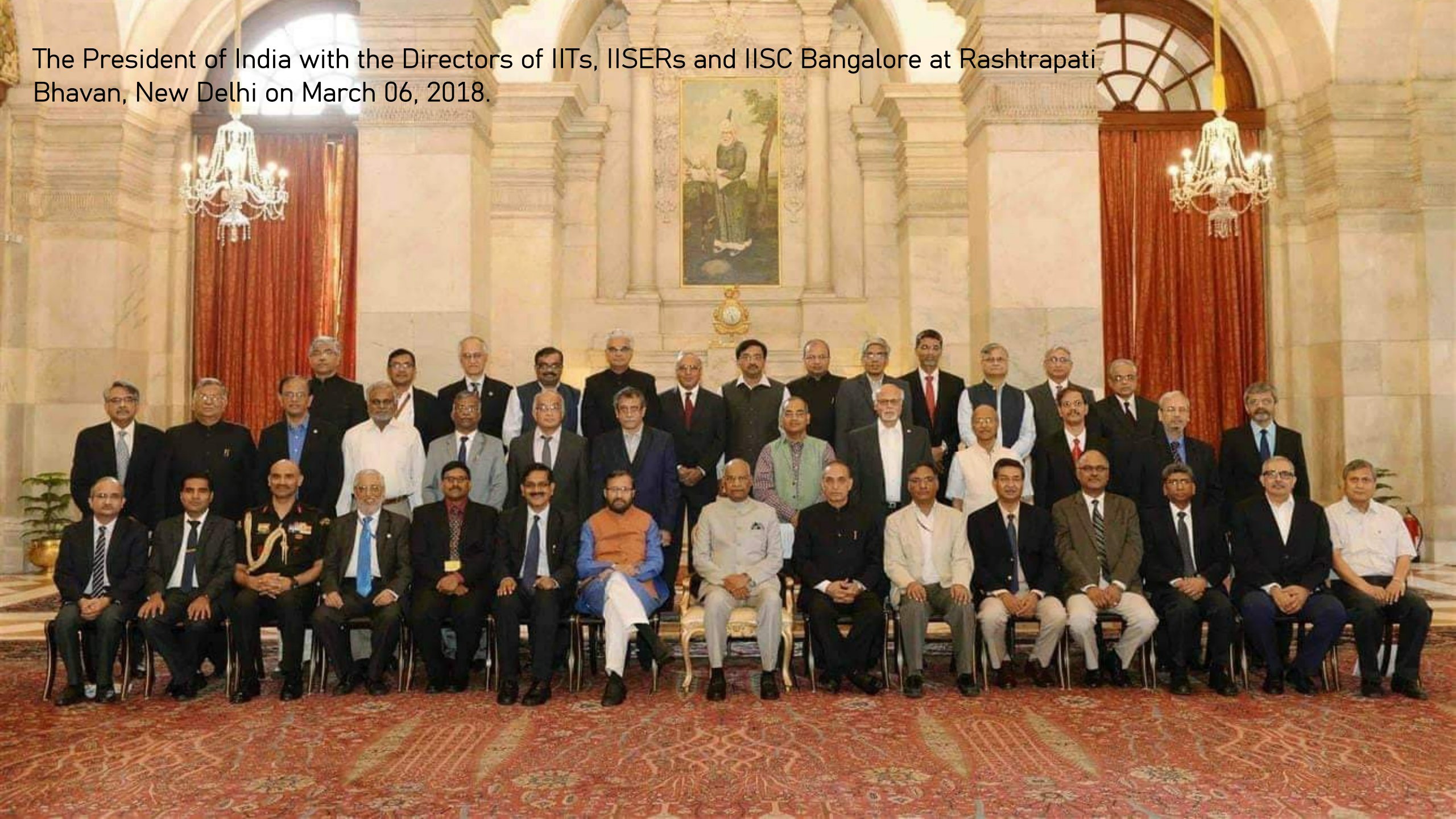
GATI- Gender Advancement for Transforming Institutions

A DST Pilot Project Awarded to 30 Indian Higher Education Institutions



The President of India with the Directors of IITs, IISERs and IISC Bangalore at Rashtrapati Bhavan, New Delhi on March 06, 2018.

Women in STEM: Addressing the leaky pipeline through GATI

- India ranks number four in the world for female graduates in STEM disciplines (for countries with a population above 5 million).
- Yet only 14% of STEM jobs in India are secured by women.
- Only one woman in top 100 JEE students in March 2021.
- Societal and institutional barriers.
- GATI seeks to address institutional factors to facilitate intake, advancement and retention of women at all levels.

An example of change

The Academic Lifecycle

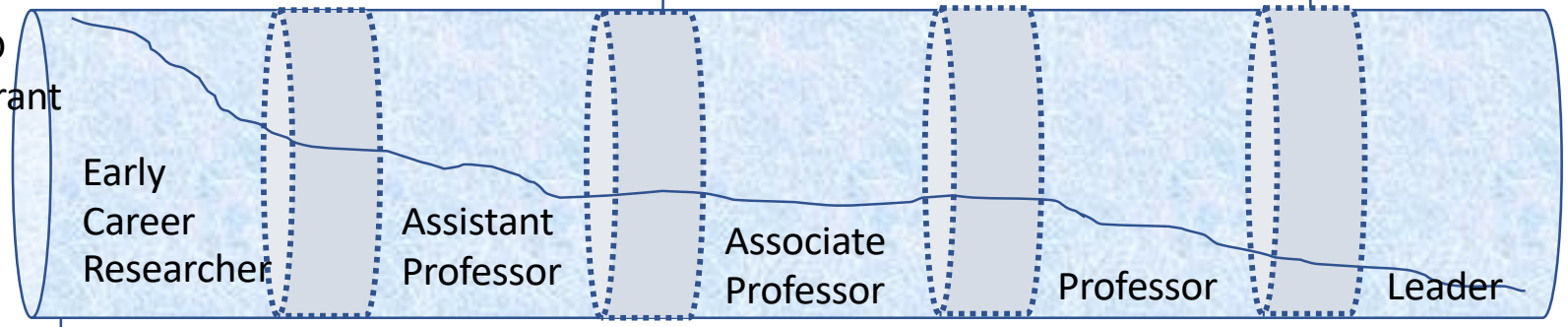
Institutional Transformation Initiatives

Increasing In-Flow
Enriching Curriculum
Mentoring
Training Programs
Outreach
Perception of Science
Women Role Models

Recruitment
Fair Transparent Search
Gender Balanced Panels
Obvious Bias Training
Dual Career Hiring Practices

Induction
Mentoring, Resource Facilitation
Development Guidance
Funding for Research

Advancement
Equipping Women
Professional/Academic
Development
Funding for Research
Leadership Training
Resources for Special Programs
Enhancing Networks, Visibility
Influential Roles, Recognition



Career Support
Resources,
Training, Mentoring

Organizational Climate and Culture
Work-life Policies, Dignity, Satisfaction Surveys
Role Models, Visibility, Recognition
Gender Awareness and Sensitization

GATI aims:

to nudge institutions to bring about long-lasting organizational transformation by making our policies, processes, procedures and practices more gender and diversity sensitive.

GATI – A possible game-changer!

- Represents a historic opportunity to make IIT Delhi more gender sensitive and inclusive of gender and other diversities.
- If we manage to make a success of it, we would have created history.
- As an initiative of DST, it represents an opportunity where the government's science and technology administration is piloting change that could be transformational.
- At IGES-Initiative for Gender Equity and Sensitization, we have been plugging away to bring change through addressing issues of sexual harassment on campus, taking initiatives for Institute-wide gender sensitization, holding events to promote women in science and much else.
- We hope that GATI will take these efforts to a new level and institutionalize policies and processes for gender advancement.

Equity, Diversity and Inclusion are the guiding principles of GATI

Gender Equality Charters in Higher Education in STEM originated in the UK (Athena SWAN) and have now been adopted in the USA, Canada, Ireland, Australia.

Athena SWAN/UK - DST/India partnership to develop Indian gender equity framework.

IIT Delhi has been partnered with University College London (UCL)

After self-assessment, institutions will apply to DST for Accreditation - gold, silver, bronze awards

Project is awarded to the Institute, and we have signed the GATI Charter

An opportunity to move faster towards our self-defined goals

Aligns with the new Office of Diversity and Inclusion

As an IoE, we should provide leadership for transformative change

GATI Charter Principles

The Director, as the head of the institution, has signed the GATI Charter making him responsible for ensuring that the project is implemented.

Serve broad diversity of students, faculty, staff, stake holders

Diversity enhances excellence and necessary for reaching full potential

People of all genders/ identities equally capable of valuable contribution

Importance of advancing gender equity, particularly in STEMM

Concerns about discouraging experiences, implicit and explicit bias

Concerns about underrepresentation and rate of loss

Institutional support for all facilitating professional contribution

Strong leadership bringing systemic and cultural changes

Creating nurturing environment removing barriers at each major level

Positive impact policies for transformative changes, distinctive excellence

Accreditation: Gender Equity Indicator Framework

Covers:

- Faculty and researchers in STEM, HSS and Management;
- Professional and support staff;
- UG, PG, PhD students.

In relation to their:

- representation, advancement, career progression, recognition, safety and dignity, leadership

A system of grading institutions.

Advance gender equity through self-assessment and improvement.

Self-Assessment is critical for GATI

Self-Assessment and Accreditation

GATI
Leadership
Nodal Person
Steering Group

Collect Data

Critically Analyze

Examine Policies

Identify Lacunae

Reflect, Ideate

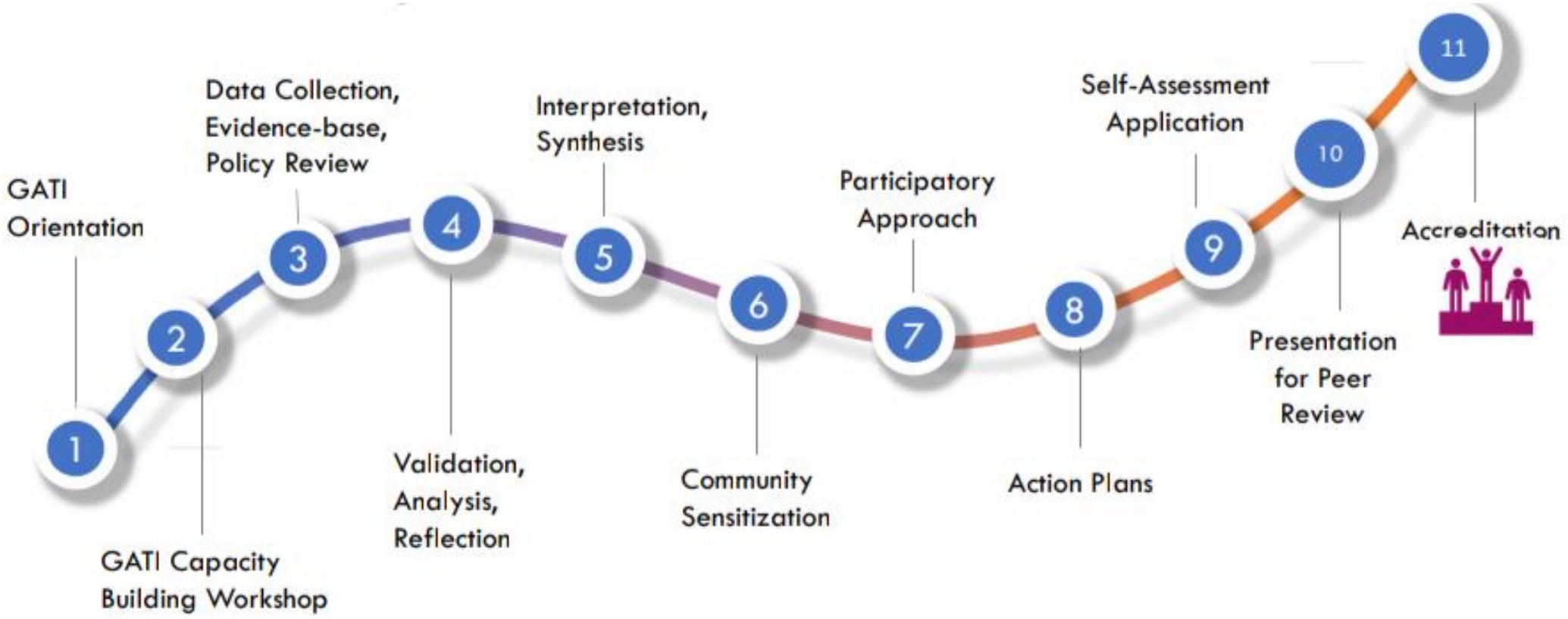
Develop Action

GATI
Accreditation
Institutional
Award

Mentoring .... Facilitation

Self-Assessment Application, Peer Review

GATI Pilot journey



What we need to do?

- Collect Data, Evidence
  Quantitative, Qualitative
- Review Policies & Practices

- Analyse Data and Issues
  Trends and Patterns
  Compare and Contrast

- Reflect
  Why exclusion
  Why underrepresentation

Focused Self-Assessment

Specific

Measurable

Achievable

Relevant

Time Bound

SMART Action Plans

Consultative process

- Widespread community engagement, ensuring diversity, inclusion and equity will be the hallmark of all GATI activities.
- Intersectional approach – recognise other axes of inequality such as caste, region, religion, class, sexual orientation, language, disability etc.
- Sensitivity to the gender spectrum and sexual minorities.

Our Teams and Support System

- GSAT – GATI Self-Assessment Team
- Advisory Committee
- Working Groups
- Department Nominees – our GATI ambassadors
- IGES – Unit organizing the implementation of GATI

Email: iges@iitd.ac.in

- **To share your lived experiences** (it will anonymised and protected)
- **To suggest ideas for transformative change** (it will be valued)
- **To volunteer for research and data collection** (it will be recognised)

Together, we need to make a success of this!

Support of the entire administration and Institute community

Requires wide publicity