Gender Advancement for Transforming Institutions (GATI)

Subject: Committees and Work Groups.

Gender Advancement for Transforming Institutions (GATI) is a novel intervention programme for promoting gender equity in science and technology higher education institutions. It draws inspiration from the Athena SWAN Gender Equality Charter and accreditation framework operated by Advance HE, UK since 2005. At the core of the model is the GATI Charter based on ten key principles, which explicitly acknowledge gender inequality and articulate a commitment towards overcoming systemic and cultural barriers to women’s academic and professional advancement at all levels.

Nodal Officer nominated by Director for project implementation—Prof. Ravinder Kaur (IGES, HSS)

PI—Prof. N.D. Kurur (IGES, Dept. of Chemistry)

Project Duration—1 August 2021-28 February 2023

The objective of the project is to apply for the DST-GATI Accreditation Institutional Award (on the lines of the UK’s Athena Swan Accreditation Awards) after bringing about suitable transformation in IITD’s gender equality environment.

The following Committee and Work Groups are being formed to implement the project

GATI Self-Assessment Team (GSAT)

Advisory Committee

Chair of the committee—Director

Members—Deputy Director (Strategy and Planning), Deputy Director (Operations), Registrar, Dean (Faculty), Dean (Academics), Dean (Students), Dean (Alumni), Associate Dean (Student Affairs), Associate Dean (Student Welfare), Associate Dean (Academic Outreach & New Initiatives), NSS Coordinator (Prof. Samrat Mukhopadhyay), Head NRCVEE, Prof. Krishna Achutha Rao (CAS), Prof. Ambuj D. Sagar (SoPP), Prof. Angelie Multani (HSS), Prof. Kanika T. Bahl (DMS), Prof. Sanjiva Prasad (CSE), Prof. Sangeeta Kohli (Mech), Ms. Surabhi Yadav (Gender Specialist and IITD Alumnus), Dr. Kalyan Bhattacharjee, Nodal Officer (Ex-officio), and Project PI (Ex-officio).

Member-Secretary—Ms. Geeta Thatra (Senior Consultant, IGES)
**Role of Advisory Committee**

Oversee application for GATI Accreditation Institutional Award. Help creating an institutional environment for overall integration of GATI Equality Charter principles at micro- and macro-level across all constituent units, departments, centres and schools and communities therein. Initiate implementation of SMART plans for gender advancement suggested after Self-Assessment Process.

*(The committee will meet 4-5 times during the project period – August 2021 to February 2023)*

**GATI Working groups (Monthly meetings or more frequently as needed)**

GATI Working groups will carry out a baseline assessment of intersectional gender equality parameters, establish priority areas for focused action to promote gender equality and proposing SMART action plans for implementation at the institute level. Each working group will be convened by a member of IGES core committee.

**Groups and tasks**

1. **Group 1** will carry out a review of Institute Policies, Processes, Procedures, Practices and ongoing activities, programs and plans from a gender perspective –

   Convenor – Prof. Neetu Singh (CBME), Prof. Ashu Verma (DESE), Ms. Geeta Thatra (IGES), Faculty In-charges – SC/ST, OBC, and PD, Mr. Mahesh Gulati (JR Legal)

2. **Group 2** will be responsible for Quantitative Data collection - Collection of wide-ranging gender-disaggregated quantitative data required for GATI Self-Assessment Application

   Convenor – Prof. Seshan Srirangarajan (EE), Prof. Sumeet Agarwal (EE), Prof. N. D. Kurur (Chemistry), Prof. Richa Kumar (HSS), Registrar, Ms. Shivani Hasija (2020HUZ8227) and Ms. Lavanya Ganesan (2020HUZ8204)

3. **Group 3** will evolve an evidence-based understanding of a broad spectrum of gender issues, including but not limited to organizational barriers and lack of equitable opportunities that affect the women members of the institutional community at all levels.

   Convenor – Prof. Shuchi Sinha (DMS), Prof. Rijurekha Sen (CSE), Prof. Yashpal Jogdand (HSS), Prof. Ravinder Kaur (IGES, HSS), Ms. Poorna Gupta (2019CEZ8240), Dr. Srishiti Joshi (ChE), Ms. Ankana Das (2020HUZ8194), Mr. Vaivab Das (2020HUZ8546), Ms. Saranshika Dhariwal (2017CE10150), Ms. Rama Sharma (IRD)

4. **Group 4** will conduct surveys to understand community perceptions of gender climate, gender sensitivity and organizational culture – at all levels – faculty, students and staff
5. **Group 5** will develop comprehensive SMART action plans to address identified concerns. 

Convenor – Prof. Richa Kumar (IGES, HSS) and IGES core committee members.

**Self-Assessment Application writing team** – Prof. Ravinder Kaur (HSS), Prof. N.D. Kurur (Chemistry), Prof. Richa Kumar (HSS), Prof. Sumeet Agarwal (Textile) and Ms. Geeta Thatra in consultation with the rest of the IGES core committee and oversight by Advisory Committee.

For any query, or for contribution to the initiative the members may contact to the Nodal Officer, Prof. Ravinder Kaur (HSS) or the PI, Prof. N.D Kurur (Chemistry) at iges@admin.iitd.ac.in.

(Dr. Deepika Bhaskar)
Registrar