

## Equality, Diversity, and Inclusion (EDI) Policy for O.P. Jindal Global University (2024-2028)

### 1. Introduction

O.P. Jindal Global University (JGU) is dedicated to fostering a diverse, equitable, and inclusive environment that empowers all members of the university community. This policy establishes a structured and time-bound approach to integrating EDI principles into governance, recruitment, curriculum, campus culture, accessibility, and accountability.

### 2. Policy Objectives

- **Cultivating an Inclusive Community:** Foster a culture of respect, belonging, and open dialogue where diversity is embraced.
- **Equitable Access and Opportunities:** Ensure fairness in recruitment, promotions, and academic advancement.
- **Enriching Curriculum and Research:** Integrate diverse perspectives in teaching and research to create a more inclusive knowledge base.
- **Support for Underrepresented Groups:** Strengthen initiatives that empower marginalized communities and promote social mobility.
- **Continuous Improvement and Accountability:** Establish a transparent, data-driven approach to assess and enhance EDI progress.

### 3. Targeted Goals and Timeline

Focus Area	Target	Year-wise Goals
<b>Governance &amp; Leadership</b>	Build a strong governance framework for EDI.	2024: Establish an EDI Committee. 2025: Appoint a Chief Diversity & Inclusion Officer, aligned with JGU’s Office of Student Life and Cultural Engagement. 2026: Develop and implement a university-wide EDI policy. 2027: Conduct an external review of governance effectiveness. 2028: Fully integrate EDI principles into JGU’s governance framework.
<b>Inclusive Recruitment &amp; Retention</b>	Ensure diverse representation among faculty, staff, and students.	2024: Introduce unconscious bias training for hiring committees. 2025: Launch targeted scholarships and mentorship programs such as Naveen Jindal Young Global Research Fellowship and need-based scholarships. 2026: Implement retention policies supporting diverse faculty and staff. 2027: Assess hiring and retention data for policy refinements. 2028: Strengthen international collaborations for diverse hiring. <b>Additional Initiatives:</b> Establish a Diversity Fellowship Program to attract scholars from diverse socio-economic backgrounds.

Focus Area	Target	Year-wise Goals
<b>Curriculum &amp; Research</b>	Embed diverse perspectives in academic programs and research.	2024: Conduct an EDI audit of academic programs. 2025: Train faculty in inclusive teaching methodologies. 2026: Introduce mandatory EDI awareness modules in collaboration with the Jindal Institute of Behavioural Sciences (JIBS). 2027: Promote interdisciplinary research on equity and inclusion. 2028: Ensure curriculum updates align with evolving EDI standards. <b>Additional Initiatives:</b> Establish a Centre for Inclusive Education & Research to promote EDI-focused studies and policy recommendations.
<b>Campus Culture &amp; Student Experience</b>	Foster an inclusive and welcoming campus environment.	2024: Conduct a campus climate survey. 2025: Establish safe spaces and student support groups Gender Sensitization Committees and LGBTQ+ Support Networks. 2026: Organize an annual Diversity & Inclusion Week. 2027: Strengthen student-led initiatives on EDI. 2028: Implement mandatory EDI training for student organizations. <b>Additional Initiatives:</b> Launch an EDI Ambassador Program, where students act as peer educators and advocates for inclusivity on campus. Collaborate with international universities for cultural exchange programs promoting diversity.
<b>Accessibility &amp; Support Services</b>	Ensure accessible infrastructure and student support services.	2024: Conduct an audit of campus and digital accessibility. 2025: Expand mental health support with culturally competent counsellors through JGU's Counselling Centre. 2026: Develop financial aid programs for underprivileged students. 2027: Enhance physical and digital accessibility across campus. 2028: Establish an EDI resource centre for advocacy and guidance. <b>Additional Initiatives:</b> Implement a Digital Inclusion Policy, ensuring all online resources meet accessibility standards for students with disabilities. Partner with leading assistive technology providers to enhance learning experiences for students with disabilities.
<b>Monitoring, Evaluation &amp; Accountability</b>	Implement a data-driven approach for EDI progress assessment.	2024: Develop a framework for tracking EDI metrics. 2025: Publish an annual EDI report. 2026: Integrate EDI benchmarks into performance reviews. 2027: Conduct an external audit of EDI initiatives. 2028: Align EDI reporting with global best practices. <b>Additional Initiatives:</b> Establish an EDI Awards & Recognition Program to celebrate departments and individuals championing inclusivity. Participate in global university diversity rankings to assess JGU's standing in EDI initiatives.

#### 4. Implementation and Review

- **The EDI Committee** will oversee policy execution and ensure adherence to outlined initiatives.
- **Regular stakeholder consultations** will be conducted to refine and adapt strategies based on feedback.
- **Annual reviews** will assess policy effectiveness, with necessary revisions implemented as required.

By enacting this policy, JGU reaffirms its commitment to fostering an inclusive, diverse, and equitable academic environment that aligns with global standards and QS Star accreditation benchmarks.