

Anti-Discrimination committee

<https://sawebiteupescipro01.blob.core.windows.net/drupal-data/pdfs/about-us-mandatory-disclosure/anti-discrimination-cell.pdf> [1]

The UPES committee on Anti-discrimination will oversee steps to prevent any kind of discrimination on campus on the basis of gender, race, caste, marital or civil partnership status, sexual orientation, religion or belief, age, or disability.



Anti – Discrimination Cell

For the Academic Year 1st July, 2021 to June, 2023, the
“Anti-Discrimination Cell” for the UPES Dehradun Campus

would have the following members:

- 1) Mr. Baij Nath, Director-Legal – Chairperson
- 2) Dr. Sanjeev Kumar Dubey – Member – Faculty
- 3) Dr. Shalini Vohra – Member – Faculty
- 4) Mr. Bhishek Singh Member – HR
- 5) Mr. Lakshay Sharma – BA LLB SPZ. (2020) Mob: 7357776333
- 6) Ms. Srishiti Das – B.A Public Policy And Administration (2021) Mob: 7037064353

@ Additional members may be co-opted if required.

Further to above constitution the Committee is being reconstituted on 01st March 2022.

The broad illustrative functions of the cell shall be under:

1. The Cell shall try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to discrimination in offering or receiving education inside the campus.
2. The Cell will try to provide due redressal into the allegations of depriving a student or a group of students on the basis of caste, creed, race, religion, language, ethnicity, gender, disability etc. to education of any type of at any end.
3. The Cell shall endeavor to safeguard interest of the students without any prejudice to their caste, creed, religion etc. and also to eliminate discrimination against or harassment of any students in all forms as well as to promote equality among students of all sections of the society in the University.
4. The Cell will endeavor to provide preventive and protective measures to facilitate eradication of discrimination of any form or harassment and punishments for those who indulge in such activities.
5. The students can contact the Cell in the below mentioned address:

Mr. Baij Nath bnath@ddn.upes.ac.in Mobile No. 9411114434

Mr. Bhishek Singh bhishek.singh@ddn.upes.ac.in Mobile No. 9997777297.

The email ID of Anti-Discrimination Cell is: antidiscell@upes.ac.in


Dr. Sunil Rai
Vice Chancellor



UPES POLICY ON PREVENTION OF SEXUAL HARRASSMENT AGAINST WOMEN

<https://upes-production-cvb3e7frghdda0a4.z01.azurefd.net/drupal-data/2023-09/prevention-of-sexual-harrassment-against-women.pdf> [2]

THE UPES is committed to provide safe working and academic environment to all girl students and its women employees. Salient aspects of the UPES rules and regulations covering prevention and

redressal of sexual harassment complaints against women are given in the succeeding paragraphs. UPES provisions have been framed in accordance with the existing law viz– The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ICC (PREVENTION, MONITORING AND GENDER SENSITIZATION)

Objectives

- Prevent discrimination and sexual harassment against women by promoting gender amity among students and employees.
 - ✓ By publicizing the policy through multimedia, posters, notices etc.
 - ✓ To plan and organize training workshops by outside experts for select groups.
 - ✓ To support structured gender sensitization sessions conducted by the UPES counselors for student and faculty/staff.
 - ✓ To organize gender sensitization focus groups among campus hostel students.
 - To visit classrooms/ labs/ library/ girls hostels/ campus rounds to randomly ascertain the level of perceptions of safety amongst women. The observations and particulars be recorded.
 - To carry out, crisis management and mediation whenever called upon, to do so.
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- The committee will monitor adequacy of women safety measures like street lighting, traffic regulation etc. and recommend up gradations on as required basis.
 - The committee will have women and student representatives from all the Colleges, who will act as Women Harassment Preventive Cells of respective Colleges.
 - The Committee will also maintain coordination with Women Cell of Dehradun Police to uphold the policy on sexual harassment.

Action on receipt of Inputs

- On receipt of any kind of verbal, written or information about grievance or simmering discontent on account of harassment of any women, it will be reported to the Vice Chairperson at the earliest.
- Vice Chairperson will consult Chairperson and Member Secretary and decide if the case be handled as per OGRS or by the Preventive Committee or handed over to Complaint Redressal Committee. Case will then be progressed accordingly.

ICC (COMPLAINT REDRESSAL)

Objectives:

- Prevent discrimination and sexual harassment against women by promoting gender amity among students and employees.
- Deal with cases in a time bound manner as per provisions contained in the Act 2013, referred above.
- It will act to ensure support services to the victim complainant as also cessation of harassment.
- Examine and investigate all complaints of the UPES in accordance with detailed provisions laid down vide the abovementioned law.
- Recommend appropriate punitive action against the guilty party.

- All consultations and proceedings of ICC and identity of the victim will be kept strictly confidential as far as possible. To recommend action against the complainant in case the complaint is found to be false or malicious or evidence tendered is found to be false.

The aforementioned law has conferred the ICC, with the powers of summoning / enforcing attendance of witness, taking their deposition on oath and production of such documents / evidence as may be required.

DEFINITIONS

Sexual harassment means and includes the “unwelcome” sexually determined behavior “whether directly or by implication” and also;

- Demand or request for sexual favors;
 - Sexually colored or double meaning or unsavory remarks;
 - Showing pornography or other offensive or derogatory pictures, cartoons, pamphlets or sayings;
 - Other unwelcome physical, verbal or non verbal conduct of sexual nature.
 - Eve teasing, jokes causing or likely to cause awkwardness or embarrassment, innuendos and taunts;
 - Gender based insults and taunts;
 - Unwelcome sexual overtones in any manner: such as over telephone/ mobile/ social media (Facebook, Twitter, Whats Apps etc (repeated missed calls, obnoxious calls or sms /mms messages/ circulation of pictures / posting of videos. Even keeping of someone else’s obscene picture in mobile/ computer / hard copy or any other device is prohibited.
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- Physical contact and advances, touching and brushing and brushing against any part of the body, including forcible physical touch or molestation of any kind;
 - Physical confinement against one’s will or any other act likely to violate one’s privacy.

(Authority - The Sexual Harrassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UPES Policy against Sexual Harassment, under the Employee Welfare Scheme Version 1.1)

PROCEDURE FOR APPROACHING THE ICC

Any person feeling aggrieved of such offence by any employee or student of the UPES may complain in writing / by email to Member secretary, Convener or Chairperson. Confidential mail ID for the purpose is as follows;

dsafeedback@gmail.com

UPES Strategic Plan

<https://upes-production-cvb3e7frghdda0a4.z01.azurefd.net/drupal-data/2023-09/upes-strategic-plan-2018-22.pdf> [3]



INCLUSIVITY

Outreach & Inclusivity

- **5% students to be International-750 full time students, 250 exchange students incoming and outgoing**
- **Raise gender ratio from 75:25 to 60: 40**
- **25% Scholarship to girl students by 2020**
- **Strengthening CSR**
 - **Adopting nearby villages**
 - **Scholarship for girls**
 - **Woman Leadership Program from Classroom to Boardroom**

UPES continues to champion gender equity with ‘Shakti’ scholarship

<https://blog.upes.ac.in/upes-continues-to-champion-gender-equity-with-shakti-scholarship/> [4]

MANSHA DHINGRA · FEBRUARY 2, 2021

As a premier institution of learning, UPES strives to cultivate an inclusive, gender-diverse environment that fosters the development and growth of women leaders

According to the 75th National Sample Survey conducted by the National Statistical Office (NSO) from July 2017 to June 2018, India’s country-wide female literacy rate stood at 70.3%; the male literacy rate was 84.7%, and the average literacy rate was 77.7%. Kerala topped the list with the highest female literacy rate of 95.2%, while Rajasthan was the worst performing state with only 57.6% of its female population being literate.



These statistics emphasise the need for a multidimensional approach to bridge the gender divide from an early age. This can be achieved by focussing on women’s skill development training and by encouraging them to pursue higher education, especially in STEM (Science, Technology, Engineering, and Mathematics). These competencies will enable women to participate in every aspect of life and become active contributors to the economy.

Certain actions can be taken to obliterate the gender gap in schools, universities, and workplaces and bring about tangible benefits at sustainable costs. As a premier institution of learning, UPES strives to cultivate an inclusive, gender-diverse environment that fosters the development and growth of women leaders.

Through its Shakti initiative, the university aims to help women realise their potential, focus on their holistic growth, and help in nation-building. UPES endeavours to encourage more female students for the ‘classroom to boardroom’ journey and prepare women leaders across various sectors.

The scholarship offered under Shakti benefitted 1300 female students in 2020. To encourage more female students to continue their higher education after class 12th, UPES is continuing its scholarship program initiated in the year 2020. For the academic year 2021, UPES has announced a 20% scholarship for girls.

Apart from the scholarship for the female students, UPES has been working towards empowering women of all age groups through its Corporate Social Responsibility (CSR) wing. It has undertaken several initiatives that facilitate women to focus on their development through formal education, skill training, and personality development.

As part of the initiative, 30 women employees enrolled in a nine-month program focusing on adaptive skills, emotional intelligence, business communication, and team management.

Richa Choudhary, Associate Professor and a Shakti member at UPES, says, “The initiative was started in the year 2018 to develop leadership skills in women employees. And since then, Shakti has become a movement that is impacting women beyond UPES as well.”

She adds, “My Shakti journey was of nine months. It was a unique experience, which helped me understand the true meaning of leadership, emotions, and innovation, and guided me to think out of the box. Leadership training taught me the art of emotion management. The initiative boosted my confidence and changed the way I perceive life. I appreciate the efforts and dedication UPES management is putting in this initiative to bring a significant change around us through women empowerment.”

Rajeshwari Deb, Assistant Director at UPES, says, “Women make up 51% of the global population, contributing \$28 trillion to the world’s economy. Still, their voices go unnoticed in many areas of life. For any country to progress and prosper, these voices must be heard, and significant steps should be taken to ensure that it amplifies from ‘whisper to resonance’. UPES has always believed in gender equality and encouraged women to reverberate from ‘classroom to boardroom’. In this endeavour, the 20% scholarship introduced would support girls by providing an opportunity to study and make a significant contribution towards the society and the world.”

The following projects are part of the Shakti initiative:

Project Payal

Under project Payal, meritorious girls from underprivileged background in neighbouring villages are given financial support, opportunities, and platform for their overall personality development. Referred to as the ‘Daughters of UPES’, they are mentored by the UPES-CSR faculty and student volunteers through summer school training programs, competitions, and awareness trips to various schools at UPES.

Project Samvedna

Under this project, children of construction workers on campus are provided with adequate education and day-care support. A ‘day school’ has been set up on the UPES campus with all the necessary facilities including mid-day meals, washrooms, drinking water, clothing, books, and full-time teachers. These children also undergo routine medical check-ups by the team of doctors serving at the UPES infirmary.

Project Vikalp

Under project Vikalp, women from neighbouring villages are empowered to be financially independent. Supported by the Department of Science and Technology, Government of India (till June 2018), the project currently has two components:

Paper recycling: Focuses primarily on the manufacturing of ‘Green Pencils’ on a large scale, contributing to environmental preservation while ensuring substantial income to the women associated with it.

Identification and cultivation of medicinal and aromatic plant species: Participation in cultivating medicinal and aromatic plants encouraged women and helped in generating income. UPES-CSR is also helping women entrepreneurs in various ways to market their products and is exploring options to augment their economic empowerment.

Project Protsaahan

Under project Protsaahan, underprivileged meritorious students from the Purkal Youth Development Society are given admissions at UPES. The project takes care of the complete fees of two students, provides stipend during internships, a faculty to mentor and monitor academic and co-curricular progress, and a member from the Career Services team to assist in internships and placements.

Sharing her views on Shakti, Seema Bedi, Assistant Director, Corporate Relations, says, “Shakti was an empowering experience for me; it was an awakening and transformation of the inner self. The initiative aims to bring a systemic change in the way people think about gender parity.”

Geetanjali Raghav, Associate Professor at UPES School of Engineering says, “Shakti started in 2018, and I was privileged to be a part of its pilot batch. It was an enthralling experience. I got inspired to push my boundaries and explore new opportunities. The initiative was an opportunity for self-awareness and leadership and encouraged me to evolve as a person. It was a nine-month module filled with learning, introspecting, unlearning, and relearning. It was executed brilliantly, and the well thought out modules were expertly delivered by the trainers. UPES has extended this program on pillars such as scholarship on tuition fees exclusively for females and more CSR activities for underprivileged women and girls. I believe that we are yet to see the best of it. I feel honoured to be a part of the movement, and I am grateful to the people who were involved in its inception.”

Dr. Sunil Rai, Vice-Chancellor, UPES, shares, “Economic success, the progress of societies, and upliftment of communities cannot be realised without women power. As a university, we aim to empower them through education, training and development and opportunities to explore their potential. It is hearting to see that girls from the metro and non-metro cities are opting to pursue their dreams in non-traditional fields.”

Equal Opportunity, Diversity & Inclusion

<https://upes-production-cvb3e7frghdda0a4.z01.azurefd.net/drupal-data/2023-09/principles-of-engagement.pdf> [5]

3.1.1 UPES is committed to **provide equal opportunity to all and attract a diverse and effective workforce with a wide range of abilities, experience and skills.**

3.1.2 Therefore, employment practices in UPES will be **based on merit, qualifications, and competencies suitable to the given role;** and will **not be influenced or affected by an applicant’s or employee’s gender, caste, religion, age (within statutory limits), marital status, nationality, ancestry, ethnicity, geographical origin, sexual orientation, disability, proximity to another employee, or any other trait protected by law.**

3.1.3 **UPES does not tolerate any form of bias or discrimination against any employee, by virtue of any above indicated trait.**

3.1.4 There will be no preference given to any candidate. Existing employees may provide references; however, hiring decision will be solely based on merit.

3.1.5 Any employee involved in the hiring process, found to be **engaging in any type of unlawful discrimination will be subject to disciplinary action,** up to and including termination of employment.

UPES Launches 'Shakti' on its 'Year of Women Empowerment'

<https://www.csrmandate.org/upes-launches-shakti-on-its-year-of-women-empowerment/> [6]

New Delhi, February 2020: The University of Petroleum and Energy Studies (UPES) has announced the launch of Shakti, an initiative envisaged to empower women by implementing multiple initiatives in the areas of training and development, financial aid through scholarship, etc. Launched with the theme 'Accelerating the Gender Equality Journey: Empowering Women from Classroom to Boardroom', the event brought together change-makers from the government, industry, and academia to further the agenda of women's empowerment by institutions of higher learning.



The event that was inaugurated by Meenakshi Lekhi, Member of Parliament, leading actor Tisca Chopra, Sharad Mehra, Chairman – Hydrocarbons Education and Research Society and Dr. S.J. Chopra, Chancellor, UPES, witnessed an engaging discussion on women empowerment. Moderated by Dipti Nair, Editor, YourStory, the discussion had Dr. Renu Batra, Additional Secretary, UGC, Talish Ray, Founding Partner, TRS Law Offices, Rajashree Rao, Head of Partnerships & Ecosystem (APAC), R² Data Labs, Rolls Royce, Vidhu Goyal, Founder & Partner, WONK App, Meenakshi Gupta, Co-Founder, Goonj, and Dr. Vijay Kumar Singh, Dean, School of Law, UPES, as panelists.

While sharing her thoughts on the importance of gender equality in today's world, Meenakshi Lekhi, Member of Parliament said, "I congratulate UPES on the launch of Shakti that will create equal prospects for women all across. There is a strong need to not just provide opportunities but also recognise the efforts and results throughout their journey. And it is equally important for men to be equal partners. Initiatives like Shakti are a step forward in addressing this issue and bridging the gender gap by empowering women in the real sense."

The discussion focused upon the narrative of women empowerment in the present era and how the change needs to be initiated at the grassroots levels. It reiterated on the importance of education for women to bring the change that society seeks for today and break the glass ceilings to achieve their dreams.

Women account for 48 percent of India's population but have not been equal beneficiaries of the country's rapid economic growth. UPES believes that it's imperative for educational institutions and boardrooms to reflect the diversity and bring more women into the corporate fold. Lack of financial resources is one of the major reasons that prevent girl students from pursuing quality higher education and fulfilling their dreams. Towards this, UPES has initiated several women empowerment efforts – including offering a 25 percent scholarship exclusively for all female students in 2020.

Commenting on the initiative, Actor Tisca Chopra, said, "Education is an important aspect in the overall development of an individual because it provides unanimous power to analyse and question. I congratulate UPES for its initiative to provide a 25 percent scholarship exclusively for all female

students. Discussion around gender disparity is still new in India and initiatives like Shakti are playing a vital role in bridging the gender gap and addressing the matters that are of major concern.”



UPES is running several women-centric CSR programmes like Project Payal – promotion of education for the girl child; Project Samvedna – daycare for children of construction workers; Project Vikalp – skilling rural women towards economic empowerment; and Project Protsaahan – lending support to meritorious students from PYDS Academy of Learning, Purukul, among others. It is one of the very few universities in India that runs a formal leadership training under Shakti, for its women faculty and staff members. The year-long, module-based programme is aimed at propelling women employees to leadership roles by combining their intrinsic qualities with the right skills and knowledge. UPES plans to open up this programme to other corporates in the near future.

While talking about UPES initiatives towards empowering women, Sharad Mehra, Chairman – Hydrocarbons Education and Research Society said, “Through Shakti, we aim to bridge the gender gap and create a difference in the lives of women by empowering them in the real sense. The initiative is inclined towards bringing a systemic change in the way people think about equal opportunities for women in the professional world. We believe that Shakti will inspire many other industry players to initiate such causes, and women empowerment will eventually become a movement in the coming five years.”

The University supports 49 underprivileged girls, lovingly called, ‘Adopted Daughters of UPES’, from villages neighbouring its campus in Dehradun, in their education and holistic development through extra-curricular activities. The University also works closely with the Purkal Youth Development Society and provides 100 percent of scholarships to female students interested in pursuing higher education at UPES.

[Violence against women: Time for a global awakening](https://blog.upes.ac.in/violence-against-women-time-for-a-global-awakening/)

<https://blog.upes.ac.in/violence-against-women-time-for-a-global-awakening/> [7]

DR. JUHI GARG AND JASMEEN KAUR · NOVEMBER 25, 2020

This year, International Day for the Elimination of Violence against Women (November 25) is particularly significant as violence against women, especially domestic violence, intensified during the pandemic. There is an urgent need to mobilise support to fight against this ‘shadow’ pandemic



Movements to protect women from men's violence and sexual assault under the banner of Global Feminism/International Women's Movement paved the way for breaking the 'culture of silence' associated with violence against women and generated a tremendous outrage against it across the globe. Be it Argentina's demand for legalisation of abortion, voice to end to institutionalised sexism in Chile, #NousToutes movement in France or the demand for greater women's rights in Istanbul, every such movement was an awakening for many to talk about and wipe the dust off the unreported and invisible cases of violence against women and girls. Millions of women have turned up the heat and called for more attention to sexist and sexual violence against women.

Know violence, educate self and others

According to data by the World Health Organization, one-third of women globally experience violence at least once in their lifetime. Physical violence, rape, sexual assault, acid attacks and forced prostitution are the kind of violence we usually consider. But violence goes far beyond that. Isolation from family and friends, continual humiliation, threats against children or being threatened with injury or death, being forced to watch or engage in pornography, stalking, inappropriate advances on social networking sites, offensive sexually explicit messages and many other such acts, that are mostly ignored, also constitute violence. Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life, constitutes violence against women.

Law empowers

Apart from general legislation such as Indian Penal Code, 1860, there are several special laws to address and punish assault and criminal force, sexual harassment, voyeurism, stalking, human trafficking, dowry death, domestic violence and rape. Protection of Women from Domestic Violence Act, 2005, protects women from physical, emotional, verbal, sexual and economic abuse within the family and the home. The POSH Act, 2013, addresses cases of sexual harassment at the workplace. The indecent representation of women through advertisements, paintings, figures, writings and other similar displays is prohibited under Indecent Representation of Women (Prohibition) Act, 1986. Acts such as sending offensive messages, false information, hatred, criminal intimidation through communication services, violation of privacy, spreading obscene and sexually explicit materials electronically are made punishable under the Information Technology Act, 2000. The POCSO Act aims to protect children from offences of sexual assault, sexual harassment and pornography.

Dismantling patriarchy

Despite having legislative, administrative and institutional measures, we still fail to prevent the violence because it is the result of structural, deep-rooted discrimination. There is an imperative need to banish gender stereotypes which condone or perpetuate gender-based violence against women and underpin the structural inequality of women with men.

Building a society that is gender blind, morally strong and stable and organising sensitisation programmes for women and girls for identifying violence, protecting self and others and raising their voice against violence are just some of the steps that need to be actioned in order to tackle misogynistic mindsets and dismantle the patriarchal systems of oppression.

UPES goes the extra mile to promote gender parity

<https://blog.upes.ac.in/international-day-of-girl-child-upes-goes-the-extra-mile-to-create-gender-diversity-on-campus/> [8]

BY A CORRESPONDENT · OCTOBER 10, 2020

As we celebrate the International Day of the Girl Child, it is a matter of pride for UPES to see UNICEF's theme for this year – 'My voice, our equal future' – in alignment with the university's vision



According to July 2017 to June 2018 survey by the National Statistical Office, the literacy rate of men in India stands at 84.7 per cent while that of women at 70.3 per cent. It's a difference of around 15 percentage points. However, over time, the gap has been shrinking, hinting at a growing inclination for women's education — a significant step towards closing the gap.

A patriarchal mindset, gender stereotypes, and financial difficulties are the three major hurdles that stop girls from taking the leap of pursuing higher education. To bolster the family income, when parents go out for work, the burden of managing the household chores squarely falls on the girls. As a result, education takes a backseat, and with it, their future. Indian women contribute a paltry 18 per cent to the nation's GDP – one of the lowest in the world.

Education is the tool to empower the girl child and give her the clarity of mind to make decisions that will help her realise her dreams. It is the means through which she can improve her quality of life, lead to equitable development, and have a wide-ranging impact on the society and the nation. With this vision, UPES launched the 'Shakti' scholarship this year. The university announced an unconditional 25% scholarship to all girl students applying for all under-graduate and post-graduate courses starting with the session of 2020. Today, as we celebrate the International Day of the Girl Child, it is a matter of pride for UPES to see UNICEF's theme for this year – 'My voice, our equal future' – in alignment with the university's vision.

'Shakti', a Hindi word, means power, strength, or force. The vision of the 'Shakti' scholarship is to change how the world perceives women's power. It strives to empower them with the mindset to shatter the glass ceiling, silence the noise of patriarchy, break the tall boundaries of stereotypes, and ascend the summit of financial liberty. The 'Shakti' offer of 25 percent scholarship is a step closer to reinforcing the vision, speeding up the gender equality journey, and creating a more gender diverse equation on the campus. Besides the 'Shakti' scholarship, the university offers a 33 percent domicile concession to Uttarakhand's bonafide girl students.

The university also runs a 'Shakti' program that fosters the development of women leaders working with the institution. An intensive selection process handpicks a batch of 30 women employees and enrolls them in the meticulously designed 9-month program focusing on adaptive skills, emotional intelligence, business communication, and team management.

UPES has always been at the forefront of fostering an inclusive, gender diverse environment. The 'Shakti' initiative is a testament to its proposition of being a 'university with a purpose'. For the past 17 years, the purpose has been to give students the tools to craft their careers, irrespective of their gender, and bring about the change they want to see in the society.

Dual incentive for Uttarakhand girls at UPES

<https://blog.upes.ac.in/dual-incentive-for-girl-students-at-upes/> [9]

PREETI ANEJA · AUGUST 7, 2020

UPES, under its Shakti initiative, is offering scholarship to all girl candidates for 2020 intake, but there is an additional fee concession for those who have a domicile in Uttarakhand

Women's education and empowerment are the indicators of development for any nation. Despite all the progress India has achieved since its independence, issues such as patriarchy, gender stereotypes and lack of financial support have been restraining women from pursuing higher education.



In order to promote girls' education in Uttarakhand and augment gender diversity on campus, UPES has announced a unique scholarship scheme as part of its women's empowerment initiative – Shakti. UPES is offering 25% scholarship on tuition fees to all girls taking admission in any of the undergraduate and postgraduate programmes for 2020 intake. Plus, there is an extra 33% concession for girls who have a domicile in Uttarakhand. For fee calculation, 33% concession will be applied first and thereafter 25% scholarship to girls will be calculated on the reduced amount. This is being seen as big boost for the girl students who aspire for higher education but do not have the means to pursue it.

“Girls in classrooms pave the foundation for diversity at workplace,” says Dr. Sheetal Khanka, Professor & Head, Internationality, at UPES. “Be it Law, Business, Engineering or Health Sciences, a diverse classroom would surely help in building broad-based organisations, and subsequently, a progressive nation. This dual scholarship will indeed be a huge support for girls who wish to pursue higher education,” she adds.

UPES has announced a unique scholarship scheme as part of its women's empowerment initiative – Shakti

Sharing her views on the unfulfilled academic aspirations of women, Dr. Shambhavi Sinha, a Shakti alumna and a core member of team Academic Strategy at UPES, says, “In an average family struggling to earn their daily bread, the girl child often fails to see the blackboard. Rather, the family prefers to save the same amount of money for the girl's wedding instead of spending it on her education. The Shakti scholarships would serve as the silver lining and provide the financial cushion by making the family less hesitant to invest in the education of the girl child. This would surely provide wings to girls in Uttarakhand to fly high, stand tall and break the glass ceiling.”

Dr Juhi Garg, Deputy Director, Shakti projects at UPES, also lauds this move of providing fee concessions for the female candidates. “Quality Education is not just a dream; it's the fundamental right of every girl. We, at UPES, value dreams and are determined to give wings to them through world-class education. UPES is celebrating 2020 as the Year of Women's Empowerment and offering a scholarship of 25% to all girl students for the entire program duration. The domicile fee concession is an added bonus.” Not only this, as part of Shakti, all the girl students will be given exclusive access to Shakti Club wherein they will get a golden chance to undergo a transformative journey ‘From the Classroom to the Boardroom’. They will be nurtured through continuous motivation and mentoring

from industry leaders and experts via web talk series, clubs activities and community service projects, among other things.

Emphasising the importance of girls' education, Brahmleen Kaur, a Shakti alumna and a member of the Incubation Cell at UPES, explains, "Girls' education and women's empowerment are the two pillars of SHAKTI projects. If we think deeper about it, it is not just an initiative for a better tomorrow, but also to make India a stronger nation."

"Equitable quality education for all girls is a must to build a roadmap for prosperity," appends Pooja Khanna, another proud Shakti alumna and an employability coach at UPES.

UPES is a university with a purpose. This move to incentivize girls' education is expected to open doors for many small-town girls and fuel their dreams and ambitions, besides creating a far-reaching impact on gender diversity at the campus.

[ACM-W Champions Gender Parity on Campus](https://blog.upes.ac.in/acm-w-champions-gender-parity-on-campus/)

<https://blog.upes.ac.in/acm-w-champions-gender-parity-on-campus/> [10]

BY A CORRESPONDENT · MARCH 5, 2020

ACM-W, women's wing of Association for Computing Machinery, is a student chapter at UPES with a women-focussed outlook.

In today's machine-oriented world where technology is enhancing the way we live, work and play, it really seems quite unfair to see a huge gap in gender parity, especially in the world of technology. There is no question that with proper training, workshops and events, the field of technology can help create a brighter future for women.



The UPES Association for Computing Machinery-Women (ACM-W) Student Chapter, sister chapter of the global organisation, was founded in 2015 and is the first active student chapter of UPES that provides a platform where they can exhibit their knack for technology. At ACM-W, the idea is to create a conducive environment where everyone receives equal opportunities and works hand in hand.

The chapter aims to highlight the fact that women deserve an equal standing alongside men in the field of technology. In a bid to achieve this goal, ACM-W has organised various technical and non-technical events for women over the past few years, including Superwomen and Tech-Xhibition.

ACM-W India Celebrations of Women in Computing (AICWiC) celebrates and supports instilling full engagement of women in the field of computing and technology. It supports women professionally and academically through role-modeling and mentoring in the field of technology. ACM-W, under AICWiC, held the Women Faculty Summit in 2016, an exclusive interaction between leading women in technology, academics and researchers in computing. Dr. Margaret Burnett, a distinguished international speaker, from School of Electrical Engineering and Computer Science, Oregon State University, delivered an intriguing and insightful keynote on Research Experiences for Undergraduates: Best Practices. Our Distinguished Speaker Program (DSP. Dr. Burnett spoke on Womenomics and Gender-Inclusive Software: What the Software Industry Needs to Know.

In 2018, UPES ACM-W hosted the 'ACM-W India Regional Celebration for Women in Computing'. A two-day event, it comprised activities curated exclusively for girls and aimed to make them aware of the endless opportunities that could make them stand out and shine.

For its efforts towards women's empowerment, ACM-W was awarded the runner-up position for 'Best Student Chapter' by ACM India. It believes that putting women's vision into effect would pave the way for a brighter future.

How education can dispel gender stereotypes

<https://blog.upes.ac.in/how-education-can-dispel-gender-stereotypes/> [11]

SHAILJA KATYAL VERMA · FEBRUARY 11, 2020



Parents and educators are key facilitators who can help dispel stereotypes that discourage girls from pursuing higher education. And one of the best ways to do that is to create enabling ecosystems for them, helping them fructify their dreams and career goals

Incentivising education

Experience in scores of countries shows the importance of providing enablers such as stipends and scholarships. A recent study conducted by CRY affirms that incentivisation, an enabling environment, self-motivation or motivation by parents and community inspired 88 per cent of the girls to work towards their dreams of higher education and a career.

Societal interventions

Researchers believe that parents and educators can make a huge difference in bridging the gender gaps. Given how pervasive gender stereotypes are, girls need to be shielded from the belief that they're less intellectually capable than boys. It is worth questioning, for instance, as to why young girls are gifted kitchen sets or dolls, while young boys in the same family are showered with gizmos.

Unlocking potential

An effective strategy for countering stereotypes is to help girls adopt a growth mindset and nurture the belief that their abilities can be honed as opposed to being static. Negative stereotypes rest on the assumption that girls lack the innate ability required for success. Reinforcing how skills change and develop over time challenges this belief.

Stereotypes can also be debunked by exposing girls to the right role models, giving them a chance to envision themselves emulating the path to success.

Challenging patriarchy

There is a continuing gender bias and it is reflected in the statistics. The societal pressures perpetuating patriarchal notions of domesticity is one of the major reasons why women are deterred from pursuing higher education, and subsequently, a career.

This gender bias leaves women with a tougher battle to fight, but it's challenge they must take head-on. By relentlessly focussing on their goals and aspirations, women can, indeed, build successful careers for themselves.

Access to STEM courses

Stereotyping women as caregivers and homemakers often restricts their academic interests to teaching, nursing, liberal arts, home economics and so on. There are, of course, exceptions, but they are few and far between. In order to participate effectively in the jobs of the future, girls should be encouraged to pursue STEM (science, technology, engineering and mathematics) education.

STEM education can open up new avenues for girls and equip them with the tools to excel in future workplaces, particularly in jobs that involve the use of technologies such as automation, robotics, data science and artificial intelligence.

Some of the highest-paying jobs in the world today are in the technology space, and if girls form a tiny percentage of the students enrolling in higher education in Information and Communications Technology (ICT), the skill and pay gap will keep on widening. STEM education is also critical for imparting 21st-century skills such as analytical thinking and creative problem solving.

Enabling women to make informed choices

Some of the clearest examples of gender disparity can be found in the area of education. Hence, it continues to be one of the most critical areas of empowerment for women.

Offering girls quality education is the surest way of enabling them to make genuine choices about the kind of lives they wish to lead. It can make a huge difference to the lives of millions of women across the globe.

An educated woman is an empowered woman – a woman who is equipped with the skills, information and self-confidence that she needs to be a go-getter, an evolved leader and a global citizen!

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Learning outcomes

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Girl Education

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Conclusion

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UPES Shakti – Bridging the Gender Gap from Classroom to Boardroom

<https://blog.upes.ac.in/upes-shakti-bridging-gender-gap-from-classroom-to-boardroom/> [12]



BY A CORRESPONDENT · FEBRUARY 4, 2020

Women’s education in India is still a hot topic of discussion. Patriarchal mindset, gender stereotyping, lack of financial support are a few hindrances women face while pursuing their education. Ministry of Statistics finds out the literacy rate of adults (age 15 years and above) to be 78.8% for men while only 59.3% for women. This disparity further reflects women’s participation in the workforce with a paltry 25.8% as compared to 73.3% for men.

Bridging this gap by facilitating women to pursue their higher education gave birth to the ‘Shakti’ initiative. Shakti means ‘Power’ in Hindi. And we strive to empower women through education to prepare them to work towards their aspirations, cultivate a strong workforce across all levels, and contribute to the growth of the nation.

shakti

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As all noble deeds begin at home, Shakti too initiated with the women at UPES. A 9-month program stretched over 5 modules, was designed to train women for holistic development, hone their skills, and inculcate leadership spirit. The program selects women through an intensive selection process and trains them in adaptive skills, emotional intelligence, business and professional communication, and team management. The five modules, each meticulously designed, covers areas of personal assessment, leadership training, and building one’s personal brand. Apart from these, talks are also held where leaders like Lt. General TS Shergill, Neel V Broker (laureate EMEAA region), and Linda Brown (laureate Australia and New Zealand), share their stories and inspire the group. Two batches have successfully completed the nine-month program.

Continuing with the same vision, the Shakti initiative extended its purview to include girl students enrolling in UPES by providing them with a 25% scholarship on the tuition fees. The scholarship will

apply to the entire program duration for all Undergraduate and Postgraduate students from the academic year 2020.

Shakti was launched on February 4, 2020, in the presence of dignitaries, women achievers, senior industry members, and UPES faculty. Smt. Meenakshi Lekhi, Member of Parliament, delivered the keynote address and stated that women are looking for equal treatment and opportunities. Actor, Tisca Chopra, congratulated UPES on starting Shakti and elucidated the importance of education as it gives exposure, helps to understand a situation, and questions the status quo to change it. She insisted that both men and women should question the age-old mindset we are following and together cultivate an inclusive environment to drive the change.

UPES Shakti Event

Esteem Panelists @ Shakti Launch

A panel discussion on 'Accelerating the gender equality journey from classrooms to the boardrooms,' was moderated by Ms. Dipti Nair (YourStory) that saw women leaders share their journey while highlighting the challenges and remedies. Dr. Renu Batra, UGC, spoke of the importance of role models and mentors for women in their journey and credited her mother for insisting her to pursue education. Ms. Talish Ray, TRS Law Offices, Ms. Rajshree Rao, Rolls Royce, and Ms. Vidhu Goyal WONK app, urged women to take risks, ask questions, stand up for their rights, and most importantly keep working towards achieving their dreams. Failure should not be a deterrent but a catalyst for success and growth. Panelists agreed with Ms. Meenakshi Gupta, (Goonj), in cultivating a social atmosphere where education for women should be aimed at creating leaders. At the same time, Mr. Vijay Singh, UPES School of Law, explained how men should discuss the gender inequality and collectively drive the initiative forward.

Ms. Stuti Gandhi, UPES, in her closing remark, reminded universities and corporates to create an inclusive environment that'll foster not just women pursuing education but also encourage men to contribute to the change. She envisioned the initiative to turn into a movement that will offer quality education as a means to empower women and equip them with modern-day skills and make them future-ready.

UPES has declared 2020 as the 'Year of Women Empowerment,' and continues to undertake such initiatives to promote girl child education and nurture women working in UPES for leadership roles. To know more about the programmes and admissions for 2020, visit upes.ac.in.

[Promoting Girls' Education: Ensuring a Healthier and Happier Society](https://blog.upes.ac.in/promoting-girls-education-ensuring-a-healthier-and-happier-society/)

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MANSHA DHINGRA · JANUARY 7, 2020

Education is a basic human right, yet there are millions of children who are deprived of this right. Constituting approximately half of the world's population, women form a significant global resource. Therefore, girl education becomes important for the development of the society. It is often said, "If you educate a man, you educate an individual, but if you educate a woman you educate a family". Needless to say, when girls are educated, they go on to better their lives and that of their families, communities, and countries.

Let's look at some ways in which girl's education can make a difference in society:

1. **Improve socio-economic growth:** Education is a way through which the vicious cycle of abuse, poverty, and subjugation of women can be disrupted. Educated women can lead productive, healthier and happier lives; thereby increasing the standard of living. If girls are not given basic education, it can hamper the stability and development of the entire world.
2. **Reduce child marriages:** Child marriage can result in the end of a girl's schooling. This is primarily due to uneducated mothers without any effective measures to build healthy, educated families. On the other hand, if women are well-read, they typically marry later, when they are ready to shoulder the responsibility of their family and children.
3. **Educate the next generation:** Literate women understand the importance of education well and ensure that their children, especially the girls, receive a formal education. It makes them aware of their rights, improves their knowledge and skills, increases the chances of employability, and has a positive influence on society.



UPES gives 25% scholarship to all girl students for the complete program duration.

4. **Decrease malnutrition:** Educated women are well-aware of their surroundings and know how to keep their families and children healthy. This includes health care, better nutrition, sanitation and emphasis on overall health and well-being.
5. **Empower women:** Educated girls and women can make decisions that benefit their family and community. They are less likely to accept domestic violence and are always ready to take up cudgels against any form of injustice, for themselves and for others who might need their help.

Creating awareness about the importance of educating girls and addressing the issue of gender disparity in education, requires constant support from all stakeholders. Due to the global scarcity of resources, it is vital to adopt a coordinated and integrated approach instead of duplicating efforts and working individually without adequate consultation or collaboration. UPES, Dehradun has taken a small step to address this issue. The university gives 25% scholarship to all girl students for the complete program duration.

Girl education is the best investment that can be made anywhere in the world. In order to tackle the issue of gender disparity in classrooms, there needs to be greater awareness regarding the importance of educating girls among parents, educators, academicians and the community at large. Once the society is sensitised to this glaring issue, there may be a greater possibility that more and more girls will be educated.

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