U.S.-India Alliance for Women's Economic Empowerment

JHU-GKII Anchor Partner Signature Initiative

The Women in STEMM Fellowship, a signature initiative of the U.S.-India Alliance for Women's Economic Empowerment and the Gupta-Klinsky India Institute (GKII) at Johns Hopkins University (JHU), is a longitudinal health research fellowship program supporting early-career women researchers across India. The fellowship is aimed at developing technical research skills, providing mentorship, cultivating leadership, and offering opportunities for experiential learning and networking to empower early-career Indian women researchers from diverse backgrounds and underrepresented communities to excel in STEMM research careers.

About the Alliance

The **U.S.-India Alliance for Women's Economic Empowerment** is a public-private partnership between the U.S. Department of State, USAID, JHU, and other private organizations to promote the full participation and empowerment of women in India's economy. With this fellowship, it aims to address the "leaky pipeline" challenge:

- 43% of India's STEM graduates are women; however,
- Women only make up 17% of the India research workforce; global benchmark is 30%
- Only 4 women currently lead key academic institutes and 14% in C-suite positions in India

JHU-GKII Signature Initiative Program Goal

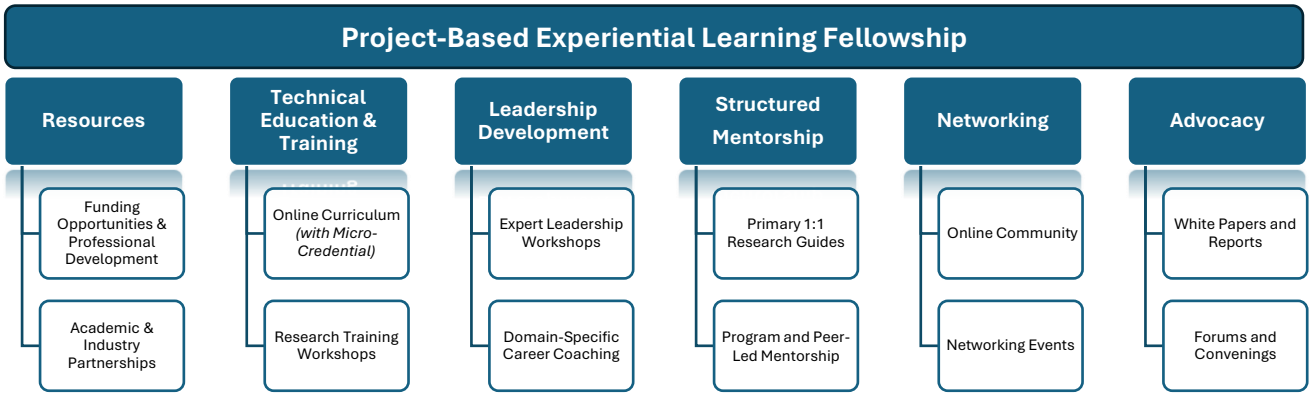
Goal: Advance and retain early-career Indian women in STEMM* research and development through a holistic capacity-building model, increasing quality research while promoting equity, diversity, and inclusion in STEMM fields.

**STEMM: Science, Technology, Engineering, Math, Medicine*

Theory of Change Approach: This goal will be achieved by addressing individual, organizational, and societal barriers that Indian women in STEMM research careers uniquely face. Our evidence-based interventions are targeted at the initial stages of research careers when Indian women are at highest risk for exiting the field.

Key Strategies

- Provide personalized group and peer mentorship to support career growth.
- Enhance research skills through specialized education and training programs.
- Develop leadership capabilities to help women overcome internal barriers to success.
- Address organizational barriers by expanding networking opportunities and career connections.
- Tackle societal barriers by advocating for gender-inclusive workplace policies and training.



Program Learning Goals

- **Develop Advanced Research Skills**: Equip early-career women STEMM researchers with the technical proficiency and innovative capabilities necessary for conducting high-impact medical research, with a specific emphasis on project-based learning and hands-on experience.
- **Enhance Grant Writing and Research Proposal Development**: Strengthen the ability of women STEMM researchers to secure funding through competitive grant writing and development of comprehensive research proposals that meet international standards.
- **Improve Communication and Presentation Skills**: Develop skills in scientific writing, data visualization, and research presentations to both scientific and broader audiences, including preparing publications, research reports, and conference presentations.
- **Foster Ethical and Regulatory Acumen**: Deepen understanding of ethical considerations and regulatory frameworks to ensure research integrity and compliance with both global standards and local contexts, particularly in India.
- **Cultivate Leadership and Empowerment**: Empower women STEMM researchers to understand and leverage their personal power and influence, developing leadership skills that enable them to take on prominent roles and drive change within their research teams and broader scientific communities.
- **Strengthen Communication, Collaboration, and Network Building**: Advance the ability of fellows to effectively disseminate research findings, collaborate across diverse teams, and build strong peer networks that support ongoing professional growth and community building.
- **Promote Individualized Professional Growth**: Utilize Individual Development Plans (IDPs) to guide the personal and professional development of fellows, enabling them to set and achieve tailored career goals that align with their aspirations as Indian women in STEMM.
- **Prepare for Future Mentorship Roles**: Through the train-the-trainer model, equip fellows with the skills and confidence to become proficient research mentors, fostering communities of practice that support the development of future generations of women working with STEMM domains in India.

Program Outcomes and Impact

Assuming a conservative growth rate and the multiplier effect of mentorship, the program could potentially **impact thousands of individuals over the longer term**, including direct participants of the fellowship as well as those benefitting from the open access STEMM resources, online self-paced research skilling courses, publications, and global research networks integrated into our program design.

Specific short-term program outcomes include:

Program Distinctions

U.S.-India Academic-Industry Collaborations

In partnership with leading U.S. and Indian academic and industry stakeholders, this initiative drives international STEMM education, mentorship, and policy through the Alliance Steering Committee, expanding career opportunities for Indian women STEMM researchers.

India-Specific, Project-Based Curriculum

Tailored to address the unique landscape of STEMM research in India, our curriculum, developed with local academic and R&D partners, uses Project-Based Learning to provide practical experience and real-world impact, particularly for early-career women in medical research.

Comprehensive Fellowship Model

The fellowship delivers specialized education, diverse mentorship, gender-conscious leadership training, and *networking, equipping fellows with skills for immediate application and career advancement in STEMM fields.*

Scalable, Personalized Mentorship

The program balances group mentorship with personalized guidance through Individual Development Plans and leadership coaching, with small cohort groups fostering individualized mentorship and peer collaboration.

Sustainable, Long-term Impact

A train-the-trainer approach supports scalable impact, as fellows transition into future mentors, creating a lasting network and a self-sustaining fellowship model adaptable across STEMM disciplines in India.

Contribute

We aim to support up to 40 early-career Indian women STEMM researchers per cohort for each 18-month fellowship cycle through targeted interventions. While JHU-GKII will manage the program and provide instructional design expertise with JHU faculty to deliver the core curriculum, partnerships are critical to the fellowship reaching its full potential. There are several ways you can contribute to this initiative to make an impact:

- **Sponsor a cohort of fellows**, consulting with the GKII program team and JHU faculty to tailor curriculum and career opportunities to the needs of a specific industry, providing on-the-job training or research projects.
- **Provide professional development opportunities**, including career & leadership development resources, access to lab space, research grants, conference travel grants, or international exchanges.
- **Host site visits** at corporate R&D centers and offer industry exposure opportunities or networking events.
- **Join our Steering Committee** to provide advisory support for candidate recruitment and selection, drive policy and advocacy efforts, and foster collaboration across sectors to ensure the initiative's success.
- **Engage in collaborative research** and serve as primary Research Guides for fellow research projects.
- **Join our STEMM Research Network** and contribute towards our specialized online courses, spearhead inter-institutional projects, and join our networking events and online community for Indian women in STEMM fields.

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About the Gupta-Klinsky India Institute at Johns Hopkins University

The Johns Hopkins Gupta-Klinsky India Institute (GKII) was founded further the university's relationship with India by uniting the best of both worlds to solve for global challenges. GKII mobilizes JHU faculty, staff, students and alumni to join with partners in India to improve society through education, research, policy and practice. We work with India's experts across government, academia, civil society, and the private sector to advance human knowledge and develop bold, world-changing ideas. Our current efforts are rooted in a rich history of impactful collaborations with Indian partners that's nearly century old.