**OFFICE FOR DIVERSITY, EQUITY & INCLUSION (ODEI) Website**

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**HOME**

Welcome to OFFICE FOR DIVERSITY, EQUITY & INCLUSION (ODEI) Website

**Fostering Inclusion, Igniting Transformation**

IIT Madras in its pursuit of academic excellence and sustainability goal, is committed to creating an environment and campus community that values diversity, equity, and inclusion principles. We, at IIT Madras believe that diversity is the catalyst that propels us forward, igniting innovation, creativity, and transformative change contributing towards a better society and environment. By embracing our diverse community, we will be able to unlock the limitless potential that lies within each of us. We wholeheartedly devote ourselves to fostering an environment where every individual is embraced, respected, supported and empowered to flourish. Our Diversity, Equity, and Inclusion (DEI) goal is to make efforts and collaborations to foster a sense of inclusion and belonging by engaging stakeholders within and outside its community. IIT Madras strives to create and maintain an environment where individual opinions and contributions are valued and recognized without compromising on any group’s wellbeing.

The purpose our DEI efforts are to:

* Build a diverse, equitable, and inclusive ecosystem
* Promote a sense of belonging
* Encourage open dialogue and constructive conversations about diversity and inclusion.
* Provide ongoing support for employees and students’ well-being and mental health.

**DEAN'S MESSAGE**

Creating and sustaining a climate that is diverse and inclusive takes honest reflection, true spirit and conscious efforts and IIT Madras has started making strides in the right direction. We at IIT Madras are committed to introduce, enforce and participate in initiatives aimed at improving diversity, equity and inclusion. This is just the beginning and we recognize the need to reinforce this message in everything we do.

In partnership with the Office of Diversity, Equity and Inclusion (DEI), I hope to continue this conversation with you, take your feedback, seek your support, share new initiatives and celebrate successes.

Although in a nascent stage, our ambition is clear - to become an institution and foster an environment that supports diversity, inclusion, encourages a culture of learning, respect and collaboration and creates a sense of belonging - and in doing so, be one of the best institutions in the world and contribute towards sustainability, better society and environment.

The office of DEI has been established at IITM with the objective of addressing DEI in collaboration with the existing forums and groups at IITM. A DEI committee has been constituted to facilitate the collaboration and further enable DEI activities across the institute. The DEI website will act as a platform for communication, engagement and interactions.

We believe that small initiatives can lead to significant changes. Let us together embrace our differences, engage in meaningful conversations, and work collectively towards a positive and progressive change and build a community where every individual feels seen, valued, included and celebrated.

**[ABOUT](#bookmark=id.30j0zll)**

**WHAT IS DEI?**

**Diversity** is having or being composed of differing elements, especially the inclusion of people of different races, culture, etc. in a group or organization.

**Equity** is fairness or justice in the way people are treated.

**Inclusion** is the practice of including and accommodating people who have historically been excluded because of race, gender, sexuality, or ability.

**BENEFITS OF DEI**

* Diversity challenges stereotyped preconceptions, it encourages critical thinking; and it helps individuals learn to communicate effectively with people of varied backgrounds.
* DEI helps to foster well-rounded individuals who can achieve more through enhance communication, collaboration, working together and innovation because everyone brings a unique perspective and skill set to the table.
* DEI initiatives can help improve student relationships and promote academic success, mental health, and social justice.

**GOAL:** To be a sustainable organisation

**VISION:**

Our vision is to build an inclusive and empowering community of faculty, staff and students fostering a culture of learning, respect, and collaboration. We envision a campus that values, embraces and celebrates diversity as well as promotes equity, sense of belonging and opportunities for all.

**MISSION:**

Our mission is to create a diverse campus community where everyone feels embraced, appreciated, and supported. We strive to foster an environment where differences based on individual identities such as gender, gender identity, sexual orientation, religion, ability etc. are acknowledged and celebrated. Our aim is to support and value individual dignity and diversity and promote inclusion, equity, social justice, and diversity through messages, dialogues, and proactive measures.

**POLICY:**

IIT Madras is dedicated to encouraging a supportive and inclusive culture by promoting diversity and eliminating discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity to be constructive contributors to the Institute. This policy reinforces our commitment to providing equality and fairness to all in our employment as per the GOI norms and not provide less favourable facilities or treatment on the grounds of age, gender or gender reassignment, sexual orientation, disability, race, community, socio-economic background, religion or belief, marriage and civil partnership, refugee and asylum seekers, pregnancy, maternity and caring responsibilities.

The institute does not discriminate or does not support discrimination and we have an established Grievance Redressal Mechanism (GRM) for addressing any such concerns. All employees, irrespective of their status and category are valued and will be treated fairly and with respect.

In employee selection, promotion, training, or any other benefit, importance will be given to aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents. The skills and resources of our institution will be fully utilised and we will strive to maximise the efficiency of our employees and staff.

IIT Madras’s commitment:

• To create an environment in which individual differences and the contributions of all team members are recognised and valued.

• To create a working environment that promotes dignity and respect for every employee.

• To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.

• To make training, development, and progression opportunities available to all staff.

• To promote equity and fairness in the workplace.

• To encourage anyone who feels they have been subject to discrimination to raise their concerns through the GRM so we can take corrective measures.

• To regularly review all our employment practices and procedures so that fairness is maintained at all times.

IIT Madras will inform all faculty and staff that a DEI policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of all stakeholders including funding agencies, customers, students, and job applicants. IIT Madras’s DEI policy is fully supported by higher management and has been agreed with employee representatives. Our policy will be monitored and reviewed periodically to ensure that diversity, equity and inclusion is continually promoted in the workplace.

**RESPONSIBILITIES:**

All members of the IIT Madras community, including faculty, staff, students, visitors, suppliers, and contractors must share the responsibility for promoting diversity, equity, and inclusion.

We are accountable to:

1. Treat each other with respect, dignity, and fairness, regardless of differences in backgrounds or identities.

2. Foster an inclusive and supportive learning and working environment that encourages open dialogue, collaboration, and the free exchange of ideas.

3. Challenge biases, stereotypes, and discriminatory practices whenever they arise.

4. Engage in ongoing education and training to increase awareness of diversity, equity, and inclusion issues.

5. Report any discrimination, harassment, or unfair treatment promptly and ensure appropriate action is taken.

6. Contribute to creating a campus culture that embraces diversity and promotes inclusivity by participating in initiatives, events, and programs supporting these values.

7. Collaborate with relevant stakeholders to develop and implement policies, practices, and programs that promote diversity, equity, and inclusion.

**DEI COMMITTEE**

The primary objective of the DEI committee is to identify, review, share, and implement effective diversity and inclusion management programs and practices and recognise successful efforts of several groups. This involves assessing the current DEI climate, identify areas of improvement and training, and implement effective measures to foster diversity and inclusion and review them periodically. The committee works to create synergy among faculty, staff, and student diversity management efforts. The committee's composition is dynamic but typically includes representatives from various stakeholder groups working towards different aspects of diversity such as Administration, Women’s Forum, Faculty, Staff and Students. Committee members, who serve as ambassadors from several groups will assess the needs and identify issues and opportunities of inclusion Institute wide. It will work to ensure management commitment, leadership and support. It will work to ensure shared accountability, encourage community engagement and increase visibility of DEI efforts of IIT Madras.

The DEI committee (2022-2023) includes the following members:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sl. No.** | **Name and Address** | **Role** | **Email id** | **Photos** |
| 1. | Prof. Robinson R G  Dean (Administration)  IIT Madras | Chairperson | [deanadmn@iitm.ac.in](mailto:deanadmn@iitm.ac.in);  robinson@iitm.ac.in |  |
| 2. | Prof. Rupashree Baral  Dept. of Management Studies  IIT Madras | Advisor  (Convener) | rupashree@iitm.ac.in | https://lh3.googleusercontent.com/fOpAeZKF8aJnrMkpEMWzOGH8l4sBCbtaEy3Ygz69_93VItzcXQcp6nii4hJu_FWozR1WY_GGFKBsJf61wU_VPr26xyKMngyX8or_IAGRNmz4p7XLERXDuAwYvSKS-1l2ZGKM4qfmixAcsd1VrUhu0g |
| 3. | Mr. Peter Ki  DR (Students)  IIT Madras | Secretary | peterki@iitm.ac.in | https://lh5.googleusercontent.com/ac77HJvLXhjLHuN-LB-4-x8668Enh3vaCQmjOF6bXhyK_u2_bZir7c8EXILhFFCI6SiB-Zvh8-6VTCqNzX69nDPQckGcH6jnUnvSRzOjhndQzhTDslm6152WJR6g140kqXFUBm5Ww3qxyi9X2Nxt5w |
| 4. | Prof. Koshy Varghese  Dept of Civil Engineering  IIT Madras | Member (Ex-Officio) | koshy@iitm.ac.in |  |
| 5. | Prof. Indumathi M. Nambi  Chairperson (Women’s Forum)  Dept. of Civil Engineering, IIT Madras | Member | indunambi@civil.iitm.ac.in | https://lh3.googleusercontent.com/3GquLT-0M9WDAMLd5v3YF6DzTEGM-oM_Ti1E6umMs4LuOFD1W26PxDqjYVx7ZDY5DTcWfnEVmwVMMqT6A9m6RwxVFvkbFlTDott1MtG_i0v7krPYpItD-NF3zEP7JZ7IF-mxkbbLSNWnVm348DyHng |
| 6. | Prof. Ranjit Bauri  Dept. of Metallurgical & Materials Engineering  (SC/ST Liaison Officer), IIT Madras | Member | rbauri@iitm.ac.in | https://lh4.googleusercontent.com/bjmkBTSHWNbvdv9BmCqihjiAi5SdkFe2yOzfKB06AlBFtAUfS4lrBT6QQB6FWqSBkCcYVqbsXUgIi_MfP1tUWcw0btmuOsaJs12lqSAMVAohFotsrSXoE2U_mQ73SbBwPlnWSevTNhYXV3PRf-hafA |
| 7. | Prof. Jitendra S. Sangwai  Dept. of Chemical Engineering  (OBC Liaison Officer), IIT Madras | Member | jitendrasangwai@iitm.ac.in | https://lh3.googleusercontent.com/qaiq0Glqm-YNwfSfeoIFEQXPe2vVFoH7SmYlZx13RvaMbg2PLGX2pGFA-r7th_O57NrFkdj4kdO2AI8hcEbqmRMfEOa-XI4o5B69lfUW4XozA3EptN-ImB-o2zIEMOMTEpIPvbm65VVoNxjg_OzXng |
| 8. | Prof. Beeraiah Baire  Dept. of Chemistry, IIT Madras  (Faculty Association Nominee) | Member | beeru@iitm.ac.in | https://lh3.googleusercontent.com/UXrs7pEBl_nKIHcsKMSpnFUrh34XkgeBwl4iBIIRo3xOmVB1iWrMACnX8DuJ-Y5Zo-ToW1ptaKZLw0bWkvVQu2vOxmC8P5wIQb8hxn0sBYTrk6hfvRD9byzOkxGL3QiWCscQGzPRsPL_IrtWUp6hdw |
| 9. | Mr. M. Gajendran  Central Workshop, IIT Madras  (Non-Academic Staff Association Nominee) | Member | gajendran@iitm.ac.in | https://lh3.googleusercontent.com/jPi1VDvMEfqZfoQy-fUA0iOqgsiuHeH7GRAfVpGEHudHDSEKx0Oq2PyY08a8GI7LUYcHR53jYLPMIRHbJthu-M_NwSKmJ0eesGd3EGGLwSaVAwMSS6zakqrcE7gxinGfl3zw0EWP0EuuaGWgStc4kA |
| 10. | Ms. Vani Samuel  (Dean, Global Engagement Nominee)  IIT Madras | Member | [partnerships@ge.iitm.ac.in](mailto:partnerships@ge.iitm.ac.in) |  |
| 11. | Mr. Aryav Jain  (Student Legislative Council Nominee)  IIT Madras | Member | [speaker@smail.iitm.ac.in](mailto:speaker@smail.iitm.ac.in) |  |
| 12. | Ms. Garima  (VANAM Nominee)  IIT Madras | Member | vannam.iitm@gmail.com | https://lh5.googleusercontent.com/cAuZApJfiku5j1-Mj1ju8HWONzP1Y_5SQ4YKmUwP_JQfm_zSa-wUV_nlcVq-znFYzS_JeXZg9lz25FyE6t9ja5Q2k_sgQCvJoATqgsHii80snv11w1RQh0XkBjw3RDhv0-IyxosnW94N_kQj3KFjCg |

**OUR INITIATIVES**

While trying to ensure equality and equity, we strive to create a sense of belonging through various programs and initiatives inside our campus. Through several initiatives as listed below, we try to build capacity, nurture communities, inspire innovation and support inclusive projects and groups so everyone here can thrive.

Ø DEI Office and Committee

The Office of DEI, IIT Madras was established with an Advisor, DEI in December 2022 with the approval from the Director and the Deans to coordinate and collaborate with all other groups working towards DEI in some form or the other. Under the leadership of Dean Administration, the DEI Committee was formed in April 2023 to address DEI in collaboration with the existing forums and groups at IIT Madras. The DEI Committee will be responsible for all activities towards implementation of DEI strategies in the institute. The committee has a representation from different groups within the institution who meet regularly to discuss what is being actioned on DEI, how it’s working and providing advice on what to do next.

The main purpose of the office and committee is to recognize and celebrate existing diversity on campus and to create a more inclusive environment. The office plans to take proactive measures to create awareness programs, trainings for the IITM community on different dimensions of DEI, and to help the community value diversity and practice inclusion.

Ø [Women’s Forum](https://womensforum.iitm.ac.in/)

Women’s Forum of IIT Madras is a diverse group of faculty, staff, undergraduate and graduate students, research scholars and alumni dedicated to the advancement of women at IIT Madras. A representative body for 69 faculty and 64 staff members, about 400 masters students, more than 900 PhD students and nearly 800 B.Tech students. Women’s forum interacts closely with the women Alumni across the world and other women organisations in the campus.

Ø [GATI or 'Gender Advancement for Transforming Institutions initiative’](https://news.careers360.com/iit-madras-selected-dst-for-gati-initiative-increase-presence-of-women-in-stem)

The Indian Institute of Technology (IIT) Madras has been chosen by the Department of Science and Technology (DST) to participate in the Gender Advancement for Transforming Institutions (GATI) initiative. GATI, developed in partnership with British educational institutions, aims to increase the representation of women in STEM fields. IIT Madras has formed a GATI self-assessment team (GSAT). The team has developed a gender equity charter specific to India. As part of GATI, IIT Madras will organize seminars featuring women leaders, offer upskilling workshops for staff, support women research scholars, conduct community outreach activities to inspire young women in STEM, and provide international mobility programs for women faculty.

Ø [Vannam](https://articlenineteeniitm.wordpress.com/2021/07/14/vannam/)

Vannam is a student-led LGBTQ+ support group at IIT Madras, operating independently. Its primary objective is to establish a safe and inclusive space for individuals within the LGBTQ+ community. Vannam strives to foster an environment on campus where LGBTQ+ individuals can freely express themselves without fear of discrimination or bias. The existence of Vannam is a significant milestone in the history of IIT Madras, as it promotes equality and serves as a platform for queer members to share their experiences and allies to demonstrate their support. Through its activities and initiatives, Vannam works towards creating an LGBTQ+-friendly atmosphere where all individuals are treated with respect and acceptance, contributing to a more inclusive and diverse campus community.

Ø [Wellness Community Centre](https://www.wellnessiitm.com/)

The Wellness Community Centre, IIT Madras vouches for the holistic wellbeing of the student community including mental health. Proactive, retroactive, professional, and career guidance facilities are available on the campus in different forms to ensure student empowerment.

The Wellness Centre organizes multiple programs throughout the year such as support groups, mental health sensitization sessions, orientation to the mental health facilities. The Wellness Centre often collaborates with MITR and SAATHI for these programs.

SAATHI is a proactive platform for self-growth and well-being of the students. The SAATHI team focuses on proactive measures that raise awareness in the campus about various pertinent issues, and plan several informal gatherings, lectures, and sessions, open to all.

MITR is body of faculties and student MITRs. They offer peer counseling and support according to the student's needs. The moto of MITR is ‘No one in the campus should be unattended in their emotional distress’.

Ø [Inclusive Education and Support Services for Students with Disabilities (S3D)](https://dost.iitm.ac.in/iitmdost/pages/support-services-pwd--s3d)

IIT Madras is committed to creating an accessible and inclusive learning environment consistent with Government guidelines. We continually strive to make IITM campus a more inclusive, accessible and welcoming environment for students with disabilities.

To achieve this, we undertake a range of initiatives that focus on enhancing accessibility and inclusivity across the campus. Our infrastructure development prioritizes universal design principles, with a focus on wheelchair ramps, accessible pathways, elevators, and well-equipped facilities to cater to the needs of students with physical disabilities.

Ø [Office of Global Engagement](https://ge.iitm.ac.in/)

The Office of Global Engagement at the institute is committed to ensuring that international students at IIT Madras have an enriching and fulfilling experience.

Ø [Be happy mission](https://behappy.iitm.ac.in/)

The "Be Happy" mission at IIT Madras is dedicated to promoting mental health and well-being among students. Through workshops, awareness campaigns, and counseling services, the initiative aims to destigmatize mental health issues and provide support to those in need. Yoga, meditation, and fitness programs are offered to help students manage stress effectively. The mission also encourages a healthy work-life balance by promoting extracurricular activities and social interactions. With a focus on holistic development, the "Be Happy" mission creates a supportive and inclusive campus environment where students can thrive both academically and emotionally.

Ø Other Initiatives

Apart from these efforts and initiates, there are several sponsorships, funding opportunities for Faculty, Staff and Students to bring empowerment and encourage parity and equity. Some of them are:

* [Women Leading IITM Fellowship](https://womensforum.iitm.ac.in/women-leading-iitm.php)

Women Leading IITM is a program to Nurture, Develop and Support women talent at IITM along their study/professional career. This program is being funded by an endowment from some of our US alumni with the overarching goal of achieving a more gender-balanced and nurturing campus.

* Initiatives by NSS e.g. Shravyam
* Scholarships (e.g. Shri Dorilal Agrawal National Meritorious Scholarship)

**EVENTS**

**CALENDAR**

**PAST EVENTS**

**UPCOMING EVENTS**

**GET SUPPORT**

[**Disability**](https://dost.iitm.ac.in/iitmdost/pages/support-services-pwd--s3d)

[**Women's Resources**](https://womensforum.iitm.ac.in)

[**LGBTQ + Resources**](https://www.facebook.com/vannam.iitm/?ref=page_internal)

**Get E**[**ducated**](https://1drv.ms/w/s!AqMXLTxbH4vcg13Mse7LTYyASWHo?e=wbk0Zi)

**GALLERY**

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**BLOGS**

**CONTACT US**

Office for Diversity, Equity and Inclusion

IIT Madras, Chennai – 600036, Tamil Nadu, India

Email: dei@smail.iitm.ac.in

If you have any Questions, Queries, Feedback or Suggestions, please write to us @ dei@smail.iitm.ac.in

Report a concern anonymously »