Gender Advancement for Transforming Institutions (GATI)

DST@ 1971-2021 50

विज्ञान एवं प्रौद्योगिकी विभाग
DEPARTMENT OF SCIENCE & TECHNOLOGY

About

Conceptualized, Supported and Implemented by Women In Science & Engineering (WISE)-KIRAN Programme Division, Department of Science & Technology (DST), for advancing Gender Equity in the scientific institutions of higher education and research.

Vision

Achieve gender equality and empower women and girls in STEMM

Aim

To nudge Scientific institutions towards gender equality through voluntary, reflective, responsive, and participative affirmative action.

Objectives

1. Develop standard framework based on objective criteria and scale to measure organizational strengths and weaknesses in area of gender equity.

2. Influence the development of policies and that will enable progress towards achieving gender equality at institutional level.

3. Evolve and provide Accreditation Guidance and promote solutions to gender equity issues in Indian S&T institutions/universities.

4. Develop suitable support mechanism for the institutions empowering women and improving gender parity.

5. Develop capacity building by incorporating national & international best practices.

Participation in Pilot requires

✓ Commitment on Key Principles given in GATI Charter.
✓ Acceptance of Terms and Conditions of GATI Pilot.
✓ Partnership with identified UK Athena Swan Institutions under the partnership framework.
✓ Insights drawn from the learnt best practices and experiences, shall be shared with other Indian institutions.
✓ Co-operation in implementation of evolving Self Assessment and Accreditation process and become a part of first initiative of Government of India for establishing new Accreditation model focused on Gender equality.

Expected Outcomes

✓ Development of Gender Equality Framework to the Indian context.
✓ Bringing focus on best practices and pathways to transformational change.
✓ Propel institutions towards promoting women across different levels and departments and harnessing their capacities and capabilities.
✓ Build capacities in institutions for nurturing a gender inclusive environment and provide level-playing ground, addressing various challenges and barriers.
✓ Development of necessary resources for Institutions for support and guidance.
✓ Development of a first National Assessment and Accreditation model for S&T institutions, based on Gender sensitive practices.

Women in Science and Engineering
WISE-KIRAN Division
Department of Science and Technology
Ministry of Science of Technology
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Why GATI?

Women in scientific laboratories and institutions of higher education face several challenges in moving up in the academic and administrative ladder. There is a need to bring transformation at institutional level, to attract, promote and retain women in the STI ecosystem.

Gaps are not only in numbers but also micro & macro factors at the institution level

Symptoms

Root Causes

Systemic barriers and structural factors

Absence of any common approach or guiding principles in bringing gender equality in the S&T

Inadequate attention paid to any intervention at institutional level to improve, attract and retain Women in S & T Institutions.

Absence of mechanisms to assess and evaluate the merit of the existing process from a gender lens

GATI Inspiration

Athena SWAN

⚲ Athena SWAN Gender Equality Charter and accreditation framework is operated by Advance HE, the UK since 2005.

⚲ The Athena SWAN Framework has also been adapted in other countries like Australia, Ireland, Canada, the US, etc. as per their local context.

⚲ After launching GATI, India joins the list. Under GATI, India is developing a distinctly different, innovative and indigenous framework.

Partners

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BRITISH COUNCIL

DST, GOI as Implementing organization is developing Gender Equity Framework and other related modules for GATI, guided by, Dr. Pratibha Jolly, PI of Framework and resource materials development project, in consultation with expert groups.

GATI Pilot

British Council is Facilitating GATI pilot by sharing of experiences, processes, evolution and strategies related to Athena SWAN initiative through its knowledge partner, Advance HE, UK with DST and Pilot institutions till March 2022.

GATI Pilot Institutions

Science and Technology Institutes of Higher Education and Research were invited through an open call to express interest in participating in the GATI Pilot.

After rigorous analysis of data and following the proper process of selection, thirty institutions have been selected to participate in the GATI Pilot. These 30 Institutions includes Research Institutions, Institutions of National Importance, Agricultural Institutions, Medical Institution, Central Universities, State Universities, Deemed University and Private University.

GATI Pilot Institutions have accepted the GATI Charter principles in letter and agreed to integrate these within their policies, strategic plans and organizational culture. They would undertake a structured Self-Assessment and Accreditation process based on the GATI Gender Equity Indicator Framework (GEIF).

Expert Groups

⚲ **DST Expert Advisory Committee**: To advice and enrich activities planned under GATI pilot

⚲ **GATI Working Group**: To create technical linkage with the proposed new STI policy and also discuss the deliverables and inputs provided by partner teams for the timely implementation of the GATI action plan

GATI Charter: Based on ten key principles.

1 We acknowledge that the role of higher education and research institutions is to serve a broad diversity of students, faculty, staff and other stakeholders providing equal opportunity to all.

2 We realize that diversity enhances excellence and academia cannot reach its full potential unless it can create systems to value, nurture and benefit from the talents of all in the community

3 We acknowledge that people of all genders are equally capable of making valuable contributions and promoting excellence in all areas of human enterprise.

4 We recognize, in particular, the importance of advancing gender equity in Science, Technology, Engineering, Medicine and Mathematics (STEMM) areas.

5 We are deeply concerned that discouraging experiences, implicit and explicit bias inhibit the full participation of women in science at all stages and acknowledge the need for effective implementation of policy on sexual harassment for creating an enabling environment.

6 We are deeply concerned about the high rate of loss of women across the career pipeline, their underrepresentation in the profession – in particular, in leadership roles.

7 We recognize that all individuals have identities shaped by different factors at different stages of their career and that institutional support structures are required for facilitating work and enhancing professional contribution of all, in particular of women.

8 We acknowledge that advancing gender equality requires strong leadership, participative action and sustained effort to bring in systemic and cultural changes through well deliberated policy initiatives at all levels of the organization.

9 We commit to creating a safe and nurturing environment for women and developing action plans for removing the barriers to their progression in particular, at major points of career development including the transition from higher studies into a sustainable academic career and advancement to the top positions thereafter.

10 We believe that mainstreaming, assimilating and sustaining positive impact policies and actions for gender advancement will bring transformative changes in the overarching climate and socio-cultural ethos leading the institution towards distinctive excellence.
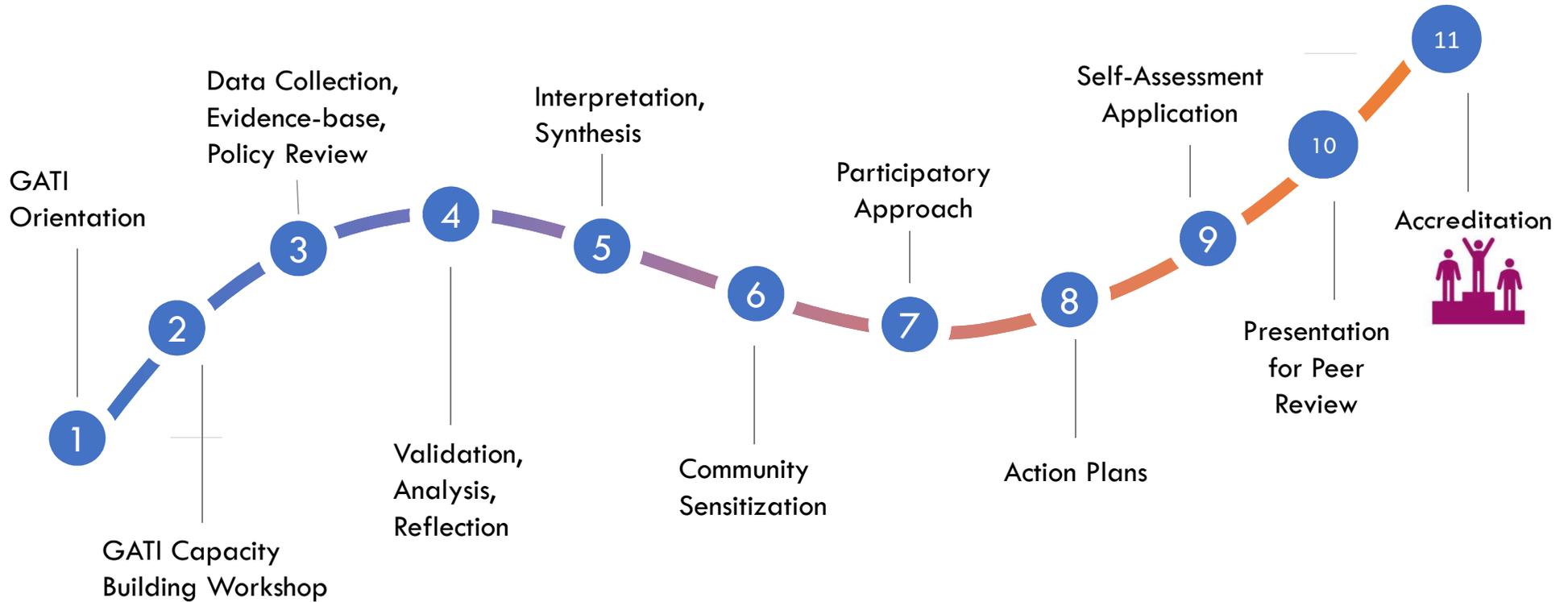
The Model of GATI Pilot

GATI Pilot will be creating a new ecosystem which will be based on building competencies of institutions and provide them with ongoing mentoring support to achieve transformation. This will entail examining the full life cycle in the profession of women in STEMM at various levels in the institution.

Key interventions under GATI Pilot would include, sensitisation and awareness building to create an enabling environment, developing materials and tools for training, provision of hand holding support, development and delivery of action plans to set up systems and practices at the institutional level to promote gender equality.

Monitoring and evaluation will be done throughout the pilot and based on learning, action plans will be finetuned.

GATI Pilot Journey

1. GATI Orientation
2. GATI Capacity Building Workshop
3. Data Collection, Evidence-base, Policy Review
4. Validation, Analysis, Reflection
5. Interpretation, Synthesis
6. Community Sensitization
7. Participatory Approach
8. Action Plans
9. Self-Assessment Application
10. Presentation for Peer Review
11. Accreditation

Guidance & Support

1. GATI brings together a large number of stakeholders and will create a peer network of participating institutions. Selected pilot institutions will be provided training and support at every stage of self-assessment and accreditation process.

2. The GATI Self-Assessment Handbook will be provided with details on how to undertake the journey covering. Resources will include background studies of global best practices, and bespoke discussions, seminars, workshops and training programmes.

Accreditation & Award

The Self-assessment Application will be evaluated in accordance with a criteria-based metric by a peer review team. This would lead to accreditation, institutional recognition and GATI Award. Senior members of the pilot institutions will also be provided guidance and training. It is hoped that Participating institutions will look beyond awards and recognition, and work diligently towards peer recognition as beacons of gender equity.

Self-Assessment Activities by Pilot institutions
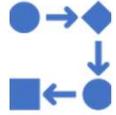
1. Form GATI Self-Assessment Team (GSAT)

2. Identify existing data sources and data gaps

3. Engage in discussions and sensitization programmes

4. Determine barriers and how to integrate Charter principles

5. Develop workflow and begin quantitative data collection

6. Undertake review of policies, procedures, practices, plans

7. Develop methodology for gauging gender climate

8. Begin qualitative data collection through interactions, surveys etc

9. Complete quantitative and qualitative data analysis

10. Create overview of gender parity quotient and environment

11. Develop proposals for Action Plans

12. Complete draft of Self-assessment Application

13. Begin review by critical friends and incorporate suggestions

14. Obtain approval of statutory bodies and leadership

15. Submit Self-Assessment Application

16. Prepare for Peer review and accreditation process

17. Integrate Peer Review suggestions

18. Plan implementation of SMART Action Plans

19. Engage with UK Partners

Athena SWAN UK and GATI India Partnership
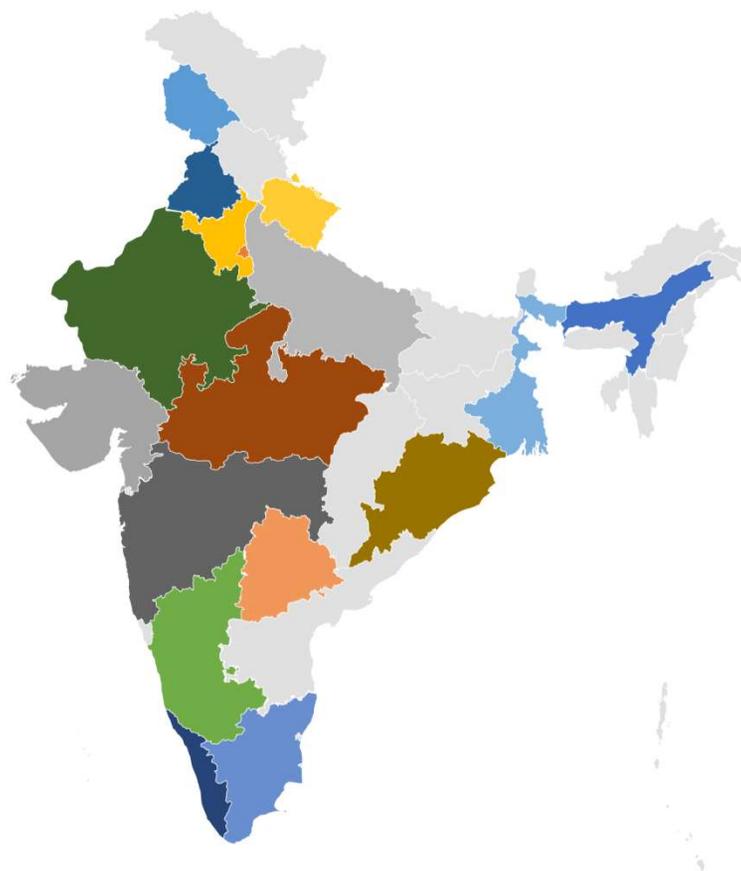
BRITISH COUNCIL

- The overarching programme is being undertaken in partnership with the British Council which has facilitated collaboration with Advance HE, UK.
- As per the Partnership framework the role of the UK partners is essentially to act as critical friends, provide support, advice and guidance.

Partnering Groups: GATI Pilot and Athena Swan Institutions

Groups	UK AS Institutions	GATI Indian Pilot Institutions				
Group 1:	University College of London	Indian Institute of Science	ICAR Indian Veterinary Research Institute	Indian Institute of Technology, Delhi	Indian Institute of Science Education & Research, Mohali	University of Kashmir
Group2 :	Queen Mary University of London	CSIR Central Drug Research Institute	Jawaharlal Nehru Centre for Advanced Research	Indian Institute of Technology, Madras	All India Institute of Medical Science, Bhopal	Jamia Millia Islamia
Group 3:	University of Manchester	CSIR Indian Institute of Chemical Technology	DST Sree Chitra Tirunal Institute for Med S&T	Indian Institute of Technology, Kanpur	University of Delhi	MS University of Baroda
Group 4:	Aston University	ICAR Indian Agricultural Research Institute	DBT Rajiv Gandhi Centre for Biotechnology	National Institute of Technology Durgapur	Indian Institute of Technology, Bombay	Tezpur University
Group 5:	University of West Scotland	MoE&F Wildlife Institute of India	DRDO Defence Bioengineering & Electromedical Lab	National Institute of Technology Rourkela	Birla Institute of Technology and Sciences, Pilani	Banaras Hindu University
Group 6:	King's College London	UGC Inter-University Accelerator Centre	ICAR National Dairy Research Institute	Indian Institute of Technology, Roorkee	National Institute of Pharmaceutical Ed & Research	Chandigarh University

Distribution of 30 GATI Pilot institutions

- 1 Assam
- 5 Delhi
- 1 Gujarat
- 1 Haryana
- 1 Jammu and Kashmir
- 3 Karnataka
- 2 Kerala
- 1 Madhya Pradesh
- 1 Maharashtra
- 1 Odisha
- 2 Punjab
- 1 Rajasthan
- 1 Tamilnadu
- 2 Telangana
- 4 Uttar Pradesh
- 2 Uttarakhand
- 1 West Bengal

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Program Implementing Team

1. Dr. Nisha Mendiratta, Adviser/Scientist G, Head, WISE-KIRAN Division
2. Mr. Pawan Kumar, Scientist C, WISE-KIRAN Division
3. Dr. Chhama Awasthi, Scientist C, WISE-KIRAN Division

Contact us:

Head and Adviser
WISE-KIRAN Division
Department of Science and Technology
Technology Bhavan, New Mehrauli Road
New Delhi-110016

gati-dst@gov.in

IndiaDST

@IndiaDST

www.dst.gov.in