Question 18. What is the yearly average percentage of women in STEM faculty and staff who participate as speakers in external and internal conferences, seminars, or events, compared to the total number of women in STEM in the organization?

Yes, At JSS STU, women in STEM are strongly encouraged to participate as speakers in conferences, seminars, workshops, and technical events both within the university and at external forums, making this engagement a vital part of the institutional culture to enhance professional visibility, promote knowledge sharing, and inspire upcoming generations. Institutional records show that an average of 26-30% of women in the STEM workforce annually serve as speakers, a figure that reflects sustained involvement despite demanding academic and research commitments and indicates balanced representation at both local and national levels. Women faculty and staff contribute in diverse speaking roles, including keynote speeches at national and international conferences, invited talks in specialized technical sessions, panel discussions on interdisciplinary and emerging STEM topics, resource person roles in faculty development programmes (FDPs), workshops, and industry-academia events, as well as paper presentations at research symposia. The university supports these engagements through financial assistance for travel and registration fees, administrative help with documentation and coordination, flexibility in teaching schedules, and encouragement to secure speaker invitations via professional networks. This consistent participation has enhanced the visibility of women STEM experts nationally and internationally, promoting research collaborations through networking, strengthened leadership skills via public speaking, and inspired students, particularly women by showcasing relatable role models. With sustained participation rates and robust institutional backing, JSS STU continues to amplify the voices of women in STEM, reinforcing its reputation as an inclusive and progressive University.