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?

Answer: YES

BITS Pilani actively encourages and supports women faculty and staff in STEM disciplines to engage in academic and professional events at both national and international levels. The Institute recognizes that such participation enhances professional visibility, fosters collaborations, and strengthens leadership among women in STEM.

Many women faculty members working in STEM have consistently participated in national and international forums, representing the Institute in diverse capacities — as **keynote speakers, session chairs, invited experts, panelists, and technical presenters**. They are also actively involved in externally funded research and consultancy projects and regularly present their work at prestigious conferences, symposia, and workshops held in India and abroad.

To facilitate such participation, the Institute provides comprehensive support through:

- **Academic leave provisions** for attending conferences and professional events.
- **Financial assistance**, including travel grants and registration fee support, wherever applicable.
- **Professional Development Fund:** Each faculty member is allocated INR 1 Lakh annually to support participation in conferences, workshops, and professional development activities.
- **Institutional platforms** such as newsletters and communication channels to highlight and celebrate the academic visibility of women faculty.

In addition, women faculty and researchers also take part in **internal academic activities** — including seminars, student-led conferences, interdisciplinary workshops, and mentoring sessions — where they contribute as speakers, moderators, organizers, and mentors.

This sustained engagement, along with institutional encouragement through leave and travel support, reflects BITS Pilani's strong commitment to fostering equitable access, recognition, and leadership opportunities for women in STEM.