



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

The GATI Charter

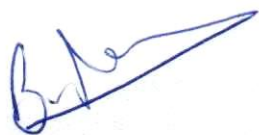
The GATI Charter is based on ten key principles. As a signatory to the Charter, we believe that it is a moral imperative for all institutions to provide equal opportunity to all, and in particular, women from Science, Technology, Engineering, Medicine and Mathematics (STEMM) areas, at all levels. By being a part of this progressive charter, we commit to adopting the following as guiding principles within our policies, practices, action plans and culture towards transformative change and striving towards an ecosystem where these are fulfilled.

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.

As a signatory to the GATI Charter, we commit to adopting its guiding principles within our organizational policies, practices, action plans and culture for transformative change.

As a GATI Charter Institution, we look forward to participating in the GATI Pilot programme under the aegis of Department of Science and Technology, Government of India, and contributing towards its efforts on gender advancement in STEMM areas.



(Bhaskar Ramamurthi)

Director

Indian Institute of Technology Madras

Place: **Chennai**

Date: 28-04-2021



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**Terms and Conditions for Institution's Participation
under the GATI Pilot Initiative of DST**

Indian Institute of Technology Madras has been recommended by Department of Science and Technology (DST), Govt. of India, to join a group of 30 institutions for participation in the GATI pilot.

Indian Institute of Technology Madras has voluntarily given consent to participate and contribute in the GATI pilot.

Indian Institute of Technology Madras has become a signatory to the GATI Charter and thereby committed to adopt its guiding principles in the institute's policies, practices, action plans and culture for transformative change.

Indian Institute of Technology Madras is now known as GATI Pilot Institution or GATI Charter Institution of DST and

- commits to participate to the fullest extent in the activities and interactions designed under the UK and India Partnership Framework under GATI.
- agrees to leverage co-operation with the UK Athena SWAN accredited Institution assigned to it as a Partner to the fullest extent.
- understands that there will be a separate signed agreement of the GATI Pilot Institutions with the UK Partner Institutions and that all materials shared during the course of GATI pilot will only be for internal consumption within the participating organizations and shall not be shared externally.
- agrees to collaborate in co-developing the GATI resources, sharing data for background studies, best practices and leveraging to the fullest extent the opportunity to work with peer group of the GATI Pilot Institutions.
- understands that DST will provide a fixed amount of financial support, which will be useful for completing various activities like organizing webinars/workshops, data collection for application process, other related activities etc for GATI.
- The Institute will furnish to DST, Utilization Certificate and an Audited Statement of Expenditure (in DST prescribed format) pertaining to the grant along with Progress Report.
- understands that institution will acknowledge DST in any report and publications brought out under the GATI initiative.
- agrees to nominate faculty at appropriate level for contributing to the GATI peer review, assessment and accreditation process.
- agrees to provide institutional data for baseline and impact studies with intimation to DST.

- permits interviews/discussion meets etc to be conducted as a part of monitoring and evaluation process with intimation to DST.
- understands that GATI is a time-bound programme that will entail participation to the fullest extent in all activities and strict adherence to its programme schedules. DST has constituted GATI Advisory Committee to advise on activities under GATI initiative.
- understands that the background information, institutional data, reports, documents, or other materials obtained, created or developed in the course of the GATI Pilot, including Self-Assessment Application and Peer Review Assessors Feedback Report can be used for furtherance of the GATI objectives and scale-up of the programme by DST.
- agrees on intimating DST of its activities and events under GATI for uploading onto its DST website.
- agrees that insights drawn from the best practices and experiences shall be shared with other Indian institutions.
- understands that the DST reserves the right to terminate the support at any stage if it is convinced that the grant has not been properly utilized or appropriate progress is not being made.



(Bhaskar Ramamurthi)

Director

Indian Institute of Technology Madras

Date: 28-04-2021

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