



Government of India
Ministry of Science and Technology
Department of Science and Technology
Gender Advancement for Transforming Institutions (GATI), KIRAN Division

Call for Expression of Interest to Participate in Pilot of GATI

Universities, Research institutions (of DST, CSIR, DBT, ICMR, ICAR etc.), Institutes of National importance, and other autonomous S&T Institutions are invited to participate in pilot of Gender Advancement for Transforming Institutions (GATI) programme of Government of India.

About the Pilot Project GATI

Gender Advancement for Transforming Institutions (GATI) is an innovative Pilot Project launched by the Department of Science and Technology (DST). It ushers a novel intervention programme for promoting gender equity in science and technology.

Project GATI was one of the three initiatives of DST announced on 28 February 2020, the National Science Day, by the Hon'ble President of India at a celebratory programme dedicated to Women in Science held at Vigyan Bhavan, New Delhi. A short 3 minute film released on the occasion summarizes the new initiatives <https://youtu.be/ZrxAg346000>.

GATI aims to nudge institutions of higher education and research towards supporting diversity, inclusion and the full spectrum of talent for their own success and progression. In particular, it aspires to create an enabling environment for equal participation of women in Science, Technology, Engineering, Medicine and Mathematics (STEMM) disciplines at all levels, addressing deep-rooted problems.

The GATI Model

GATI pilots a sustainable self-assessment and accreditation model. At the core of the model is the GATI Charter based on ten key principles. These principles explicitly acknowledge gender inequality and articulate a commitment towards overcoming systemic and cultural barriers to women's academic and professional advancement at all levels.

GATI draws inspiration from the Athena SWAN Gender Equality Charter and accreditation framework operated by Advance HE, UK since 2005. A growing number of universities, science departments and research institutes in UK have voluntarily joined the charter and been recognized for their accomplishments. Recognizing the framework's evidence-based approach to analysis, action and demonstrable impact, several countries have been inspired to join the Athena SWAN collaborative international network and launch similar initiatives. With the launch of GATI, India joins the list.

The Assessment and Accreditation Process

The pilot institutions would be expected to endorse the GATI Charter on gender equity. They would thereby commit to adopting its principles within their policies, practices, action plans and institutional culture. Further, they would be required to create SMART (Specific, Measurable, Achievable, Relevant and Time-bound) action plans for systemic

and cultural transformation. A metric-based self-assessment application followed by peer review would lead to institutional recognition and GATI Award.

It is hoped that looking beyond awards, participating institutions will diligently work towards peer recognition as beacons of gender equity. Successful completion of the pilot would provide insight for nation-wide implementation of the GATI Charter. In time, all institutions would be expected to demonstrate continuous and sustained progression towards transformative change over several cycles of accreditation.

Guidance and Support

GATI is a community-based project. It brings together a large number of stakeholders and will create a peer network of participating institutions. Contribution of each institution to the mission will be valuable.

The defining feature of GATI is that it will not just assess, accredit and recognize institutions through certification and awards. It would also engage, mentor, partner and support institutions as they work towards reaching the global best practice gender equality. Participating organisations will be provided with the requisite training and support at every stage as they undertake to complete the application, prepare for the review process and work towards institutional recognition and GATI Award.

International Partners

The overarching programme is being undertaken in partnership with the British Council. The Council will facilitate collaboration between selected institutions under GATI with Athena SWAN accredited universities and research institutions in the UK.

Process of Applying to the GATI Pilot

In response to this call, Institutions will be required to express interest in joining the Pilot Program by submitting

- Application in the prescribed format providing
 - validated data on student gender ratio and faculty/staff gender ratio at various levels, with focus on STEMM domains.
 - information on current policies , ongoing programs and enabling activities related to gender advancement
 - endorsement by the Head of the Institution (Vice Chancellor, Director or equivalent), thereby communicating commitment to synergetic participation in all activities envisaged under GATI.
 - name of the nodal person with designation and contact details for all future communication.

Mode of Submission:

EoI Application for participating in the Pilot must be submitted in the prescribed format via email to gati-dst@nic.in, GATI, KIRAN Division, DST.

Last Date of Application: 30 days from the day of announcement

Criteria for Selection of Pilot Institutions:

The total number of institutions selected to participate in the Pilot Program will be about 25 from across the spectrum of institutional diversity.

Pilot Institutions will be selected by careful evaluation of the EoI Application submitted, balancing diverse factors such as:

- Representative category and affiliation (Central University, State University, Deemed to be University, Autonomous Institution); Nature of Funding (Government, Private); Distinctive specialization and mandate (teaching, research, disciplines thereof); geographical location; etc.
- Level of commitment to promoting Gender Equity as evidenced through
 - currently implemented gender policies
 - ongoing gender enabling programs and activities
- Ability to successfully engage in the pilot based on
 - will of the institution to work towards achieving gender equity through time-bound policy initiatives and action plans
 - commitment to engage with enabling programmes through an institutional steering committee and a nodal contact for synergetic interactions.

Intimation to Selected Institutions:

- The list of selected institutions will be displayed on the DST Website.
- A congratulatory letter informing selection will be sent to Head of Institution via email as well as to the nominated nodal person.

On-boarding the GATI Pilot Program

- Selected institutions will be required to sign the GATI Charter on Gender Equity .
- Selected institutions will be required to give an undertaking for synergetic completion of the self-assessment and accreditation process in accordance with a well-defined timeline.
- Heads of selected institutions and the nominated nodal person will be invited to the formal launch of the GATI Pilot at a celebratory event.
- Nodal Person will receive further information on orientation, workshops, peer-review moderation and other supporting documentation to begin their data collection for the GATI Pilot.

Contact for queries, if any:

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Appendix: A.1

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Call for Expression of Interest to Participate in Pilot

Expression of Interest Application Form

1. Name of Institution		
2. Year of Establishment		
3. Nature of the Institution		Tick (✓)
	Research Institutions/Laboratories	
	Institution of National Importance	
	Central University	
	State University	
	Deemed to be University	
	Private University	
	Autonomous Institution	
	Other (Please specify):	
4. Funding Status	Central Govt Funded	
	State Govt Funded	
	Private Self-financed	
	Private with Govt Aid	
	Other (Please specify)	
5. Address		
6. Website Link		
7. Head of Institution		
	Name	
	Designation	
	Telephone at Work	
	Mobile	
	Email	
	Administrative/ Secretarial Assistant Contact Details	

NOTE:

**Given the diversity of institutions, data fields Not Applicable may be marked as NA.
Additional Rows as needed may be inserted.**

8.	Institutional Profile (All Domains) Academic Year 2019-2020. As per nomenclature used by Institution.			
8.1	Total No. of Departments As per nomenclature used by Institution.			
	Total No. of Centres etc As per nomenclature used by Institution.			
8.2	Demographic Data (All Domains) As applicable to the institution	Female	Male	Total
	Total No. of UG Students			
	Total No. of Masters Students			
	Total No. of Ph.D. Students			
	Total No. of Post Docs/ Research Associates			
	Total No. of Faculty/Scientists			
	Total No. of Support Staff (Technical and Administrative)			

9.	Institutional Profile (STEMM Domains) Academic Year 2019-2020			
	Demographic Data As applicable to the institution	Female	Male	Total
	Total No. of UG Students			
	Total No. of Masters Students			
	Total No. of Ph.D. Students			
	Total No. of Post Docs/Research Associates			
	Total No. of Faculty/Scientists			
	Total No. of Support Staff (Technical and Administrative)			

	STEMM Domain Departments/Schools/Centres etc. As per nomenclature used by Institution. Add rows as required. Data for 2019-2020.									
9.1	Name of STEMM Department/Unit	Regular Faculty/Scientists			On Contract/Ad hoc Faculty/ Scientists			Visiting/ Emeritus Faculty/ Scientists		
		Female	Male	Total	Female	Male	Total	Female	Male	Total

9.2	Name of STEMM Department/Unit	Ph.D. Scholars			Post Doc/ Research Associates			Technical Staff		
		Female	Male	Total	Female	Male	Total	Female	Male	Total

10	Gender Environment	
10.1	<i>Organizational Policy</i>	
a.	Internal Complaint Committee (constituted as per norms)	Yes/No
b.	Women Study Centre/ Women Forum/Gender Sensitization Programmes, if any	Please list and give brief summary of activities, along with weblink (About 500 words)
c.	Gender Policy, if any	Please list gender specific policy initiatives with brief description, along with weblink (About 500 words)
d.	Women in Science Research as PI/Co-PI (last 5 years)	List of names with department and designation, funding agency project title, role (PI/Co-PI) status: completed/ongoing. Please append.
e.	Women in Leadership Positions (last 5 years)	List of names with department and designation, Leadership position (Head of Department, Chairperson of Committee, Dean or equivalent positions etc.); duration, status: completed assignment/ currently serving. Please append.
f.	Any other relevant information towards promotion of Women in Science at institutional level	

10.2 Organizational Culture and Institutional Commitment to Gender Advancement		Please tick (✓) against the phrase that describes the institution best.				
	Statement	Not yet/ Can't say	To a limited extent/	To a moderate extent/	To a great Extent/	To the fullest extent/
1.	The institution periodically undertakes a review of gender-based issues					
2.	Institutional leadership is increasingly committed to promoting gender equity					
3.	Gender issues are discussed by both men and women with an open mind					
4.	Women students, faculty and staff feel confident to voice their concerns					
5.	Institution feels women face difficulties in achieving work-life balance and giving their best					
6.	Institution maintains gender disaggregated data					
7.	There is conscious effort to balance gender representation on programs, panels and committees					
8.	There is sufficient expertise within the institution to identify gender equity indicators, develop, action plans and self-assess impact					
9.	There will be adequate participatory support for GATI from the entire community					
10.	Institution feels gender gaps can be addressed only through government policy and not local initiatives					

Note: Every page of application may be self-attested

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Expression of Interest for Joining the Pilot

Template of Letter from Head of Institution

Note:

- **To be completed on Institutional Letter Head**
- **To be duly signed by Head of Institution (Vice-chancellor/Director/Equivalent)**
- **To be saved in pdf format and emailed along with EoI Application.**
- **Email to: gati-dst@nic.in**
- **Email Subject: EoI for Joining the GATI Pilot**

To,
Secretary
Department of Science and Technology
Technology Bhavan
New Mehrauli Road, New Delhi 110 016
(Attention KIRAN Division)

Date:

Subject: Expression of Interest for joining the GATI (Gender Advancement for Transforming Institutions) Pilot

Dear Sir

Greetings. I am hereby submitting the Expression of Interest Application for joining the GATI Pilot in my capacity as the of
(fill designation and institution name respectively)

I confirm that (fill institution name)

- shares the GATI concerns about Gender Equity in STEMM disciplines;
- desires to participate in the GATI Self-assessment and Accreditation process with its focus on reflective development and implementation of institutional action plans in a time-bound manner;
- recognizes that the GATI network of institutions will gain through guidance, peer interaction and sharing of experience;
- understands that GATI is an evolving framework and guidance will be anchored in collective understanding of needs and feedback;
- values the opportunity to join the GATI pilot and thereby contribute to its mission.

Contd...

.....(fill institution name) understands that GATI will require participation and support of all members of the community. Successful participation will entail being responsive, cooperative and action oriented. Keeping this in mind, I hereby nominate a Nodal Person for GATI with authorization to act on behalf of the Institution and its community. The Nodal Person is fully cognizant of the GATI mandate and will be facilitated by the institution at the highest level.

Details of the nominee are given below:

Name:
Designation:
Department:
Email:
Mobile:

I understand that the cohort of pilot institutions will be selected by balancing diverse factors and look forward to further information.

Yours sincerely

Signature with Stamp of Vice-chancellor/Director/Equivalent

Enclosure:

1. Expression of Interest Application Form in pdf format (duly signed by Head of Institution)
