



# PANEL DISCUSSION ON Breaking barriers: Overcoming Gender Bias in Entrepreneurship



**Priyanka Patel**  
Director Spaceride  
Aerotech Private Limited



**Dr. Trishala Punjabi**  
CEO of BharatMD



**Latika Singh**  
Co-Founder at CrmOne

**27th June, 2024**

**Central Seminar Hall**

**SUPPORTED BY**



# A Report On

## Panel Discussion with Innovation and Startup Ecosystem Enablers

### Breaking Barriers: Overcoming Gender Bias in Entrepreneurship Speaker

<b>ACTIVITY TYPE</b>	Panel Discussion with Innovation and Startup Ecosystem Enablers Breaking Barriers: Overcoming Gender Bias in Entrepreneurship Speaker		
<b>DATE &amp; TIME</b>	27/06/2024	Duration	1 Day
<b>SEMESTER</b>	All	No. of participants	100
<b>EXPERT NAME WITH DESIGNATION</b>	Priyanka Patel, Director Spaceride Aerotech Private Limited, Dr. Trishala Punjabi, CEO of BharatMD, Latika Singh, Co-Founder at CrmOne		

**Organizer:** Parul Innovation and Entrepreneurship Research Centre (PIERC)

### Objective

The panel discussion aimed to address the challenges faced by women entrepreneurs in overcoming gender bias within various industries. The session sought to provide insights and strategies from accomplished women leaders in aerospace, healthcare, and technology, focusing on their personal experiences with gender bias, creating inclusive workplaces, and offering practical advice for aspiring women entrepreneurs.

### Speakers and Key Insights

#### 1. Priyanka Patel, Director, Spaceride Aerotech Private Limited

- **Personal Experiences with Gender Bias:** Ms. Patel shared her journey as a woman leader in the aerospace industry, highlighting instances where gender bias was evident. She described how she faced skepticism regarding her capabilities and how she tackled these challenges by demonstrating competence and resilience. By focusing on her performance and expertise, she was able to assert her leadership and gain respect from her peers.
- **Creating an Inclusive Workplace:** At Spaceride Aerotech, Ms. Patel emphasized the importance of fostering an inclusive environment. She

implemented policies that support women and underrepresented groups, such as flexible working hours, mentorship programs, and equal opportunities for career advancement. These initiatives have positively impacted the company culture, leading to improved employee satisfaction and performance.

- **Advice for Aspiring Women Entrepreneurs:** Ms. Patel advised aspiring women to build a strong network, seek mentorship, and continuously enhance their skills. She encouraged them to stay focused and confident, despite facing gender bias, and to use their expertise as a way to break through barriers in traditionally male-dominated industries.

## 2. Dr. Trishala Punjabi, CEO, BharatMD

- **Navigating Gender Bias in Healthcare:** Dr. Punjabi shared her experiences in the healthcare sector, where gender bias is prevalent in leadership roles. She recounted specific instances of being underestimated or doubted and how she overcame these challenges through perseverance and by showcasing her leadership capabilities. Her approach included addressing biases head-on and proving her competence through results.
- **Strategies for Empowerment:** At BharatMD, Dr. Punjabi implemented strategies such as mentorship programs, leadership training for women, and policies promoting work-life balance. These strategies have helped in mitigating the effects of gender bias and empowering women within the organization.
- **Mentorship and Role Models:** Dr. Punjabi stressed the significance of mentorship and having role models in her journey. She highlighted how mentors provided guidance, support, and inspiration. She advised other women entrepreneurs to seek out mentors who can offer valuable insights and encouragement to navigate gender bias in their careers.

## 3. Latika Singh, Co-Founder, CrmOne

- **Experiences with Gender Bias:** Ms. Singh discussed the gender biases she encountered while building CrmOne in the tech industry. She shared strategies such as asserting her expertise, leveraging data to support decisions, and building a strong team to counteract biases. Her proactive approach helped her overcome challenges and establish credibility.

- **Building a Diverse Team:** Ms. Singh emphasized the importance of diversity and inclusivity within her team at CrmOne. She implemented recruitment practices that promote diversity and created an inclusive work environment that fosters creativity and innovation. The benefits included a richer company culture and enhanced problem-solving capabilities.
- **Advice for Emerging Women Leaders:** Ms. Singh encouraged emerging women leaders to be persistent and self-assured. She advised them to build a robust professional network, continuously seek knowledge, and challenge gender biases by showcasing their skills and achievements in male-dominated industries like tech.

### Learning Outcomes

- **Understanding Gender Bias:** The panel provided a deeper understanding of how gender bias manifests in different industries and the personal experiences of the speakers.
- **Strategies for Inclusion:** Attendees learned practical strategies for creating inclusive workplaces and empowering women within organizations.
- **Practical Advice:** The speakers offered actionable advice for aspiring women entrepreneurs on overcoming gender bias, building diverse teams, and leveraging mentorship.
- **Inspiration and Encouragement:** The discussion inspired and encouraged attendees by showcasing successful women leaders who have navigated and overcome gender bias in their respective fields.

The panel discussion was an insightful and motivating event, offering valuable perspectives and practical advice for addressing and overcoming gender bias in entrepreneurship.



## Glimpses of the Program





ATTEDANCE SHEET		
SR.NO	EN.NO	NAME OF STUDENT
1	201127111004	CHAUHAN PRANJAL JAYESHKUMAR
2	201127111005	CHIGU PASSION PANASHE
3	201127111007	RAJAN JHA
4	201127111008	KAUSTAV KRISHANOO MAHANTA
5	201127111009	MAPIRA LORRAINE S
6	201127111010	RASHMI RANJAN MOHANTY
7	201127111011	MPEREKWA BEN KUDAKWASHE
8	201127111012	MUMBA PANASHE E
9	201127111013	POKAR DAKSH NARAN
10	201127111014	PRIYANKA SAHOO
11	201127111015	AMAN SINGH
12	201127111016	ISAYA MUGURUSI
13	201127113003	SUHANI ASARI
14	201127113014	BARKHA ANMOL DAS
15	201127113017	GOVADA JAHAVI
16	201127113022	DHAIRYA JOSHI
17	201127113025	KANKATE ATHARVA SANJAY
18	201127113026	KANTHED VAIDEHI VINOD
19	201127113027	KARTHIKEYA GOPI
20	201127113028	ELICY ELIMELEKI KATANI
21	201127113029	KULKARNI SAKSHI MAKARAND
22	201127113030	KURKUTE PRAJWAL VIVEK
23	201127113031	LOPES MEETH NEETIN
24	201127113032	MALLICK SIDDHARTHA ASHOK KUMAR
25	201127113033	MANTY KASSIM MOLLI
26	201127113034	NADER MOHAMED NASSOR
27	201127113035	LOKESH KUMAR P
28	201127113036	P K PRASMIT
29	201127113040	PATEL TISHA PRATISHKUMAR
30	201127113042	PAWASKAR AAYUSHI TAPAN
31	201127113044	KHAYRAT YAHYA RASHID
32	201127113046	HIMANSHI SEN
33	201127113047	SHAH PALAK ASHIT
34	201127113048	SHARMA ISHA KALIKA PRASAD
35	201127113050	HIMANSHU SIROYA
36	201127113051	SOLANKI KINJAL PUSHPATSI
37	201127113053	SUTARIA PANKTI BHARATKUMAR
38	201127113054	THAKUR ISHIKA DHARMENDRA SINGH
39	201127113055	TIWARI SHIKHA SANJAY
40	201127113056	TRIVEDI DHRUVKUMAR BHAVINBHAI
41	201127113058	VASAVA KHUSHIBEN AMBUBHAI
42	201127113059	VEKARIYA SMIT SANJAYBHAI
43	201127113060	VERMA ANCHAL MANISH
44	201127113061	MUFYDAT FIKRY FARID
45	201127113063	PAWAR HARSHAD BHAUSAHEB
46	201127113064	SINCHAL SOLANKI
47	201127113067	VADHER ISHANI SOMABHAI
48	201127114001	ADITI
49	201127114002	DIPTI BEN
50	201127114003	VIJAY ASANANI
51	201127114004	SWASTI BHARKTIYA
52	201127114005	OHMESHREE GAUTAM BRAHMBHATT
53	201127114006	DHARMIK DIXIT
54	201127114010	UTSAV KETANKUMAR NAIK
55	201127114011	PANCHOLI VATSAL NILESH
56	201127114012	KASHYAP PATEL
57	201127114013	PATEL KRISHITA RAJNIKANT
58	201127114014	PATEL KRISHNA VINESHBHAI
59	201127114015	PATEL KRUNALKUMAR MUKESHBHAI
60	201127114018	ATHIRA R PILLAI
61	201127114019	YASHRAJ P RAJPUT
62	201127114020	KIRITKUMAR RATHVA
63	201127114021	SHINDE PAVAN SURESHBHAI
64	201127114022	VEERA SODHA
65	201127114025	KAUSHAL PARESHKUMAR VAIDYA
66	201127116001	VEDANT MANGUKIA
67	201127116002	KARETHA DIVYA HAMIRBHAI
68	201127116003	PADARIYA RAJ DILIPBHAI
69	201127116004	PADHY SAGAR SADASHIV
70	201127116005	PATEL KRISH ATULBHAI
71	201127116006	PATEL MURTI VIMLESH
72	201127116007	NIKITA RAWAT
73	201127116009	SHAH JENISH KEVINKUMAR
74	201127116010	THAKOR DHWANI JASPALSINH
75	201127116011	VAGHELA MAYUR HARJIVANBHAI
76	201127116015	SHAH KRISHA KAMLESHKUMAR
77	201127117001	DEDANIA VED VIKASHKUMAR
78	201127117002	MUNGALPARA KEVINKUMAR RAJESHBHAI
79	201127117004	PATEL ADITYA RAJNIKANT
80	201127117005	ROHIT AAKASH DINESHBHAI
81	201127117006	TAPAS SHARMA
82	201127117007	SHEIKH RUHAN
83	201127117008	PANDYA BHAVYA MAYURBHAI
84	201127117009	KAMANI SOHAM
85	201127117010	TIRTH JAGDISHBHAI PARVADIYA
86	211127105901	SINGH KULDEEP MAHENDRASINGH
87	211127107901	RAJPUT OMDEVSIKH SHAIENDRASINH
88	211127109901	AASTHA CHETAN BHATT
89	211127113901	SANKET CHANDULAL GONDALIYA
90	2211272010001	AHER ASHUTOSH ANIL
91	2211272010002	ANASWARA SURESHBABU SURESHBABU
92	2211272010003	ANKUR YOGI
93	2211272010005	BARIA JAYDEEPSINH BHARATKUMAR
94	2211272010006	BARIA HIMALKUMAR VIKRAMBHAI
95	2211272010007	BHARUCHA AISHWARYA NAVIN
96	2211272010008	BHAVSAR NEHA MUKESHBHAI
97	2211272010009	BHIMANI URVIBEN RAJESHBHAI
98	2211272010010	BHINGARE SHRUTI MUKESH ANURADHA
99	2211272010011	BHUT VISHRUTI BHARATBHAI
100	2211272010012	BORGAONKAR SHEETAL PANDURANG