

DST Supported Project GATI

Gender Advancement for Transforming Institutions

**Framework Development for Advancing Gender Equity in
Science and Technology and Higher Education in India**

NAAC is happy to announce the award of Project GATI (Gender Advancement for Transforming Institutions) – Framework Development for Advancing Gender Equity in Science and Technology and Higher Education in India.

GATI is an innovative overarching Pilot Project supported by the Department of Science and Technology (DST). It ushers a new intervention programme for gender equality in science and technology in India. Work will be carried out in mission mode at NAAC, in close cooperation with DST's KIRAN (*Knowledge Involvement in Research Advancement through Nurturing*) Division and British Council.

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/ZrxAg3460O0>.

Project GATI aims to nudge institutions of higher education and research towards supporting diversity, inclusion and the full spectrum of demographic 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 disciplines (STEMM) at all levels, addressing deep-rooted problems. It envisages a fresh perspective on not just measures for increasing retention and recruitment but the progression of women throughout their professional journey.

Project GATI pilots a sustainable self-assessment and accreditation model. Institutions who are signatory to the GATI charter would be expected to commit to adopting its principles within their policies, practices, action plans and institutional culture. 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 be used to establish how well the principles of the charter have been imbibed in the institutional framework through outcome focused initiatives. Success in the endeavor would lead to an institutional award and recognition as beacon of gender equity.

The GATI model 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 overarching programme is being undertaken by DST in partnership with British Council in furtherance of the deep relations existing between India and UK in the field of education. An important feature of Project 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. To this end, British Council will facilitate collaboration with Advance HE as well as the peer network of Athena SWAN accredited institutions in UK.

The Principal Investigator of Project GATI – Framework Development for Advancing Gender Equity in Science and Technology and Higher Education in India – is Dr. Pratibha Jolly, Academic Consultant NAAC. The project will primarily be based at the NAAC Delhi Office. Work will be carried out in mission mode in close cooperation with DST KIRAN Division and the British Council.

Recruitment of Research Associates

Three Posts of Research Associates Grade III will be soon advertised for work on Project GATI. NAAC encourages deeply motivated, meritorious candidates with excellent scholastic record and broad-based interest in higher education and research ecosystem in the context of gender equity to apply for the posts. The Advertisement will soon be available at the NAAC Website under the link for Recruitment <http://www.naac.gov.in/menu/recruitment>.