

Gender Advancement for Transforming Institutions (GATI)

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In news : Recently the Department of Science and Technology has extended last date for GATI: Call for Expression of Interest from Universities and Research Institutions to Participate in Pilot

What is GATI?

- 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), Ministry of Science and Technology
- It ushers a new intervention programme for gender equality in science and technology in India

Background

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.

In this direction, 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. With the launch of GATI, India joins the list.

More about GATI

- **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.**

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.

Athena SWAN

- It is a charter established and managed by the UK

Equality Challenge Unit in 2005 that recognises and celebrates good practices in higher education and research institutions towards the advancement of gender equality: representation, progression and success for all.

- The Athena SWAN charter was established in 2005 and the first awards were conferred in 2006.
- The initial charter set out to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, mathematics, and medicine (STEMM) institutions of higher education and research.
- In 2011, the UK Chief Medical Officer made it a requirement for academic departments applying for funding from the English National Institution of Health Research to hold the Athena SWAN silver award.