Question 14. Does your organization have any special awards, recognitions, or incentive programs to celebrate and acknowledge the contributions of women in STEM employees? If so, please provide details.

Yes, JSS STU places great emphasis on recognizing, celebrating, and incentivizing the contributions of women in STEM, creating a culture where their achievements are visible, valued, and celebrated. The university's commitment to gender inclusivity and excellence in STEM has been acknowledged at national platforms, with the institution winning the prestigious CII Women in STEM Award in 2024. This achievement was made possible through the dedicated efforts of several faculty members, particularly three women faculty who played a vital role in securing the award. To honour their contribution and mark this milestone, the university facilitated their visit to New Delhi to receive the award on behalf of JSS STU. Their presence at the national stage not only highlighted the institution's collective accomplishment but also symbolized the recognition of women's leadership and active role in advancing STEM excellence at the university. This milestone was marked by a grand celebratory ceremony organized on campus, which brought together women faculty and staff, and dignitaries to honour the collective efforts that led to this achievement. Such celebrations not only acknowledge the contributions of women in STEM but also serve as an inspiration to the next generation of aspiring female scientists, engineers, and innovators. At JSS STU, the recognition of women's achievements in STEM is not confined to one-off events but is embedded in the institutional calendar. Each year, the university organizes a week-long celebration during International Women's Day in March, dedicated to highlighting the work, accomplishments, and impact of women in STEM across departments. This week includes keynote talks by eminent women leaders, panel discussions, competitions, and felicitation ceremonies for outstanding performers. The celebrations serve as both a platform for networking and a source of motivation, reinforcing the message that women's contributions to STEM are integral to the university's progress. One of the most impactful initiatives at JSS STU is its system of special awards and recognitions exclusively dedicated to women researchers. These awards are designed to acknowledge excellence in various categories such as high-impact publications, successfully completed and ongoing funded research projects, granted patents, innovative prototypes, and significant contributions to societal development through STEM-based solutions. By honouring women across different career stages and domains, the university ensures that achievements in both traditional research metrics and applied innovations receive due credit. The recognition is often accompanied by certificates, mementos, which serve as tangible encouragement for women to continue striving for excellence in their fields.

The university also integrates these recognition programs with its broader institutional strategy for professional growth. Award recipients are often nominated for external awards, supported in attending international conferences, and encouraged to take on leadership roles in research collaborations and academic governance. This ensures that the recognition provided internally becomes a stepping stone for greater visibility and influence at regional, national, and global levels. By consistently celebrating women's achievements through dedicated events, formal awards, and institutional acknowledgments, JSS STU not only motivates its women faculty and researchers but also encourages a more inclusive academic culture. These practices create a ripple effect, inspiring more women to enter STEM disciplines, take up challenging research projects, and aim for

leadership positions. In doing so, the university not only addresses gender equity within its own ecosystem but also contributes to the broader mission of strengthening women's representation and impact in STEM fields globally. The combination of public recognition sustained institutional support, and visible celebration of success ensures that women in STEM at JSS STU are empowered, respected, and inspired to continue making transformative contributions.