

Rohini's contributions to women in Science - personal reflections

*Dedicated to Loving Memory of
Rohini Godbole,
who has been
an Inspirational Role Model, Mentor,
Friend &
a pillar of Support*



1952-2024

*A scientist who happened
to be a woman*



Materials presented are drawn from

- Rohini's talk during ICWIP2023 inauguration
- talk on Rohini by Ram Ramaswamy
- IPA GIPWG reports
- TIFR Vigyan Vidushi reports
- Photos from many friends, colleagues and Rohini's family

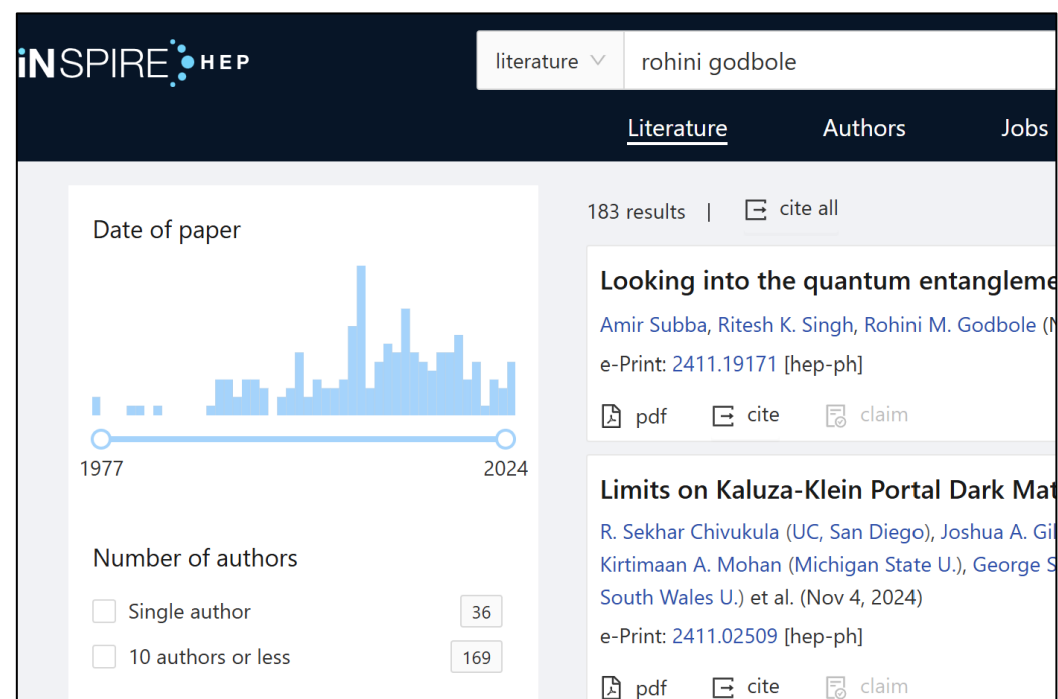
Many Thanks ...

... a name I call myself...



I work in the area of high
energy physics
phenomenology:
the subject of the fundamental
constituents of nature, and how
they are put together."

Rohini Godbole,
in *Lilavati's Daughters*



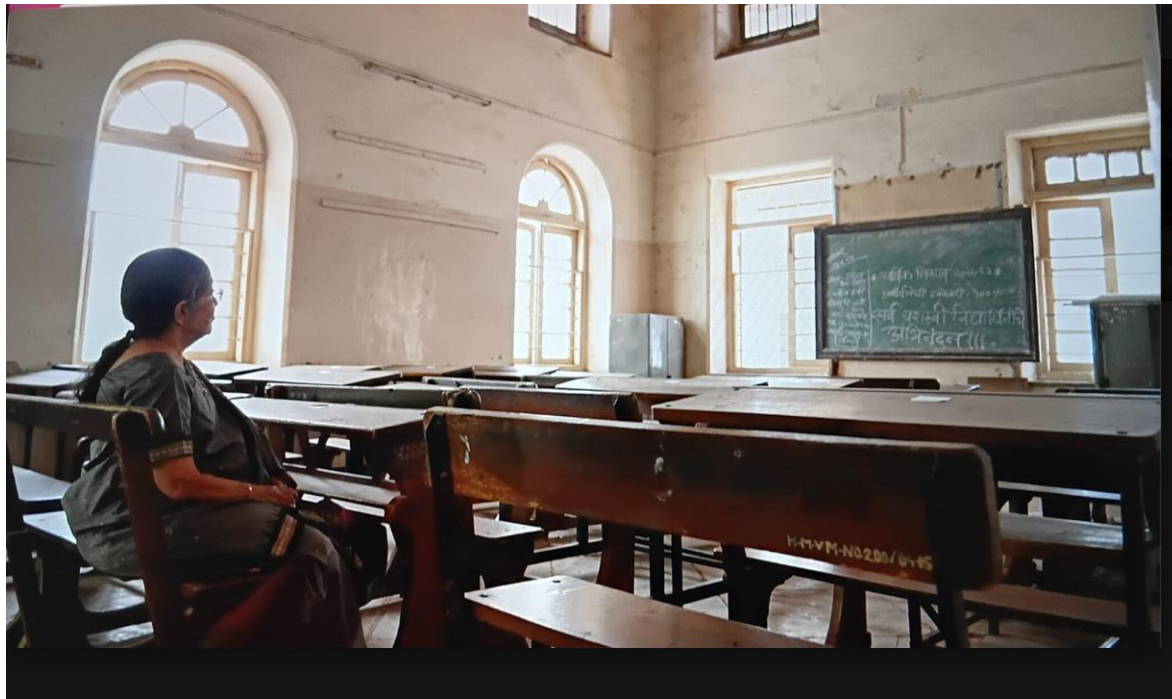
Early Journey...



- Born in 1952, Rohini was the second of four sisters. She studied in Huzurpaga, a well known school in Pune.
- BSc Physics at the local Sir Parshurambhau (SP) College
- MSc at the IIT- Bombay
- She went to the State University of New York in Stony Brook in 1974 for PhD and worked with Jack Smith. After getting PhD she returned to TIFR as a Visiting Fellow in 1979.
- 1982 - she got a position in the Department of Physics at the University of Mumbai
- 1995 - she moved to the Centre for Theoretical Sciences, IISc Bangalore from where she retired in 2018.



Some early encounters with gender barriers



The school did not have science subjects for girl students, only domestic science

The school, to its credit, took the criticism to heart. Science was introduced from the 5th grade and the labs were improved. On hindsight, this appears to be the beginning of her legacy....



Demand what is due with proper arguments, because nobody hands you anything on a platter.

After her MSc, she was advised by a well meaning teacher against going abroad...he asked why she would want that, and said they would find her a nice advisor in India... whereas he gave an exact opposite advice to a junior male student.

Job options??

Does gender matter in Science ?

- Since 2000, she passionately pursued gender equality in the workplace.
- Concerns – low numbers of women scientists in all the institutions that she had been part of, (almost always the only woman

Problem is not with women (scientists), but it is a systemic problem

“The path to go to a situation when we will just speak of scientists/engineers and not their gender, surprisingly, goes through the path of being very aware of the same for a while!”



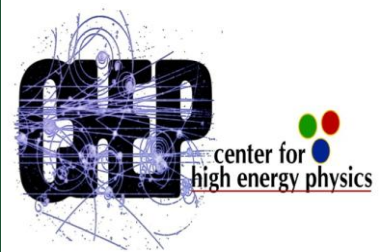
Oosterpark in Amsterdam
between two downpours!

Women in Physics in India: the journey



Indian Academy of Sciences, C.V Raman Avenue, PB No.8005
Sadashivanagar P.O., Bangalore 560 080
Tel: 91-80-23612546, 23614592, 23612943 Fax: 91-80-2361 6094
Email: womeninscience@ias.ernet.in

The logo for 'Women in Science' features a stylized profile of a woman's head with flowing lines above it.
Women in Science
An Indian Academy of Sciences Initiative



Rohini M. Godbole

Centre for High Energy Physics

Indian Institute of Science, Bangalore.

July 10, 2023

Starting point

The First International Conference on Women in Physics by IUPAP held in Paris
-- a speaker as **‘Asian Success story’**.



Jyoti Gyanchandani, Neelima Gupte
Sumathi Rao (leader), Rohini Godbole,
Sunita Nair

- Part of the Indian team for the first International Conference on Women in Physics held by IUPAP in Paris in 2002
- Part of the Indian Delegation to the GBM of IUPAP in Berlin the year after, where the recommendations arising from 2002 meeting were adopted by IUPAP, with specific recommendations to all stake holders, including science academies.

“...Right after the ICWIP in Paris and adoption of the recommendations by the IUPAP GB , we came back to India all charged.

Real takeaway point of ICWIP– I was that all of us felt we were not alone and the reasons for the most issues we faced were not within us but rather in the system and processes.

Personally, I looked at the initiatives that could be started at the level of academies. But at that time Indian Academies of Sciences (IAS– Bangalore) had one woman fellow in physical sciences (yours truly) and the Indian National Science Academy had two (Prof. Bimla Buti and self)

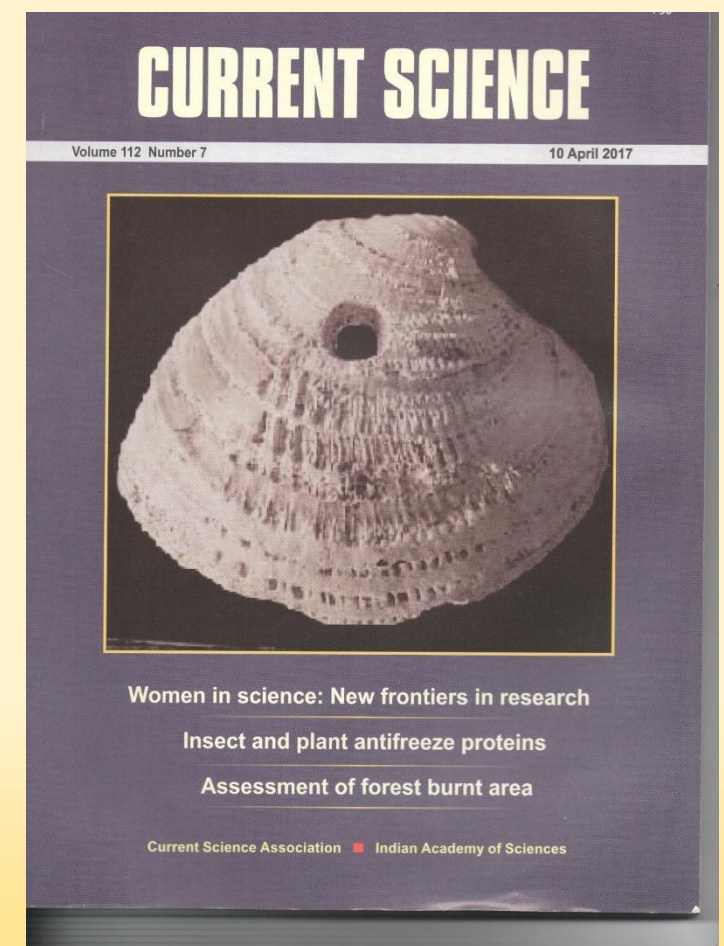
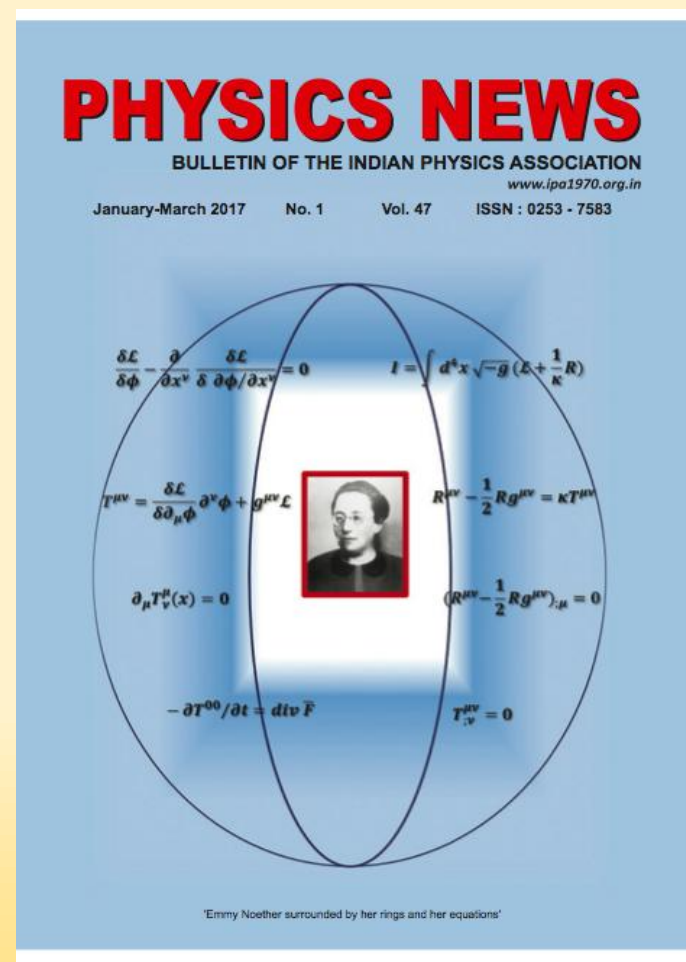
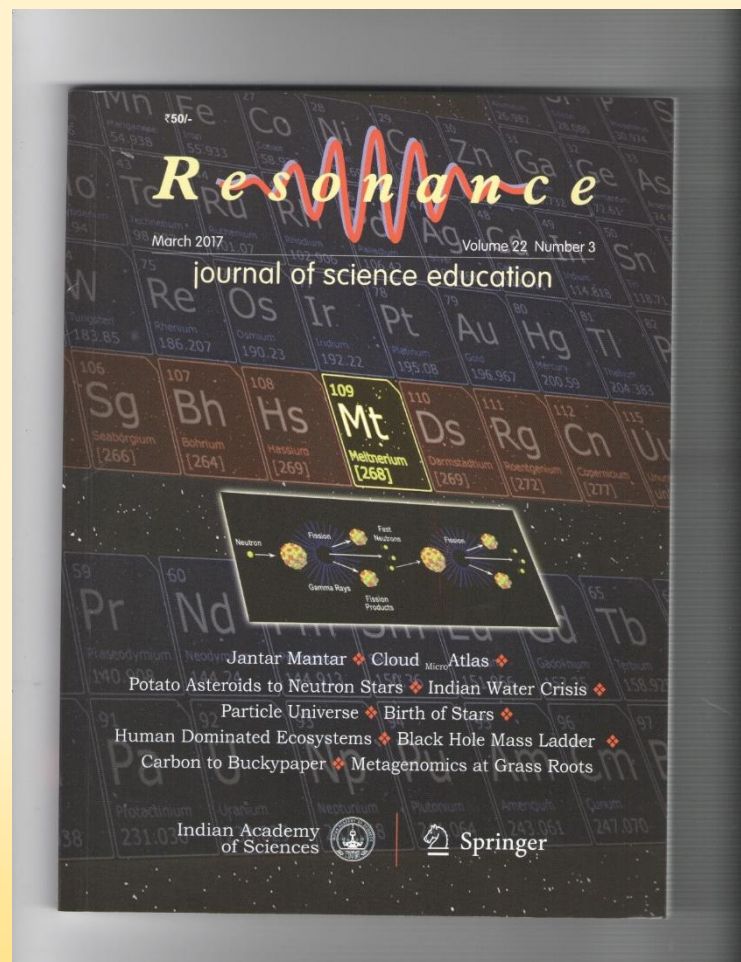
Hence those early efforts were about Women in Science! Addressed issues of young women trying to make a career in Science not necessarily Physics.
“
....



Rohini Godbole @ ICWIP2023 inauguration

Initiatives of the WiS WG :

1. Issues of the Indian Journal of Education (Resonance) entirely authored by women physicists and astrophysicists
2. Issue of 'Physics News' Journal of the Indian Physics Association as well as a section of India's multidisciplinary journal called Current Science (India's Nature) authored by Women Scientists!



GIPWG ...

- Formation of the Gender In Physics Working Group (GIPWG) of the Indian Physics Association, headed by Prajval Shastri
- Holding of the first Gender in Physics Conference in India 'Pressing for Progress' in 2019

Hyderabad Charter guiding principles to achieve gender equity



Pressing for Progress 2019

An IPA National Conference towards Gender Equity in
Physics
19 - 21 September 2019, University of Hyderabad, India



Fundamental Principles

- ★ *People of all genders have equal potential to excel in all aspects of physics practice*
- ★ *Utilizing the talents of all is essential for the physics enterprise to achieve its full potential*

Guiding Principles

- Gender disparity in physics is due to both patriarchy in wider society and gender bias within the enterprise
- Time alone will not achieve gender equality and therefore conscious action is essential
- Closing the quantitative gender gap at all levels of physics practice is a necessary step to achieve equality
- The culture of physics also needs to transform in order to make all talent feel welcome, be acknowledged and used
- The practice of physics is a social activity and addressing its gender bias requires insights from the social sciences
- The interventions and strategies must be such that they do not endorse societal patriarchy
- The interventions must adapt to the evidence from regular monitoring of the status of the enterprise
- When a process of selection reduces the gender fraction from that in the pool, it is a signature of a biased process
- Institutions must assume immediate and ongoing responsibility to move towards gender equality
- The commitment of institutional leaders is key to make progress

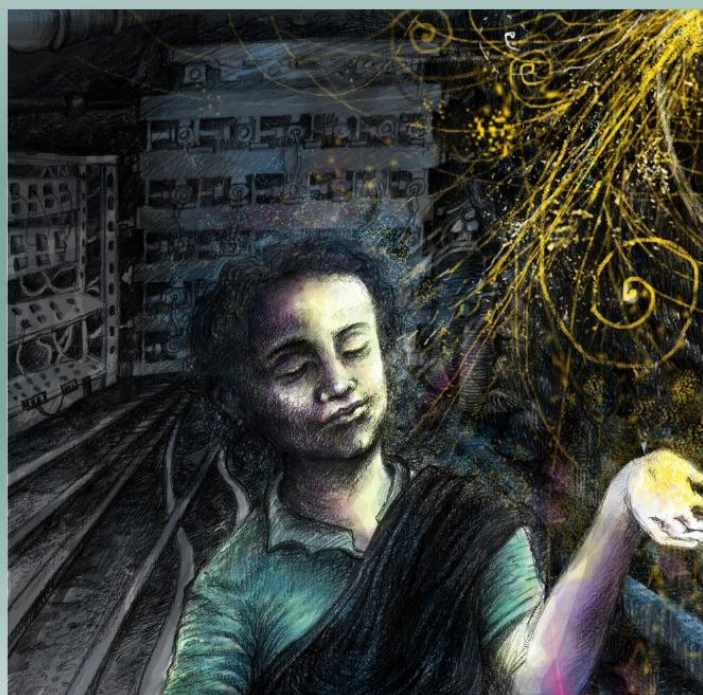
Additional information ...

PHYSICS NEWS

BULLETIN OF THE INDIAN PHYSICS ASSOCIATION

January – June 2021 Vol. 51 No. 1 – 2 ISSN: 0253 – 7583

www.tifr.res.in/~ipa1970



BIBHA CHOWDHURI COMMEMORATIVE SPECIAL ISSUE

Physics News

History of the Working group of Women in Physics in India

Sumathi Rao

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E-mail: sumathirao1999@gmail.com



Sumathi Rao got her Ph.D. from the State University of New York (USA) in 1983 in the field of high energy physics. She is currently an honorary professor at the Harish-chandra Research Institute in Allahabad, where she has been since 1995. Her recent research work focuses on topological quantum matter and on transport in low-dimensional systems. She is a fellow of the National Academy of Science in Allahabad and of the Indian Academy of Sciences in Bangalore. She is currently a divisional associate editor in the condensed matter division of Physical Review Letters. She was one of the initiators of international conferences of women in physics, led by the International Union of Pure and Applied Physics, and has played an important part of the worldwide movement to improve the representation of women in physics.

Abstract

A brief history of the efforts of the women in physics since 2000, which led to the launch of the working group for gender equity in 2017 as a part of the Indian physics association, is presented. As part of this history, the impact of the International conferences on women in physics held by the International Union of Pure and Applied Physics (IUPAP) in India and how it contributed to the work on gender equity in science in India is also discussed.

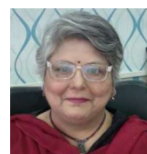
Physics News

Women in High Energy Physics in Post Independent India

Bindu A. Bambah

School of Physics, University of Hyderabad, Hyderabad, Telangana 500046, India

E-mail: bbambah@gmail.com



Bindu Bambah did her Ph.D. from the University of Chicago in 1983 under the guidance of the Nobel Laureate Prof. Y. Nambu. Her research is focussed on high-energy physics (theory and experiment) and non-linear dynamics. She was awarded the UNESCO, ROSTCA Young Scientists Award for South Asia in 1991. She is currently leading the University of Hyderabad group in the Experimental neutrino program at Fermilab, USA. Prof. Bambah has started undergraduate courses on scientific methodology and given lectures to school students on the importance of scientific thinking in all spheres of life. She also works on methods of inducting and training women to assume leadership roles in the physical sciences.

Abstract

In this article, I will examine the status of gender parity in post-independence India by looking at women's lives in High energy physics. From the first-hand experiences of some of the pioneering women in the field, I hope to examine whether gender bias is a real threat in high-energy physics.

Rohini Godbole @ ICWIP2023 inauguration

When I came back to India in 1979 I heard names of only TWO senior women physicists, Prof. Bhamati and Prof. Bimla Buti. Both theoretical physicists. I was the first woman post doctoral fellow in theoretical particle physics in the Tata Institute of Fundamental Research

None of us even heard about Prof. Bibha Chaudhuri, the first woman experimental particle physicist who had worked in elite institutes in India till recently!

So compared to that the situation has improved immensely!

Points to note:

Increase in nos. only recent.

Fraction in elite institutes smaller compared to the universities

Participation of women in Physics is considerable but reduces with level of authority and perceived importance of the Institutes.

Fraction in awards, fellowships and decision making and/or leadership positions even smaller

Now we have two women directors for a physics and astrophysics institute respectively

Why so few women scientists - what is the real reason?

India has about 2.6 million women graduates in STEM, about the same (or higher) than men.

Poor representation in faculty positions - typically less than 20% in most departments, except at predominantly teaching institutes. Only 5% of university department chairs are female. Less than 10 institutes have women Directors (no IIT or IISER) and few Central Universities

Underrepresented in institutional leadership positions:

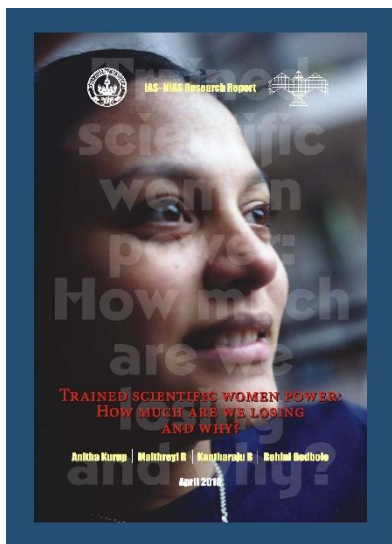


Initiated systematic data collection
3 major efforts

- first report on access of Indian women to a career in Science by the Indian National Science Academy in **2004**.
- Trained Scientific Women Power - How much are we losing and why? (**2010**) (IAS-NIAS research report)
- Women Scientists in India, R M Godbole and R Ramaswamy Country Report, in Women in Science and Technology in Asia, **2015** AASSA Report, pages 67–84.

Surprising Findings of IAS-NIAS Research Report 2010

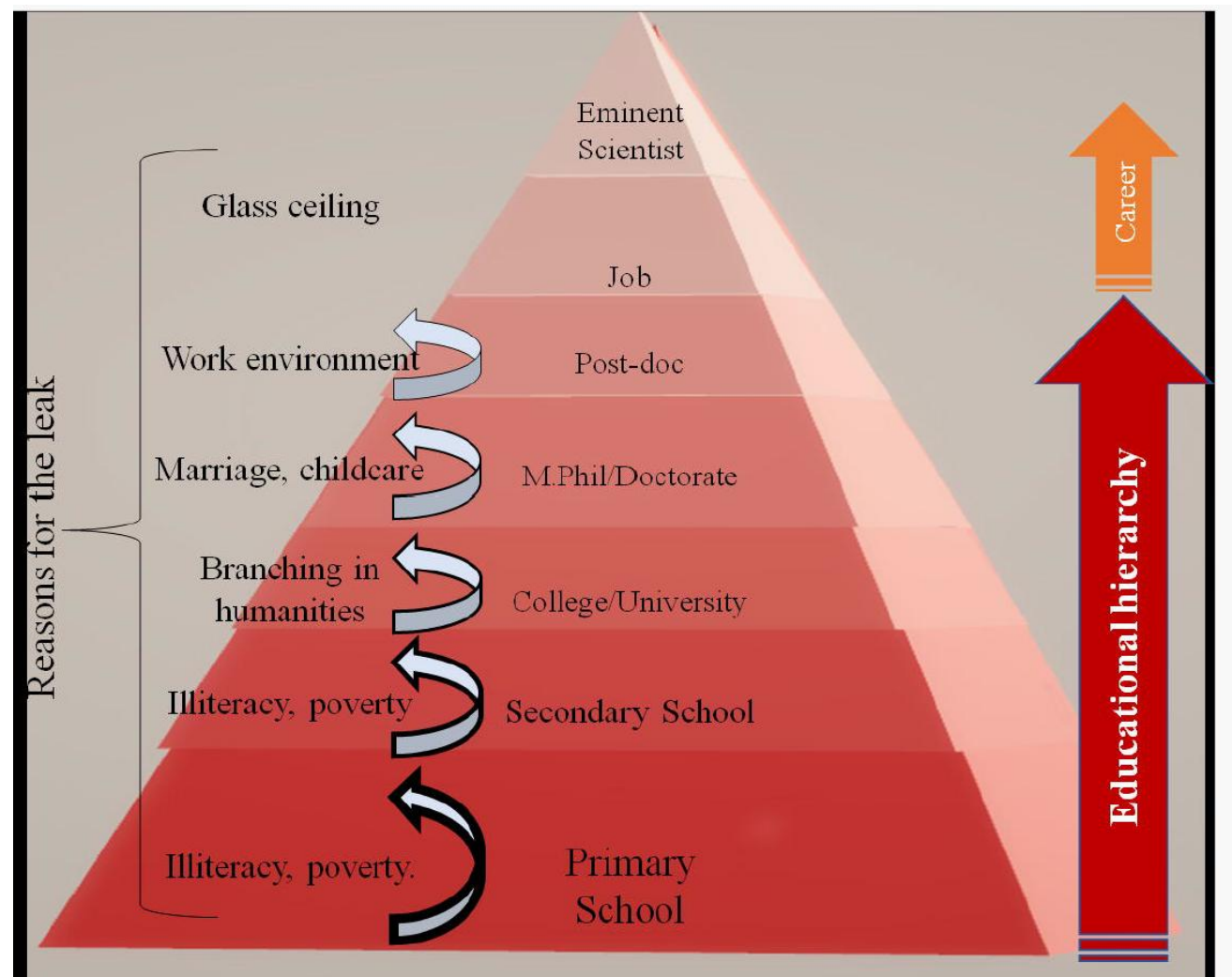
- *Significant participation of women in studying/teaching at school/UG level, however numbers plummet for women pursuing research careers. Numbers further decrease with perceived high status of the institution and with increasing position of the hierarchy*
- *Need for transparency in selection procedure at institutes*
- ***Majority of unemployed women PhDs said “they did not get jobs” (about 67%), while only 3% cited “family reasons” for not working***
- *About 85% women said they managed to balance family and career, many chose to negotiate winding career paths to stay on research track after child birth*
- *About 14% women single, significantly higher than male counterpart (3%)*
- *The proverbial “Glass Ceiling” comes not from family but from systemic biases at institutional level*



Responses also highlighted

- Non-availability of jobs and non flexibility in attitudes of institutions
- **The presence of INVISIBLE BIAS !**

Leaky pipeline (Schematic)



Akanksha Swarup, Tuli Dey, doi: <http://dx.doi.org/10.1101/817668>

The attrition rate has mostly stayed the same over the years !!!

What does it take to be a woman scientist in India today?

- **Lilavati's Daughters: The women scientists of India**
- Rather than look either to world history or to our own history for scientific heroines, it was necessary to tell the story as it is ...

100 successful women scientists who worked in modern India to write what helped and hindered them: Lilavati's Daughters. Published in 2006. Translated into many Indian Languages.



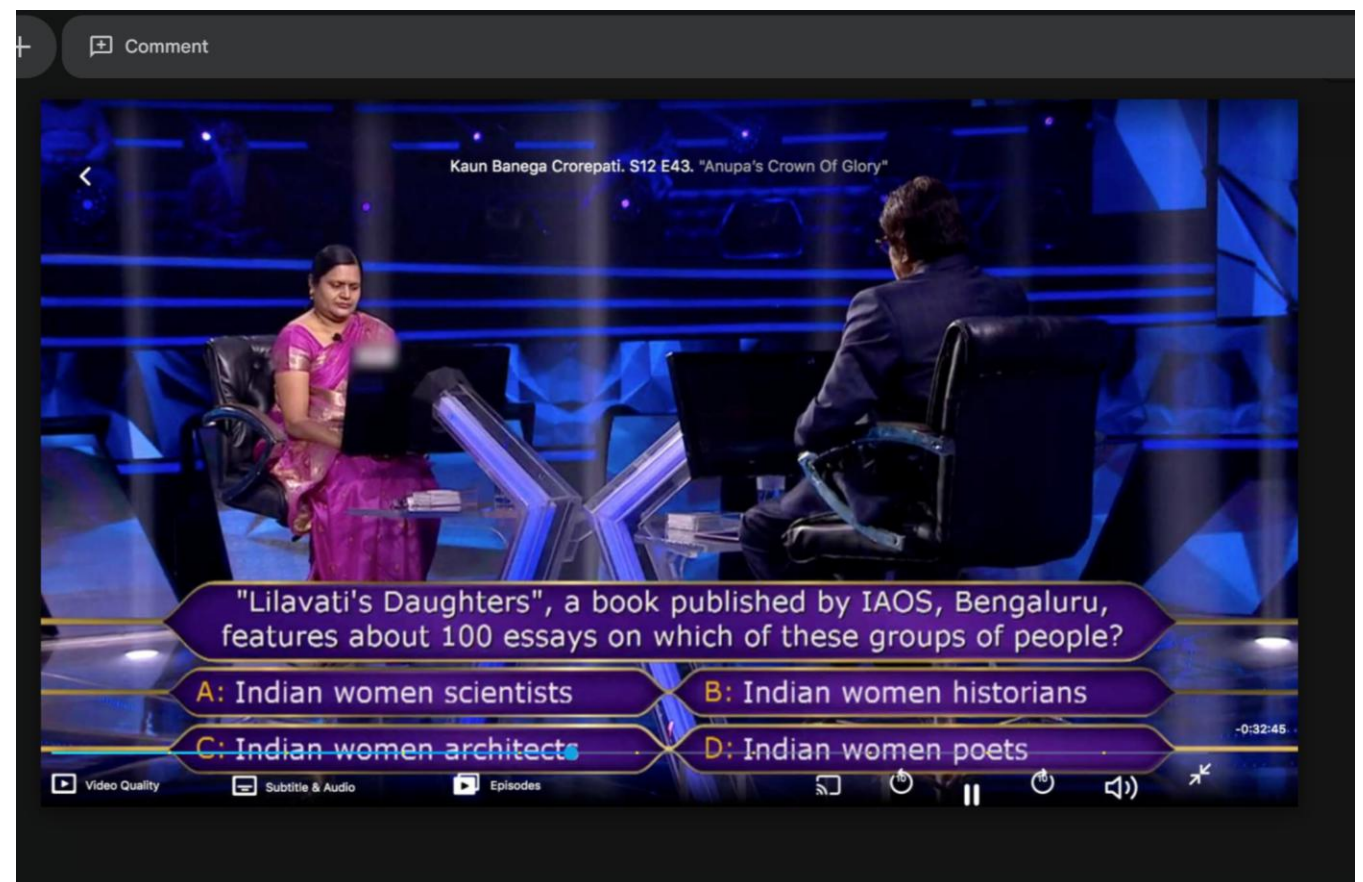
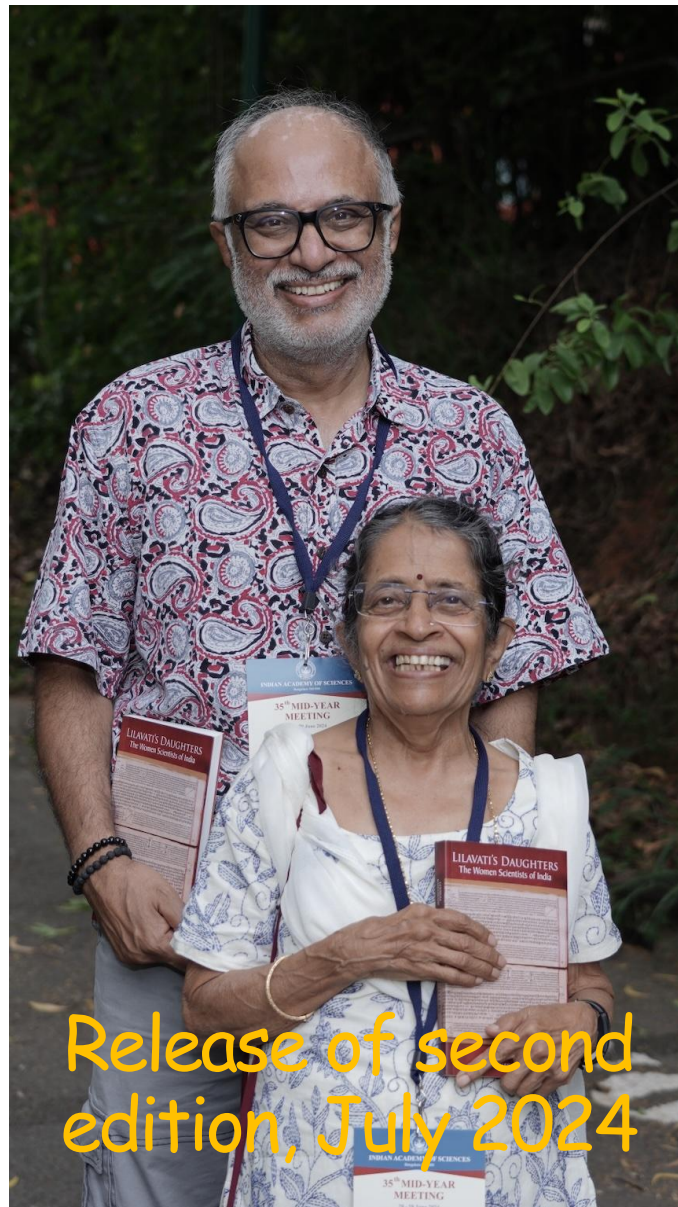
"Personally I got inspiration to bring this out due to tea time conversation in ICWIP in Paris in 2002 talking to women friends from Malaysia, Ghana...."

(Rohini)

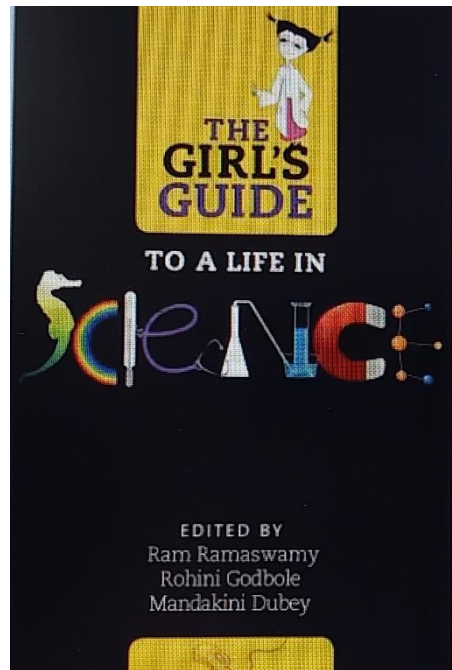
What do Lilavati's daughters tell ?

Ram Ramaswamy summarises...

- *Parental (and in-law) support*
- *Strong female role models in school and colleges*
- *Help during early career for raising children*
- *Support from Mentors, seniors*
- *Chance/luck....*



A Girl's Guide to Life in Science



A new book for younger girls, which contains a small description of the Science that the women whose stories are in the book .

Rohini Talked about herself candidly

“ My Journey has been wonderful one, but I must say that I was unsuccessful in balancing personal and professional life...

...In my generation, it was falsely assumed that we could be a superwoman, managing both career and life perfectly..

*.... One requires a big helping of luck for a woman to combine a successful career in science and a happy family, given **the lack of institutional and social support structures...**”*

How does change occur? The traditional model:

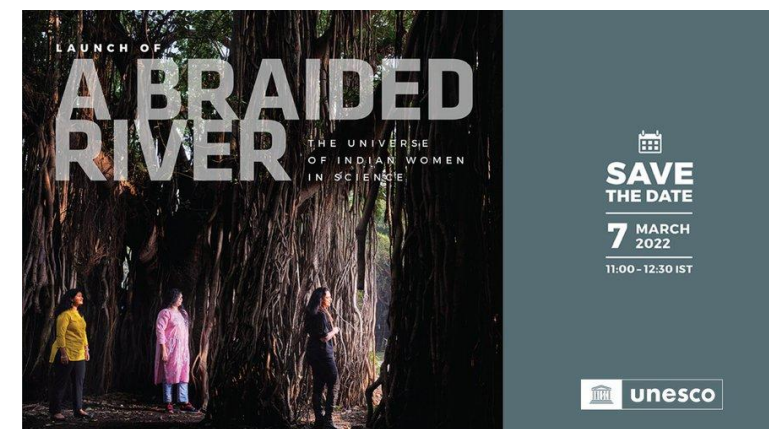
Top Down
*(Formal policy change,
administrative leadership)*

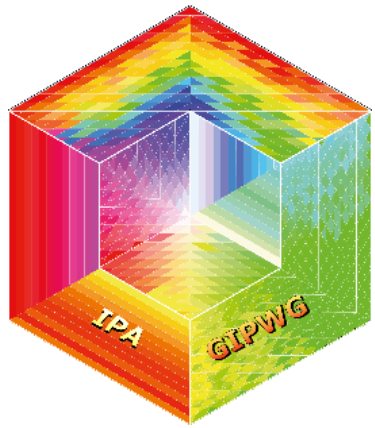
**Climate Change
or**

“Institutional Transformation”

Bottom Up
(Individual, grass roots)

Indian women in science are a very diverse group and hence, “one-solution-fits-all” would not work to support them all.





Way Forward ...

- Acknowledge that there is a problem — it does not get corrected with time
- Proactive role to improve environment – everyone (male and female) must be included
- Raising awareness, promote Mentoring & Networking
- Be vocal about biases – not problems of individuals alone

Multipronged approach needed (well known)

each of us has the responsibility to mitigate the gender bias

Be a WOMAN – WOrk for Mentoring And Nurturing

Climate change...

- “Two-body” problems - Many institutions discourage linked appointments.
- One of the most significant barriers for women in science is maintaining a career inside organizations that are designed *by men and for men*



United Nations

Department of Economic and Social Affairs
Sustainable Development

Diversity & Inclusion

THE 17 GOALS

169
Targets

3957
Events

1350
Publications

7857
Actions



Better science

Better society

Sustainable development

Climate change...

A real commitment to gender sensibilities and not just a patriarchal attitude that “facilitates” women.

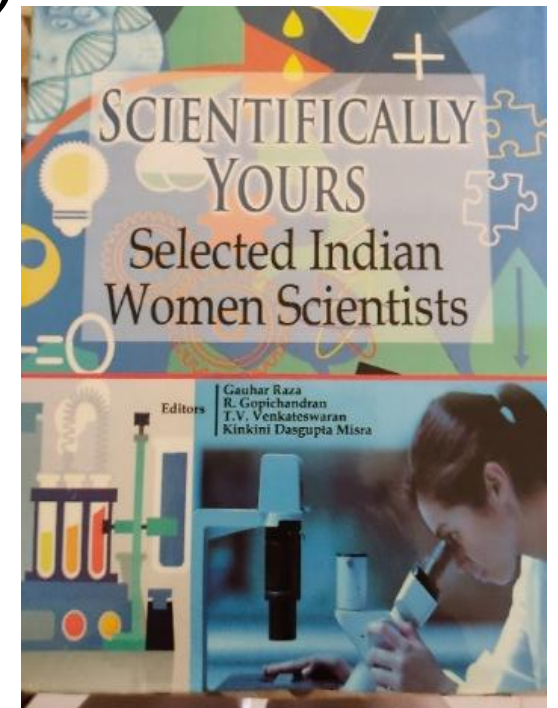
Ram Ramaswamy (in talk on Rohini)

“... The diversity of an institution correlates with its vitality, with the new ideas that can come forth, and with its essential character. Gender is one component of such diversity. Academic institutions that are committed to ensure and enable the participation of women at all levels of academics are the richer for it, so measures that can be taken to promote institutional gender balance are important and should be encouraged.

A corollary, therefore, is that policies and attitudes that suppress or reduce such diversity need to change. ...”

Initiatives by Govt, Industry & NGOs

- Women scientist scheme (WOS/Kiran)— fellowships for women with a break in career
- Mobility schemes to help relocation of women scientists
- Child care leave
- Women technology parks, women only universities
- Power Fellowships and Power Grants for women researchers (2020-)
- GATI (*Gender Advancement through Transforming Institutions*) similar to Athena Swan accreditation scheme in UK (2020-)
- Special Recruitment drive for under represented categories
- Mentoring programs (e.g. VigyanVidushi -TIFR)
- Science, Technology and Innovation Policy (STIP) of DST
 - inclusivity measures
- *A Braided River* - the Universe of Indian women in Science (recommendations by DST & UNESCO, 2022)
- Policy for Improvement of gender balance in Nuclear Sector (June 2023)



Rohini's Prominent role in Gender-in-STEM (2000-2024)

- Member, Expert Committee, Implementation of Programmes for Accelerated Participation of Women in Science and Technology, Department of Science and Technology.
- Chair, Advisory Committee of the Department of Science and Technology, for the implementation of the Gender Advancement Transformative Initiative (GATI).
- Chair of the committee to draft the 'Equity and Inclusion Chapter of the Science and Technology Innovation Policy of India', STIP-2020.
- Member, 'The World Academy of Sciences Gender Advisory Committee (TWAS GAC)', 2021-2024.
- Member, Standing Committee of Women in Science of the Government of India, 2015-now.
- Chair, Committee for Physical and Mathematical Sciences, WOS/A scheme of the DST, 2004-2007.
- (Founding)Chair, Panel for Women in Science of the Indian Academy of Sciences, Bangalore, India (2005-2016).
- Member, Joint panel for Women in Science of the Indian National Science Academy, Indian Academy of Sciences and The National Academy of Sciences, India (2014-now).
- Convener, Committee on Women in Science, of the Indian Academy of Sciences, Bangalore, (2003).

Honours

- Ordre National du Merite, Civilian Honour of France, January, 2021.
- Padma Shri, Civilian Honour of India, January 2019.
- Fellowship of Science Academies: INSA, IASc, NASI, TWAS
- Honorary Doctorates : Visweswaraya Technological University, Belgaum, Indian Institute of Technology, Tilak Maharashtra Vidyapeeth, Pune, S.N.D.T. Women's University.
- S.N. Bose Medal for Theoretical Physics of the INSA, J.C. Bose fellowship of the DST, Meghnad Saha Medal for Theoretical Physics of the Asiatic Society, 2007
- Distinguished Alumnus Award by the Indian Institute of Technology, Powai, India, 2004.



Are MCQ tests Gendered ?

The poor success percentage of women candidates at entrance examinations for various levels of higher education, may be one of the contributing factors as majority of these examinations are objective type.

Q1. Is there a gender dependence of the fraction that clears the various entrance tests for higher education in STEM?

Q2. Does this depend on the type of the entrance test? Does MCQ nature of the tests add to this gender divide?

Q3. If yes, what are the possible reasons?
Should one / can one correct for it?

<https://www.youtube.com/watch?v=j0XsPCGortM>

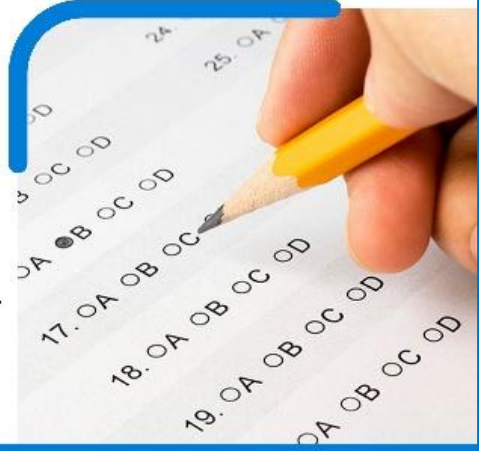
SHIV NADAR
INSTITUTION OF EXPERIENCE DEEMED TO BE
UNIVERSITY
DELHI NCR



Webinar on
Are Multiple
Choice Questions
(MCQ) tests in
STEM gendered?

June 21, 2023 | 3:45-6:00pm IST

PANEL DISCUSSION
Satellite Event of ICWIP 2023



**Rupamanjari Ghosh**
Former Vice-Chancellor of Shiv Nadar University, Delhi-NCR. Former Professor of Physics & Dean of School of Physical Sciences at Jawahar Education University.

**Nissim Kanekar**
Professor and DST Swarnajayanti Fellow at the National Centre for Radio Astrophysics (NCRA), Tata Institute of Fundamental Research (TIFR), Pune.

**Debashis Ghoshal**
Professor of Physics, Jawahar Education University, New Delhi.

**Kate Wilson**
Associate Professor of Physics, Researcher in Pedagogy, University of New South Wales, Canberra.

**Nandini Chatterjee Singh**
Senior National Program Officer at UNESCO-MGIEP (Mahatma Gandhi Institute of Education for Peace and Sustainable Development), New Delhi.

**Ananya Mukherjee**
Vice-Chancellor, Professor, Department of Economics, School of Humanities and Social Sciences, Shiv Nadar Institution of Eminence, Delhi-NCR.

**Rohini M. Godbole**
Past President, DMRD, Distinguished Professor, Centre for High Energy Physics, Indian Institute of Science, Bangalore. Distinguished Visiting Faculty, Shiv Nadar Institute, Delhi-NCR.

**Moon Moon Devi**
Assistant Professor at Tezpur Central University, Assam. Member of the Gender Equity in Higher Education Physics in India. Young Scientist/Innovator Award by AICTE in 2022.

Co-chairs, LOC-ICWIP 2023:
Prof Vandana Nanal and Srubabati Goswami

Organizing Committee for Panel Discussion:
Prof Vandana Nanal
Dr Priyanka Grover
Prof Susanta Sinha Roy
Dr Srijita Banerjee


<https://bit.ly/3ME5P88>
Scan here for Registration

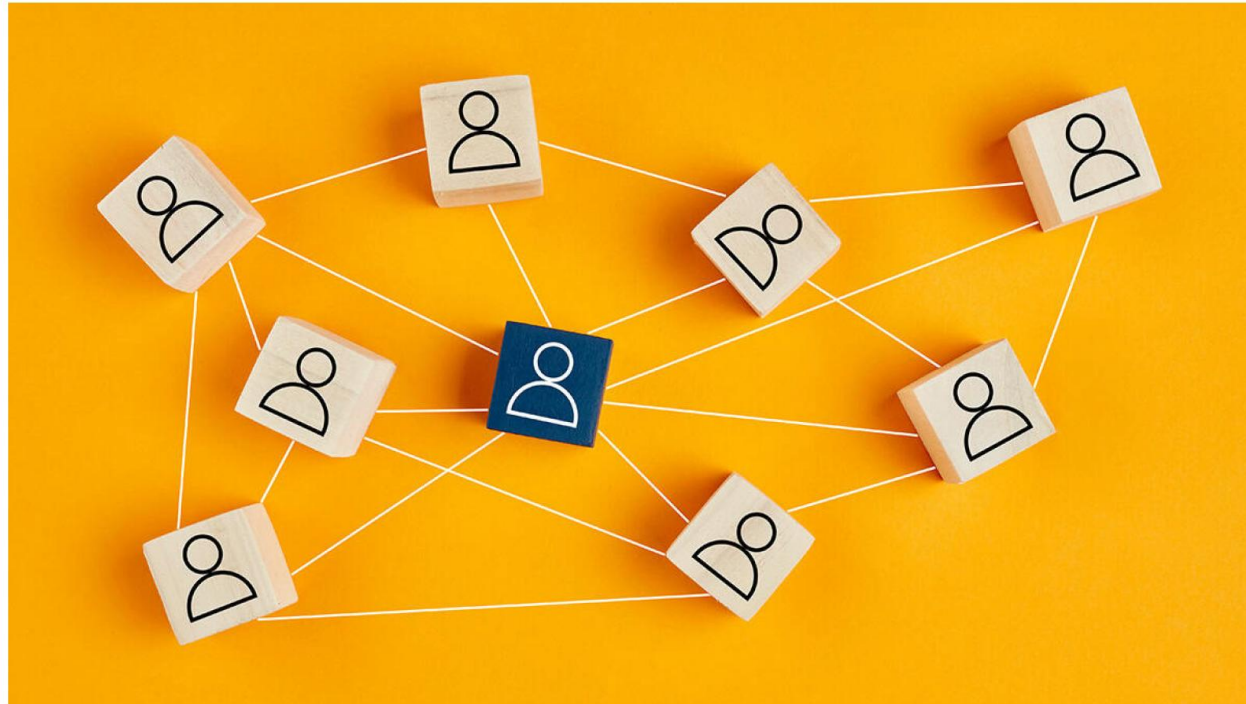

bit.ly/3NefDCP
Participants can access a live stream on the GIPWG (IPA) & Shiv Nadar IIE YouTube channels

For any enquiries please contact Dr. Srijita Banerjee (shrijita.banerjee@snu.edu.in)

- In India, admissions to almost all the prestigious engineering and Ph.D. programs are at least partly based on performance in MCQ tests such as JEST, GATE or JEE. *In these exams the fraction of applicants who clear the MCQ shows a huge gender dependency.*
- **the toppers in the University examinations in India, which are not MCQ type, are dominantly women.**
- there are big differences in the gender dependence of the averages and of the gender distributions at the top!
- Selection rate at IIT : 6.4% for male applicants, 1.9% for female applicants



Rigorous and wider studies of correlation between gender differences in cognitive activities of different types is essential to understand the gender differences in MCQ test results and thus indicate possible steps that could be taken to make the success percentage gender neutral.



Worrying trend The gender imbalance in physics continues, according to a new study, because male physicists are more likely to collaborate with and cite their male counterparts. (Courtesy: iStock/cagkansayin)

5 Oct 2024

Biased collaboration and citation patterns are responsible for driving the gender gap in physics.

Poor female representation persists due to established male physicists preferring to work with early-career male researchers. (*Communications Physics* 7 309)

Suggested interventions to alter the network dynamics :

- creating opportunities for junior women to collaborate with senior men
- giving female researchers more opportunities for funding and promotion



Vigyan Vidushi

(2020 onwards)

This unique initiative for women students is aimed at providing opportunities to level the playing field as well as increasing awareness.

Importantly, this program will **enable the young women research aspirants to interact with women scientists**, which will help in breaking the gender stereotype.

What program aims to do

- *Give advance training in Physics with emphasis on basic concepts and problem solving*
- *Give information about opportunities for career in Physics research (globally)*
- *Give a glimpse of challenges, to help you prepare to face the same.*





VV (Physics)

A summer school of ~3 weeks duration for MSc women students

-on threshold of deciding whether to opt for PhD/ Pursue career in Physics

- Training in advanced Physics with emphasis towards research
- **Interactive Guidance Sessions for Research Career in Physics & gender related challenges**
- Introduction to Physics Education Research at HBCSE
- Bimla Buti Vigyan Vidushi Projects

(Supported by Buti Foundation 2024--)





VV (Physics)

- Workshops
 - a) for Research Career in Physics : Opportunities & Challenges
 - How to pursue a PhD, possibilities after PhD, application/proposal writing
 - b) Improving self-confidence, combating biases, gender related challenges
- Group discussions with Women Scientists - to enable a free dialogue
 - experiences of fellow women physicists pursuing research career in physics
- Special lecture series by Eminent Women Scientists



RECOMMENDATIONS (2005 - ICWIP paper RG et al)

The following recommendations, most of which are in line with the IUPAP resolutions of the First and Second International Conferences on Women in Physics, have been made by several of the above bodies:

Make new support systems, **such as science camps for girls**, for inclusion of underrepresented categories and increasing the number of girls competing in university entrance exams (now very low in India).

Offer incentives to institutions to hire women and make it possible for spouses to work at the same institution.

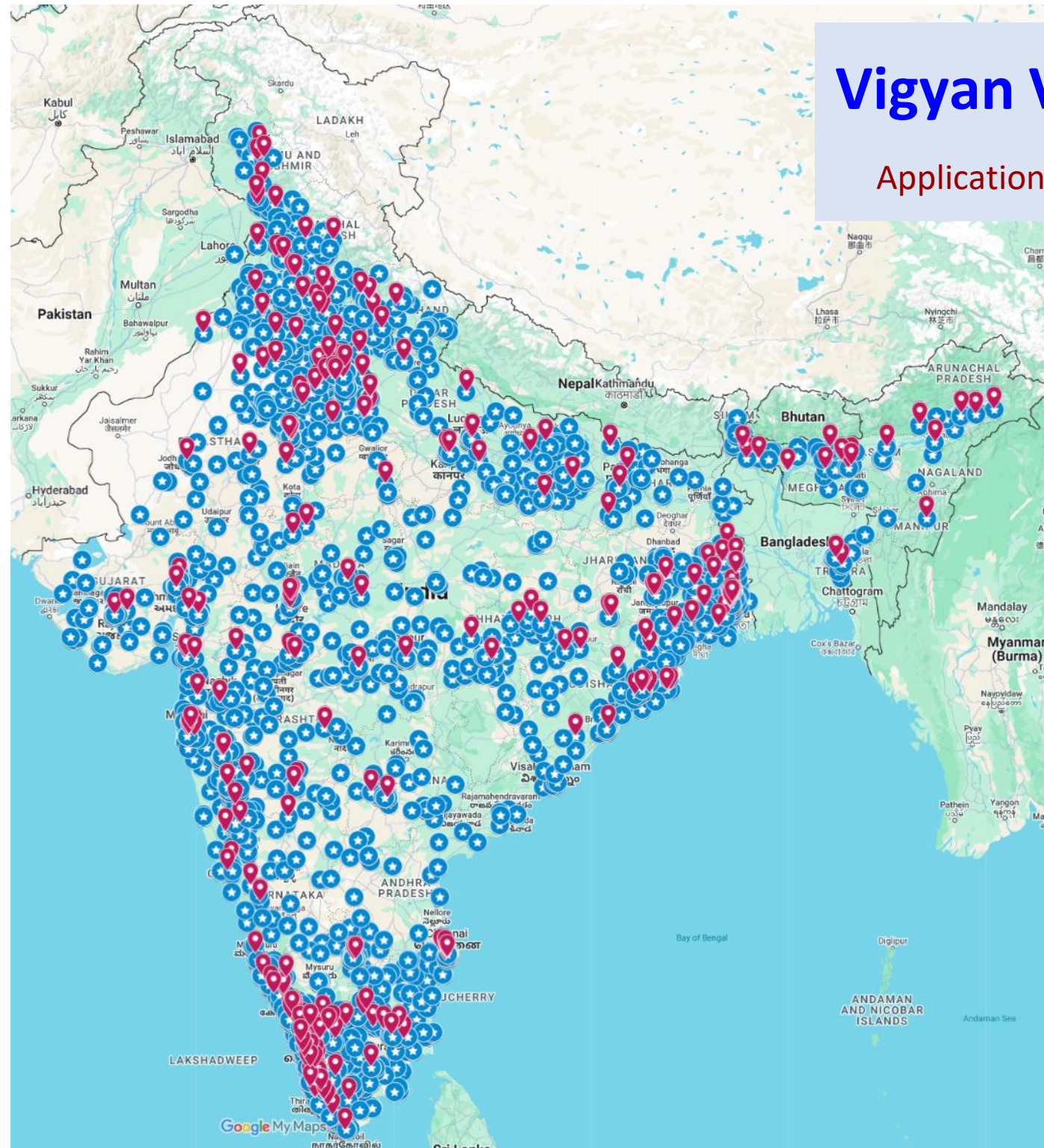
Modify organizational structures to make workplaces more women-friendly. Child care, flextime, and parttime jobs are recommended. Some flexibility in rules regarding leave, age limits, and transfers is suggested.

Give accomplished women speaking slots at conferences and memberships on decision-making bodies.

Monitor compliance with the government mandate for grievance cells for sexual offenses and discrimination. The ability to refer certain cases to a central cell for redress has also been recommended



VV(Physics) - Demographic snapshot



Vigyan Vidushi 2020-25

Applications 

Selected 



Where have all the (VV) students gone ...? Gone for PhD ...



data collected in June 2025 (for VV2020-24), among the responding participants (~132) who had completed their masters degree, **55% were either already pursuing, or just entered a PhD programme in Physics/Astrophysics** and **~33% are planning to apply for the PhD at the next opportunity**



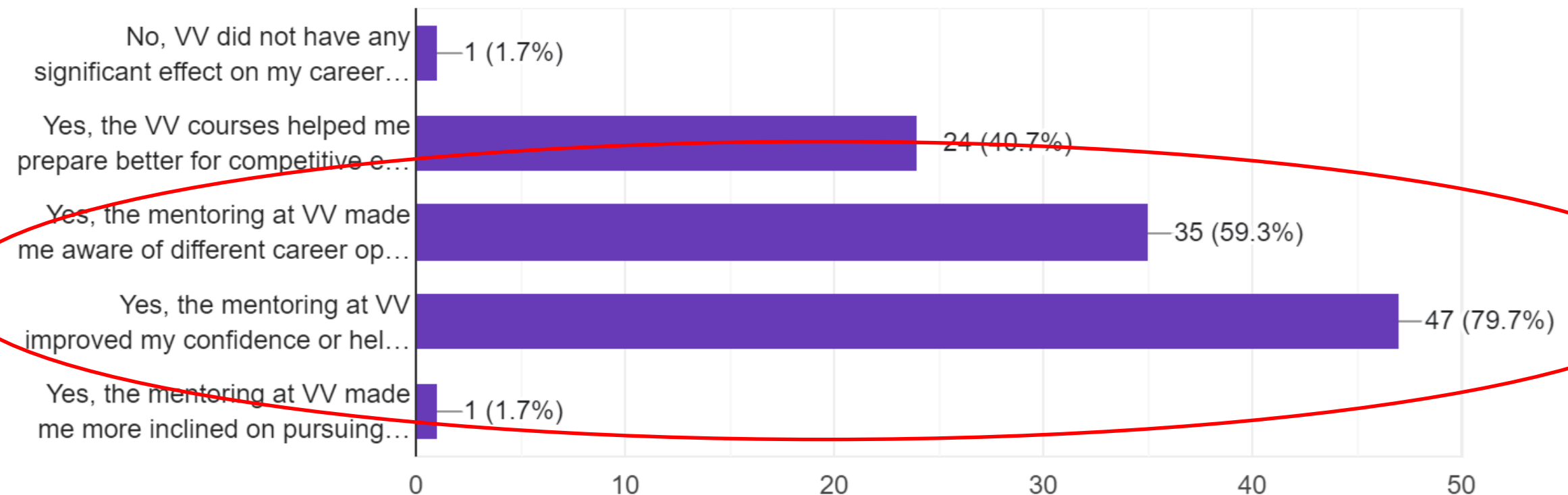
Feedback from yesteryears...

- *Most have found courses and materials useful*
- *Most have appreciated interactive discussions with women scientists and career guidance workshop (unique feature)*

Did the **overall experience at VV**, and, in particular the mentoring that you received, play a role in your career choice? (Tick as many as you want)



59 responses



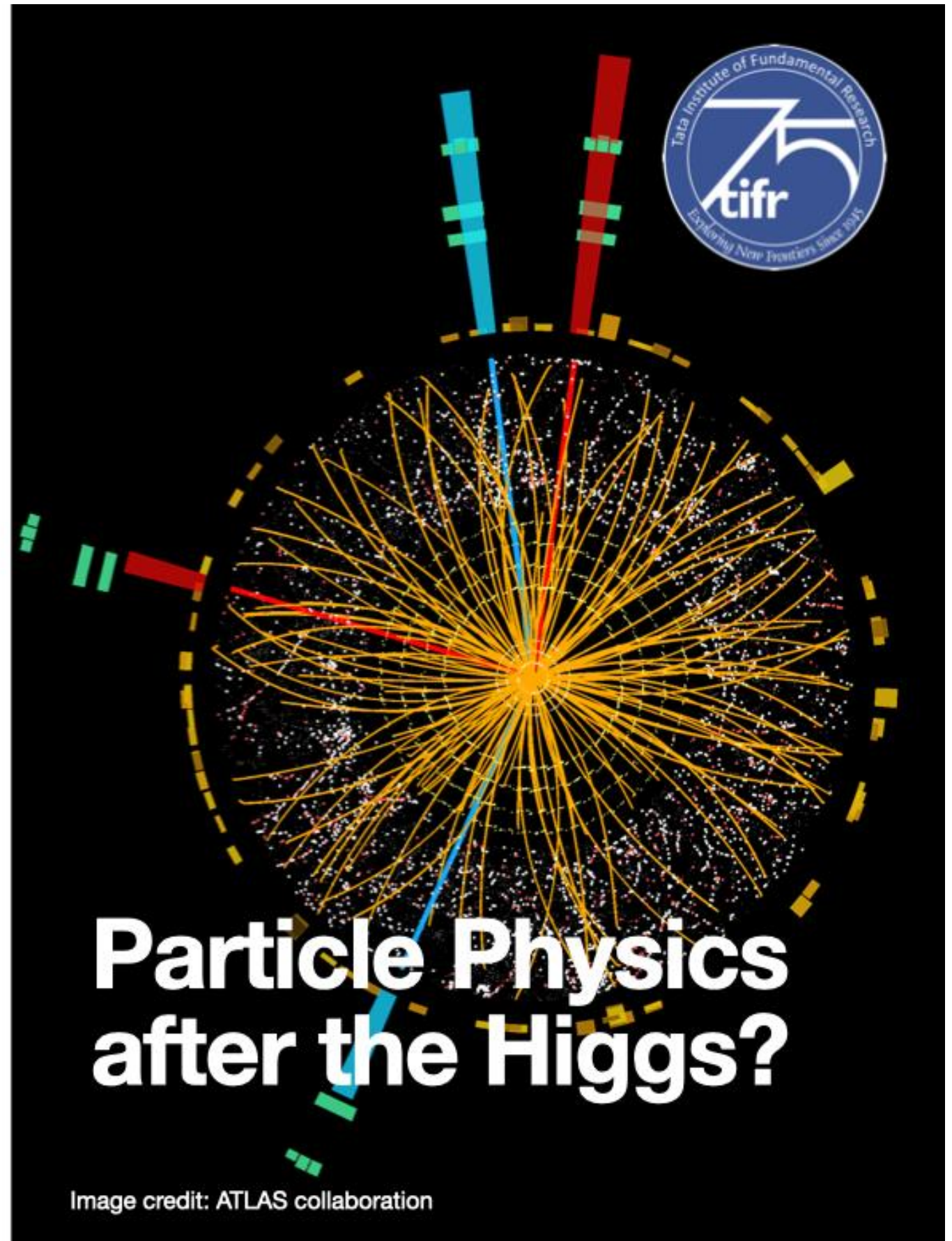


Prof. Rohini Godbole
Indian Institute of Science

18th June 2020; 16:30 IST



Vigyan Vidushi 2020
Tata Institute of Fundamental Research





Vigyan Vidushi (Physics) 2026

CD workshop

Combating Biases

Deepa Chari (HBCSE) and Vandana Nanal (TIFR)

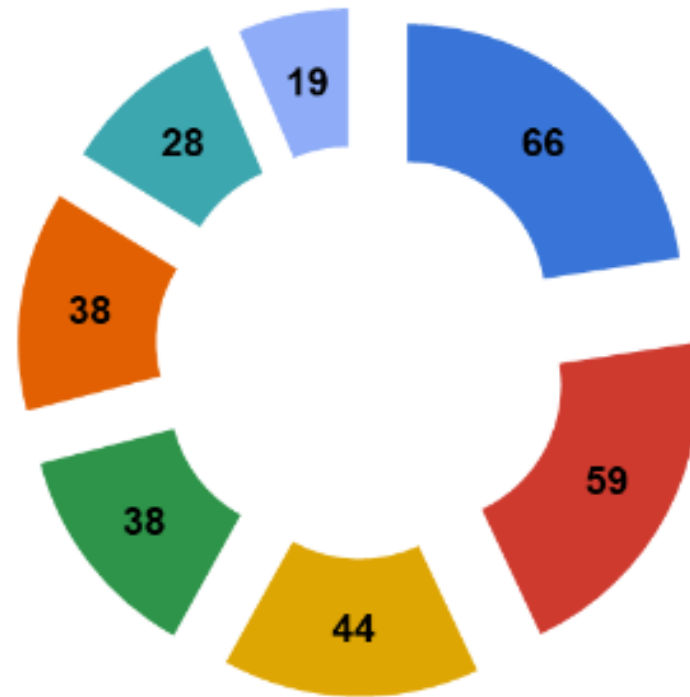
27 May 2026

You are in the top three scorers in a semester end test.

You hear a comment from a friend
“Congratulations, I am surprised to see your name in the top three”.

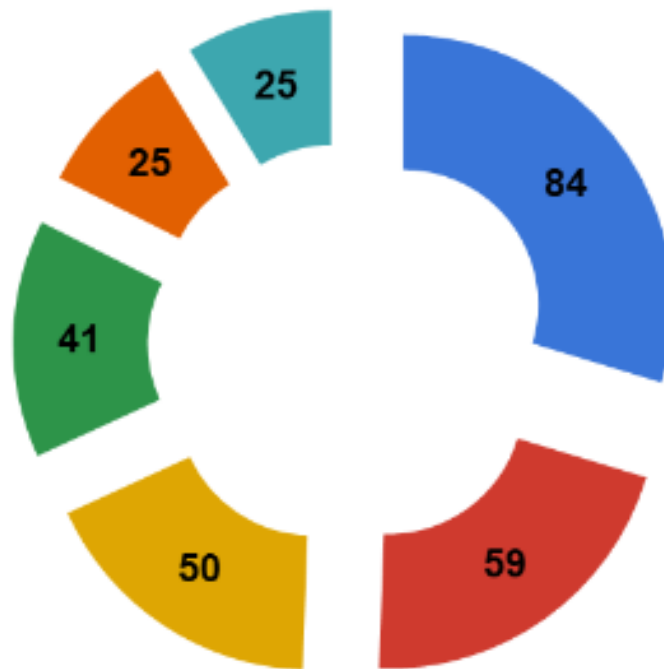
Alisha and Somesh needed to measure the magnetic field data in an experiment. Their teacher suggests to take a look at the data after they complete the experiment .

Once the teacher leaves, Somesh suggested that he will make measurements, while Alisha can enter the data in the Excel sheet.



**Major takeaways (in %)
of activity on
identifying biases, imposter, microaggressions**

- I can also be biased and need to be aware of it
- Biases can affect the decision that I make about others (or others make about me).
- Implicit biases can impact negatively
- Minorities are affected by biases and can develop self-complex.
- One need not to be a bystander, timely interventions can make a difference (whenever feasible)
- Microaggression impacts minorities more
- I don't think I can change the way society thinks

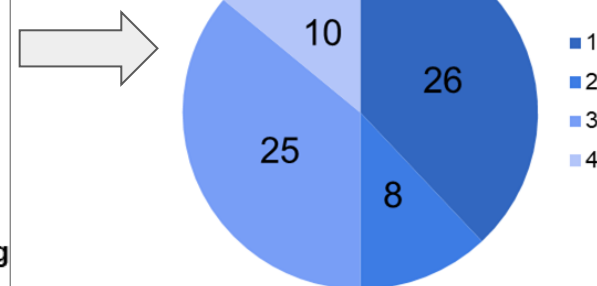
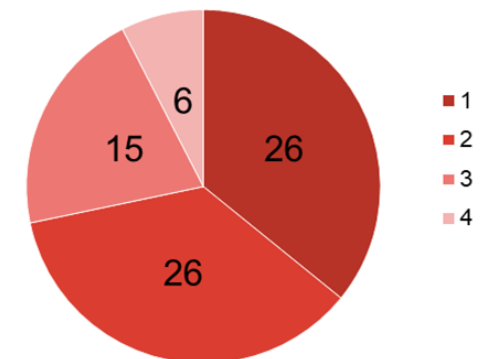
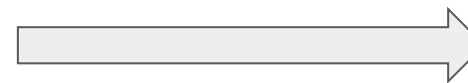
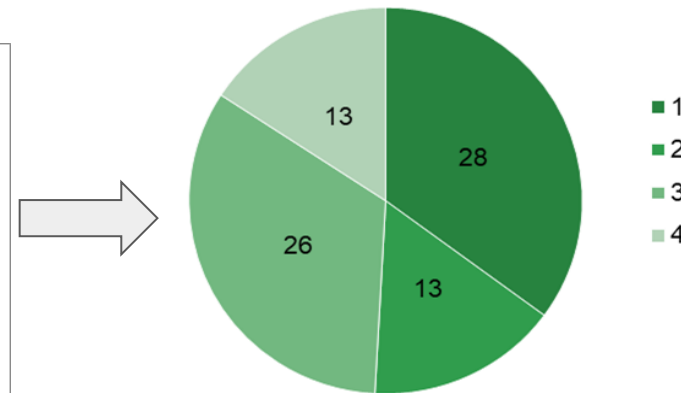
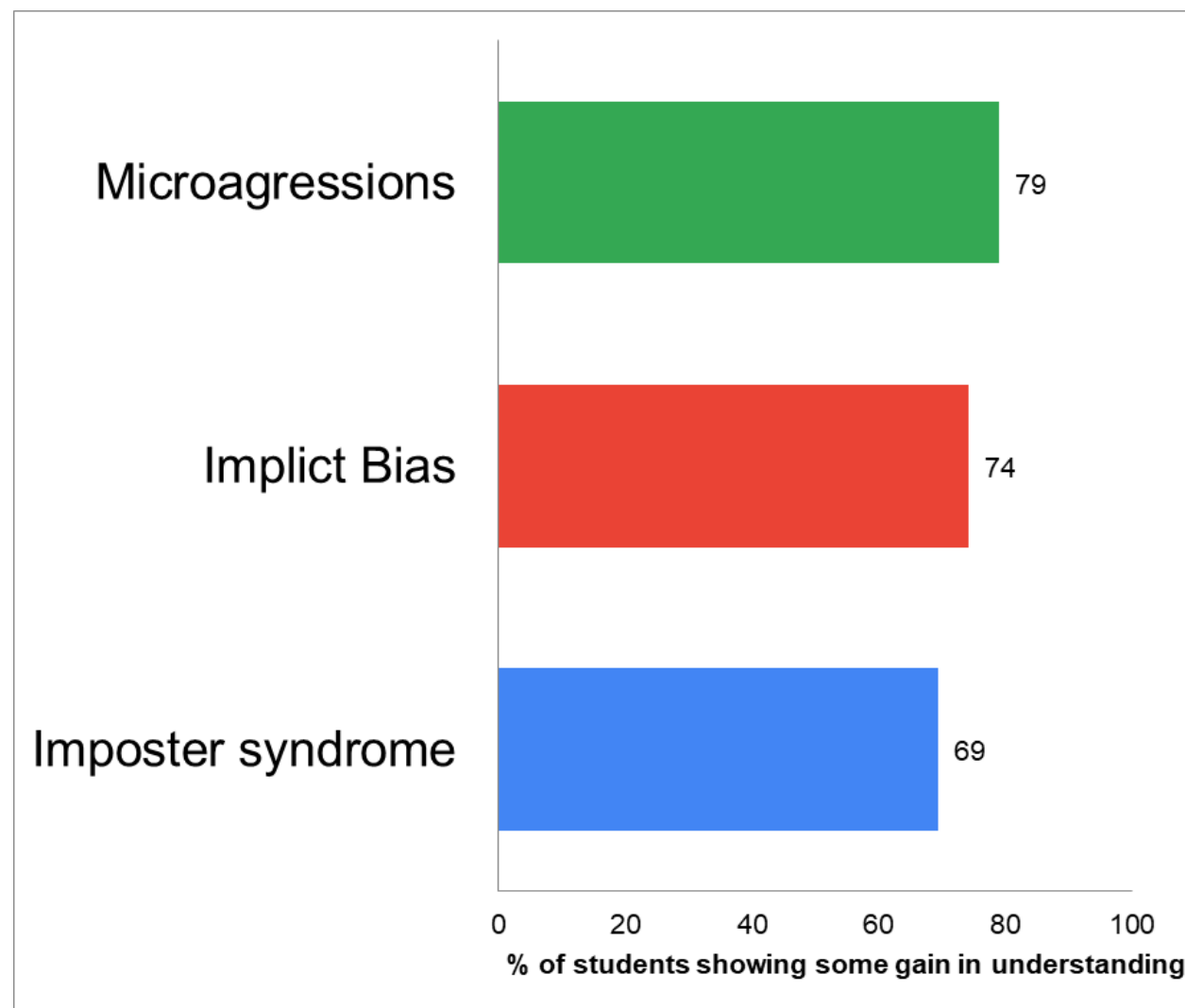


Major takeaways (in %) of activity on imposter

- I am not alone to experience it
- One can feel 'imposter' depending on the situation/context.
- It is not limited to students or people at their early careers.
- It is okay to have the feeling of imposter
- It projects imaginary barriers
- There is no one solution for all

Gain in understanding of notions (%)
 - comparisons of pre-post scores on the scale of 0-4

Score difference in pre-post scores in each notion (%)



feedback from ~70 students



testimonials...

These interactive sessions were very helpful in the sense that most of the students were not clear about their career options which were cleared by experienced personalities, and the biggest gain was the confidence to speak and share your problem with other people which was very difficult even for me but in smaller groups we couldn't hide and have to speak up hence it has boosted our confidence to talk and discuss with others.

...that VV program made me realise that it's not where I come from that matters but what I come with. I have been really confident in what I want to see my life like, all thanks to the great table talks..

VV gave me the boost of confidence that was missing in my life earlier. Before VV I never really believed that I could get into an IIT for my PhD but talking to all the mentors and the other strong women who helped me believe in myself and now I am pursuing my PhD at one of the leading institutions in our country

The safe space that these sessions provided cannot be overstated. In all my academic career, I have never had access to such a forum where I could discuss my fears and insecurities without fear of being judged. The inclusivity that the mentors promoted made all of us also bond together as a group. It was nice to bond with others who seemed to have the same kind of fears and was an opportunity to help each other through our fears instead of pushing down. I also enjoyed being in a woman only space where we're taught to see each other as friends and helpers instead of competitors.



Do you wonder what is
Imposter Syndrome / Implicit Bias?
Explore some common situations....
& reflect for fostering a positive environment in science.

घडवू सुयोग्य दृष्टिकोन
मराठीत डाउनलोड करण्यासाठी क्लिक करा.

सँवारे अपना नज़रिया
हिन्दी में डाउनलोड करने के लिए क्लिक करें।

TUNING MENTAL FRAMEWORKS
Click here to download in English.

GENDER EQUITY
IMPOSTER
IMPLICIT BIAS

DEEPA CHARI & VANDANA NANAL

DOWNLOAD FOR FREE

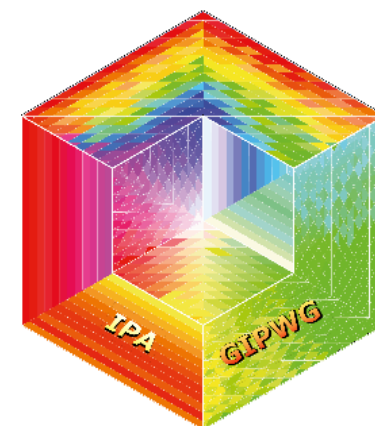
हिन्दी के लिए QR



QR for English



मराठीसाठी QR



The journey of women in physics in India has been a story of hard work by a number of stakeholders through the decades and it has been progressing well (RG@ICWIP2023)

What impressed me most – her energy, enthusiasm and passion for everything she did..., precise in science & everything, ..Empathetic and caring, impossible to ignore.....

*She is the one who drew me into WiS stating “you have to do it”.,
Learnt a lot from her*

In my last meeting with her in hospital in Pune... she talked about things to do...

Thank you, Rohini, for everything.....

