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.

IIT Roorkee actively supports and encourages women in STEM to represent the institute at various national and international forums. The institute has implemented several policies and initiatives to ensure that female faculty members and students have ample opportunities to present their research, engage with peers, and gain recognition for their work on a global stage.

- **Participation Statistics and Notable Examples (2020-2024):**
  - From 2020 to 2024, among 80 female faculty members, 55 (69%) have represented the institute at various international and national forums through research collaborations, conferences, workshops, and invited lectures. Some notable examples include:
    - **Prof. Lalita Sharma**: Participated in the Computational Atomic Structure (CompAS) collaboration meeting in Germany.
    - **Prof. Pushpa Chaudhary**: Attended the 103rd Transportation Research Board (TRB) Annual Meeting in Washington DC, USA.
    - **Prof. Shailly Tomar**: Attended the International ASV Conference in Columbus, Ohio, USA, and visited the University of Maryland (UMD), College Park, MD, USA.
    - **Prof. Dipitimayi Nayak**: Presented a paper at the Earth Science and Climate Change Conference in Paris.
    - **Prof. P. Sumathi**: Presented her research paper at the I2MTC Conference in Ottawa.
    - **Prof. Raksha Sharma**: Delivered a lecture as part of the DST-sponsored STUTI project. **Prof. Tina Pujara**: Gave a presentation at a conference in Greenville, South Carolina.
    - **Prof. Akanksha Tyagi**: Presented a paper at the ICSMGE Conference in Australia.

- **International Conferences and Workshops:**
  - Female faculty members and students regularly participate in international conferences, workshops, and symposiums. These events provide platforms for presenting their research, engaging with global experts, and establishing collaborative networks.
- **Research Collaborations:**
  - IIT Roorkee encourages and facilitates research collaborations with international institutions. These collaborations often involve visits, joint research projects, and presentations at international forums, providing valuable exposure and experience for women researchers.
- **Guest Lectures and Invited Talks:**
  - Women in STEM at IIT Roorkee are frequently invited to deliver guest lectures and talks at prestigious institutions and conferences worldwide. These invitations recognize their expertise and contribute to their professional development.
- **Support for Travel and Participation:**
  - The institute provides financial support for travel and participation in international forums. This support ensures that female faculty members and students can attend and contribute to significant scientific and academic events without financial barriers.

IIT Roorkee's commitment to providing exposure for women in STEM at national and international forums is evident through its comprehensive policies and support systems. By enabling women to share their research and engage with the global scientific community, the institute enhances their professional growth and contributions to their respective fields.

- **Sabbatical and Exchange Programs:**
  - The institute offers funding for sabbatical leaves and participation in exchange programs with other institutions. These programs provide opportunities for academic and research collaboration, allowing women faculty members to gain new insights, collaborate with international peers, and contribute to their fields through joint research projects and presentations at international forums.
- **Professional Development Allowance (PDA):**
  - IIT Roorkee offers a Professional Development Allowance (PDA) to its faculty members. The PDA is provided for a block period of three years, with a specific grant allocation. This allowance can be utilized for various purposes, including international travel, registration fees, boarding and lodging for the duration of the conference plus two additional days, local travel at the place of the conference, expenses for workshops or tutorials up to two days associated with the conference, and medical insurance associated with international travel. This comprehensive support ensures that women faculty members can participate in and benefit from international conferences and workshops without financial constraints.
- **Conference Travel Grants:**
  - Faculty members can apply for travel grants to cover expenses related to attending and presenting at conferences. These grants include coverage for travel, accommodation, and registration fees. By providing financial support, IIT Roorkee ensures that women faculty members can share their research findings and establish professional connections at important scientific and academic events.
- **Student Support for Conferences:**
  - During an academic program, the support available to a student from all the funding schemes of the institute amounts to approximately INR 1.5 lakhs. This funding ensures that female students can also attend and present at national and international conferences, gaining valuable exposure and experience.