

Government of India
Ministry of Science and Technology
Department of Science and Technology
Gender Advancement for Transforming Institutions (GATI)

The GATI Charter (Provisional)

The GATI Charter is based on ten key principles. As a signatory to the Charter, we believe that it is a moral imperative for all institutions to provide equal opportunity to women, particularly those in Science, Technology, Engineering, Medicine and Mathematics (STEMM) areas, at all levels. By being a part of this progressive charter, we commit to adopting its guiding principles within our policies, practices, action plans and culture for transformative change.

1. We acknowledge that the role of higher education and research institutions is to serve a broad diversity of students, faculty, staff and other stakeholders providing equal opportunity to all.
2. We realize that diversity enhances excellence and academia cannot reach its full potential unless it can create systems to value, nurture and benefit from the talents of all in the community.
3. We acknowledge that people of all genders are equally capable of making valuable contributions and promoting excellence in all areas of human enterprise.
4. We recognize, in particular, the importance of advancing gender equity in Science, Technology, Engineering, Medicine and Mathematics (STEMM) areas.
5. We are deeply concerned that discouraging experiences, implicit and explicit bias inhibits the full participation of women in science from an early stage, being more pronounced in some disciplinary domains than others.
6. We are deeply concerned about the high rate of loss of women across the career pipeline, their underrepresentation in the profession – in particular, in senior academic and leadership roles.
7. We recognize that all individuals have identities shaped by different factors at different stages of their career and that institutional support structures are required for facilitating work and enhancing professional contribution of academia, in particular of women.
8. We acknowledge that advancing gender equality requires strong leadership, participative action and sustained effort to bring in systemic and cultural changes through well deliberated policy initiatives at all levels of the organization.
9. We commit to creating a safe and nurturing environment for women and developing action plans for removing the barriers to their progression in particular, at major points of career development including the transition from higher studies into a sustainable academic career and advancement to the top positions thereafter.
10. We appreciate that mainstreaming, assimilating and sustaining positive impact policies and actions for gender advancement will bring transformative changes in the overarching climate/socio-cultural ethos/ecosystem leading the institution towards distinctive excellence.