

ASSOCHAM Southern region presents webinar on
“UPSKILLING Girls IN STEM FIELDS FOR TECHNOLOGY LED INCLUSIVE GROWTH”
10th February 2021 | 11:00 AM to 01:00PM



ASSOCHAM Southern Region Presents

Webinar on
**Upskilling Girls in STEM Fields for
Technology Led Inclusive Growth**

10th February 2021 | 11:00 am – 01:00 pm



EMINENT SPEAKERS



Mr. Jayesh Ranjan, IAS
Principal Secretary
Department of Information
Technology, Electronics and
Communications (ITE&C)
Government of Telangana



**Smt. K. Ratna Prabha
IAS (Retd)**
Chairperson, Karnataka Skill
Development Authority
Government of Karnataka



Dr. Sukanyya Misra
Senior Vice President
India Technology Hub
Mastercard



Mr. B V Naidu
Chairman - ASSOCHAM
Karnataka & Managing Partner
StartupXseed & Founder
and Chairman, THE GAIN



Ms. Smitha Thumbikkat
Associate Director
Delivery Excellence
Data Engineering, Brillio



Mr. Abhishek Ranjan
Director & Global Head
Sustainability and D&I
Brillio



Mr. Akilur Rahman
Chief Technology Officer
Hitachi ABB Power Grids India



Ms. Rekha Kumari
Head- Programs
KAUSHALYA Foundation
SOAS University of London



Ms. Annapurna Swarup
Founder and CEO
Emotionalytics and Co.



Ms. Rumi Mallick Mitra
Leader, Strategy & New Initiatives
IBM Corporate Social
Responsibility, IBM



Ms. Sudeepta Banerjee
Co-Founder, RaisetoPL.org
Advisor Partnerships & Programs
Sikshana Foundation



Ms. Uma S. Nair
Regional Director
Southern Region
ASSOCHAM

TO REGISTER

SCAN THIS QR CODE

OR click below link:

<https://bit.ly/3slQyUc>



Knowledge Partner

brillio
FOUNDATION

For further details, please contact:

Uma S Nair, Regional Director

M: 9036333975 | E: umasnair@assochem.com

THE ASSOCIATED CHAMBERS OF COMMERCE & INDUSTRY OF INDIA

Southern Regional Office: #F1, First Floor, Richmond Plaza, No. 10 & 10/1, Raja Ram Mohan Roy Road, Bengaluru – 560 025
Tel: +91 80 4113 4838 (D) | Email: umasnair@assochem.com | www.assochem.org

Knowledge Partner

brillio
FOUNDATION

Invited Speakers:

- **Shri. Jayesh Ranjan**, IAS, Principal Secretary to IT E & C Department, Government of Telangana
- **Smt. K. Ratna Prabha**, IAS (Retd), Chairperson, Karnataka Skill Development Authority, Government of Karnataka
- **Dr. Sukanyya Misra**, Senior Vice President, India Technology Hub, Mastercard
- **Mr. Akilur Rahman**, Chief Technology Officer, Hitachi ABB Power Grids India
- **Ms. Sudeepta Banerjee**, Co-Founder- Raise to Pi.Org and Advisor Partnerships & Programs- Sikshana Foundation
- **Ms. Rekha Kumari**, Head – Programs, Kaushalya Foundation, SOAS University of London
- **Ms. Rumi Mallick Mitra**, Leader, Strategy & New Initiatives, IBM Corporate Social Responsibility, IBM
- **Ms. Annapoorna Swarup**, Founder and CEO - Emotionalytics and Co.
- **Ms. Smitha Thumbikkat**, Associate Director, Delivery Excellence and Data Engineering, Brillio
- **Mr. Abhishek Ranjan**, Chairperson – ASSOCHAM Karnataka CSR Committee
- **Ms. Uma S Nair**, Regional Director – Southern region, ASSOCHAM

UPSKILLING GIRLS IN STEM FOR TECHNOLOGY LED INCLUSIVE GROWTH
Post event report

ASSOCHAM in partnership with Brillio organized the webinar on Upskilling girls in STEM on Feb 10th, 2021 to discuss the policies, best practices, and challenges around STEM education for girls in India.

Uma S Nair, Regional Director, Southern Region, ASSOCHAM, welcomed the dignitaries and the gathering. She highlighted that Government initiatives like Beti Bachao Beti Pado, Digital India, etc. have positively impacted the Gender Parity Index and there are increased trends of girl children enrolment in primary and secondary schools. Also, the Digital solutions consumers have increased and girls are not enabled to embrace and pursue STEM Education. The core problem still exists unaddressed.

Abhishek Ranjan, Global Head, Sustainability & D&I, Brillio, spoke about the challenges faced and the need for a road map in STEM for Girls. He said that there are cultural issues and infrastructure issues at school levels.

The first Panel discussion was on “Up-Skilling Girls in STEM -Tech bridge. A leadership perspective,” moderated by **Smitha Thumbikkat, Associate Director, Brillio**. Introducing the speakers, Smitha spoke about the need for nurturing the mindset of girls to achieve more for the inclusive sustainable growth. **Smt. Rathna Prabha, IAS (Retd.) Chairperson Karnataka Skill Development Authority** shared that during her school days, only one girl in her class took science and now she sees a lot of doctors and engineers. 30% reservation in the state, 25% of reservation in IITs and IIMs has helped girls to place themselves in science fields.

She spoke about the need for the safety of women and girl children and the importance of developing a conducive environment for girls. She emphasized the need for sensitizing the parents, train the teachers for STEM Education. There must be a convergence of programs both by Govt and corporates should work together and there is a need of evaluating what has been done and what needs to be done.

Mr. Jayesh Ranjan, IAS, Principal secretary of ITE&C, Govt. of Telangana said we need to have a Life cycle approach to encourage girl child in all walks of life without discrimination. He mentioned that the girl child ratio drops in science, post-high school. In Telangana, the Girls in Tech program is

Knowledge Partner

introduced in the early stage- 9th and 10th. Career guidance intervention is provided to girls and new generational skills like AI, Big data, Machine learning short courses have been provided and encouraged girls. Next is to support women by creating a community of women under It umbrella– a forum has been created called ‘Cyberabad security council’. Free shuttle -women exclusive busses are provided. Women entrepreneurs are provided support through ‘WeHub’- an exclusive incubator for women startups. He shared that the initial results of the initiatives are good and they want to scale the model. We have to keep track of numbers and also the qualitative indicators have to be methodically tracked.

Mr. Akilur Rahman, Chief Technology Officer, Hitachi ABB Power Grids- shared examples of what Hitachi ABB Power grids are doing through CSR for women in engineering and manufacturing programs for the community and for the employees to guide how they can enter heavy engineering field. They also follow a life cycle approach to support the girl child to develop the interest and see how she can enter heavy engineering.

Dr. Sukanyya Misra, Senior Vice president, India Technology Hub, MasterCard spoke about Mastercard’s investments in STEM education. Mastercard has introduced critical topics like Digital convergence, Cryptology, False detection, cybersecurity, AI, Big data Analytics, ML, coding to be future-ready. 8 to 12yrs age girl children interact with employees who are the mentors and understand how technology is applied in the payment industry. She mentioned that partnership with global and national level non-profit agencies is needed to scale the programs to reach millions of girl children and train the teachers. Employee volunteering is critical to the application of STEM- develop curriculum and interact with the girl child.

The second Panel discussion was on “Enabling Holistic Growth in Upskilling Girls in STEM – Post Pandemic.” This session was moderated by **Sudeepta Banerjee, co-founder RaisetpPi.org & Advisor, Shikshana Foundation** said it is even though things are improving it is no closer to equality so needs a lot more to be done.

Ms. Rekha Kumari, Head Programs, Kaushalya Foundation- shared the challenges faced in the field and access to education has been a very big differentiator, lack of role models, workplace gender norms & issues, migrations, etc. Due to these factors, female labor participation is going down and we need to work with a collaborative approach with necessary structural and policy changes.

Ms. Annapurna Swarup, CEO & Founder, Emotionanalytics & Co. Most of the classes are online-mobile/TV. Shared the reasons for the low female ratio in STEM -there is no infrastructure and children go for domestic help. As we go up the careers, they get married and enter parenthood and hence they drop out for family care. We need an ecosystem to support girls continuously. Should have the nearby role models and need the change of mindset through emotional intelligence skills.

Ms. Rumi Mallick Mitra, leader- Strategy & CSR, IBM shared that being pioneers in gender equality, DEI is not a stand-alone agenda at IBM but it is inbuilt in the day to day business with strong policies backup.

To conclude, the webinar was attended by 100+ participants. There is a need for the consolidation of efforts and have the lifecycle approach to support the girls and replicate across states. Create interest and awareness, encourage people to participate more. A lot of girls are not able to migrate to cities for the Tech job in cities. We need to enhance communication and employability skills for girls. Social-emotional learnings should be brought into the curriculum and policy level changes are required to retain women on the job.

Dr. Meghana Shashidhar, Brillio rendered the vote of thanks to the gathering.

Knowledge Partner

KEY FINDINGS, KEY INSIGHTS OF THIS PROGRAM

Covid & online learning mode has made access to education even more difficult for girls from the underprivileged segments of the society. There are not enough devices available with the families and the male child is prioritized when it comes to sharing the devices. So, there is an immediate need to address this challenge. Unless girls get access to education first, they won't be able to venture into STEM.

Career awareness about STEM fields and showing off role models through community outreach is extremely important. Now, these role models need to be someone whom these girls can relate to not someone like Kalpana Chawla. They need to be the ones from similar families or communities that these girls belong to.

empower women by also changing the mindset of men in the community. Spread awareness in young boys about how life changes for good when the women of the community work and get paid well.

Corporates need to create robust follow-up mechanisms to track how the girls are doing after the intervention and provide an end-to-end support to the ones already in the program and ensure their journey is complete rather than running behind numbers.

Session Pictures

