

Women Leading IITM (WLI)

Endowment Gift Option

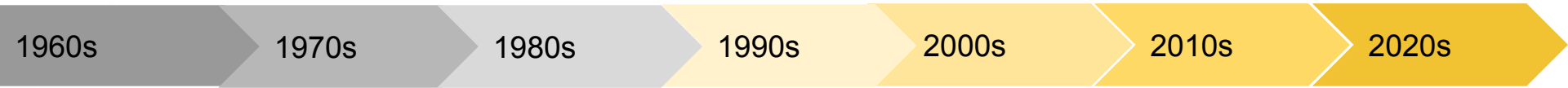


Executive Summary

- IITM has made considerable progress on improving the number of women students/ faculty/staff & creating opportunities for success
- “Women Leading IITM” Endowment
 - \$2M corpus providing \$100K/yr (~Rs. 70L) towards “Women Leading IITM” grants to faculty
 - Accelerate **Recruit - Secure - Promote - Nurture - Support** programs
 - Institute of Eminence -> opportunity to expand women leadership
- First year grants will be funded through a \$100K/ Rs. 70L Women Leading IITM Project Funds



Women at IITM - “firsts” over time



1960s

1962: 1st Faculty - Ms. Mira Ziaudin
1966: 1st B.Techs enrolled - Janaki Seshadri (Civil) and Usha Rangan (EE)
1969: 1st Ph.D - Dr. Vijayalakshmi
1969: 1st women's hostel - Sarayu

1970s

1970: 1st MSc Phy
DAA Dr Meera Chandrashekar

1980s

1990s

1992: 1st HoD - Dr. Kamala Krithivasan

2000s

2001: Sharavathi Hostel
2006: Liberal Arts MA increases PG enrollment

2010s

2014: 1st PGM - Ms. Sneha Abhyanker
2017: 1st Dean - Dr. Ligy Philip
2017: 1st President of IITMAA - Ms. Shuba Kumar

2020s

There have long been “warrior women” who have overcome long odds to get into IITM and achieved career success



Making progress

- In 2020, women form 18% of the UG class, up from 8% in 2017
 - Supernumerary admissions is uniformly lauded as a success
- 30% of PhD students are women up from 22.5% in 2017
 - 28% of engineering grads in India are women
- 33% of Group A staff (assistant registrar equivalent and above) are women
 - 3 of 5 registrars in last 15 years have been women
- ~30 programs around campus
 - Women's Forum for career development
 - Internal Complaints Committee & Training around harassment/ discrimination
 - Fellowships/Postdocs/alumni sponsored awards
 - Collaborative and diverse women faculty
 - Alumni donated MV Scholar Research Fellowship/ UG Award
 - Alumni donated AI for social impact post doc
 - STEWARD, Society of Women Engineers



What still needs improvement

- Women Faculty (and Institute Leadership) numbers are still low
 - 70 out of ~600 (12%) overall; 21 at AP level (15% of APs)
 - Prioritize departments which have under 10% faculty
 - Students may go through an entire program without a single woman professor
 - ONE woman among [50] Deans, no woman Director in 60 year history
 - Fixing this is a priority for IITM's Director and there is considerable effort
- Super-minority status means fewer opportunities, tough experience
 - Stilted student life experiences
 - Obstacles to accessing opportunities for graduate students, researchers
 - Career development at all levels
- Cultural changes need many people showing initiative
 - Supplement formal budget with a “let a thousand flowers bloom” program
 - Empower peer connections



“Women Leading IITM” WLI Grants

- Starting Jan 1, 2021: Grants for initiatives to (*examples below*)
 - Recruit:** conduct outreach programs to visit other institutes to get the word out and recruit women post-doc, visiting women faculty, as well as full-time women faculty. Any other proposal to increase woman faculty recruitment will also be considered. Special focus on departments with lower women faculty numbers
 - Secure:** run programs that provides physical and emotional safety for women
 - Promote:** Create opportunities for women faculty and post docs to do interdisciplinary work that can yield international research recognition Eg: Responsible AI work for non CS faculty at the Bosch center.
 - Nurture:** support admin to deliver a new/ better mentorship program for women faculty as well as to encourage leadership amongst women faculty (HoDs, Chairpersons, Deans, Director)
 - Support:** ameliorate hurdles to career growth for a woman faculty member
Example: a grant to pay for small-child travel while attending a conference, or a grant to provide for better child care while at work (for children upto, say, age 5.)



“Women Leading IITM” WLI Grants

- IITM Director will institute a Grants Committee starting Jan 1, 2021
 - faculty and select donors
- Repeat as an annual process
 - Renew what works, “graduate” to named programs, fund new ideas each year

Jan 1, 2021 Issue call for proposals requesting grants upto Rs.10L each

Jan 31, 2021 Last date for proposal submittal

March 1, 2021 Committee Inform grantees and collect remittance info

March 8, 2021 Announce publicly and remit grant money

March 2021 - Dec 2021 Advisors available for grantees to discuss progress

Mar 1, 2022 Alumni relation office sends overall report

March 8, 2022 Donors, advisors (and others) Zoom call with WLI grantees. Each grantee summarizes report on use of grants



Endowment Implementation

- Opportunity for alumni to further gender diversity and women role models at IITM
- Alumni have already started supporting with commitments
 - Classes of '90 and '95 reunion gifts
 - Leadership gift from a Distinguished Alumnus
 - Leadership gifts from Google Alumni
 - Corporate Giving interest driven by key alumni
 - Secure \$2M Endowment by the end of 2021; first year (2021) in project mode
- Donor - Grantee interactions
 - Each grantee reports results on an interactive call with donors in March 2022
 - Grantee writes a letter to donors on impact in the year; schedule an optional call with direct beneficiary
 - Alumni Relations office provides WLI annual report to all donors, presumably before the call



Catalyzing Success

- High level aspirational goals are set out
- In 5 years' time, WLI will catalyze
 - Women Faculty: Assistant Professorships to 20% of APs
 - Women Faculty applications in the applicant pool to 30%
- WLI grantees
 - 50 grants each with tangible follow up
 - Grantees expected to graduate to leadership roles within IITM
- WLI grantee faculty
 - Next gen ambassadors for enabling a gender-balanced IITM
 - Circle back to donors to close the loop
 - Institute an award for Women Faculty in Leadership when the number of eligible contenders is large enough for award not be “automatic”
 - Institute already has awards for staff in leadership and given the good presence of women in staff, many have been getting it over the years



Women Leading IITM

