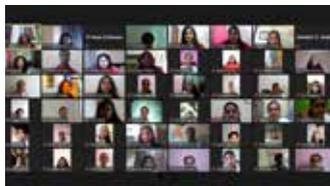


winds of change

2021

EDUCATION



EQUALITY



EMPLOYABILITY



STEM

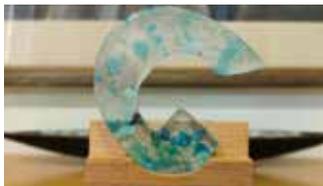
EMPOWERMENT



INDEPENDENCE



IMPACT



LEADERSHIP

Katalyst

Empowering Women in STEM
for Equality in Opportunity and Leadership

An initiative of
Third Sector Partners



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A vertical wooden climbing wall with various handholds. Two people are climbing. One person in a black hoodie and white helmet is higher up on the left. Another person in a red shirt and white helmet is lower down on the right. A dark grey rectangular box is overlaid in the center of the wall, containing a quote in white text.

**“There is no limit to what we,
as women, can accomplish.”**

- Michelle Obama

From The CEO's Desk



"It always seems impossible until it's done." - Nelson Mandela

A year ago it seemed like a scene from a sci-fi movie, in which we lived and breathed in the confines of our homes and many times muffled in a mask. When I wrote my last note, I mentioned our transition to virtual interventions, with some silver lining due to flexibility with merging centers, accessing global speakers and alumni, and so on. We faced some challenges with fund flow and little did I know that we were headed for a long period of the virtual world, and less visibility of returning to normalcy. However, our perseverance paid off. Things started looking up in December from a funding perspective with corporates approaching us and by the end of the first quarter of 2021, we had raised Rupees seven crores, our highest ever. Our existing donors honoured their commitments and the new donors resonated with the mission to extend their support. We added 13 new donor companies

to our portfolio. In addition, we had our first-ever fundraiser campaign where we raised funds from several individuals including alumni to surpass our set target.

The next challenge was to enrol students virtually. We planned an automated online enrolment process to reduce redundancy and to efficiently collect digital documents from students and the verification reports. What we had not envisaged was doing the complete outreach virtually, reaching out to students who didn't know us, didn't know their seniors, and hadn't ever visited the college they got admitted to. My team was relentless. They connected with colleges to put up posters on their website, get the list of students, and set orientation dates. We were learning, adapting, pushing, at times ready to give up but we didn't. After our first induction for the new students, we got overwhelming feedback about the session and how promising the program sounded. The word spread and we got interest from more students to join. It was an arduous process with the second lockdown exacerbating it further. All's well that ends well! We managed to enrol 250 students. One of the significant projects of the year was the impact study conducted by a reputed Third Party agency, Sattva Consulting and funded by JP Morgan. It gave some good insights into the program and its impact. In 2020-21 we embarked on an exciting journey comprising, digitalization, automation, and planning of Katalyst 2.0.

Our Big Hairy Audacious Goal is to quadruple our impact by 2025!

POORVI SHAH
CEO, Katalyst India

From The COO's Desk



“We are analog beings living in a digital world, facing a quantum future”
– Neil Turok

Last year was a roller coaster for one and all. The challenges forced our team to think differently and adopt innovative ways to continue supporting our students financially and emotionally, and also stay actively engaged with our stakeholders. It opened our minds to the immense possibilities of the virtual world. It laid the foundation for a whole new strategic plan for Katalyst 2.0, where we want to increase scale, efficiency, and learning outcomes by digitalizing the organization.

In the past year, we already started our journey towards adopting technology by automating many of our processes. Our MIS systems have strengthened and information that took at least 3-4 days to compute manually, is now available in real-time, and with no manual intervention needed. This allows us to take proactive actions and improve our program. We conducted our first-ever enrolment online and have inducted 250 new students. We have conducted Leadership talks every month with esteemed dignitaries globally from various fields, as virtual has no geographical boundaries.

The team has converted the challenge into an opportunity that will make Katalyst an internationally known organization not only for its impact but also for its performance.

I am excited about this quantum leap we will take!

AARTI NATHAN
COO & Chief Impact Officer, Katalyst India

From The Board



From **Kamlesh Sajnani** to Everyone:

Katalyst is a very unique NGO in its essence. Promoting and supporting “girls” from financially challenged backgrounds to achieve self-sufficiency and long-term professional sustenance through education. Its ideology, commitment and spirit is commendable and is visible with the support that is expressed by my colleagues on the board, the operational team, mentors, donors, trainers, and organisations that partner with Katalyst. We would like to see it go beyond its scope and embrace to achieve “Women in Leadership” especially those that come from challenged backgrounds where achievements such as these may seem a distant dream. We at Katalyst look forward to substantially expand the cohort of “girls” in the coming years, create opportunities to be admitted to the best global and Indian universities and programs, and through these inspire others to never give up. Success is not an activity, it is progress.

From **Noopur Desai** to Everyone:

I have had the privilege to see Katalyst from different angles...as a mentor and as a board member. Katalyst truly stands for transformation! Transformation of young, diffident engineering girl students into confident, driven young women who are ready for roles in the corporate workplace. Transformation of ordinary citizens into responsible, supportive, and caring mentors. Transformation of Katalyst from a small 10-girl organization to its new avatar: Katalyst 2.0. My own internal transformation, working with the dedicated Katalyst team and my young mentees who have taught me many things about life and living. Thank you, Katalyst!

From **Paula Mariwala** to Everyone:

For too long the gender balance has been biased against women in leadership positions in our society. Empowering women to take on leadership roles in the corporate world and indeed across sectors is key to creating a more just and fair society. Katalyst's goal of harnessing the potential of women in higher education to create impactful women leaders through a well-structured curriculum and high-touch mentoring is both unique and transformational. It has been a privilege to have been a part of the Katalyst journey to see these young women evolve into leaders who can inspire others to pursue their dreams and be role models for their own communities. I am sure Katalyst will continue to scale this transformational journey for many years to come.

From **Shital Kakkar Mehra** to Everyone:

The Katalyst curriculum teaches life skills, helping the girls become more confident, with an enhanced sense of self-worth, and better decision-making abilities. While these skills were always vital for both professional and personal success, their importance has further been heightened during COVID-19, where remote work and adaptability have become the norm. Also, the mentorship program pivoted to an online model during the lockdown and the girls greatly valued access to mentors, who played the role of a counsellor/guide. Access to mentors offered the Katalyst girls a chance to share the challenges they faced during the lockdown months with respect to their online classes, placements, and internships at a time when their regular support groups (professors / wider circle of friends) remained inaccessible. With the support of the Katalyst team, the girls are better equipped to meet the challenges of the post-COVID world.

From **Vijay Mahajan** to Everyone:

Katalyst is making efforts to change the quality of thinking in its 'Katalysts' which shall lead to the change in the quality of their ecosystem in which they live. The year put up the toughest challenge during the late stages of the first and the second wave of COVID. The team not only faced personal challenges with self and immediate families but had the daunting task of enrolling another 250 students.

A web portal was designed for enrollments and the process was completed with finesse. Many new initiatives like technology up-gradation, Katalyst 2.0, Alkemist, and Akcelerator were launched. Finally, this year shall be remembered for the organization making serious inroads into international fundraising & crowdfunding. With a highly committed & energized team, Katalyst is ready to take a big leap into the future. I take this opportunity to congratulate the Katalyst team on the arduous journey they undertook in the year gone by.

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SUDHANSHU VATS

Deputy MD, Pidilite Industries Ltd.

Donor Speak

Kudos to Katalyst for completing 14 years. I must applaud them for having conceived and created a program that has a larger vision to not just help support the education of girls from underprivileged backgrounds but aim to foster and nurture them to take leadership positions. My regret is that we partnered with them just four years back! However, the good is that we have worked at making our engagement deeper over the years. Hexaware began the engagement with sponsorship but soon moved to mentoring, internships, and placements.

A program like Katalyst brings about change, it empowers young women and creates women leaders especially women in STEM. It's most gratifying to experience the transformation that you bring to their lives. While Hexaware sponsors the young girls from Katalyst the benefit of this relationship is mutual. Partnering with Katalyst has brought value to Hexaware. As an organization, we are always scouting for good and capable young engineers. We are aiming to get interns and young employees with all-rounded personalities, ethics, and integrity in addition to their educational background and merit. Katalyst provides us with a pool of good young engineers. We have been satisfied with our interactions with the Katalyst Team. They are eager to take our feedback and improve on the program and our various Horizontals that worked with these young graduates were extremely satisfied with the work they put in and their deliverables. Proof of the same is that we have repeated this on a yearly basis after the first pilot run.

In short, we value and believe in Katalyst's vision as I understand; To provide an equitable environment and opportunity to young girls from financial and socially challenged backgrounds and help transform them into confident and emotionally stable engineering graduates.

More power to Katalyst!

AMBERIN MEMON
SVP, Hexaware

Katalyst's aim to empower more girls to pursue professional education and to prepare them for the corporate world aligns with Accenture's Inclusion and Diversity commitment. In addition to funding the education, Accenture's leadership has been involved in one-on-one mentoring of the girls, sponsored through this program. The impactful outcomes of this partnership add up to our endeavor to build a future of shared success through technology and human ingenuity.

KSHITIJA KRISHNASWAMY
Managing Director, Lead – Corporate Citizenship, Accenture India

Katalyst Champion

Education is one of the most important journeys that one embarks on as one is growing and preparing to take on life. I believe that by educating a woman, you educate your community and your nation. That's the magic that Katalyst is creating every day.

Katalyst is simply one of the most amazing organizations with its impact on our community. They have done a phenomenal job in preparing the next generation of women to lead in this new and fast-changing world, especially in the technology sector. It is fascinating to see how Katalyst's wonderful team and mentors are helping every candidate grow throughout the process and in turn strengthening our nation with women's power. The team has been very creative in utilizing the resources available to them. I have been impressed how they worked with Mokxa Technologies' team to leverage Joget DX, Open-Source Low Code Platform to digitize the complete student lifecycle process end-to-end. It's amazing to see them gain tremendous operational efficiency, easy data accessibility, and establish automated processes to reduce overheads that are critical for the success of the program. Katalyst and Mokxa team collaborated to deliver various processes including tracking of attendance using QR Codes both for physical and virtual training, mentor and mentee interactions over integrated emails all tracked in the app without mentor logging in the application, student registrations via importing data in the app and many other processes. It is rare to see NGOs of this size leveraging technologies to such an extent. The impact they have through the program is not only commendable but also very heartening. Thanks to the leadership and the team for all the wonders they have done so far. I look forward to seeing even more in the coming years.

RAVEESH DEWAN
CEO, Joget, Inc.

It has been my pleasure knowing, interacting, and working closely with Katalyst in delivering on its mission of Empowering Women for Equality in Opportunity and Leadership.

In the last year and a half, I have been amazed to watch Poorvi, Anjali, and the entire team deliver a fabulous set of outcomes to their beneficiaries in this pandemic. Katalyst has managed to grow aggressively during these testing times. I have witnessed the significant and positive changes Katalyst has brought to 1000 + young women's lives. On behalf of SVP India and myself, I wish Katalyst all the very best. I am sure millions of young women in the future will benefit directly and indirectly from its endeavours.

DR. S SUBRAMANIAN
Partner, SVP

About Katalyst

Katalyst India is an award-winning NGO that stands for the economic empowerment of women. The initiative definitively prepares young women for leadership roles, thereby creating a wider talent pool for India Inc and helping bridge the gender divide.

Vision - Empowering Women for Equality in Opportunity and Leadership

Mission - To accelerate the growth of young women in professional education, through developmental interventions and an enabling environment, to enhance self-belief and leadership.

Set up in 2007 with 10 young women, Katalyst now has chapters in Mumbai, Pune, Bangalore, and Delhi and has impacted the lives of almost **1430** girls, with **570** currently in the program. **55%** of Katalyst alumni have reached managerial positions, with **12%** already at the senior leadership level.

Katalyst achieves its objectives through various program interventions given below throughout the undergraduate degree or professional course years of its beneficiaries.



Mentorship



Proprietary Curriculum



**Financial Assistance
& Medical Insurance**



**Internships
& Corporate Engagement**

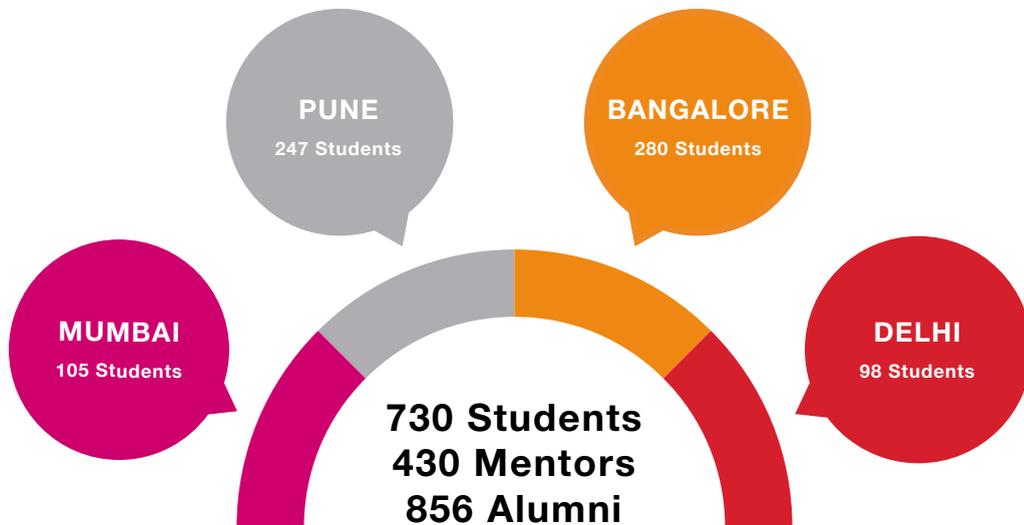


Digital Enablement



Placements

Katalyst Reach



70,051 hours of training conducted

Rs. 1,35,99,200 total payout

Rs. 31,515 highest payout

Rs. 6,40,000 average starting salary

Rs. 5,00,000 median starting salary

Rs. 22,00,000 highest starting salary



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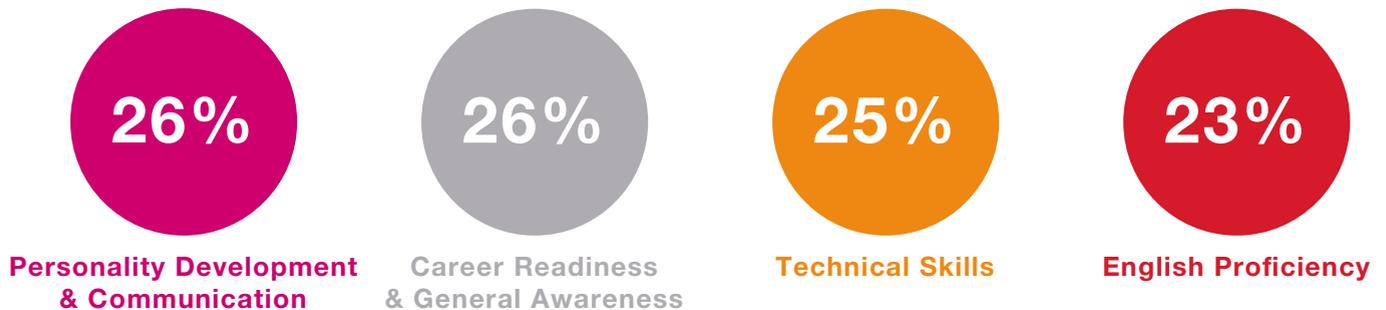
Katalyst Curriculum

The redesigned Katalyst Curriculum is a unique learning pathway to lead the transformational journey of the young Katalysts in the area of self-development and leadership, communication skills, technical skills, English language competency, and career readiness skills. The vision of the curriculum is to enable the girls to develop as well-rounded leaders in personal and professional spheres of life. The curriculum comprises 600 hours of training which is provided across four years. The curriculum is delivered through 6 courses which have 72 modules in total.

FEATURES OF THE K CURRICULUM:

- Scientifically researched proprietary curriculum based on industry needs
- Interactive, reflective pedagogy for face to face sessions and e-learning for self-paced learning
- Strong emphasis on developing excellent language and communication skills
- Modules scaffolded across semesters as per need and skills required in the student life cycle
- Delivered through collaboration with top-class trainers and training organisations who are leaders in the industry

The Katalyst curriculum focuses on four Developmental Areas of the Katalyst student:



These developmental areas are covered under the following six courses:

- **Trailblazer:** Leadership Program
- **All Rounder:** Field Exposure Program
- **Ms. Karsimatic:** Communication Skills
- **Career Climber:** Employability Skills
- **Wordsmith:** Blended English Language Course
- **Technosaurus:** Emerging Technology

Women in Tech (WiT) Scholarship Program



Ranked #2

Among all full-time
PG Data Science programs in India
-Analytics India Magazine 2020

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Women
for the
Digital Future**

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**Post Graduate
Diploma in
Management**

9-month full-time
**Post Graduate Program in
Data Science**

Designed with industry support



6-month
**Post Graduate Program in
Data Engineering**

Designed with industry support



Scholarship applicable for all selected women candidates

Praxis **Women in Tech** (WiT) Scholarship Program is an initiative to encourage and support greater **participation** of women in tech and data careers. This is in line with our belief that **gender diversity** in the workforce, brings **immense value** to the organization, the economy, and society.

Katalyst's Impact



Placement & Compensation

- The current average salary offered to Katalysts is INR **7 lakhs**, compared to INR 4.23 lakhs mean salary expectation of engineering graduates.
- The median salary offered to Katalysts is **43%** higher at INR 5 lakhs as compared to INR 3.50 lakhs offered to others.
- The placement rate for Katalyst for the year 2019-2020 was **85%** which is 33% more than the percentage of engineering graduates placed in 2018-19.



Employability & Performance in the Workplace

- **55%** Katalyst alumni are working in managerial roles.
- **12%** Katalyst alumni have reached the senior leadership level.
- Employers have reported that **69%** of Katalysts out perform their peers.



Self-confidence & Awareness

- **100%** Katalysts are aware of skill relevant job opportunities compared to only 47% among others.
- **94%** Katalysts have high confidence in their English communication.



Social Empowerment

- **89%** Katalysts are able to contribute financially to their households after getting jobs.
- **100%** Katalysts reported receiving greater respect in their community. They also serve as role models to their siblings and peers and help make career-related decisions.

MUMBAI

Interventions Throughout The Year

The Mumbai centre had a total number of 100 students across the four graduating batches. The students are from various Engineering colleges of Mumbai - VJTI, Xavier's Institute of Engineering, UMIT, Saboo Siddiq, PVPPCOE, Fr CR College, Vidyalankar, Don Bosco Institute of Technology, Atharva, and Rajiv Institute of Technology. The students are very motivated, enthusiastic, and keen to learn.

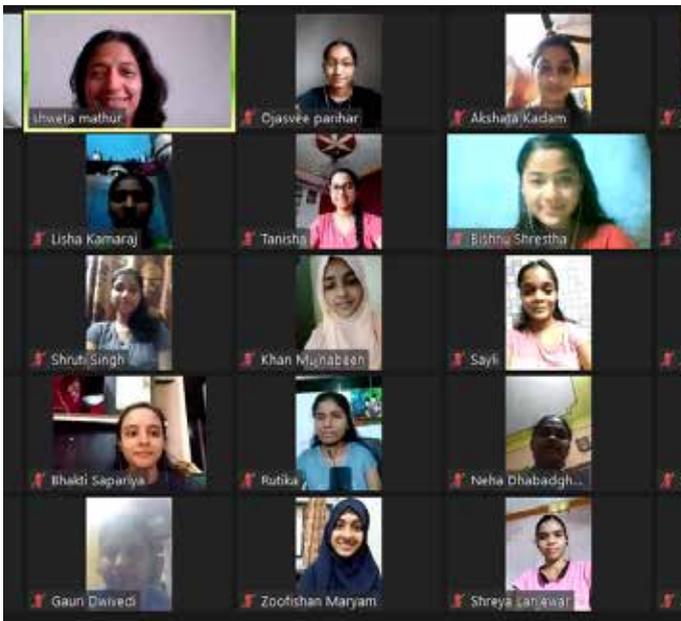
Various college orientations for student outreach and inductions for the new batch were carried out by the Mumbai centre. Orientation of the new mentors was also conducted in May 2021.

The Mumbai students have actively participated in all the Katalyst events. The centre meetings with students are events to look forward to. The students enjoy connecting with the centre manager and coordinator and connecting with each other. Activities, fun games, and topical themes during the sessions included - 20 questions game, highlights of the month, identifying learning styles, behaviour patterns, etc.

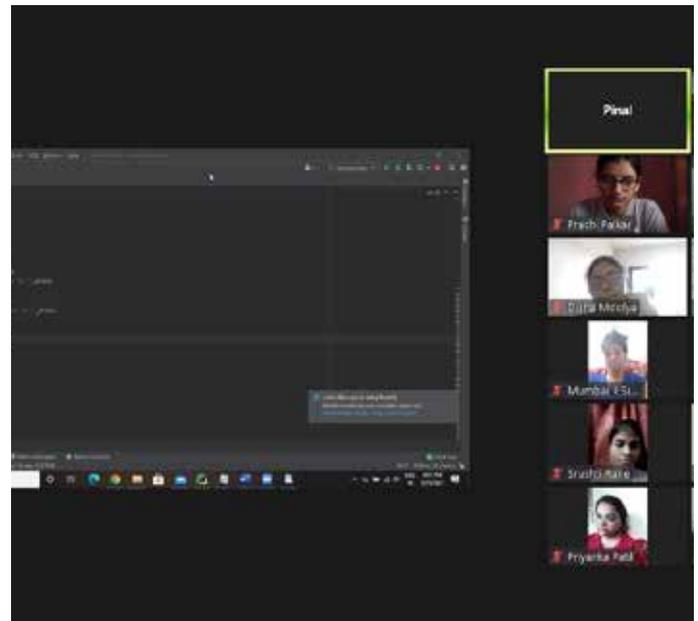
The centre performance rates were high in terms of training attendance and mentoring. As a centre manager, I wish to increase the student base, mentor networking, and make Katalyst visible to potential donors and corporates.



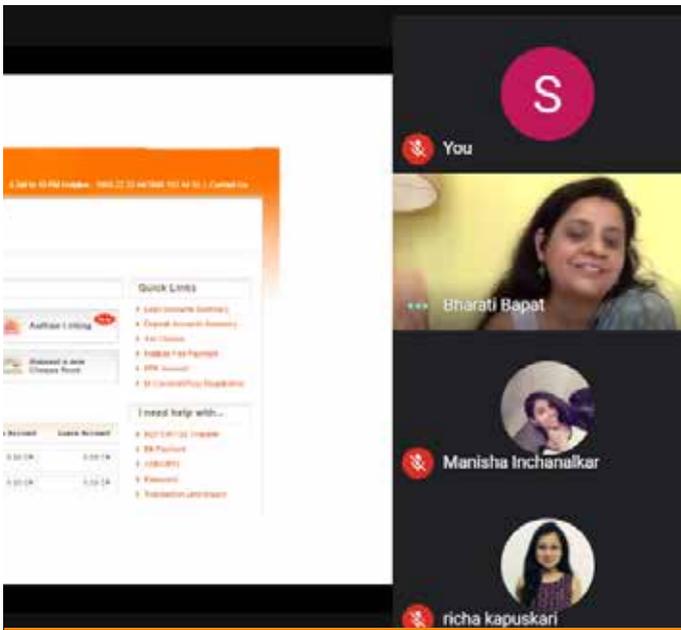
SHWETA MATHUR
Program Manager, Mumbai



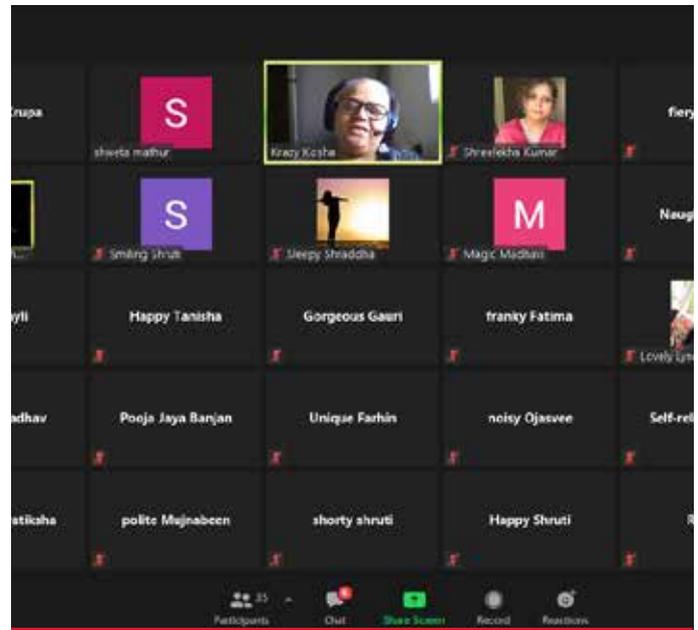
WELCOMING FIRST YEARS



PYTHON TRAINING



FINANCIAL LITERACY



CHAMPION ENGLISH

Interventions Throughout The Year

It has been more than two years of being associated with Katalyst and I can proudly say that every day we are growing to achieve the vision of Katalyst.

With online Convention to Alumni Meets, from generating online internships to creating an ecosystem of constant learning, we can proudly say that even a pandemic couldn't stop us to bring the winds of change in our girls' lives.

As we have witnessed, Technology now allows people to connect anytime, anywhere, with anyone in the world, from almost any device. This dramatically changed the way Katalyst is working towards empowering more girls. In the right role and with the right people, Katalyst is growing and expanding with the right blend of creativity and innovation. Working on Technology for the past year has given more dimensions to streamline the processes of Mentorship, and Connect with our girls.

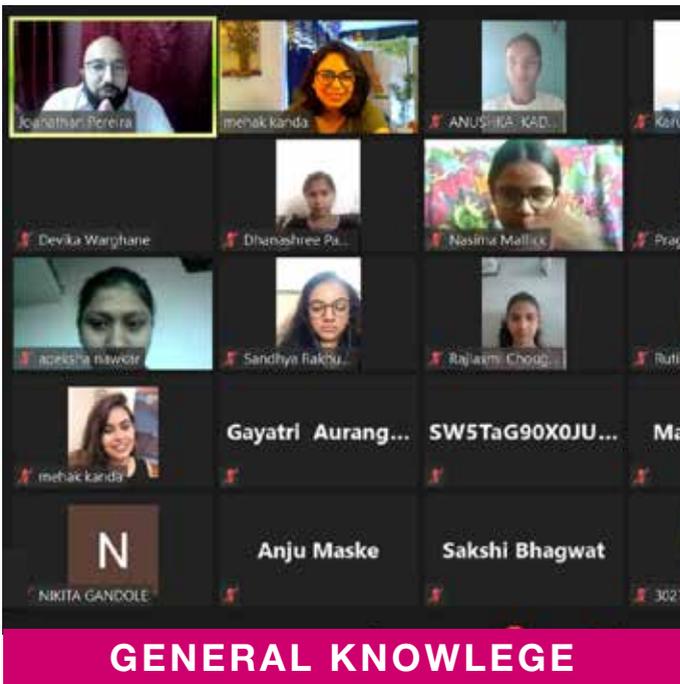
I would like to thank our College partners, Mentors, Leaders, Corporates, Training partners, and most importantly our Team. I believe motivation plays a huge role in developing character and empowering people to make better choices for themselves especially during the hard times and we at Katalyst are thriving to bring change.

"Courage is not the absence of fear, but rather the assessment that something else is more important than fear." - Franklin D. Roosevelt



MEHAK KANDA
Manager - Pune Program & Technology

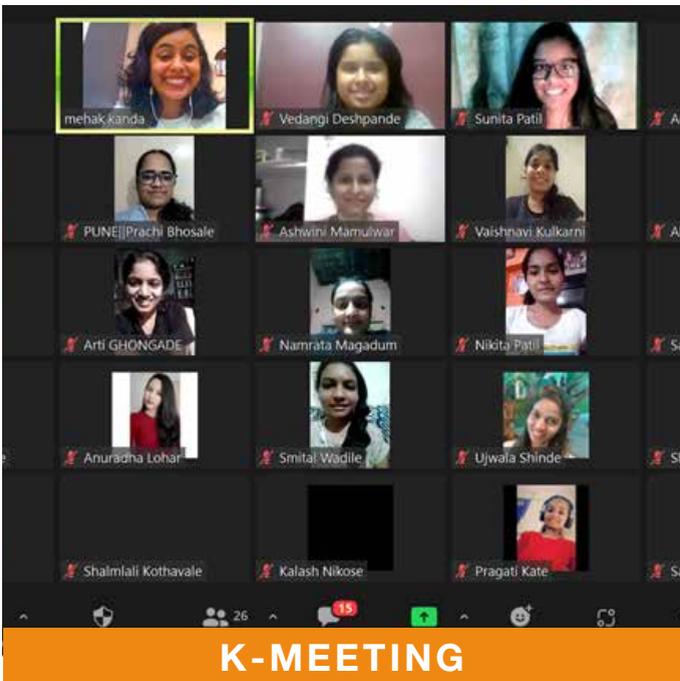
PUNE



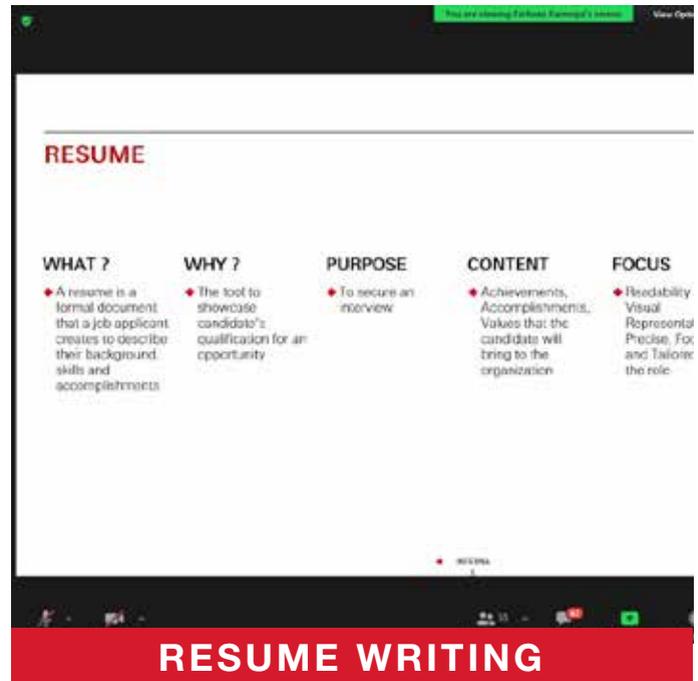
GENERAL KNOWLEGE



KOFFEE WITH MENTOR



K-MEETING



RESUME WRITING

Interventions Throughout The Year

It's the second consecutive year of the COVID's spread across the world. It's also the second consecutive year where the Katalyst program has gone virtual, becoming stronger in reach and leaving an impact on our students' lives.

The year 2020-2021 has been quite an eventful year for Bangalore centre. Despite going fully virtual, our program saw more rigor amongst our students. We conducted leadership sessions and called leaders across the globe to share their stories and talk about specific subjects like, "Don't Let Digital Transformation Make You Less Human", "Glass Ceiling or Sticky floor" etc.

Katalyst Mentors kept encouraging and motivating our students to stay focused in these difficult times. Our corporate partners held onto our cause and continued their support by conducting a series of technical and non-technical workshops. And our students kept themselves motivated and engaged with us throughout the year.

Whether it was the first-ever virtual Convention, or virtual Enrolment and Induction, or Annual Alumni Meet, Bangalore students volunteered with zest and contributed to making these events successful.

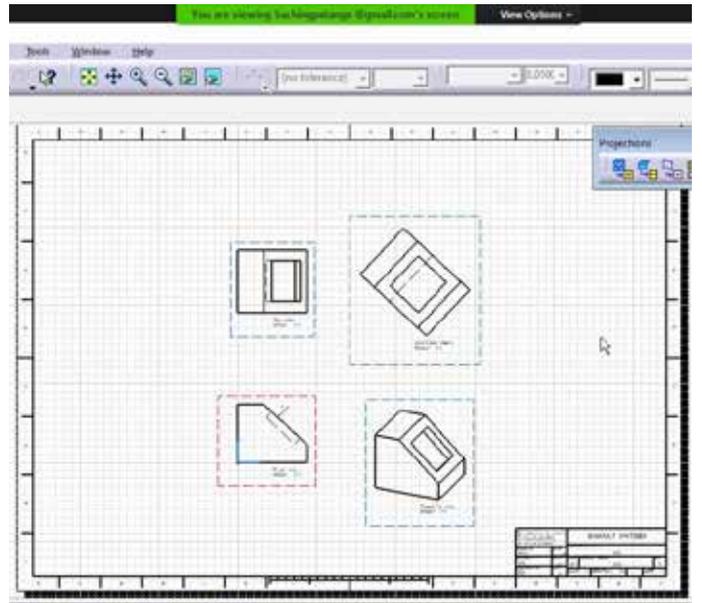
As it's rightly said, "In the face of adversity, we have a choice. We can be bitter, or we can be better". We have chosen the latter.



SHALIMA JAIN
Program Manager, Bangalore



COLLEGE VISIT



CATIA



MENTOR INTERACTION



ORIENTATION

Interventions Throughout The Year

The Delhi centre enters its fifth year with remarkable confidence. With sharpened clarity on approach and improved knowledge, to fulfill the vision of the organisation the centre has made remarkable changes from the last year. Presently 92 girls are benefitting from the program. Our current college partners are IIT Delhi, Bhartiya Vidya Peeth College of Engineering, Jamia Millia Islamia, and G L Bajaj College.

During the pandemic, remote learning became a lifeline for education. This year has been a challenging year for us to shift from the classroom model to the online model. But fortunately, we were successful in completing the curriculum by organising training virtually. The training aims to instill skills like resilience, adaptability, collaboration, communication, empathy, creativity, and emotional intelligence, etc.

It gives me immense pleasure to interact with these young minds. Undoubtedly, these girls of today are the future employees of profitable global businesses. Last year has been a very eventful and great learning experience for these girls. They have undergone various technical and non-technical training which were aimed at empowering them both personally and professionally.

As part of the Katalyst team, it feels great to be working for these girls and see them growing in their career paths. Hopefully, next year will be even more successful than this year.



AYESHA KHAN
Program Manager, Delhi



Point 1 : BE SELF AWARE

- ▶ Your Introduction
- ▶ Family
- ▶ Birth city
- ▶ Hobbies & Interests
- ▶ Strengths & Weaknesses (Focus on strength)
- ▶ EQ + IQ + AQ = 3Q

PUBLIC SPEAKING



LAPTOP DISTRIBUTION

Etiquette in Using Business Cards

The following are a few considerations to keep in mind while using, and handling business cards:



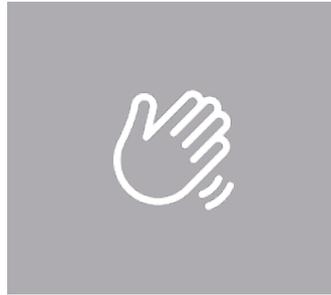
Let's look at each in detail.

BUSINESS ETIQUETTE



ORIENTATION

Highlights Of 2020-21

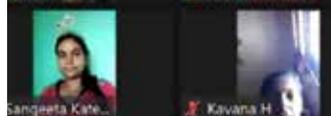
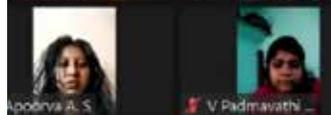
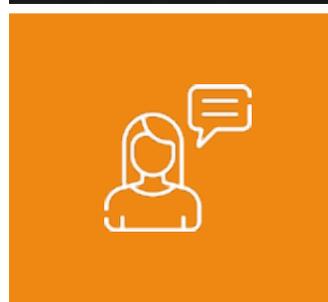
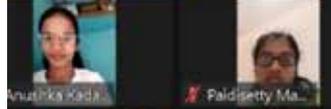


HELP WOMEN LEAD

MAKE A DONATION

To empower more women in STEM to take lead, bridge gender gap and fuel economic growth.

give | Fundraisers
INDIA



₹ 15,29,489
Raised

Katalyst
INDIA

95% **₹ 16,34,000**

2 **82**

Highlights Of 2020-21



INTERNATIONAL AWARDS

2020 brought in accolades for Katalyst with five international awards and recognition validating the model and the need to have this program:

- Outstanding Support for Students award by Times Higher Education, Asia
- Championing Diversity award by The PIEoneer, UK
- Gold Award for the Best Education Project from Global Good Awards, UK
- Finalist of 'The KIT Innovation Challenge' by the KIT International, Australia
- World of Difference Award by The International Alliance for Women

INDUCTION CEREMONY

Welcoming over 250 young women in STEM to the Katalyst program, the induction ceremony was conducted over the span of three interactive sessions where students logged in from their homes to get a closer look at what their four-year journey with Katalyst will look like, including and overview of the program, and insights from mentors and alumni.

ANNUAL ALUMNI MEET

The newly formed Katalyst Alumni Task Force organised the Annual Alumni Meet which was attended by Katalysts all over the world on 29th May, 2021. The meet was graced by eminent speakers including Dr. Preeti M Galagali, and our alumni who shared their journeys.

GIVEINDIA FUNDRAISER

With almost Rs. 30 lakhs donated by 92 supporters (including alumni), Katalyst's first-ever retail fundraiser was an overwhelming success. We are grateful to all the donors for their significant contribution towards our cause and SVP Partners for their support throughout this activity.

2020 WOMEN'S LEADERSHIP CONFERENCE

The 2020 Women's Leadership Conference, focussed on global leaders providing new insights and plans to advance women leaders and gender equity in the face of the unprecedented challenges of 2020 and otherwise. Poorvi Shah, CEO, Katalyst spoke on forging new paths to women leadership in India at this virtual event hosted by The Conference Board, New York.



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the Openness

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An Impactful Journey



IT TOOK ME SEVEN YEARS TO PURSUE A MASTER'S DEGREE, AND TRUST ME I DON'T REGRET IT.

My journey with Katalyst started roughly ten years ago, which seems like ages now. I completed my bachelor's in 2013 and my master's in 2021. Yes, you're right! It took me seven years to decide to pursue a master's degree, and trust me I don't regret it. I am currently working as a developer in Auckland, New Zealand.

Katalyst was always like a second home for me. When I moved to Bangalore for my engineering studies, I faced several challenges, the most significant one was my lack of confidence, but that didn't stop me from dreaming big.

I heard about Katalyst through a few friends and thought it would be helpful for me. I've never looked back since I joined Katalyst. Along with the financial help, I feel it was the leadership skills that enhanced my confidence. After meeting several other girls at Katalyst, I realised that I am not alone and that many other girls in similar situations seek help. The most memorable experience was the trip to Goa that Katalyst conducts every year for girls from various centres. We were about 100 girls from Bangalore travelling in three train compartments, and the excitement was unlimited.

As the phrase "Katalyst - winds of change" says, it was the catalyst in my life that transformed me for the better. I consider myself to be lucky to be associated with Katalyst. Even if only one girl gets inspired by my story, I'll be grateful. I want every girl to invest more time in education, to be self-sufficient, and to stop apologising for who they are and what they want to be.

CHAITHRA KHARVI
Intermediate Java Developer, Chelmer



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Developing the female leaders of tomorrow

We work in collaboration with Katalyst to reduce the gender gap in the field by providing scholarships to female STEM students.

WE PROVIDE HOLISTIC DEVELOPMENT TO STUDENTS THROUGH:

-  Education Sponsorship
-  Mentoring and personality development
-  Medical insurance benefits for students and their mothers
-  Paid internships with associated costs covered
-  Employment opportunities at PEAK



An Impactful Journey



NOT ONLY DID I EXPLORE ALL THE OPPORTUNITIES THAT CAME IN MY WAY, I NEVER SHIED AWAY FROM GOING THAT EXTRA MILE TO ACHIEVE THEM.

me unleash my inner potential.

I would say I have always believed in the power of dreaming, the power of working hard towards chasing those “unreasonably” big dreams, and the power of trusting myself to achieve them. Fortunately for me, this sheer dumb belief worked in my favour - all I had to do was put in my best efforts, and keep going one day at a time!

To continue dreaming and working towards making them true. Cheers!

“No matter where you come from, your big dreams are always valid!”

Being from a humble traditional business family, the aspirations I weaved for myself were unimaginable, so much so that the path to them was completely unknown. It was questionable to its very existence.

After joining the prestigious IIT Delhi, I had a hard time introspecting if I belonged there if I was capable of surviving amongst the smartest brains in the nation. But I continued to stride each day to deem myself worthy and kept my long list of dreams very close to my heart throughout this journey.

Not only did I explore all the opportunities that came in my way, I never shied away from going that extra mile to achieve them. I gathered work experiences in the fields of research, analytics, and consulting to finalise the career of my dreams. I studied extra courses and achieved a minor degree along with my major to acquire the skills required for the field of my choice- Management Consulting.

Katalyst had a huge role to play throughout this roller coaster ride. Starting from the immense boost of confidence that I got after my selection in the program, to numerous training in leadership, problem-solving, and aptitude which equipped me with relevant skills. My Katalyst mentors were my biggest cheerleaders who further helped

AASHI AGARWAL
Business Analyst, AT Kearney

IMS ACHIEVERS

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PRAVALIKHA
316.5 GRE
110 TOEFL
NJIT ADMIT '22

One of the first pieces of advice I received from the training sessions in Katalyst was to step out of my comfort zone. Being an introvert, stepping out of the comfort zone was one of the hardest things to do. The various activities, workshops, and gatherings provided me a platform to interact with others and break my wall of comfort. In the first session of my internship, I realized I was not as afraid of speaking my mind as I was three years ago.

Interactions with my mentor were something I look forward to, every month. My mentor pushed me to explore different technologies and helped me be a better programmer. This experience was advantageous during my college placement drive. I was able to bag two offers. Being a first-generation graduate in the family, I am proud to have achieved this. Continuing this effort, I aim to be in a leadership position in the future.

Coming from a humble background, pursuing higher studies abroad is a seemingly impossible task. Usually, dreams are subject to financial restrictions. But when the opportunity came up, I immediately registered for the higher studies training program at IMS Learning Resources Pvt. Limited, which was also sponsored by them. I received training for exams such as GRE and TOEFL. Irrespective of the outcome, I am content to have written the exams and applied to the universities for MS.

Katalyst was not just the "winds of change" in my life. It was a storm of change that pushed me to step out of my comfort zone. The kind of storm that helps me rise high, and aim for anything that is even beyond my eyesight.

An Impactful Journey



MY ADVICE TO ALL THOSE WHO ARE WORKING HARD TO ACHIEVE THEIR DREAMS AND HAVE HUMBLE BEGINNINGS IS THAT - DO NOT GIVE UP. IT'S JUST A MATTER OF TIME.

As Paulo Coelho quoted perfectly "When you want something, all the universe conspires in helping you to achieve it", Katalyst is one of the integral parts of my universe which guided me and accompanied me in my journey to fulfilling my dreams.

I am thankful for all my struggles and challenges in life in terms of a humble background with limited resources and opportunities which proved to be my greatest motivating factor to achieve whatever I am today. It is an amazing feeling to be the first person to graduate from my family, the first person to fly abroad from my village, and to provide a better standard of living to my parents.

Back in the day, even though I was the topper out of 49 BMC schools, some people advised me to take admission in local colleges rather than any A graded college as they believed I would not be able to cope up with the pace of big colleges with my vernacular medium studies. I challenged myself and dared to think big because that was the only way to provide betterment to my family. During my engineering days, when other students were preparing for their CAT or GRE, I was struggling to pay my college tuition fees. I opted for a way to 'Earn & Learn' and started giving tuitions to CBSE/ICSE primary school students. This benefited me monetarily as well as improved my vocabulary and soft skills.

Katalyst has helped me to think two steps ahead with its amazing initiatives like preparation for placements & competitive exams, soft skills training, Goa convention, etc.

My advice to all those who are working hard to achieve their dreams and have humble beginnings is that - do not give up. It's just a matter of time. The greatest thing which you have is "The purpose of creating opportunities and building resources for yourself".

SMITA MAHADIK
IT Analyst & On-site Coordinator, TCS

Alumni Speak



**“
IT'S NEVER ABOUT
WHAT FIELD YOU EXCEL
IN; IT'S ABOUT HOW
PASSION YOU ARE
ABOUT IT.**

"Success is no accident; it is hard work, perseverance, learning, studying, sacrifice, and most of all, love of what you're doing or learning to do." - Pelé

It's always been a dream for me to work at a company where I'd be able to make a difference. Currently, I'm working at MasterCard as a Software Development Engineer.

I completed my graduation in Computer Science from the College of Engineering, Pune. While pursuing my degree, I realised that it's never about what field you excel in; it's about how passionate you are about it. Having joined Katalyst right in my second year, I understood the impact of being passionate by looking at the leaders at Katalyst.

Before you even get to know Katalyst, you would get a vibe that it is a program that's here to make a difference. Katalyst truly empowers women, bridging not only the employability gap but also the financial gaps. Every lecture and seminar attended here have helped me grow.

One major initiative I would like to highlight is the mentorship program within Katalyst. Every student gets a mentor to interact with for any guidance, be it professional or personal.

I was once felicitated at a Katalyst convention, and while standing on stage, I looked at the panelists and said, "You should be proud of yourself because you made me believe that I'll one day be sitting where you're sitting today!".

If there is one thing that I firmly believe, it is paramount for a woman to be financially independent. Today, the world is offering gender-neutral opportunities. We, as women, just have to grab it! That's where Katalyst is making its contribution, and I'm grateful it helped me grab mine.

PRIYA KADAM
Software Engineer 2, Mastercard

Alumni Speak



“
**COMING TO MUMBAI
FOR EDUCATION, GAVE
WINGS TO MY DREAMS.**

My biggest motivation has been my mother, who couldn't complete her education when she was young due to various challenges. I was determined to pursue education to overcome our financial challenges and fulfill my mother's dream. I got support and guidance from my parents, relatives, and teachers. Very few girls from my village back then used to go to school beyond the 12th grade.

Coming to Mumbai for education, gave wings to my dreams. Although, having studied in vernacular medium till then, 11th was a big challenge for me. It was very difficult to understand the topics being taught in English. After coming to Ruparel College, I developed a complex seeing confident people around me, who were fluent in English as well as good in studies. With time I was able to overcome this. I got better in both English and academics. I was able to score well in 12th and was among the top 5% highest-scoring students in Maharashtra.

I got into one of the best engineering colleges in Mumbai (VJTI). This was a turning point for me. I decided to overcome my fears and took part in various extra-curricular activities, sports, and cultural events in college. My challenges got eased with my involvement with Katalyst. Katalyst helped me financially, so I could focus on my studies and improve my soft skills which helped me build the necessary confidence required to navigate through my professional life.

I landed my dream job at Visa in 2015. After being employed, I was able to support my sister, brother, and a few other students from my village financially as well as mentor them in other aspects. I've spent 6 years working in the same company exploring different technologies. This job challenges me to be a better version of myself every day.

I am grateful for all the life experiences which helped me become an independent, confident, and good human being. If you really believe in something, the whole universe will help you achieve it. So just go for it!

ROSHANI GAWAD
Sr. Software Engineer, Visa

Mentors Speak

Having the opportunity to mentor a Katalyst girl has been one of the highlights of my life in the otherwise easily ‘erasable’ pandemic year. It provided me with the opportunity to positively impact a student’s life and in the process be a better human being myself. As in any relationship, the first few sessions helped us gain trust in each other. This built a solid foundation. During my mentoring sessions, we touched a lot of subjects ranging from the usual academic subjects to public policy to developing the right skill sets and staying relevant in this world. Mentoring for me is not about giving answers but asking the right questions to help your mentee see different perspectives and choose the right answer for her. It is about building her confidence to own up to her decisions and be accountable. I believe as a mentor you add maximum value when you help widen her outlook by not sitting opposite to her but staying on the same side and pointing her towards different views. Big thanks to Katalyst for setting up the right platform for these girls to take wings.

SANJAY GOPINATH, Head - Marketing & Communications, MathWorks

Women empowerment is not just a phrase - it’s an aspiration. Katalyst is my platform to talk the talk, walk the walk, and actually do something about this. The word “rewarding” doesn’t even begin to describe the experience. My mentees are going places with or without me! They are such bright, spirited, level-headed, focused, hardworking young girls. Their faith in Katalyst & in me is almost daunting - but that provides the fuel to keep the work going stronger and harder. I’m convinced that our interventions will expedite their journey to their natural place in their leadership positions. Katalyst has helped me secure a tiny spot in their future limelight - wherever they soar!

MAHRUKH BHARUCHA, Partner & Creative Director, Expressions Unlimited!

It’s been a year interacting as a friend and mentor to vibrant girls on behalf of Katalyst to explore avenues in their professional and personal journey. The girls have an innate drive to do something big in their life and they want to test their talent by contributing through their knowledge, ability, and creativity. In the beginning, they felt shy sharing their ideas but as the bonding and understanding grew they came up with great ideas on how great careers can be built through small steps in developing the competencies. In the mentoring sessions, we have discussed how to make the most of the available 24 hours in a day by focusing on the important and handling urgent matters too. We share the challenges, happiness, support, pains, and the gains they are achieving in their personal and professional lives while implementing the plans mutually agreed upon. I can see a remarkable improvement in their confidence, communication, and social skills that is quite satisfying and inspiring for me. I am getting deep motivation from them to stretch my capabilities to help them wherever needed and make their professional career super successful. As a mentor, my journey with the Katalyst team has been truly great and motivating.

VIVEK ANOOP, Founder & MD, Learning Anchors

Mentors Speak

I feel excited to be a part of the Katalyst Mentoring Initiative. Being a mentor– is about passing the torch, carrying the legacy. It is a legacy of excellence and goodwill, a torch of knowledge and dedication. The greatest attribute was to challenge me – make me want to be better, make me want to make them proud. Because living up to expectations is a far better motivator than fear or monetary gain – the great mentors know that and they instill that in their mentees. A great mentor is not only a great teacher and a scholar, he/she is also a great motivator. It has been an amazing journey being with the Katalyst family and students during the mentoring program. I must say I have enjoyed nurturing the young millions through the fabulous mentoring program. The most fulfilling experience of my life is being a mentor at Katalyst. I have felt pride and joy every time these young girls have come to interact with me. They may not have needed much of my help, but I am proud nonetheless that they had it during their time with me. I have found that there is nothing more gratifying than seeing your young girls soar as high as an eagle. I would like to thank the Katalyst team for giving me this amazing opportunity to mentor and guide the young girls.

SAPNA JHA, Founder & MD, HapGen Educational Services

Having spent a life getting mentored at every step, willingly or otherwise, when I sat back and reflected, I saw faces. My experience in the mentorship program has been very enriching. I gained fresh perspectives on work-related practices and experienced career rejuvenation. Through the mutual exchange, it provided a great opportunity to better understand the younger generation and stay young at heart! The activities and interactions with my mentees always inspire me. I am grateful to know them since they are energetic, proactive, and curious about a future career. This mentorship program has enabled me to give back, refresh, and make some positive influence.

MAYUR SHAH, Senior Manager, Vodafone Intelligent Solutions

Krupa Patel is my first mentee and she is from Mankhurd. In the first session itself, I got a chance to speak to her parents, where I introduced them to Katalyst's mentoring program and its benefits. Katalyst also conducted sessions for new mentors for process awareness, sharing the learnings from senior mentors. After a few online sessions, I had the opportunity to meet her in person. She will be the first computer engineer in her family and that makes me proud. Our former president Late Dr. Abdul Kalam has always been my inspiration and his book "Wings of Fire" was my obvious choice of gift to Krupa. It's a pleasuring mentoring Krupa and learning from her too in the form of reverse mentoring. This initiative of Katalyst is changing the lives of many young engineering girl students and transforming them into professionals and good citizens.

SANTOSH MARATHE, Chief Manager Projects, Siemens Limited



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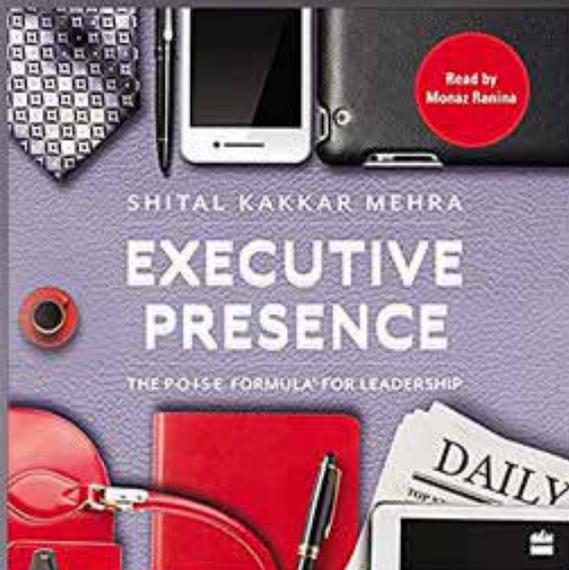
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Colleges Speak

Katalyst has played a life-changing role in the lives of many female students of XIE who availed the opportunity. The training provided in developing communication skills, academic sustainability, and corporate presence/visits as well as in many academic subjects has opened many new opportunities and instilled self-confidence in many girls. The volunteering work, training programs, and conventions have opened new arenas of networking and learning, simultaneously inculcating skills of organization, teamwork, and leadership, as well as aid their overall personality development. The students have also greatly benefitted from the mentorship program which has provided them not only curricular guidance but also overall support that helped them inculcate many useful life skills and qualities. The life lessons and guidance that the mentors provide; acquainting the mentees with a plethora of knowledge, also helping them gain an industry/work experience in their respective fields, helping them prepare for actual corporate interviews has contributed immensely in shaping and forming the students, making them ready for corporate life. The financial assistance that has been provided from time to time has given wings to many dreams that could have been held back. Katalyst does not only provide support to many financially underprivileged female students but also forms them to be at par with the world.

PROF. SANIYA GONSALVES
Xavier Institute of Engineering, Mumbai

Katalyst has pioneered first-rate efforts towards women empowerment by offering scholarships and training to meritorious girl students in their pursuit of professional education. Katalyst aims at abating the gender gap at leadership positions as well amid privileged and lowly women sectors by supporting, nurturing, and training talented young women from weaker sections thus creating future women leaders. Within just 14 years of its inception, Katalyst has impacted the lives of more than 1200 girls to become empowered leaders, take leadership positions, and influence the next generation of leaders. Katalyst has achieved this by partnering with around 25 leading academia, 5 training organizations, and 35 corporates. Katalyst scholars are offered financial assistance, medical insurance, an add-on 600 hrs of unique training in technical, leadership, communication, job-readiness skills along with frequent visits to industry and Tech Fests. Katalyst also provides one-to-one mentorship, access to world-class technology, assistance with internships along with world-class industry exposure and corporate interactions. I congratulate the Katalyst team for mentoring and empowering budding talented young women by enhancing their innovation, leadership, and employability skills to take up the challenging leadership roles to influence the next generation leaders in the process of community building. We are grateful to Katalyst for partnering with Vishwakarma Institute of Technology, Pune in this noble endeavor through which around 100 girl students have been directly benefited.

PROF. MAHAJAN
HOD First Year, VIT, Pune



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Trainers Speak

Have been engaged with the Katalyst program for over a decade now, as a mentor and training partner. I must say this is one of the most fulfilling experiences I have had, to be part of the journey of these amazing, gritty girls who come into the program and transition into being confident women professionals. Katalyst occupies a wonderful niche of being a guide, mentor, and cheerleader for its participants who may not have similar encouragement from their families and other immediate contexts. In the long run, it is heartening to see the impact the program makes not only in the lives of the participants but also their families: in enabling the young women, we also change the socio-economic status of the families they come from and leave a lasting impact on the younger generations in their families and communities. It is inspiring to notice how most of the participants blossom from being shy and tentative when they enter the program, to being assertive and determined as they step into their careers.

RUKMINI IYER
Exult Solutions

TechieAid has been providing Technical and Soft Skills training to the students of Katalyst for the past 4 years. It has been a great experience for us. During the process of imparting knowledge to students, the trainers also have learnt a lot interacting and grooming them. Also, we have seen good progress in students year over year on both Technical and Soft Skills from the time they enrolled to Katalyst and as they near their graduation. Katalyst has been providing an excellent platform for these students to excel, make a good start to their careers, and take up leadership positions in the future. We feel proud to be associated with Katalyst on this epic journey.

KIRAN G
TechieAid

MTIS is associated with Katalyst as its training partner and engaged in delivering technical training for the past 4 years. I feel immense pleasure being part of this esteemed organization that is involved in providing a better future to underprivileged talented girls. Katalyst is a great organization working for the upliftment of underprivileged talented girls. This organization makes efforts to reduce the miseries faced by the girls who are talented but not able to get better education due to poverty. Education is the basis of development; thus, Katalyst provides education to the girls to enhance their as well as the future of the country. Katalyst is involved in grooming these girls entirely and helping them to achieve a successful position in their lives.

KAVITA MANDILWAR
MTIS

Unconventional Convention 2020



Winners 2020



MISS UNIVERSE - MANALI PARAB

Manali Parab graduated as an Electronics and Telecom Engineer. She believes hard work with honesty is the key to success. Being a college topper, she actively participated in TEDx, NSS, Women development cell of her college. She has received noteworthy awards in Katalyst and college. Currently, she is preparing for UPSC. Along with this, she is pursuing classical music and yoga.



MISS WORLD - LAXMI CHAVAN

Laxmi Chavan has graduated from Vishwakarma Institute of Technology Pune with a CGPA of 8.8. She has interned with Nvidia Graphics Pune. She is passionate about Volunteering for social causes. Currently, she is working with Panchtantra Programming as a Camp-Volunteer. She loves storytelling and teaching coding to the children at Panchatantra programming. Her dream is to become a civil servant and serve the nation. She is currently working as an associate engineer at Signify Innovation Limited with a CTC of 6.52 LPA. Recently, she was awarded as an employee of the month Dec-2020 from a team of 60 people. Looking forward she wants to give back to society as she says she was blessed with the giveback of Katalyst.



MISS INDIA - LAXMI CHAINANI

Laxmi Chainani has graduated from Vishwakarma Institute of Technology, Pune with a bachelor's degree in Computer Engineering with a 9 CGPA. She is obsessed with technology-related things and in her free time she enjoys doing competitive coding. She has earned various awards by participating in technical events. She enjoys science and fiction movies and exploring new places. She is currently working as an Associate Software Engineer at Veritas Technologies with a CTC of 10.75 LPA.

Winners 2020



Panelists 2020



Avani Davda, Former MD, Godrej Nature's Basket

Currently an Independent Director of Mahindra Logistics Ltd., and Strategic Advisor in Bain Advisory Network, Avani is a passionate business leader who has led businesses across consumer, retail, and hospitality sectors. She has successfully created a premium brand experience in the Indian consumer and retail space.



Anand Deshpande, Founder & Chairman, Persistent Systems

As a true technology visionary, Anand's strengths lie in identifying and investing in next-generation technologies and encouraging internal entrepreneurship to ensure that Persistent Systems stays at the forefront of technology innovation.



Farhana Haque, Group Director - Devices, Microsoft

Farhana has around 17+ years of experience in business consultation and P&L management. An active mentor for startups, she campaigns unlocking human potential. Outside work, Farhana is passionate about philanthropy and supports several non-profits, with a particular focus on women and children.



Moderator - Sunit Mehra, Managing Partner, Hunt Partners

Sunit leads Hunt Partners' Private Equity and Consumer practices across Asia and works closely with numerous corporate boards on matters of Leadership, Succession Planning, and Board Effectiveness. He is an advisor to several Indian business houses on Corporate Governance, Board Evaluation, and Board Search, raising standards of Good Governance.

Lockdown Diaries

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Katalyst Priyanka Sharma



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- ACS College of Engineering

PUNE

- College of Engineering Pune
- Cummins College of Engineering for Women
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- Shrimati Kashibai Navale College of Engineering
- Jayawant Shikshan Prasarak Mandal
- Sinhgad College of Engineering
- Army Institute of Technology
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- Bhivarabai Sawant Institute of Technology & Research
- Dr. D. Y. Patil Institute of Technology
- Sinhgad Technical Education Society

DELHI

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- Bharati Vidyapeeth's College of Engineering (IP University)
- Jamia Millia Islamia University
- GL Bajaj Institute of Technology & Management

TRAINERS

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- Exult Solutions
- Marcks Training & IT Solutions
- Anu Sukhija
- IMS Learning Resources
- Shalaka Connected Devices LLP
- Atul Phad
- Asmita Parashar
- Haresh Labde
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Associations



Katalyst Class of 2021



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Amrutha M
Anisha Pawar
Anjali Gaikwad
Anuja Gulhane
Anusha MM
Anusha S
Anusha SM
Anushree J
Apeksha Kedari
Apoorva N
Archana Adiga
Arppitha Krishna
Ashwinee Patil
Asiya Dalal
Bhavana SU
Chandana MR
Deekshitha KV
Dhanashree Bedke
Dhanashree Nikhare
Dikshika Yeul
Dipali Pawar
Divya BM
Divya M
Dolly Dhumavat
Gauri Deshmukh
Gayathri GB
Gayatri Dangare
Gouthami S
Harshitha N
Himashree MS
J Amulya
Janani GM
Jayashree P
Jyothi KN

Kamini Gaikwad
Kanya Bangera
Keerthana B
Keerthana TM
Kiran Sontakke
Kirti Khandelwal
Kshitija Karale
L Ashwini
Lavanya M
Mahima Mule
Manisha Inchanalkar
Manisha Kuhar
Mayuri Inchanalkar
Meghana M
Menaga N
Mitu Kumari
Mohini Batra
Monali Bendale
Monali Harde
Monika Kedar
Monika R
Muskaan Jain
Namratha G
Neha Gawande
Neha Gujar
Neha Patil
Neha SK
Neha Zade
Nidhi Jain
Nihara SK
Nikita Ahirrao
Nikita Mandal
Niveditha M
Nydile GR
Pannaga ML
Pavithra Desu
Payal Maru
Poornima S
Prachi Polakhare
Pradnya Panchariya
Prajakta Yadav

Pranita Jadhav
Pranjali Dhere
Prasanna Sambare
Prateeka Bhat
Prathushya N
Pratiksha Bhawar
Pratima Pagar
Pravalikha C
Priya Yadav S
Priyanka P
Priyanka Patil
Priyanka Sargam
Punnya KA
Rachana V
Rajini R
Rakshitha J
Rani Bane
Rani Dhage
Rashmi Chidanand
Rasika
Richa Kapuskari
Richa Kumari
Riya Dichwalkar
Romy Kumari
Ruchita Dahatonde
Rutuja Jujare
Sahana Pal
Sai PH
Sakshee Moon
Sakshi
Sakshi Jain
Sakshi Khadsare
Sakshi Sirsat
Sakshi Vaidya
Samiksha Magdum
Sampada Petkar
Sandya N
Sangeetha K
Sanjana Khairnar
Sanjana Patil

Saritha E
Saritha N
Sayali Chiplunkar
Sayali Waghmare
Shalini BR
Shalini V
Shantala P
Shivani Patil
Shraddha Shinde
Shradha Rathod
Shreeja V
Shreya Patil
Shreyasi Kore
Siddhi Bhor
Simaran Mujawar
Simaran Patel
Snehal Chavan
Snehal Gawade
Snehal Khandagale
Sonali Patole
Soumya J
Soumya Shriya
Sowmya AR
Srushti Cholkhane
Suvarna Wagh
Swapnagandha Babar
Swechha T
Sweety Deshmukh
Tejashri Shitole
Thunga Hegde
Triveni Vyavahare
Trunali Wategaonkar
Trupthi Shetty
Utkarsha Barabde
Vandana HV
Varsha Kumari
Vasundhara Mane
Vedanti Vyawahare
Vidya S
Vidya V
Yadnyi Despande

Honour Roll

NAME	COLLEGE	COMPANY	CTC (in LPA)
Vedanti Vyawahare	VIT	Tom Tom	22.0
Swechha T	NMIT	Walmart	21.0
Akanksha Pradhan	IIT	Goldman Sachs	21.0
Manisha Kuhar	IIT	Qualcomm	17.6
Pratiksha Bhawar	Cummins	Wells Fargo	16.0
Prateeka Bhat	BMSCE	Goldman Sachs	16.0
Anjali Gaikwad	Cummins	MSIC	15.5
Kirti Khandelwal	IIT	Sprinklr	15.0
Richa Kapuskari	VJTI	Citibank	13.7
Sakshi Jain	Cummins	Citibank	13.7
Riya Dichwalkar	SPIT	JPMC	12.5
Pannaga ML	BMSCE	Cohesity	12.0
Niveditha M	BMSCE	Sixt Research & Development	11.5
Pranita Jadhav	COEP	Bajaj Finance	10.0
Swapnagandha Babar	COEP	Calsoft	10.0
Anuja Gulhane	COEP	Bajaj Finance	10.0
Shreyasi Kore	COEP	Bajaj Finance	10.0
Yadny Despande	COEP	Mastercard	9.7
Pratima Pagar	VJTI	Siemens	9.0
Shraddha Shinde	VIT	FinIQ	9.0
Neha Zade	Cummins	Barclays	8.5
Gauri Deshmukh	Cummins	Barclays	8.5
Tejashri Shitole	Cummins	Michelin	8.4
Trunali Wategaonkar	VJTI	Telstra	8.3
Aditi Bane	XIE	L&T Infotech	8.0
Ashwinee Patil	Cummins	DELL	8.0
Sampada Petkar	VIT	Seagate	8.0

Honour Roll

NAME	COLLEGE	COMPANY	CTC (in LPA)
Payal Maru	IIT	Rxlogix	8.0
Varsha Kumari	IIT	Rxlogix	8.0
Priyanka Sargam	VIT	eQ Technologic	7.5
Vidya S	UVCE	DELL	7.4
Shantala P	UVCE	DELL	7.4
Siddhi Bhor	VIT	L&T	7.0
Snehal Gawade	VJTI	L&T Infotech	6.5
Monali Harde	VIT	Tata Power	6.5
Nikita Mandal	Cummins	Alstom	6.5
Prachi Polakhare	COEP	Wipro	6.5
Sonali Patole	COEP	Wipro	6.5
Anusha S	UVCE	Oracle	6.5
Punnya KA	NMIT	Unisys	6.5
Snehal Khandagale	VIT	Eaton	6.3
Dolly Dhumavat	VIT	Cooper Lighting Solutions	6.3
Sanjana Patil	COEP	Eaton	6.3
Sakshi Vaidya	Cummins	Eaton	6.3
Asiya Dalal	UMIT	Bank of America	6.0
Monali Bendale	Cummins	MG Motors	6.0
Monika Kedar	VIT	Wolters Kluwer	6.0
Simaran Mujawar	Cummins	PWC	6.0
Sweety Deshmukh	COEP	CEAT	6.0
Sahana Pal	KSSEM	Jaro Education	6.0



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- Anjali Hari, Director, Fundraising & Partnerships
- Aarti Nathan, COO & Chief Impact Officer
- Megha Verma, Head - International Partnerships
- Janesh Sanzgiri - Consultant
- Avila D'souza - Administrative Officer
- Anushka Sharan - MarComm Associate

MUMBAI

- Shweta Mathur, Program Manager
- Sanjukta Ghosh, Program Coordinator

PUNE

- Mehak Kanda, Manager - Pune Program & Technology
- Anju Maske, Program Coordinator
- Gayatri Tambekar, Program Coordinator

BANGALORE

- Shalima Jain, Program Manager
- Steffi CT, Assistant Program Manager
- Shravanthi Suresh, Program Coordinator
- Pavani Suresh, Program Coordinator

DELHI

- Ayesha Khan, Program Manager

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TO BE A COLLEGE PARTNER

Katalyst seeks to partner with pedigree professional colleges with a pool of girls from low income communities.

TO BE A CORPORATE PARTNER OR DONOR

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