

Diversification, Equity and Inclusion Policy



Kalinga Institute of Industrial Technology

Deemed to be University

Bhubaneswar

1. Preamble & Vision Statement

KiiT Deemed to be University is built on the foundational values of knowledge, integrity, and social responsibility. We believe that a truly excellent academic institution is one that reflects the rich diversity of the global community it serves. Our vision is to cultivate a campus environment where every individual—student, faculty, and staff—feels valued, respected, and empowered to achieve their full potential. We are committed to embedding the principles of Diversity, Equity, and Inclusion (DEI) into the fabric of our university, ensuring that they inform our pedagogy, our research, our operations, and our campus culture.

2. Policy Statement

KiiT Deemed to be University unequivocally prohibits any form of discrimination, harassment, or victimization based on, but not limited to, age, caste, nationality, ethnicity, race, gender identity and expression, sexual orientation, socio-economic status, religion, creed, disability, physical appearance, or marital status.

We are committed to:

- **Fostering an Inclusive Culture:** Actively creating a welcoming and supportive environment where diverse perspectives are not only heard but are integral to decision-making and innovation.
- **Advancing Educational Equity:** Ensuring equitable access to educational opportunities, resources, and support for success for all students.
- **Ensuring Fairness in Employment:** Promoting diversity in recruitment, career development, and retention of faculty and staff through fair and transparent practices.
- **Embedding DEI in Core Functions:** Integrating diversity and inclusion into curriculum design, pedagogical practices, research agendas, and community engagement.

3. Scope

This policy applies to all members of the KiiT University community, including:

- All students (undergraduate, postgraduate, and doctoral).
- All faculty members (full-time, part-time, and adjunct).
- All staff members (administrative, technical, and support).
- Members of the Board of Management and all governing bodies.
- Contractors, vendors, and partners conducting business on university premises.

4. Roles and Responsibilities of the Equality, Diversity & Inclusion Committee

The EDI Committee is the central governing body responsible for the strategic oversight and implementation of this policy. Its key roles and responsibilities are:

4.1. Governance and Strategic Development:

- To develop and maintain a dynamic DEI strategic plan with clear, measurable objectives and key results (OKRs).
- To establish a robust governance framework for DEI implementation across all university departments and units.
- To regularly review and update this policy and related procedures to ensure their continued relevance and effectiveness.

4.2. Audit, Accountability, and Analysis:

- To conduct annual DEI climate surveys and audits to assess the university's progress and the campus environment.
- To collect, analyze, and report on disaggregated data related to student enrollment, academic achievement, staff recruitment, promotion, and grievance redressal.
- To identify systemic gaps and barriers to inclusion and recommend evidence-based strategies for their removal.

4.3. Policy Review and Formulation:

- To systematically review the implementation and progress of all existing DEI-related policies (e.g., Anti-Discrimination, Prevention of Sexual Harassment, Disability Support).
- To formulate new, customized policies and regulations to address emerging DEI challenges and opportunities.
- To monitor the effective implementation of all DEI policies and ensure accountability.

4.4. Grievance Redressal Support:

- To serve as a supervisory body for the grievance redressal mechanism, ensuring it is accessible, impartial, and effective.
- To address grievances related to discrimination or inequality based on caste, creed, race, gender, disability, or other protected characteristics, in coordination with the Internal Complaints Committee (ICC) and other relevant bodies.
- To ensure protection from victimization for individuals who report concerns in good faith.

4.5. Awareness and Capacity Building:

- To organize regular training, workshops, and cultural competency programs for students, faculty, and staff.
- To promote awareness of DEI principles through campaigns, events, and curriculum integration.

5. Key Policy Commitments

5.1. Inclusive Learning and Teaching:

- Promote inclusive curriculum design that incorporates diverse perspectives and authors.
- Encourage pedagogical methods that accommodate diverse learning styles and needs.
- Support the provision of reasonable accommodations for students with disabilities.

5.2. Equitable Recruitment and Employment:

- Implement blind recruitment practices where appropriate to mitigate unconscious bias.
- Strive for diverse representation on all hiring and promotion committees.
- Ensure equitable access to professional development and mentorship opportunities for all staff.

5.3. Accessible Infrastructure:

- Continuously audit and improve the physical accessibility of campus facilities, including hostels, libraries, laboratories, and common areas.
- Ensure digital accessibility of university websites, learning management systems, and online resources.

5.4. Student Life and Representation:

- Encourage and support the formation of diverse student clubs and societies.
- Ensure diverse student representation on university committees and decision-making bodies.

6. Grievance Redressal Procedure

Any member of the university community who believes they have been subjected to discrimination or harassment in violation of this policy is encouraged to seek redressal. The university provides multiple access points:

1. **Primary Channel:** Report to the **Internal Complaints Committee (ICC)** for matters related to gender-based harassment, or to the designated **EDI Committee Grievance Cell** for other forms of discrimination.
2. **Confidential Reporting:** Concerns can be raised via a dedicated, confidential portal/email managed by the Ethics Committee.
3. **Process:** All complaints will be treated with sensitivity and urgency, following principles of natural justice. The process will include timely investigation, appropriate disciplinary action if a violation is found, and support for the affected party.

7. Monitoring and Review

The Ethics Committee will submit an annual DEI report to the Board of Management, detailing progress, audit findings, grievance statistics, and strategic recommendations. This policy will be formally reviewed every two years, or more frequently if required by changes in law or university statutes.