, first is awareness, next is that breast examination cannot be overemphasized. Check your body often without a timeline. You can set a time for weekly or monthly checks. The third thing is to take action as soon as a difference is discovered. The last thing is that having cancer is not the end, you need to be stronger than the cancer itself, it can be fought and conquered. 'It is not my portion' is not an insurance.

Tips for Reducing the Risk of Breast Cancer (from KPMG Internal Communications, October 2021)

1. Be familiar with the normal consistency of your breasts
Set a calendar invite after your period each month to check your breasts. Although the breast self-exam isn't always a reliable way to detect breast cancer, a significant number of women report that the first sign of their breast cancer was a new breast lump they discovered on their own.
2. Learn your family history
Breast cancer, like other cancers, can be familial. Make sure you can check with your relatives to find out who in your family had cancer, what age they were diagnosed and if they passed away from the cancer or something else.
3. Don't brush off your concerns

Always reach out to your primary care provider or gynaecologist if you have concerns or questions about breast health.

4. Limited alcohol

The more alcohol you drink, the greater your risk of developing breast cancer. The general recommendation – based on research on the effect of alcohol on breast cancer risk – is to limit yourself to no more than one drink a day, as even small amounts increase risk.

5. Maintain a healthy weight

If your weight is healthy, work to maintain that weight. If you need to lose weight, ask your doctor about healthy strategies to accomplish this. Reduce the number of calories you set each day and slowly increase the amount of exercise.

6. Be physically active

Physical activity can help you maintain a healthy weight, which helps prevent breast cancer. Most healthy adults should aim for at least 150 minutes a week of moderate aerobic activity or 75 minutes of vigorous aerobic activity weekly, plus strength training at least twice a week.

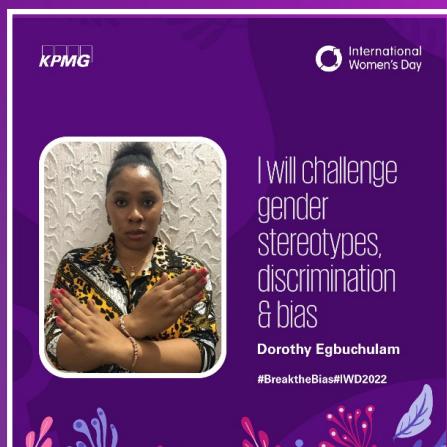
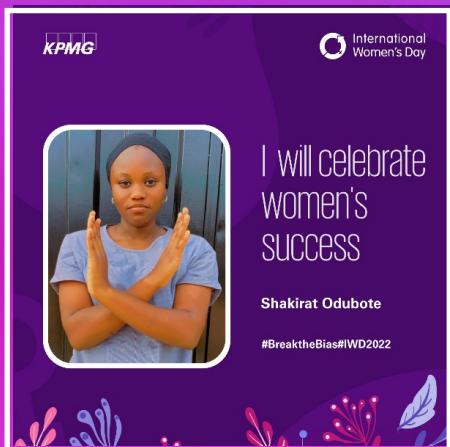
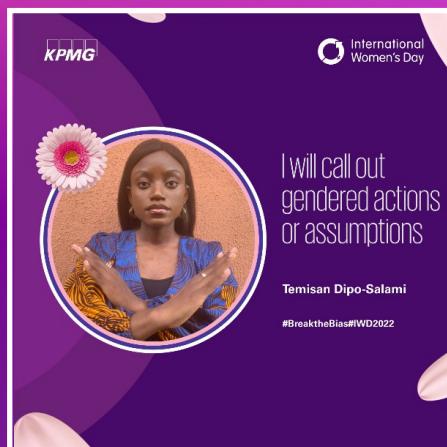
7. Breast-feed

Breast-feeding might play a role in breast cancer prevention. The longer you breast-feed, the greater the protective effect.



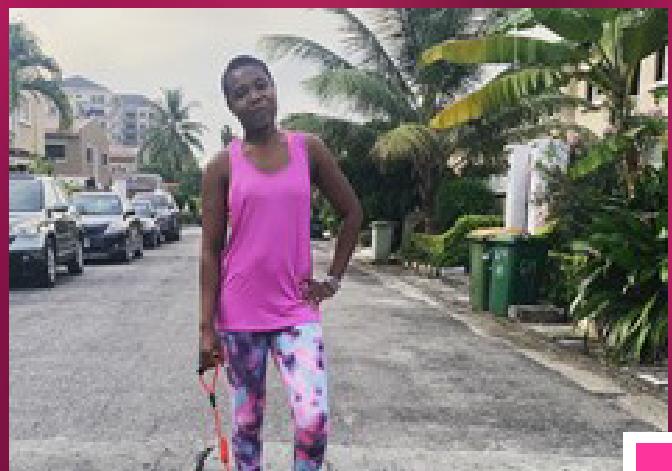
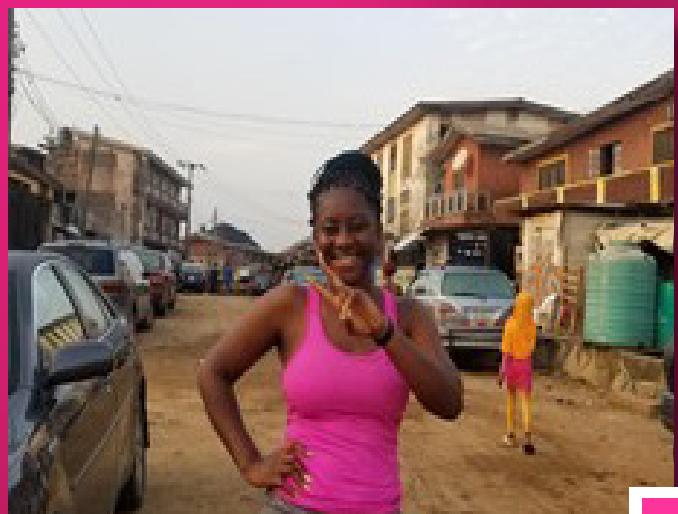
CELEBRATIONS

Sights From The 2022 IWD Celebration



KNOW Cancer Walk 2022 - Think Pink Virtual Wellness

To advocate for breast cancer, we enjoined our ladies to embark on a wellness walk, and a few of us captured some moments...



Women In Politics – Breaking The Glass Ceiling

As we are all aware, Nigeria's General Election is coming up in 2023 and there have been lots of aspirants from different political parties vying for presidency, governorship, and legislative seats. Majority of the aspirants are male as usual, however, its great news that few women have indicated interests in the different seats.

Research shows that Khadijah Okunnu-Lamidi was the first woman to declare her interest in contesting for the President of Nigeria in January 2022, and, as of the 16th of April 2022, only six women have indicated their interest to contest for the Presidency despite the waivers given to women by the leading political parties. However, the numbers are not encouraging especially now that women have been given opportunity to come on board. We fought for more accommodation and now the time is



Prime Minister Luísa Dias Diogo
(Mozambique August 2004- January 2010)

here for us to make the most of this opportunity. We can do better!!! Politics is for both male and female. Our impact as women must be felt in the upcoming election and this cannot be achieved if we sit laid back. Women must rise to this great call and contend for the various seats. We have what it takes to contest for these positions and to perform excellently if elected. Most importantly, we must ensure we support each other to see that we achieve our goal of having a voice in our great nation and making ground-breaking achievements as we contest for several seats during the upcoming election. We shouldn't look down on each other or pull our fellow woman down but rather push, motivate, and encourage every woman who declares her interest to contest for any leadership position in the forthcoming election. Let



President Ellen Johnson Sirleaf
(Liberia January 2006 – January 2018)



President Sahle-Work Zewde
(Ethiopia Oct 2018 - Present)



Prime Minister Saara Kuugongelwa-Amadhila
(Namibia March 2015 - Present)

us emerge in our numbers, to be the leaders with a difference that our great nation has been waiting for. The new approach to leadership which women would bring, creative ideas, fairness, etc. would be the best hope of improving the quality of life of Nigerian citizens.

It's going to be of great benefit to everyone and the country when we have more women in political offices.

There are some inspirational African women in history who have served their countries well as Presidents and Prime Ministers. They served courageously and tirelessly during their tenure and are known for the outstanding achievements and development recorded in their countries due to their impact. These women deserve to be celebrated as they serve as inspiration to us. If they did it well, we can do it better!!!

The challenging and inspiring stories of these African women who have served as Prime Ministers and Presidents of their countries is a wake-up call and push to Nigerian women to arise and make our impact known and felt in our dear nation. Let us arise to leave our footprints in the sands of time.

It's time to join our hands together to create the Nigeria of our dream. The time is HERE and NOW!!!



Prime Minister Rose Christiane Ossouka
(Gabon July 2020- Present)



Prime Minister Victoire Sidémého Dzidudu Dogbé Tomegah
(Gabon July 2020- Present)



President Catherine Samba-Panza
(Central African Republic January 2014 - March 2016)



Prime Minister Mame Madior Boye
(Senegal, March 2001 - November 2002)

Prime Minister Maria das Neves Ceita Baptista de Sousa
(Sao Tome and Principe October 2002 - September 2004)

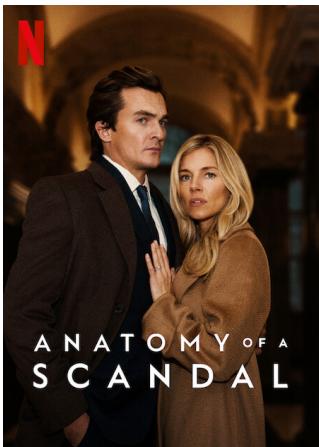


SOCIAL LIVING

KNOW Box Office – Netflix Recommendations



This section is for your weekends or nights in, when you want time to yourself, or to relax with loved ones after a long day or week. For our women who love to binge-watch, check out six Netflix recommendations to keep you entertained. Whether you love rom-coms, thrillers or dramas, we have something for you!



Anatomy of a Scandal

A powerful politician with a loving family at home, James Whitehouse's trajectory appears without limits. Until a scandalous secret suddenly comes to light.

We rate this:



The Man of God

Netflix's new Nigerian film, The Man of God, follows the son of a pastor, Samuel, who forsakes his harsh religious upbringing to live his own life. But his soul remains caught between the world and the faith he left behind.

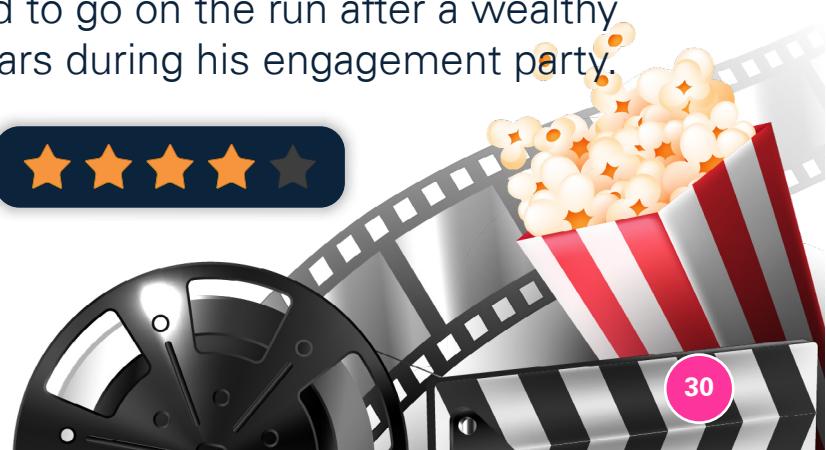
We rate this:



Blood Sisters

Bound by a deadly secret, two friends Sarah and Kemi are forced to go on the run after a wealthy groom disappears during his engagement party.

We rate this:



Making Your Home A Safe Space

It is commonly said that we spend more time in our homes than anywhere else. However, according to recent research, we now spend about 62% of our waking moments at home. No doubt, this increase has been driven by the pandemic and remote working. This simply emphasizes the importance of ensuring that the spaces we spend most of our time in is comfortable and cozy!

Figuring out how to make your house feel like home can be a bit tricky and very subjective. Only you know what truly makes you feel refreshed, cozy, and joyful. But here are some ideas to get you started:

1. Declutter

Eliminating clutter from your home is a major way to make your home more comfortable. Do you have non-sentimental souvenirs (that bucket or mug) from your uncle's cousin's friend's wedding that you have not used in years? Give it to someone who will make better use of it! It is important to ask yourself this question when determining which items to dispose of and which to hold on to: 'Does this item serve a purpose in my life or make me happy?' If the answer is no, give it away. Remember, your home is a living space, not storage space!

2. Hang Pictures

Whether it is an image that reminds you of your childhood friends or a picture of a recent family holiday, hang it on your wall – if it makes you happy and your residential

agreement permits it. Do you like cars? Frame a picture of your dream car. Do you like eating? Put up a picture of your favourite food or restaurant! These would also make for good conversation starters. Do not be afraid to infuse your personality and interests into your home. You love art, right? Display your favorite artworks. Research shows that simply looking at art can reduce stress levels and increase happiness.

3. Buy a Plant

Just like art, plants and flowers are recognized as positive mood enhancers and help to reduce stress significantly, amongst other things.

If you do not have the patience to be a 'plant-mom', you can start small and focus on low-maintenance house-plants – such as succulents – that will survive the days (or weeks) that you forget to water them!

4. Be intentional about the light bulbs

We often underestimate the effect of different types of light bulbs and what they emit. These bulbs usually serve different purposes. But to evoke that feeling of relaxation, you should stay away from fluorescent lighting. Trade that harsh overhead lighting for fixtures that emit warm temperature shades of white or yellow, especially in your bedroom. You can also include additional lighting, such as string lights, battery-powered candles, or even scented candles (this makes your home smell extra inviting too! A win-win).





Have A Laugh

WHEN SOMEONE TELLS ME I CAN'T ACHIEVE SOMETHING BECAUSE I'M A WOMAN



WHEN YOU CLOCK IN AT 9, WORK FOR 7 HOURS AND THEN REALIZE IT'S ONLY 9:30



When you have the day off from work but your kids also have the day off from school



Work from home



Expectation

Reality

When your co-worker asks a question that makes the meeting go on for 25 more minutes.



When you try to leave work a little early, but your boss reminds you that you have 7 hours left...



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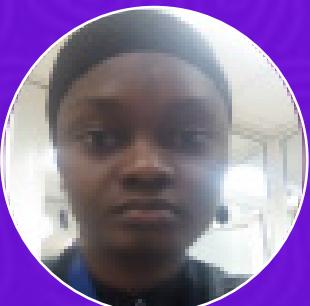
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