You. So let's begin. Also, start the summary.

Yeah, cool. All right, finally we meet. And as I mentioned, I have been following your work closely for over a year now, and it is a trove that's inspiring so many people, especially women, in the STM fields, in ways more than one.

So, Chhavi, while my team has had an opportunity to work with you in conducting a panel discussion last year on the role of AI tools in academic publishing, truly, I couldn't be a part of that project at that moment. But when I went back and listened to the recordings, it was such an enriching event for all of us. And when AI was just taking its stride in the STM industry, it was so necessary for all of us to be aware of the challenges that most of us had not envisioned or are not being able to foresee.

Because who does not want to get things done in an easy way, but the repercussions we all would have to face. And then in the recent days, we have seen certain instances where people have had to face them right? Especially in the research community. So without further ado, I am really glad, and I would really want to tell that to you, that I'm glad that we get to speak today on a very important topic, that is you, a woman in SPM industry.

So let me begin with asking you that. You have an impressive background spanning molecular biology, biotech, and now focusing on healthcare and AI ethics in specific, what inspired your interest in these fields and what continues to drive your passion for improving healthcare accessibility? First of all, Uttkarsha, I want to say thank you for this opportunity and your very kind words. It is really truly my pleasure and honor to be here with you today.

Going back to my experiences and my educational training and my passion. So it sort of came from a nurturing family. From childhood I was always passionate about science and so was my oldest sister, who used to be and continues to be my role model.

So I always gravitated towards science. And in India the educational structure is such that you can move forward in assigned fields. So of know, biology was something and chemistry that became a priority for me.

So of course I did my bachelor's in chemistry, but I wanted to move towards biotech because my older sister was doing a PhD in microbiology. So again, getting inspired by her, I moved into biotech and then molecular biology and into research in two different kinds of cancers. So science remained a calling.

But as I was doing my postdoc, I was introduced to the world of scholarly communications and scholarly publishing, which as a grad student I didn't even know was a field that know I published papers, know book chapters, but I didn't know what it entailed to get it to the public. So I explored that as a career possibility and started out as a scientific editor for two journals at the American Society for Investigative Pathology, and I continue to work there now as director of scientific Outreach. So I think my journey has been sort of staying passionate about what I like, but stumbling upon new challenges and sort of exploring how that shapes my thinking and how that may impact the world.

So in 2019, we started a new topic category for one of our journals on AI and computational pathobiology. So, from all my training, I didn't know what that meant. So I took it upon myself to start going to AI based conferences with healthcare and pharma tracks.

And this is way back in 2019, and it was an amazing world of innovation, but I couldn't help noticing that folks were not focusing on the ethics and regulation of AI in the healthcare domain, which to me was paramount. So essentially, since 2019, I started networking with people who were working on AI ethics in different domains, especially the healthcare domain. And so that's my journey into the domain.

And as I started exploring more, there were so many disparities. And like you rightly mentioned, it's come to the forefront now with the strong adoption of Chat GPT and large language models like Chat GPT, that people are now thinking about all the effects, intended and unintended that these AI tools can have on our lives that really impacts us as humans, the way we perceive the world. And in either bridging some gaps or enhancing disparities in the other cases.

Does that answer your question? Oh, definitely it does. And like you said, with you two sisters itself, I can very well say women build women. So you being inspired by your sister and wanting to follow her footsteps, there's a very important thing that I would like to stress upon is why are diversity, equity and inclusion so critical? And especially when you speak in the context of healthcare and technology, do you think there has to be a diverse set of group so that the improvements in the field of healthcare and technology, along with the hands of AI, move smoothly? Right.

So I first want to go back by saying, we are three sisters. I have a younger sister. She's five years younger to me, but way beyond her years in terms of achieving her goals.

She's a writer, she's an author, she's a teacher educator. She's all that and way ahead of me. So I get inspired by her, too.

But you're absolutely right. Like, women inspire women and build upon each other's work as we do upon the work of what men do. Going back to your question, 50% of the world's population is women.

It goes without saying. I was reading a book called invisible Women. It's a book by a UK based author who talks about the disparities that exist in our data.

You know, whenever we're building any models or anything, we just keep thinking about men as being the humankind and we build everything around them. And it could be something as simple as making the seatbelts for the car seats, right? So the rate of accidents that women get into and have more life threatening injuries is directly proportional to that, because those seatbelts were not built to our body weight, height and safety standards. So the disparities begin with our lives, right, from the daily things that we use every single day.

In the healthcare perspective, I was totally rattled by the findings. When we are using animal models, for example, we tend to use mouse models, which are male mice, because in female mice, their chances of getting pregnant women, which may skew your results. There could be different hormone levels that can skew your results.

So when we are testing our medicines on these models, they are responding to the hormones and the body type that the male mouse has. And that sort of continues in the clinical trials and we are focusing more on men. So we are either overdosing females or underdosing them and not really catering to their needs.

But now that's a little bit of history. We still continue to do that, but there's a huge focus on recruiting women in clinical trials, even pregnant women. Of course, it comes with challenges, but then that's another population of women that we have to serve in terms of healthcare needs, right? More than any other women, for that matter.

So I think it becomes paramount that we have representation of women and women based data sets when we are building any training or training any AI models, because otherwise we are ignoring the needs of 50% of the world population, or we are wrongfully addressing the needs of 50% of the world's population. And you talked about bringing women to the table in STM and AI tools like when we are building those. And I think that perspective is paramount because the way we experience life is very different than the way men do, right? If you just open up any news stories right now that are talking about AI, innovation, large language models, start-ups in the AI world, all the news that is flashed into your faces is men.

It could be OpenAI founders, it could be founders of other I want to say reckless enterprises like neuralink, which I say could be a life changer for people with life threatening needs, with needs who have debilitating abilities to be able to perform the daily tasks, but it could be life threatening in other instances, if it's misused, then you have palantir, which is sitting on piles and piles of data here in the US, in the UK, from the national bodies, and they're partnering up with drug manufacturers, they're partnering up with insurance agents. If you think about it, it's a very murky world where one person or entity can benefit by monetizing the patient data, and in return, the patient can be denied treatment or could have to pay very high premiums for treating their ailments. So you see the monetization is sort of happening with all big wigs being men.

And if you like, going back to 2019, when I'm talking about, I was trying to explore the world of AI ethics. There was Tim Nidge, there was Margaret Mitchell, and they were actually working at Google at the time and trying to highlight the possible unintended consequences of AI that could negatively impact our lives. And what happened? They were fired.

Right? And now, when we are listening to things, podcasts, interviews, a team at Davos that's talking about AI ethics, it's again all men based panels. And we're talking about the godfather of AI ethics, or godfather of AI, Jeffrey. But you think about it, these were the women who were talking about these things.

They were trying to bring about the awareness. They wanted to challenge the world, to put things into perspective, to deliberate, to slow down, to build and deploy responsible AI, which will actually benefit humankind. So I feel like those perspectives get embedded, are not heard, which can actually improve the performance of these AI models.

They can improve their scalability, their sustainability. So when you start ignoring certain aspects, then we as a human race, are losing out. So it's very important to hear all perspectives.

I'm not saying only women's, men's as well. And it's not that women think smarter than men. Nothing is like that.

But I think each and every perspective is different. And again, there's a lot of focus on folks who have technical background, they have coding experience, or they're computer scientists or data scientists. But when you are building something to improve the lives of end users, then you have to take into consideration all end users.

You have to take under consideration all stakeholders which will be involved in building that product, because a data scientist will think, from the input output perspective, what do we have? Where do we need to go. But a team or a person who will actually use that tool can tell you their actual barriers, the pain points. What could go wrong if certain parameters are not included? Or if certain parameters are included but they should have been excluded, for example, patient safety identifiers in case of healthcare.

I'll stop there. Yes, I think I absolutely agree with what you said. And as the field of AI grapples with risks of bias in algorithmic systems, let's say so some argue for the value of diversity, including more women creators, like how you mentioned when it comes to coding, or it is supposedly and preconceived to be a male dominant area where we have a lot of engineers who are males and at all stages of the AI lifecycle.

As you also mentioned in your previous answer, that a lot of big names in the AI world are of males. Do you agree? Is that what really matters the most? And how exactly can gender diversity strengthen the development of ethical AI system? You've partially covered this thing in your previous segment, but then I think we could help with emphasizing a little more on that. Right.

So let me take a step back and let's just think about women's health, right? So till the time I was a growing girl child, I was fine, and I didn't know the struggles of having menstrual cycle, for example. And that is still different for each and every woman because not everyone experiences endometriosis, and that could be very debilitating for a lot of women. And it's not accounted for in terms of if women are able to work or not, should they be getting some time off in these specific instances? So that's one example.

Right? Not all women have children. So not until I actually became pregnant did I realize some of the struggles. And it could be different for another person.

For example, if you have gestational diabetes, right? So all the procedures surrounding your pregnancy change completely. I still cannot attest to what may happen because thankfully, I didn't suffer from gestational diabetes like some other of my friends. But that's something that I could never explain to someone who's in the drug delivery or pain management or clinical care setting.

Right? Postpartum depression. It's real, it exists. I remember having conversations with my husband about it, and unfortunately, we do glorify a woman being pregnant with everything positive that comes with it.

But there is a taboo about talking about what happens afterwards because essentially they're left on their own with a child to feed and take care of. Right? So those are the challenges that are ignored, especially because they're not talked about in the open. Not everyone sees the same exact situation.

And men are completely oblivious, despite the support they provide, are oblivious of actually what's happening inside and outside a woman's body. You can think about similarly, menopause, different women undergo different sets of symptoms, and it doesn't last for like an hour or two. It lasts for days and weeks and months and years in certain cases.

Right? So now think about building any of the products, services, drugs, care regimen, or even, I want to say, a variety of drugs that you may need in pain management or the management of a particular disease for a particular woman. Nobody can provide or answer the questions adequately other than the women who are actually suffering from these diseases in a particular setting under a given set of interactions. And that could be very different for different women.

And now we're just talking about the developed world here. Like, take this to rural settings where they may not even have access to doctors, they may not have access to transportation, and the challenges change, right? So when you're building a product, as an investor, as an innovator, as someone who really want to bring about a difference, would you want to take under consideration the needs and the aspects of care surrounding your end user, or would you just think, this is the problem, this is the solution, and this is how I'm going to go about it, linearly. So I think in actual life there are many complexities, and I think we can make those challenges simpler.

We can decrease the complexity by taking the input of the users, by taking under consideration the viewpoints of those who we want to serve. And that in these instances would be women. Yes, absolutely.

And I would go by your vision that you mentioned, that AI enables simplified and accessible health care for all, and it rightly replicates in every response that you've given me today. It kind of resonates in your personality as well. Could you elaborate on what this vision entails in future and what some of the key challenges that are to making it a reality? How can speaking of investment and investing in women, can that help propel and ensure progress in this area? Absolutely.

So I want to share a personal story that's something that got me riled up and also start thinking about equitable health care. So my mother in law, who lives with me, is a cancer survivor. And of course, I was born and raised in India.

So I've seen the healthcare ecosystem there up until I was pretty much 23 when I came to the US. And since then, the rest of my life, I have seen the healthcare ecosystem here. And of course, coming from India at the time, she didn't have insurance.

So over here, your insurance provider has to approve your medicines, and then you get your medicines, and again, you still have to pay a copay, which could be very high in certain instances. So she needed a drug treatment, and one pill would have costed her $450 and of course, she needed more than one pill. So my husband did some research and he found something called good Rx, and we got one pill for $40.

So you see the margins that are built in. So there is ability for us to provide cheaper drugs to the patients, but because there are unwanted entities that have plugged themselves into the healthcare ecosystem, the costs have been inflated. Secondly, when you're going through the insurance provider, and then you're going through another intermediary, a BPO, like Goodrx, for example, business process optimizing agency, you are prolonging the agony of the patients, because if she was approved for a drug, she would have taken it so much sooner before all the hoops were crossed, right? So in my mind, this is shocking, especially in the developed world.

Everybody who goes in the healthcare ecosystem goes with the passion of serving humanity and alleviating pain. And the goal for the patients to go to the doctors is to be able to get to a medicine or regimen to find treatment sooner, to start feeling better. So when I say use leveraging AI to simplify the ecosystem.

Essentially, when you go to the doctors here, you're not seen by the doctors for a long time because there's so much other happening recording of your vitals, looking at your history, and you barely will get five to 10 minutes with the care provider because he has to, or she has to go back and type those notes and look about things, right? So that human connection that the doctor went into the profession with to treat, connect with the patient, listen to their needs, and find out what's going on within their bodies, not looking at a busy chart or not looking at numbers, but actually connecting with them to treat them and feel that gratitude when they start feeling better after a well diagnosed regimen, it seems to be missing now. So if we leverage AI to take out the mundane busyness from the doctors caretakers lives, the nurses here are so busy, there's a high attrition rate between and burnout in nurses as well as pathologists here in the US. So if you bring back that gratification, that human connection, take away all this noise, which could be automated, which could be taken care of by AI based tools, then that would make the lives of all the caregivers easier and bring the care closer to the patient.

Right. And then there are the electronic medical health records, or electronic health records. Each entity that I have been to here maintains their own records.

There is no cross talk. But if there was just one unified platform, so that as a patient, I have my history in my hand, should anything happen, there's an emergency, I know what's happening, what I have taken, what new drug I'm taking, and then somebody else who's a physician can look at it and tell, oh, these are not going to go well together, or these go well together, or you have a history of this, so we can't give you this drug, or instead we'll refine your regimen based on this. So I think that can simplify health care, right? So that's one aspect.

And I'm thinking during COVID and I started thinking a lot about this then, in the developing world, we were taking the first, 2nd, 3rd, 4th doses of Covid-19 and we were making these drugs here. And there are other places and parts of the world where people did not have access to any of these drugs. But think about it.

We live in a global village now. Everyone's interconnected. So the learnings from one part of the world, I fail to understand, why can't it be relayed to another part of the world for the betterment of mankind? Your health care is your basic right.

Just because of the fact that I'm born in one region, I shouldn't be denied good health because I'm in a resource limiting setting. So I'm also a co founder of not for profit, called Open Pathology Education Network. So essentially what we are doing there, we're making pathology coursework, or modules to train young pathologists and trainees throughout the world for free, because there are regions where we have one person, one pathologist, treating 10,000 patients, which is not sustainable, not feasible, and of course, they have to find time to know what's cutting edge, right, what the rest of the world is adopting.

So that's another way of leveraging technology to educate the masses, to share what's cutting edge, to enhance the quality of care. And from coming back to the women's perspective, there are so many disparities in women's diseases and there are many companies who are now focusing on it. Thankfully, I have friends in these companies who are doing phenomenal work on cervical cancer or other women related diseases.

And they have published these studies about the disparity, global disparity in women's health, and that is an urgent need. That's a gap that we have to bridge. So AI is letting us do that now, and we have to bring in all stakeholders, men, women, and people, from resource limiting settings, to make that dream a reality.

Yes, absolutely. And as you mentioned, with open pathology as well, you are bringing together a diverse group and perspective while being co-founding these non-profit committees and being a part of several other organizations as well, if I may say so, as a leader of several other organizations, including being in the women in AI ethics collective, which I'm also proud to be a part of and really honoured to be a part of. What is your approach to building these alliances and helping advance a common purpose? Like how you mentioned the globe underwent this pandemic two years ago and the world came to a standstill.

That is the time, like how you mentioned that some underprivileged countries or populations couldn't really benefit from the vaccinations that were being given to people and several clinical trials, let's say, or whatever. So what is your approach? What will your approach be in driving this force ahead? That's a very good question. I do want to go back to women in AI ethics collective.

And Mia Shah Dunn. She is the brain and the force behind women in AI collective. And it's an amazing undertaking that she's been a driving force and she's a force to reckon with.

So I can't say enough about her. But essentially, the focus of women in AI collectives is to highlight and elevate the contributions that women and people who identify, folks who identify as women are making in the world of AI ethics, which is needed. As we talked about before going back to the Covid-19 context, if you think about things, the whole world suffered, like you mentioned.

And of course, there were regions that suffered more than the others during the pandemic, being the epicenters of the pandemic at times. And if you now want to think from the AI perspective, a lot happened. Many countries wanted folks who were coming in, foreigners, international travelers, to either quarantine themselves or have apps on their phone which would monitor their movement, because for three weeks they couldn't go.

Or they were quarantined, including in India, when people had to quarantine within the house when they were coming from abroad. But there was no transparency surrounding the apps that we were using. What kind of data were they capturing? They were capturing our geospatial locations.

They were capturing our movement patterns. So they knew where we were going, how far, who were our connections in certain cases, right? Some people use devices to monitor or put a bunch of apps on their phone to monitor their health without knowing the privacy and data safety settings, right? And then we think about just the testing facilities, for example, that were placed into place here early on. If I had to go test myself for Covid-19 I had to give away, in certain cases, even my Social Security number, which is like your personal identifier, and of course, information on your address, your body weight, your sexuality, and stuff like that, right? So now all this data got captured in certain cases.

For example, I'm saying this data body, Palantir, who has partnered up with the NIH to collect all the Covid-19 data sets from the US, which is a big deal. And they're the ones who are dealing with the pharmaceutical companies. They're the ones who are dealing with the insurance because they're supplying or could be supplying this data to them.

So they have all sorts of personal identifiers on individuals, right? And we still don't know the data privacy, data safety aspects of this data, which is sitting somewhere, right? And we don't know how it could be used to our benefit or to our disadvantage. But if you think about the disparity setting, for example, like, I live in a very good neighborhood and I have access to testing facilities I had. But if you start thinking about rural areas where there are not many hospitals, or where the testing facilities were not even instituted, even if you want to use this data set to benefit the humankind, to prevent the next pandemic, we are isolating all those populations, the data from those populations.

So the tools that we're going to be building, we're going to be training, we will deploy again, may not be optimized for the needs of masses. And that's where the disparity comes. So I think we have to be very intentional when we are thinking about AI, especially in the setting of healthcare, to not only include diverse perspectives from men, women, folks who do not identify as men or women, and also people coming from various different socioeconomic backgrounds, different geographies, because the overall goal is to alleviate human pain, to make human health better, but we can't accomplish that if our data sets are missing.

I presented a talk at Genentech a couple of years ago now, and I was doing some research on the drugs they are making for neurodegenerative individuals to help them. And it was striking to see that all the big pharma companies that were running these clinical trials had a representation between two to 6% from individuals you identify as, like African Americans or black individuals. However, they're the most vulnerable population for some of these diseases here in the US.

So in your clinical trials, you're excluding this population, and then how do you think that the drug that you administer is going to treat their disease? And that's what happened. It resulted in recall of certain drugs. So those are the details that we are missing that we need to focus on.

Yes. Speaking of socioeconomic biases and geographical biases as well, being an ethicist yourself, you may sometimes feel like at several structures or at several systems, ethics are literally put at a toss, right? People are potentially just aiming at going from point a to b without having to, like you mentioned earlier as well, the output is what people are more focused on without having to understand really the process that is involved in it. And again, your security, your privacy, all of these things are a little at stake, as we may say in this scenario.

How do you envision, because when we talk about the future, nobody is talking about anything but AI at the moment. When you talk about future, it's AI. So in that situation where probably the world is going to be reined by robots, how do you envision as surprising or as astonishing as it may sound, I think it probably could be a reality in the near future.

If not near, then a sooner one, maybe. So how would you ensure, or if given a chance, if there has to be a policy to be made, a standard universal policy, as an advocate of DEI, as a practicing and a very commendable, given your work, which is commendable in AI ethics, what kind of ethical compliances would you envision in the future? That's a loaded question. Oh, my gosh.

And I think we'll have to get a team of AI ethicists and a team of different stakeholders from all different domains, experts, users, to really address that question. But I know we have limited time, so I sort of want to sensitize the audience to think about things a little bit more critically. Right? Yes.

When you're using an app, how much information do you know an AI based app, what kind of information is that app collecting on you? Do you consent to it? Do you know how it could be used in the future? Like, there's so many data breaches, even we all do groceries. And I have been a victim of data breaches where the hacker stole the credit card information from the store. So that's something sort of beyond your controls.

But we can all be aware about these incidents. We could all be spokespeople or the stakeholders at these tables where these decisions are being made, right? So let's go back to large language models like chat GPD, which swept the whole world, right? So what guardrails needed to be put into place before this became mainstream, right? They made it freely available for folks to use, because the more we use these models, the more data we supply, they gain by training their models, improving their performance. So if any one of you remembers, right, when initially we were using Chat GPT, there were a lot more errors, the output was not as good, but over time, it's getting better.

But why did that happen? Because we supplied our data sets to these models to train them. What are the big tech going to do? They're going to monetize these models. So of course, there are versions of Chat GPT that perform better, which we have to pay to be able to use, right? So think about these nuances, how that may affect us.

They have made this tool and they have created their own App Store where you can use their app to create your own apps. So that is very innovative. We can change the world for good by using these apps.

What guardrails were missing initially, which now are being put into place, is to ensure that the apps are not used for malicious purposes, for example, affecting. Using them for deep fakes, which can affect the election outcomes, which can polarize individuals to commit genocide, for example. So those frameworks huge impact, huge negative impact on mankind.

But those guardrails were missing. Think about deepfakes in terms of porn. So many apps have come up tools based on these large language models, which are essentially removing the clothes off of women.

Why is it women who are being targeted? Porn cells. Right. So there were guardrails missing for individuals, malicious entities to misuse these openly available AI tools.

So those need to be put into place. Whenever anyone is building these apps, there has to be transparency built in, especially when we go back to the context of healthcare. Because I think I have selected doctors based on the trust, the relationship I had with them.

They were doctors I never wanted to see in my life because I did not trust them. But when my physician, whom I trust, uses the AI based tools for the diagnosis of the disease, for the treatment of the disease, for my betterment, they should have that kind of trust in the tools that are augmenting their abilities, for me to trust them and for me to trust the healthcare ecosystem. So I think it goes back to trustworthiness fairness.

When we talked about Covid-19 certain individuals are at a disadvantage, but how do we make these models fair enough to be applicable to everyone's needs. So I can go down a list of principles, aspects, fundamental guardrails that we need to put forward. But I would like to encourage each one of you to start thinking about things that could become better when you're using AI.

If you can think of one or two principles that you can embed in that AI tool, because we are all AI ethicists, and AI would touch each one of our lives in ways we can see and in ways we have yet to envision. Yes. Like rightly said, how being aware of where your data is going, how it is being used and the kind of data that you are even inputting into a system, how is it going to be used or processed later, that sensitive data collection that's really important.

And people, you as a user need to be aware of how your data is going to be used in the process, be it for training of that particular model or is it going to be sold out somewhere else. Right. You have to demand that.

You have to challenge that, you have to approve that, you have to consent to it. Yes, absolutely. And speaking of the whole ethics and data privacy, you are one of the top hundred emerging women, sorry, top hundred women of the future in emergent tech.

Like how we just mentioned that, conceived as a male dominant field in itself, you've made your place into it and you've also started your very own newsletter. Speaking of the murkiness of the whole system, it really is inspiring as a woman. And also, I'm sure it will help a lot of aspiring women scientists and researchers to take on AI as a field of study and then probably work toward ethicizing it and making sure that ethical compliances is enabled throughout the process.

With that being said, in your opinion, what role should investments in women play in bringing women at the forefront of research and academia, especially when they're pursuing a field of study that is not generally being taken up by women. And what strengths do you think can women add on in driving progress in that particular field? Yeah, I think each one of your questions I can talk about the whole day, I would love if you have the time. I'm in.

Thank you. Uttkarsha. I think these are some loaded questions and they're very mean.

My mind is going in so many directions. There's so much I want to say. I also want to put in a plug.

Well, thank you for putting in the plug for the newsletter. And I wanted to say on that aspect, you have to bring your own tribe. As a woman, there are many challenges and they're real the things that men do or men may like to do.

For example, if they're setting themselves up for a promotion, when looking at men, sometimes it's like they have the potential to do that job, so they should be promoted. When looking at women, you have to first do the extra work, prove the work that you can, and then you get promoted for what you have already achieved. So that is a disparity in many cases.

So when you think about what could be done to help women in a professional setting, women and allies who are men should think about these considerations. I had been in several conversations with several of my mentees who happen to be women. And they say, for example, I know in my own instance, when I was pregnant or when I was planning a family, certain opportunities were not presented to me because it was perceived that starting a family, I would be taking a step back from my career, right? Thankfully, I had support systems in place that did not impact my career, but that doesn't happen with every single woman, right? So give women the time, space and resources and the opportunity to make that decision for them.

Do not make those decisions for them because that impedes their career development. And please do not do that. I want to go back to your question of supporting women investors and women in AI in general.

So, I'm also the program manager for women in AI's accelerate and raise programs. So essentially these are programs where it's put into place by an entity and organization, another not for profit called Women in AI, which has many chapters across the world. So there's a global footprint.

So we bring in folks who can train women to generate funds, venture capital for their innovative AI products. So essentially we'll provide them with tools and resources and also help them prepare their pitch decks so they can go in the real world to get some funding for their startups. And it's very surprising, and thank you for mentioning about the 100 women of the future.

And I'm very fortunate and really humbled to be in this company because if you look at the other 99 women, they are doing groundbreaking work in the field of innovation, and they're just not limited to AI. It's like virtual reality or augmented reality, right? So I think everyone, each human has the basic ability to be intuitive. They have the ability to be creative.

In addition to that, we tend to be caregivers. So women come with a lot of empathy, they come with a lot of energy to support the team. So the reason why you may see a lot more men in leadership is because sometimes they could be dominating, commanding, dictating, directing.

But women try to bring the whole tribe together. So when you're thinking of a woman leader, they will be working in capacities to elevate the entire team, not just highlight their individual contributions, which will let them get on top. And a very recent example, I was in conversation with three great women leaders, and they had the ability to continue in that position for another year or give somebody else a chance to come in.

Each one of them, to me said that, and they provided arguments why the other two should stay and one of them should take a backseat so that we can serve the need of the team, the community, and the organization that they were serving. And the only one thing I said to them, think about what a man would have done. Right.

So you have to start thinking about your own interests at time, too, because my doctor told me this, and I'm now an airplane mom. So they essentially tell you to put your mask first so you can support the people around you. It could be your children.

So we have that natural tendency to first help people around us before helping us. But think about this. Put your mask on first, because you're not just going to elevate yourself, which I know you do not want to do or boast about, but you're going to elevate the whole tribe.

You're going to elevate your whole team. You're going to elevate your whole organization. And that's needed.

Yes. Again, I think we circle back to women inspiring women and women building women with these thoughts coming in place. And I think we are running out of time at the moment.

And it's been an amazing talk so far. Is there anything I did not ask, but you think aspiring women's scholars especially, and researchers definitely would want answers to just one thing. You covered more ground than I would have imagined, but one thing that I'm passionate about, and I always say to everyone, dream big and don't be scared to share your dream with the world.

What we believe is what we achieve is what I heard from someone, and I agree to it. Don't let someone else tell you what you can and cannot do. It has happened in my own life.

When I had passions, I had dreams. And I talked to some people who said, no, you've achieved enough, or why would you want to transition, or why would you want to do this? No, this is going to take you to a whole different level. They discouraged me.

But be true to yourself. If you think about something, you believe in something, you can achieve it. So go after that.

Don't let yourself or anybody else hold you back because you can achieve what you believe in. Absolutely, as you said. And on that note, I think a very strong closing statement that I would like to get from this is that don't let anybody confine you to the limits that they think is what you are built on or what you can strive with.

If you decide on what you want to do, the sky is the limit. I think it's time that we all together as women come in force and break that glass ceiling and then soar up to the so. Absolutely, yes.

Thank you so much, Shavi. It was amazing speaking with you. Thank you for taking out the time to speaking with me and I hope we have more such conversations in future.

Inspiring not just women, but different enthusiasts in the research and scholarly publishing community. Thank you so much. I hope you have a lovely day ahead.

Thank you so much for the opportunity. Uttkarsha. It was truly a pleasure.

Yes. Same year. Absolutely.

You have no idea. I have been wanting to connect with you for a really long time and then I'm like, okay, this is a very right opportunity just to understand, like how you mentioned you moving to the states and then changing your life and how it is different from what you would have had. The educational system is different.

So there are several things that I am inspired at the end of this conversation that I have had with you. So thank you so much. And I will end the recording and post that.

It will be sent out to my design team and then once it is live, I will share the live link with you. It will be live on the eigth of March, 1 month from now. We would want to make.

Sorry, it's my birthday international. Oh my God. I don't know, could this be any real? I mean, eigth of march, we're talking about women's day.

And then I think it's perfect. So amazing. That will be, I think, your gift to the community and not the other.

So thank you so much again, and it was lovely. Have a wonderful week and I hope your kid, I mean, you must be busy with the kid and are you working from home or planning to. I'm working from home, but I do travel quite a bit.

All right, great. Amazing. Have a wonderful day.

Thank you so much. Thank you. Bye.