

## Table of Contents

<b>5.3.3 Does your university as a body provide women’s access schemes?</b> .....	1
Scholarships for Higher Education to Girls .....	1
How Shakti scholarship is empowering girl students at UPES .....	2
How UPES Shakti scholarship is changing lives .....	3
My first-ever experience of attending an international conference at Harvard University .....	5
UPES continues to champion gender equity with ‘Shakti’ scholarship .....	6
Project Payal .....	7
Project Samvedna .....	7
Project Vikalp .....	7
Project Protsaahan .....	8
Dual incentive for Uttarakhand girls at UPES .....	8
Creating a level-playing field in education .....	10
UPES student bags the prestigious LiFT scholarship .....	11
More ‘Shakti’ to all girl students with 25% scholarship .....	13
Preparing girl students for ‘New Collar Jobs’ in STEM .....	14
UPES Shakti – Bridging the Gender Gap from Classroom to Boardroom .....	15
Promoting Girls’ Education: Ensuring a Healthier and Happier Society .....	17
My experience as a Modern Media student at UPES .....	18
The ‘Resilient Batch of 2020’ .....	19
UPES taught me to face the real world and strive for excellence .....	20

## 5.3.3 Does your university as a body provide women’s access schemes?

### Scholarships for Higher Education to Girls

<https://twitter.com/UPESDehradun/status/1645759518834556929> [1]

Project Shakti by UPES offers scholarships for higher education to girls. Over 6,000 girls benefited since 2020. Meritorious girls with 60% in 12th can avail up to 30% tuition fee scholarships. Be the tomorrow you deserve!

Visit: <http://upes.ac.in/scholarships>

#UniversityOfTomorrow



## [How Shakti scholarship is empowering girl students at UPES](#)

<https://blog.upes.ac.in/these-girls-are-living-their-dream-with-shakti-scholarship/> [2]

UPES EDITORIAL TEAM · FEBRUARY 14, 2023



Since 2020, UPES has offered Shakti scholarship to more than 6000 girl students from across India. For academic year 2023, meritorious girl students with more than 60% marks in class 12th are being awarded scholarships of up to 30% in tuition fees

Indian women have made giant strides in all spheres of life, including politics, arts, literature, sports and education, among several others. They are now also being inducted into the combat stream of the armed forces. They have defied patriarchal prejudices, overcome financial hurdles and have fought for their rights to make a name for themselves in their chosen fields. At the UPES campus, too, there are countless stories of girls who have defied several odds to further their education and career.

Lack of financial resources is one of the major reasons that prevent girl students from pursuing higher education and fulfilling their dreams. UPES, through its women empowerment initiative Shakti, has supported several girls in their 'classroom to boardroom' journey. Since 2020, UPES has offered Shakti scholarship to more than 6000 female students from across India. Under the initiative, meritorious girl students with more than 60% marks in class 12th are being awarded scholarships of up to 30% in tuition fees for academic year 2023. The girls, who have availed the scholarships in the past, have nothing but gratitude for the institution and dreams of a great career ahead.

“My father was about to take an education loan for my under graduation. Just when hope seemed to recede, I got to know about the scholarship UPES was offering. I am honoured to have received the Shakti scholarship from UPES. It has not only been an immense financial help for my family, but it has also provided me with the ease of mind to pursue engineering to the best of my abilities. I appreciate the financial support given to me to pursue my educational dreams,” says Tisha Goswami from School of Advanced Engineering.

Tanushpreet Kaur from School of Computer Science says, “This scholarship allowed me to primarily focus on my studies, rather than the stress of supporting my education and family. It has been such a relief to receive this scholarship. I am looking forward to attending offline lectures, extracurricular activities, and other opportunities the upcoming semester will bring. I think the initiative Shakti is a great step to motivate girls to pursue higher education and achieve their goals.”

Another beneficiary of the Shakti scholarship, Priyanka Soni from UPES School of Advanced Engineering, says, “Most high school pass outs look for financial assistance to pursue their dream career. UPES is one of the few universities that give scholarship to girl students. The Shakti scholarship will help me accomplish my current goals, move on to the next, and eventually become a successful professional.”

Khushi Agarwal from School of Computer Science says, “My family is my biggest support system. My parents gave me the freedom to make informed decisions. They constantly motivated me to believe in myself. Fee waiver from UPES allowed me to explore my career path and discover my passion for software and technology. Scholarship from UPES and my family support inspired me to take up this unique specialisation in the Internet of Things (IoT). I am grateful to receive this scholarship.”

UPES endeavours to increase the strength of female students in the classrooms and prepare more women leaders across various sectors by offering scholarships reserved exclusively for them. The organisation is committed to creating gender parity and enabling girls to realise their potential.

## [How UPES Shakti scholarship is changing lives](https://blog.upes.ac.in/how-upes-shakti-scholarship-is-changing-lives/)

<https://blog.upes.ac.in/how-upes-shakti-scholarship-is-changing-lives/> [3]

EKTA KASHYAP · MARCH 3, 2022



Scholarships for students

Over 5000 scholarships have been announced and offered since the UPES Shakti initiative was launched in 2020. It is a step towards achieving 'Gender Equality Today for a Sustainable Tomorrow'

Yashasvi Tiwari was scrolling through her social media feed when she came across the UPES Shakti scholarship program. "I read about Shakti and realised that this could be the gateway to my higher education. The process was simple. I applied and was able to avail of the scholarship without any hassles," she says.

Yashasvi recounts how the monetary assistance helped her considerably and made it easier for her to achieve her higher education dreams. "The scholarship provided support to my family by taking some load off their shoulders," she says. Currently, she is doing an internship in a Software Development role at Pocket FM, a popular audio streaming platform.

Stressing the importance of educating women, Yashasvi says, "My experiences at the university have helped build my confidence. I think it is crucial to empower young women. It helps us believe that we can do anything that we put our mind to, if we receive the necessary support. So, when you get that opportunity, you must be able to recognise the moment and seize it without delay."

For Deeksha Deepak Kaushik, it was her father who told her about the Shakti scholarship at UPES. She says, "My father has always been my strength. He wanted me to study at the best possible institution. While looking at various universities, he came across UPES and its Shakti scholarship initiative. When he told me about it, I was thrilled and decided to pursue my higher education here."

Shreya Roy Chaudhary was preparing for entrance exams at a coaching centre when she got acquainted with the UPES Shakti scholarship through a webinar. She says, "I was extremely happy to hear that the university was supporting female students. I gave the entrance exam, cleared it, and got the scholarship."

These are a few of the several beneficiaries of the Shakti scholarship at UPES. Through this initiative, the university provides a concession on tuition fees to all girl students for the complete program duration. It is a step towards achieving 'Gender Equality Today for a Sustainable Tomorrow', which was also the theme for this year's International Women's Day.

This year, too, UPES has announced scholarship for meritorious students. The scholarship is applicable for all the students appearing for UPES entrance exams. Around 2000 scholarships will be awarded for the academic year 2022-23. Apart from this merit scholarship, UPES will also be offering an additional domicile scholarship of 33% to all students who are residents of Uttarakhand.

There has been an overall increase of over 18% in female enrolment in higher education from 2015-16 to 2019-2020, according to the All India Survey on Higher Education (AISHE) 2019-20. Even so, of every 100 college graduates in India, only 38 are women. The numbers indicate that the road to parity in education is still long. Lack of financial resources is a major barrier to quality education, especially for female students. Endeavours such as the UPES Shakti scholarship enable young women to complete their higher education and acquire the knowledge and skills to succeed in life.

As a premier institution of higher education, UPES will continue to work towards overcoming the hurdles that prevent girls from enrolling and completing their higher education.

# My first-ever experience of attending an international conference at Harvard University

<https://blog.upes.ac.in/my-first-ever-experience-of-attending-an-international-conference-at-harvard-university/> [4]

RONIKA TATER · MARCH 31, 2021

I was nominated as a delegate at two renowned conferences – HPAIR and HUII – organised by Harvard University in 2020

During my second year of graduation at UPES, I came to know about the professional networking website LinkedIn. Through the connections I made on the platform, I became aware of the conferences that Harvard University organises. These conferences attract top employers, have industry-specific networking and information sessions, and provide valuable insights and contacts. Curious to participate in these summits, I started checking the Harvard website for regular updates. As soon as the dates of the conferences were announced, I filled the application form available on the website with all the details including my academic experience, extra-curricular activities, interests, and the statement of purpose.



I was nominated as a delegate at two renowned conferences held at Harvard University in 2020: The Harvard Project for Asian and International Relations (HPAIR) and the Harvard US-India Initiative (HUII).

HPAIR is an exchange forum for students and young professionals to discuss and learn about the most important economic, political, and social issues facing the Asia-Pacific region. HUII is an initiative that aims to create a dialogue between Indian and American youth to address India's crucial social, political, economic, and environmental issues. Each year, HUII organises a conference in India to provide Indian youth with the opportunity to hear from inspiring leaders and engage in discussions with them. It brings together prominent keynote speakers and industry leaders on the same table, thus serving as a forum for the enlightened minds of India to engage and connect with the leaders of today and tomorrow.

Due to health reasons, I could not attend the HPAIR conference, but I attended the prestigious HUII session in February last year, which took place virtually due to COVID-19. There were around 500 delegates and notable speakers including Kiran Shaw, Manish Malhotra, Manoj Sinha, and Anjali Bansal to name a few.

I feel honoured to have attended the prestigious conference, where I got the opportunity to interact with eminent personalities and bright delegates from a wide range of backgrounds, such as politics, media, law, technology, and humanitarianism, who are pushing the boundaries of intellect in their respective fields. I was delighted with the friendliness and warmth that I received from other participants. The conference gave me a global perspective on benefitting from the exchange of ideas, sharing of legal expertise and socialising with international counterparts. It was an excellent

opportunity to network and learn from the brilliant work done by other people presenting at the conference.

I would like to apply for many such conferences in the future as it promotes holistic development. I want to express my heartfelt gratitude to my professors, friends, and family for always supporting and encouraging me in my endeavours.

## UPES continues to champion gender equity with ‘Shakti’ scholarship

<https://blog.upes.ac.in/upes-continues-to-champion-gender-equity-with-shakti-scholarship/> [5]

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.”

## Dual incentive for Uttarakhand girls at UPES

<https://blog.upes.ac.in/dual-incentive-for-girl-students-at-upes/> [6]

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.

# Creating a level-playing field in education

<https://blog.upes.ac.in/creating-a-level-playing-field-in-education/> [7]

BY A CORRESPONDENT · JULY 17, 2020



Women's empowerment has been at the core of all our efforts at UPES. We are proud to be associated with scores of women achievers – our alumni, faculty and even our current students

Women are severely underrepresented in the boardroom and STEM fields. In India, women comprise only 25% of academic faculties, and only 11% of R&D institutions. This inequality is evident even in the rates of graduation. The discrepancy is so pronounced that not only has this been studied by academic, it has also found its way into pop culture: mostly from a position of mirth. However, this is a sign of a deep rot in our [STEM education eco-system and needs to be addressed](#).

One of the many reasons this is happening because there is a systemic bias against women that often begins in the family. A large part of the problem is that women aren't invested in as much as men. In families, because of patriarchal thinking, the boy's career is of higher importance than a girl's. In fact, investment in the future of women and girls could add billions to India's GDP.

A critical aspect of ensuring inclusiveness in our universities is reducing the barriers of entry for women. Given that gender investment gap is significantly high in India, this could be done by incentivising more women to join universities. Financial aid programs and scholarships can go a long way in reducing these systemic challenges. It can encourage more women to be a part of the growth story.

Setting aside the macro level perspective, on an individual level too, this measure can lead to significant gains. In the modern world, it is not just someone's skill that determines success. It is also confidence. Imagine being in a situation where you find it much harder to convince their parents to invest in your education than your brother. Because many girls are also raised in a way that denies them the right to ambition, the institutional and structural barriers are often enough to break her confidence.

Moreover, the lack of representation of women in STEM fields and upper management acts in cyclical ways. A lot of women feel the lack of strong female role models who can tell them how to navigate the often complex social dynamics in academia and R&D, leading to many women dropping out of the program, convinced that this wasn't for them or that they would never make it to the top. Positive role models and mentors also help in dissipating the passive aggressive energy that many women have reported in male-dominated professions.

At UPES, we take this problem extremely seriously. That is evident in the fact that we have declared the year [2020 as the Year of Women Empowerment](#). In light of this, we designed our initiative Shakti to address many of these concerns. To begin with, as part of Shakti, we are providing a 25% scholarship on tuition fees for the entire course duration to all women. To add to this, we also provide skill-development sessions, leadership development sessions, industry exposure, and close mentorship to women, to ensure that in addition to skills and drive, women also build confidence and have the tools they need to climb up the corporate ladders.



The idea of Shakti is to create an environment that is conducive to the development of women's capacity to shatter the glass ceiling

We also understand that it is not only the women who need to be prepared for an uphill battle. It is also society that needs transformation. To lead this process, we're also conducting gender sensitization workshops with our students and faculty. The [idea of Shakti is to create an environment](#) that is conducive to the development of women's capacity to shatter the glass ceiling. This is how we aim to combat the inequality in education and the upper echelons of management and research, and create a more equal society. To find out more about Shakti, visit [upesforshakti.upes.org](http://upesforshakti.upes.org).

## [UPES student bags the prestigious LiFT scholarship](#)

<https://blog.upes.ac.in/upes-student-bags-the-prestigious-lift-scholarship/> [8]

PRADEEP JAGWAN · JULY 6, 2020



Gargi Jaiswal, student of B.Tech Computer Science (Open Source and Open Standards), 3rd year, received a scholarship from the Linux Foundation in the category of Women in Open Source

It has been an incredible feat for Gargi Jaiswal to win the coveted Linux Foundation Scholarship in the category of Women in Open Source. Says an elated Gargi, “With Open Source Systems in demand and young professionals constantly trying to become a part of this vast network, the Linux Foundation has been a blessing in times like these. For students like me who are keen to enhance their skill set, it is a wonderful opportunity. The Linus Foundation’s LiFT or The Linux Foundation Training programme provides opportunities to highly-motivated students and young professionals who otherwise don’t have the privilege of working with other open source softwares and attend their training courses.”

LiFT, she further adds, is aimed at providing scholarships to those who enroll into learning tracks of their choice. LiFT conducts certification exams at the end of the course at absolutely no cost. “If awarded scholarship,” Gargi informs, “the applicant gets his or her fund covered for not only working with more software and engaging in training programs, but also covering primary travel expenses if any.”

The program is curated to engage more highly motivated girls and women with great potential to get into open source systems. It is a global scholarship meant to be secured by very few. Out of the 8 categories of award of the scholarship, Gargi bagged it under the category of ‘Women in Open Source’.

“I went for it with no big expectations to be honest as it a huge thing. When the results came, I got the biggest surprise of my life. I would like to thank UPES and my esteemed faculty members who encouraged me. After I got to know about the scholarship through the website, the Placement Coordinator of my branch, Dr. Ankit Khare, also played a pivotal role in providing details about the scholarship program. One of main motivations that drew me towards this scholarship was not only the fact that it educates one about open source, but also that it helps the person spread more awareness about the same and educate other people as well. The representation of women in open source, and the category I had applied under, gave me a chance to not only educate myself, but also help peers and juniors learn about the same as a part of the campaign,” says Gargi.

## More 'Shakti' to all girl students with 25% scholarship

<https://blog.upes.ac.in/more-shakti-to-all-girl-students-with-25-scholarship/> [9]

BY A CORRESPONDENT · MAY 17, 2020



UPES launched the 'Shakti' initiative to accelerate women's journey from the classroom to the boardroom

Education is the most suitable tool to empower an individual in making their mark. It enables them to pursue a career of their choice, gives them business skills, develops their personality, and gives them a voice of their own. Today, when patriarchal mindset, gender stereotyping, and a lack of financial support are restraining women from pursuing higher education, it becomes imperative to foster an environment that identifies and hones the Shakti of each woman and encourages them to lead and inspire others as well.

UPES launched the 'Shakti' initiative to accelerate women's journey from the classroom to the boardroom. Furthermore, we strive to identify and hone the Shakti of a woman enabling her to work towards her ambitions, lead workforces, cultivate a no-glass-ceiling mindset, and contribute to the growth of the nation. To achieve this, girl students enrolling from the academic year 2020 will receive a 25% scholarship on the tuition fees. The scholarship will apply to the entire program duration for all undergraduate and postgraduate students.

Students also benefit from a cutting-edge learning management system, Engineering+, Coursera, advanced labs, learned faculty, international exposure, and top-notch recruiters. With over 150 specializations taught in eight schools, students can easily opt for the course of their choice.

Beyond the scholarship, UPES has been working towards empowering women of all age groups through its CSR wing. It has undertaken several initiatives that help women focus on their development through formal education, skill training, and personality grooming. The Shakti program – part of the Shakti initiative – trains women in adaptive skills, business and professional communication, emotional intelligence, and team management. Five modules, each meticulously designed for holistic development, cover areas of personal assessment, leadership training, and personal branding. A few of the Shakti graduates are Surabhi Sharma (IndiGo), Rashika Srivastava (Rcube Healthcare), Shivangi Jain (Empeeps), Monika Sharma (School of Engineering), Yukti Mahi Bawa (School of Law), and Shubhangi Verma (School of Business).

UPES has declared 2020 as the 'Year of Women Empowerment.' We are committed to providing world-class, industry-ready education and an inclusive social and academic environment that inspires

girls to strive for their ambitions, lead by example, and break the glass ceiling. To know more about the programmes and admissions for 2020, visit [upes.ac.in](https://upes.ac.in)

## Preparing girl students for 'New Collar Jobs' in STEM

<https://blog.upes.ac.in/preparing-girl-students-for-new-collar-jobs-in-stem/>

EKTA KASHYAP · MARCH 24, 2020

UPES under its 'Shakti' initiative, offers 25% scholarship on tuition fees for all girl students for the complete program duration

'She is a woman. Oh! She can't excel in science or mathematics. That is a male-only domain.' Such vicious stereotypes held women back from making progress for years. Though India was among the first countries in the sub-continent to get a woman Prime Minister way back in the 1960s, there was a dearth of women in a vast number of sectors, especially in Science, Technology, Engineering and Mathematics or STEM.



However, the time, when women used to be at the receiving end of the gender bias, is over. Across the world, we are seeing pro-women legislations and judicial interventions that are strengthening the feminist narrative.

Consider the defence sector, for instance. Women began working in the army as nurses and doctors. Over the years, they started venturing into more technical fields and are now entering regiments that were earlier considered completely 'male bastions'. Today, we have some of the best women engineers and scientists in Defence Research and Development Organisation (DRDO) and Hindustan Aeronautics Limited (HAL), making a mark in aerospace.

Turning the pages of India's history, one would find women scientists and mathematicians such as Rukhmabai, India's first practising lady doctor, (1894), Janaki Ammal, Masters in Botany, (1925), Asima Chatterjee, Doctorate in Organic Chemistry, (1944), Kamla Sohonie, Doctorate in Biochemistry, (1939), and, Rajeshwari Chatterji, Degree in Engineering, (1943). Nonetheless, even today, only 14.3% of science researchers in India are women as per a report published by the World Economic Forum.

While in school, we often hear female students outshining their male counterparts. However, reports reveal that women leave STEM disciplines in disproportionate numbers during their higher education studies, in their transition to the world of work and even in their career cycle. Reasons include the double burden syndrome or the increased burden of household and family responsibilities on women and the lack of quality education necessary at the right age.

UPES has declared 2020 as the Year of Women's Empowerment

The big question thus remains: how does one retain female students in STEM? By creating opportunity and then enabling women to access that opportunity for a fair and justified representation of women in STEM. Government, Corporates and Academic Institutions are working in their own capacity and power towards the empowerment of women.

UPES has declared 2020 as the Year of Women Empowerment. The University, under its 'Shakti' initiative, offers 25% scholarship on tuition fees for all girl students for the complete program duration. Additionally, there are special masterclasses/training sessions for their existing girl students, thereby

preparing the woman workforce of the future. There is also a women leadership training program for UPES internal faculty and staff. Plans are afoot to extend it to other universities/corporates. UPES has also been running several women-centric CSR programs and intends to scale up its efforts in the year ahead.

When we talk about building human-friendly solutions, the 'human' aspect can only be considered complete if there is an equal representation of men and women in the team who build the solution. STEM education is also critical in nurturing the 21st-century skills such as analytical and conceptual thinking and creative problem-solving. Moreover, some of the highest-paying jobs in the world today are in the technology space. And if only 28% of the students enrolling in higher education in ICT are women, then the skill and pay gap will keep on widening. Overcoming the blatant gender gap in India's technological workforce is not a matter of choice anymore. It is essential.

## UPES Shakti – Bridging the Gender Gap from Classroom to Boardroom

<https://blog.upes.ac.in/upes-shakti-bridging-gender-gap-from-classroom-to-boardroom/> [10]



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

Bridging the gap by facilitating women to pursue their higher education gave birth to the 'Shakti' initiative.

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](http://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/> [11]

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.

## My experience as a Modern Media student at UPES

<https://blog.upes.ac.in/my-experience-as-a-modern-media-student-at-upes/> [12]

ANJORI · FEBRUARY 3, 2022



*As a student of journalism, my learning is not limited to traditional forms of media and their practices. I learn about Digital Branding, SEO Management, Strategic Communication, Web Publishing, Mobile Journalism, OTT Platforms, Google Analytics, Studio Production, and many such aspects that keep me informed and updated on the current media trends*

When you are fresh out of high school, you do not always know what you want to do. But it was different for me. After finishing Boards during the lockdown and having months to myself, I did a lot of thinking. What profession would suit me? Where does my passion lie? Which course would be perfect? And which colleges should I apply to?

Like a typical student, I filled out numerous application forms. I had interviews and online tests lined up. I had a list of colleges I preferred, had their backups, and even had backups backed up. While looking for universities in Dehradun (I picked this city because it is beautiful), UPES was always the top search. I tried hard to find out whether it was the brilliance of their community or the academics. Now I know it's both.

Picking Journalism and Mass Communication as the program was an impulse, but it was the sort of intuitive trait that had developed over the years. My love for the media industry had created a

subconscious muscle memory. Even though there were other courses that I would have loved to pursue, I chose BA Journalism and Mass Communication (BJMC).

While filling out the form for UPES, I was aware that the [School of Modern Media](#) was only launched that year and that I would be in the very first batch of the school. For me, it was exciting; it did not scare me. The UPES School of Modern Media is India's only digital-first media school. I believed in the university and believed in myself. I did not know what to expect. During the admission process, one of the interview questions was, "Why UPES?" Back then, I remember giving a generic response and listing the good facilities that the university provides. After spending a good one-and-a-half year with the School of Modern Media, I have a detailed, personalised answer.

### The 'Resilient Batch of 2020'

"We got everything we could have asked for – a brilliant faculty, industry connect, activities for writing and creating stories – we were exposed to every facet of media."

Since the academic cycle began during the pandemic, the university dubbed us 'The Resilient Batch of 2020'. The truth is, we were heartbroken because we could not physically attend our classes. This was not the college experience we had imagined from the movies. However, the university did its best to cheer us up, introducing us to clubs and communities, the new School for Life, social internships, and exploratory courses with the option of a minor. Although we were still low after spending an entire year of college in our homes, we always had that glimmer of something new, something exciting, something to make our day. That was all we needed.



Although I spent two-and-a-half semesters online, I have zero complaints. There were subjects we would have preferred in a face-to-face mode, but we got everything we could have asked for – a brilliant faculty, industry connect, activities for writing and creating stories – we were exposed to every facet of media.

We adapted and used every disadvantage to our advantage.

Journalism is ever-evolving. A couple of decades ago, we had limited sources of information and entertainment; now it's everywhere. Everything is easily accessible on our mobile phones. My learning is not limited to traditional forms of media. I learn about Digital Branding, SEO Management, Strategic Communication, Web Publishing, Mobile Journalism, OTT Platforms, Google Analytics, Studio Production, and many such aspects that keep me informed and updated on the current media trends. I get to study all of this whilst learning and understanding the correlation and polarity between traditional and modern media, with courses such as Reporting the Other India, Writing for Media, New Media, Media and Gender Politics, and Media Laws.

To summarise, I can say that the confidence I have now, the voice that I have found, and my passion, are all part of my journey at UPES. Never in my life had I thought that I would be expressing myself through poetry on a stage in front of an audience, or that I would be organising a campaign for LGBTQ+ rights. I even started my podcast named 'Explore Asia' that is dedicated to my love for Asian culture (it's hosted on Spotify).

This was made possible due to our university's collaboration with Hubhopper, a platform that enables you to create your podcast within minutes. I further worked on creating news packages and research videos on topics such as sexism in anime and cartoons, along with exploring diversity in Marvel movies.

I never expected that I would be excited about waking up in the morning for a class. Clearly, I am in a happy place, and I am extremely thankful for that.

Link to the 'Explore Asia' podcast: <https://hubhopper.com/podcast/explore-asia/336705>

*(The writer is a student of BA Journalism and Mass Communication at UPES School of Modern Media)*

## UPES taught me to face the real world and strive for excellence

<https://blog.upes.ac.in/upes-taught-me-to-face-the-real-world-and-strive-for-excellence/> [13]

TAAVISHE GUPTA · FEBRUARY 23, 2021



*My college life was exciting, where I experienced ups and downs, along with victorious moments*

I read the biography of Kalpana Chawala, an American astronaut, engineer, and the first woman of Indian origin to go to space. I was in 10th standard back then and that very moment I developed a keen interest in space. With an aim and passion to become an astronaut, I only wanted to pursue aerospace engineering.

Fortunately, I got [selected in UPES for B.Tech in Aerospace Engineering](#). My academic journey in UPES was a roller coaster ride. I got selected for an astrophysics research internship program. I took up managerial roles at the Infinity Space Club. I was also a part of the international exchange program and got the golden opportunity to study at the prestigious Coventry University, UK. Those six months of studying in a new country were a great learning experience for me. International exposure taught me the method of implementation-based education.

Curiosity and zeal to gain knowledge about the aerospace field opened doors for active engagement in various projects and research work apart from academics. I represented my country at the CANSAT competition, where I worked in a team of 21 students. After a year-long dedication, my team stood first in the competition. I was also a part of the engineering team for the Intercollegiate Rocket Engineering competition 2017 held at Spaceport America. The competition involved the design and fabrication of a sound rocket aiming a height of 1000 feet, deploying a functional payload, and then

successfully recovering it. UPES's aerospace department encouraged me to take part in these competitions.

Going to the United States as a participant in one of the competitions proved to be a breakthrough in my aerospace career. Academic knowledge in subjects such as physics and mathematics and letter of recommendations from the aerospace department allowed me to pursue a student researcher program in the astrophysics department at Tata Institute of Fundamental Research Mumbai, India's prime facility for pure sciences.

I also got an opportunity to organise various space engineering events such as the region's first National Space Convention as the public relations head of Infinity space club supported by the Aerospace Department.

Based on these achievements in my undergraduation, I was also awarded an academic scholarship for my master's at International Space University (ISU), France. I was able to put the engineering knowledge gained from UPES's programs like propulsion, mechanics, and the fundamentals of PCM subjects during my masters.

Currently, I am doing my internship in the mechanical design of an attitude control system for a microsatellite in the Netherlands. Most of my work is based on the practical implication of undergraduation courses like the theory of machines (TOM), the strength of machine elements (SOM), design of machines (DOM), aerospace materials, and their respective lab experimentation work. I wish to continue working in the mechanical design of space systems in the near future and gradually work towards my childhood dream of becoming an astronaut.

UPES has given a kick-starter to my career goals. I am grateful to UPES as I cannot believe how much I have learned during my undergraduation. UPES gave me international exposure, expertise in the subject, and interpersonal skills. UPES aerospace department supported me and helped me get to where I am now and where I will be going in the future. The only thing I would like to tell my juniors is to enjoy the rise and the falls. I had the time of my life, and I cannot wait to soar into the world of infinite possibilities.

*(The writer is an alumna of UPES School of Engineering)*