

The GATI PILOT

Influencing Policies, Organizational Culture, Strategic Vision

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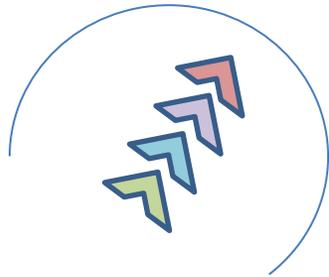
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Strategic Intent

To nudge Institutions towards supporting diversity, inclusion and the full spectrum of talent for success and progression of all.

Moving the Needle



GATI ... A Shift in Focus

From Governmental Schemes for Women to Institution as a Community Viewed as a Self-Learning Organization

GATI Charter: Ten Key Principles

| Explicitly acknowledge problems and evidence | Address issues |
| Integrate principles in institutional strategic vision |

| | | | | |
|---|--|---|--|--|
|  <p>Diversity, Inclusion, Equity</p> |  <p>Value and Nurture Talent of All</p> |  <p>All Genders are Equally Capable</p> |  <p>Advance Gender Equity in STEMM</p> |  <p>Address Obvious Bias & Harassment</p> |
|  <p>Career Advancement, Leadership</p> |  <p>Institutional Structures Policies</p> |  <p>Strong Leaders, Systemic Changes</p> |  <p>Enabling Gender Climate Culture</p> |  <p>Sustaining Transformative Change</p> |

| Towards Sustainable Transformation and Personal Growth |

Institutions selected to participate in the GATI Pilot: 30

Institutions of National Importance (IITs, NIT, IISER): 8
Research Institutions: 9 Agriculture Institutions: 3

Central, State, Deemed Universities: 7
Medical Institution: 1 Private Institutions: 2

GATI Model and Process

Self-Assessment

Collect Evidence and Data

Critically Analyze

Examine Policies, Processes

Identify Lacunae

Analyze, Reflect, Ideate

Develop SMART Actions Plans



Specific



Measurable



Achievable



Relevant



Time Bound

Integrate Charter Principles
in Strategic Vision

Gender Equity Indicator Framework (GEIF)

1. GATI Self-Assessment Process
2. Gender Profile of the Institution
3. Gender Advancement, Career Progression, Leadership
4. Gender Policies, Processes, Procedures, Practices
5. Gender Climate and Organizational Culture
6. Institutional Values, Best Practices and Case Studies
7. Institutional Strategy for Gender Integration

Seven Criteria with pertinent sub-criteria constitute the GATI Self-assessment Application

Institutional Transformation Journey

Participating Pilot Institutions

- Undertake 18 month self-reflective journey
- Led by an empowered diverse, inclusive team
- Develop Policy Recommendations/ Action Plans
- Executive authorities/ Leadership endorses
- Submit Criteria-based Assessment Application
- Receive Peer Review and Recognition
- Implement Action Plans, Sustain Change

Distinguishing Features

- GEIF provides the structure
- Evokes Action Research Methodology
- Not a numbers game about collecting data
- Opportunity to review policies and processes
- Focus on
 - making sense of evidence
 - connecting dots for larger picture
 - underpinning problems, issues
 - developing actions for sustainable change
- Cues and Guidance at each stage
 - Illustrative Data Templates
 - GATI Survey Toolkit
 - Background Studies, Gender Statistics, Policy and Best Practice Compendiums

Understanding how experiences and perceptions impact the contribution and advancement of individuals

Challenge and Opportunity to create culture and climate that reflects the goals of higher education

Decoding Gender Climate

Determined by

- policies, processes, procedures, practices, programmes, plans
- perceptions, attitudes, expectations of community members
- interactions between students, staff, admin and leadership

Decoding Organizational Culture

- Deeply rooted assumptions, ideologies and values held by individuals

Building Community of Practice

Evolving

- Shared goals, values, understanding
- Common vocabulary, socio-cultural practices
- Process of social learning & knowledge
- New competencies, tools, techniques, solutions
- Shared experiences, resources, best practices

Mapping the Ecosystem ... through the Gender Lens

Social Culture

Sense of Belonging, Ease of Functioning, Dignity at Work, Redressal, Gender Responsiveness

Professional Culture

Training, Mentoring, Ethics, Growth, Advancement, Leadership, Recognition,

Hierarchical Culture

Resource Access, Pay Gaps, Grants, Autonomy, Decision Making Roles

Work Culture

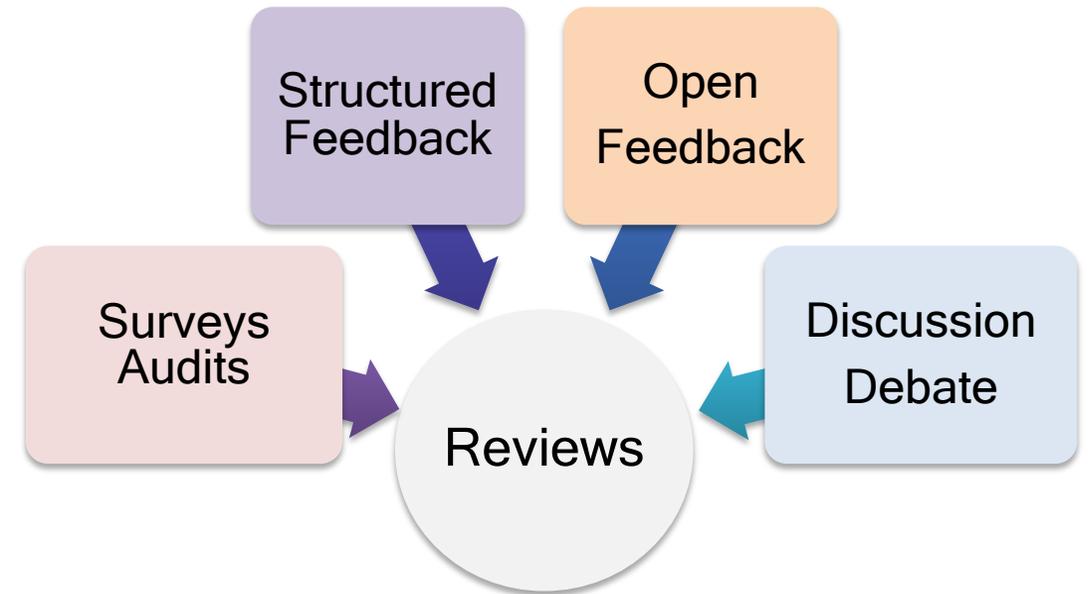
Work-Life Dynamics, Flexi-time, Inclusion, Collaborations, Networks

Physical Spaces

Infrastructure, Facilities, Access, Sanitation, Hygiene, Safety, Creche, Day Care

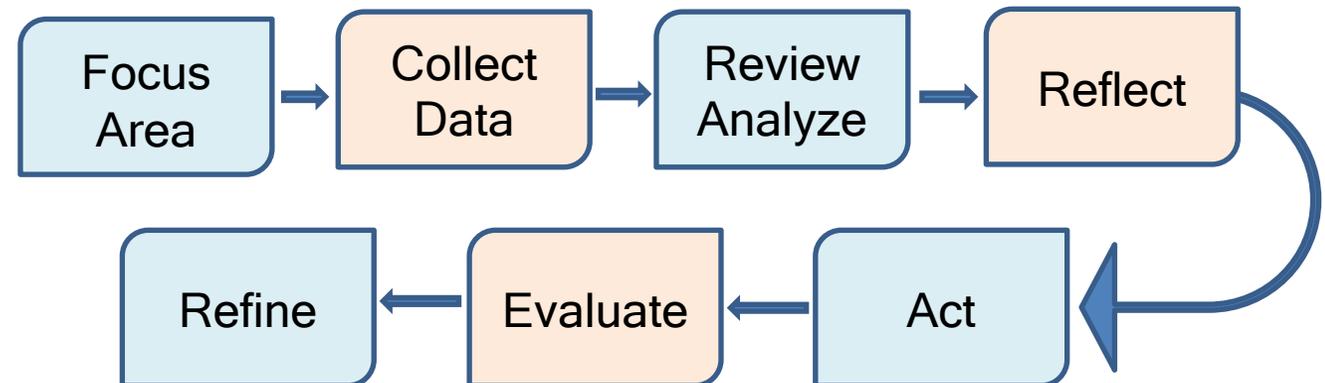
Beyond Work

Support for family/ care responsibilities, Health & Wellness



| Interviews | Anecdotes | Stories | Narratives |
| Credible Community Engagement |
| Data Compliance: Respecting Privacy, Confidentiality |

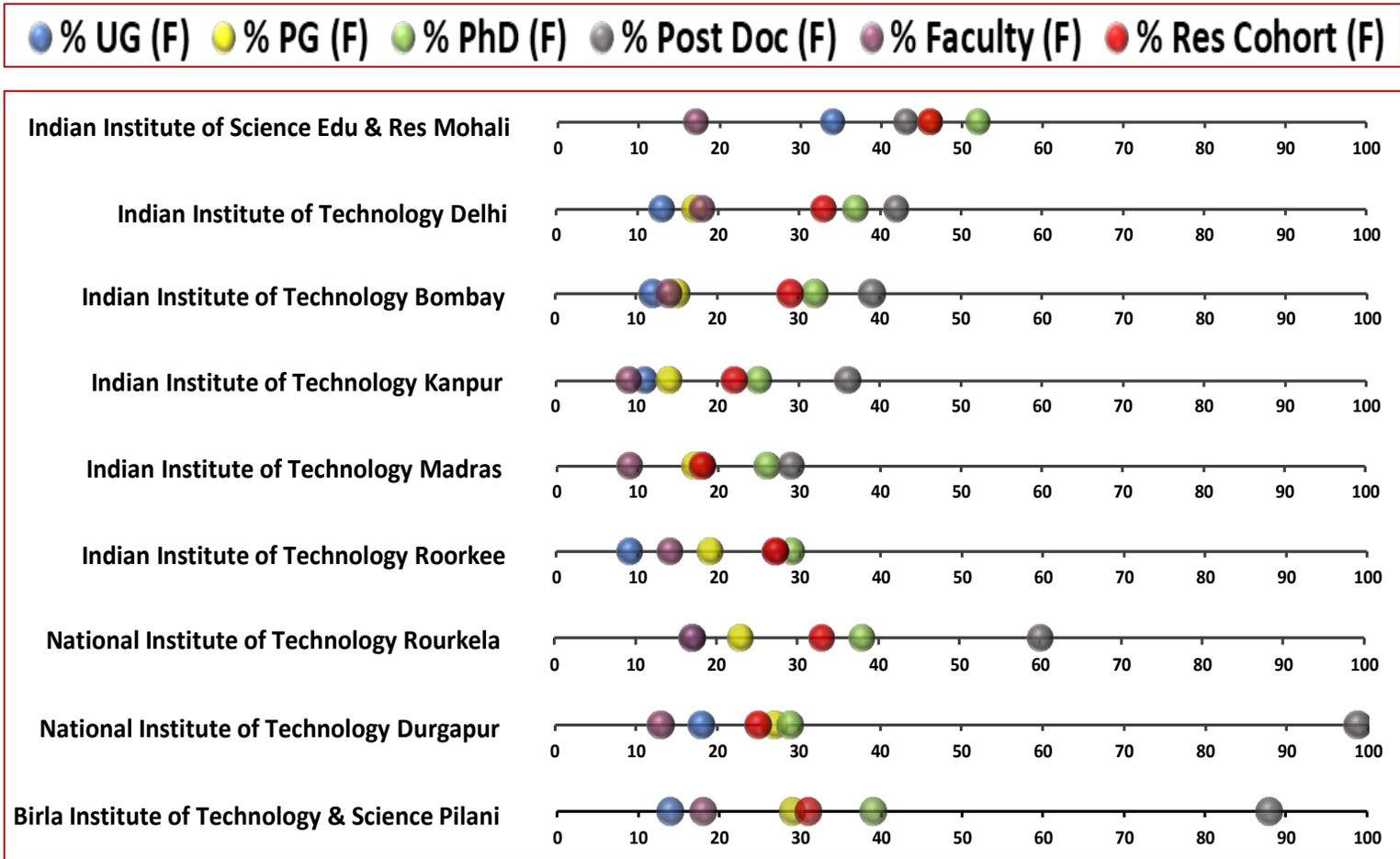
Methodology: Action Research



Gender Deficit Matters

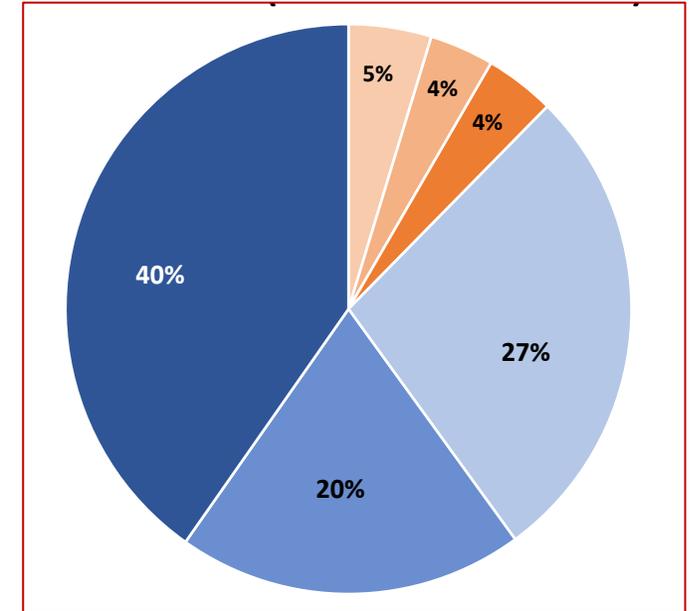
Gender Profile (% F)

Illustrative Data: Select Technology & Science Education Institutions



Research Cohort: [Ph.D. + Post Docs + Research Associates + Faculty]

Gender Profile (%F): Professorial Ranks First Generation IITs (Cumulative)



Source: NIRF Data (2022)

Strong interventions needed to overcome gender inequity and cumulative disadvantage

Gender Equity Policy Thrust

Increasing In-Flow

Gender Responsive Environment
Enriching Curriculum
Skill Development
Outreach & Counselling
Perception of Science and Career
Women Role Models
Affirmative Actions for Gender Parity
More Gender-based Scholarships

Career Support

Retention of Talent
Autonomy/ Fair Work Distribution
Research Ethics, Due Credit
Promoting Collaboration/Networks
Sponsoring/ Nominating for Awards
Well Administered Fellowships

Institutional Restructuring

Proactive Office of Diversity, Equity
Evidence-based Policies/Actions

Recruitment

Welcoming Advertisements
Relaxing Bio-Age Constraints
Fair Transparent Search
Gender Balanced Panels
Obvious Bias Training
Redefining Merit Norms
Dual Career Hiring Practices

Induction

Mentoring, Resource
Familiarization with Ecosystem
Clarity of Norms/ Practices
Funding for Research

Appraisals

Automatic Opt-in
Consideration for Diverse Roles

Knowledge-based Development

Research on Gender
Gender in Research

Advancement

Professional Development
Enhanced Funding for Research
Balancing Teaching and Research
Equitable Workload
Autonomy to Lead Research
Representation in Decision Making

Leadership

Resources for Training Programs
Enhancing Networks, Visibility
Influential Roles, Recognition
Lateral / Vertical Movement
Proactive Nomination to Top Jobs

Statutory Compliance

Fundamental Rights
Affirmative Actions, Entitlements
Zero Tolerance to
Bullying, Discrimination,
Sexual Harassment

Reference

<https://www.gatiresources.in>

Acknowledgements

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Thank you