



A DOCUMENT

ON

**GENDER ADVANCEMENT FOR TRANSFORMING
INSTITUTION (GATI)**

at

**ICAR-NATIONAL DAIRY RESEARCH INSTITUTE,
KARNAL**



ABOUT GENDER ADVANCEMENT FOR TRANSFORMING INSTITUTION

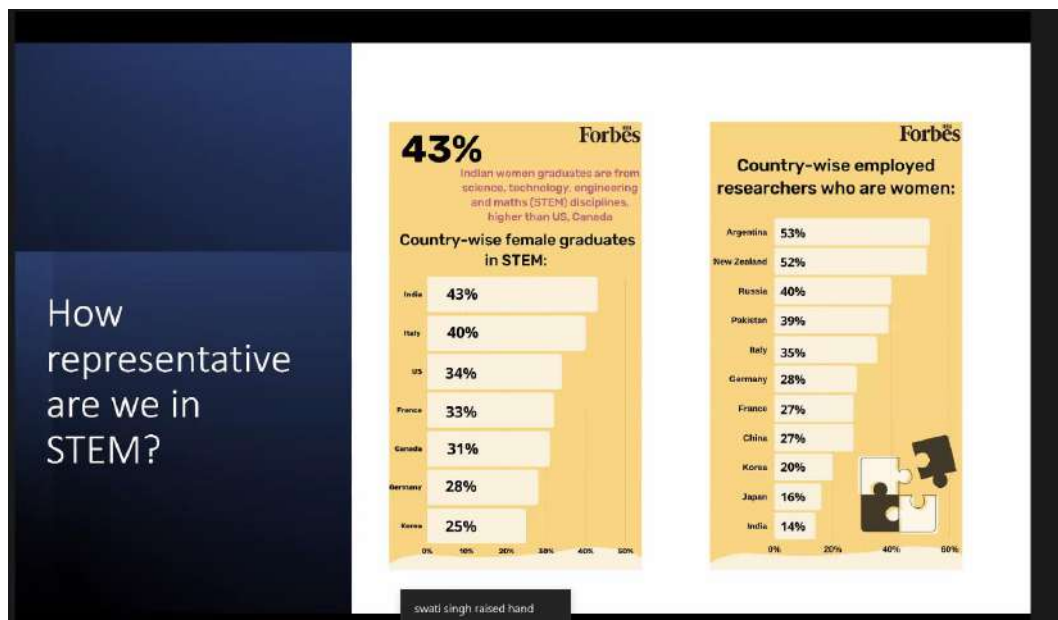
(GATI): A PILOT PROGRAM OF KIRAN DIVISION,

Department of Science and Technology, GoI

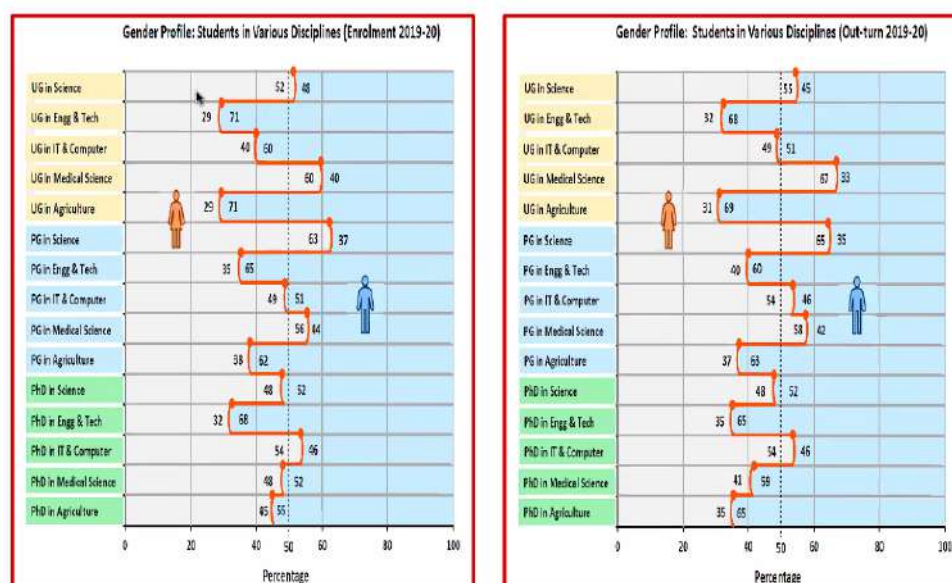
In India, around 43 per cent of Science, Technology, Engineering Mathematics and MEDICINE (STEMM) graduates are women, which is the highest in the world. However, it is a concerning situation wherein their share in STEM jobs is a mere of 14 per cent. The possible reasons behind low participation of women in STEMM jobs range from social stereotypes to safety related issues at their workplace. Patriarchal attitudes, better networking opportunities for their male counter-parts and a biased load of household responsibilities further hinder their career progression. Realizing this disparity, Department of Science and Technology (DST) under the aegis of the WISE-KIRAN Division launched an initiative by the name - Gender Advancement for Transforming Institutions (GATI). GATI aims to nudge institutions of higher education and research towards supporting diversity, inclusion and the full spectrum of 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 (STEMM) disciplines at all levels, addressing deep-rooted problems. With the launch of GATI, India joins the list of International Gender Equality Charters such as Athena Swan (Scientific Women's Academic Network) in UK and Ireland; SAGE (Science in Australia Gender Equity) Athena Swan in Australia; SEA Change (STEM Equity Achievement Change) in US and DIMENSIONS in Canada.

It is an immense pleasure, honour and a proud moment for **ICAR-National Dairy Research Institute, Karnal** to be **selected as one of the pilot institutes** for this very timely initiative of DST. With this, NDRI is also **one amongst the top 30 institutions selected pan India** through a competitive proposal call which was advertised in November, 2020. With the initiation of the GATI program at NDRI, the institute aim towards the betterment of working environment and empowerment of faculty, staff and students especially women. As a first step, the institute has been organizing various gender sensitization events for the past few months. Some of these events include logo designing competition, felicitation of women scientist for publishing research papers in high impact journals as a mark for motivating them to do even better and webinars on the occasion of National Science Day and International Women's Day, etc. Further, the remarkable feature of these webinars were that out of the seven speakers invited so far, six were women researchers and academicians holding positions of great repute and eminence.

The problem pertaining to this gender gap of women scholars and women professionals needs to be addressed at societal as well as at the policy and institutional level. We, at NDRI, are committed to design gender sensitive policies and infrastructure to bridge the gender divide; and tenaciously believe that increased participation of women in science and policy making is a sine-quo-none for sustainable development of both science and society.



All India State of Higher Education Towards Gender Parity @ UG, PG, PhD



Ref: AISHE 2019-2020

Unequal at Work ...



% Female Employment in Services

- **World:** 28.5% female in employment
- **India:** 30.4% in 1990 → 23.4% in 2019
- **Unpaid Caregiving**
 - Women: 21.7% Men: 1.55%
 - Women: 5hr 52min Men: 52 min

ILO Estimate 2020

GATI Charter: Ten Key Principles



| Explicitly acknowledge problems and evidence | Address issues |
| Integrate principles in institutional strategic vision |

The GATI Model and Process



Gender Equity Indicator Framework

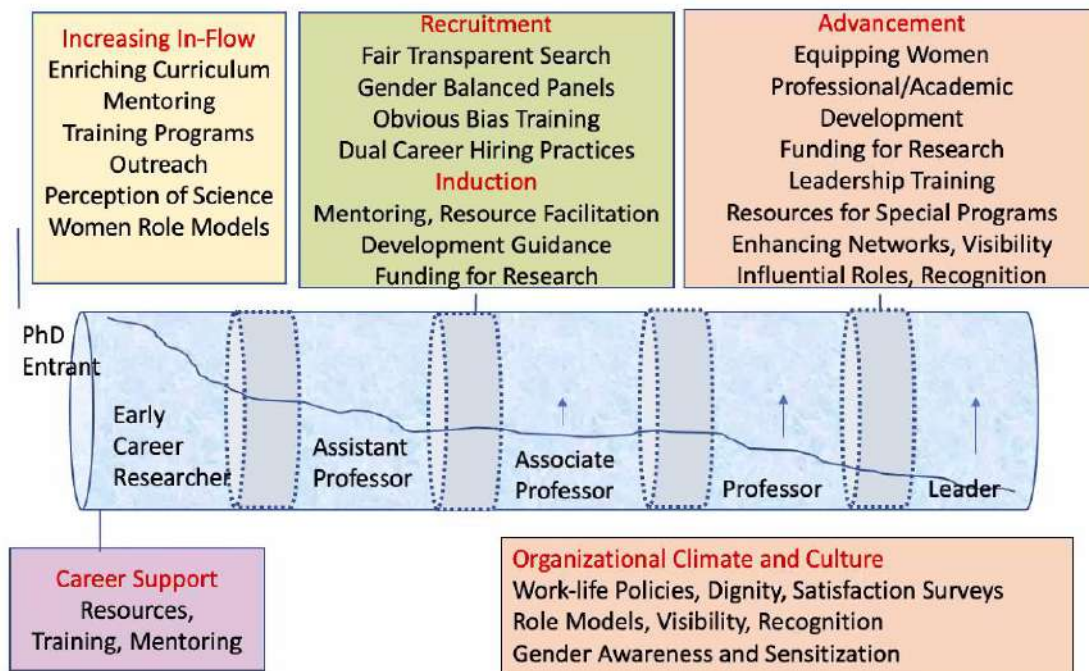


1. GATI Self-Assessment Process
2. Gender Profile of the Institution
3. Gender Advancement, Career Progression, Leadership
4. Gender Policies, Processes, Procedures, Practices
5. Gender Climate and Organizational Culture
6. Institutional Values, Best Practices and Case Studies
7. Institutional Strategy for Gender Integration

Criteria-based Assessment and Accreditation

The Academic Lifecycle

Institutional Transformation Initiatives



GATI ... Catalyzing Change



- Language of Equity ... **Shared vocabulary**
- Changing Mindset ... **Overcoming obvious bias**
- Upholding Statutory Obligations ... **Diversity, Inclusion**
- Gender Policy Framework ... **Oversight Mechanisms**
- Gender Budgets ... **Affirmative Actions**
- Accountability and Transparency ... **Building Trust**
- Comprehensive Reforms ... **Not the Deficit Model**
- Gender Vision and Agency ... **Sustained progression**

... Pilot Institutions as Critical Actors

GLIMPES OF ACTIVITIES OF GENDER ADVANCEMENT FOR TRANSFORMING INSTITUTION (GATI)

at

ICAR-NATIONAL DAIRY RESEARCH INSTITUTE, KARNAL



Launch Workshop of GATI



Launch Workshop

April 30, 2022



**Gender Advancement for Transforming Institutions (GATI)
& Felicitation to Padma Shri Prof. (Dr.) M.L. Madan**

Chief Guest

हार्दिक
अभिनंदन



**Hearty
Welcome**

Dr. Trilochan Mohapatra

Secretary, DARE, Govt. of India &
Director General, ICAR, New Delhi



Dr. B.N. Tripathi
DDG (Animal Sciences)
ICAR, New Delhi



Dr. M.L. Madan
Padma Shri



Coordinators : GSAT Members

**ICAR-National Dairy Research Institute
Karnal-132001, Haryana**



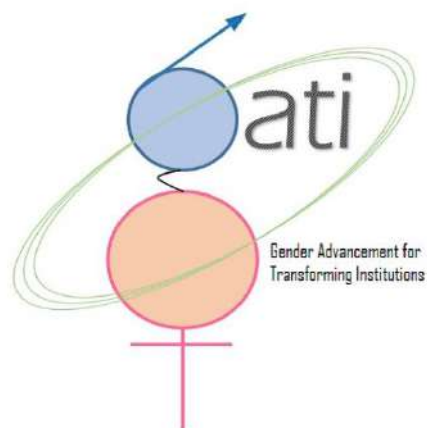
FELICITATION OF GATI AWARD WINNERS DURING REPUBLIC DAY CELEBRATIONS 2022

ICAR-National Dairy Research Institute, Karnal organized GATI logo competition. The students from B.Tech, M.Tech and PhD participated in the event. In total, four prizes were given after the selection by GSAT. First prize was awarded to Mr. Sachidananda Hota, B.Tech student; second prize was won by Mr. Shivam Bhardwaj, PhD scholar; third prize was won by Ms. Arushi Rozra, B.Tech student. GSAT also decided to give one consolation prize which was awarded to Mr. Akash Rathod, PhD scholar. The students were awarded during Republic day celebrations by Honorable Director and Vice- Chancellor, NDRI, Karanl- Dr. Manmohan Singh Chauhan.

For the motivation of women scientists working at the institute, best research paper award was announced for publishing the research in highest impact journal. To this, the entries were received from women scientists working at various levels of their career, i.e. early, mid and senior levels. The first best research paper award was given to Dr. Neelam Upadhyay, Scientist-Senior Scale (Food Technology) for publishing her research work as lead/ corresponding author in 'Waste Management'- an Elsevier journal having impact factor of 7.145, while second best research paper was jointly shared by Dr. Bimlesh Mann, Principal Scientist (Dairy Chemistry) and Dr. Heena Sharma, Scientist (Livestock Products Technology) for publishing their work (separately) as corresponding/ first author in 'Food Research International'- an Elsevier journal having an impact factor of 6.475. The awards were presented by Honorable Director and Vice Chancellor of NDRI to the women scientists during Republic Day Celebrations on 26.01.2022.

The pictures of all the prize winners are given in below

Pictures of prize winners	Logo
	
Mr. Sachidananda Hota- First Prize for logo competition	



Mr. Shivam Bharadwaj- Second prize for logo competition



Ms. Arushi Rozra- Third Prize for logo competition



Akash Rathod - Consolation prize for logo competition

GATI AWARDS TO WOMEN SCIENTISTS FOR PUBLISHING IN HIGH IMPACT JOURNALS



Dr. Neelam Upadhyay receiving First Best Research Paper Award from Director, NDRI for publishing her research work in research journal having **7.145 impact factor**



Dr. Bimlesh Mann receiving Second Best Research Paper Award from Director, NDRI for publishing her research work in research journal having **6.475 impact factor**



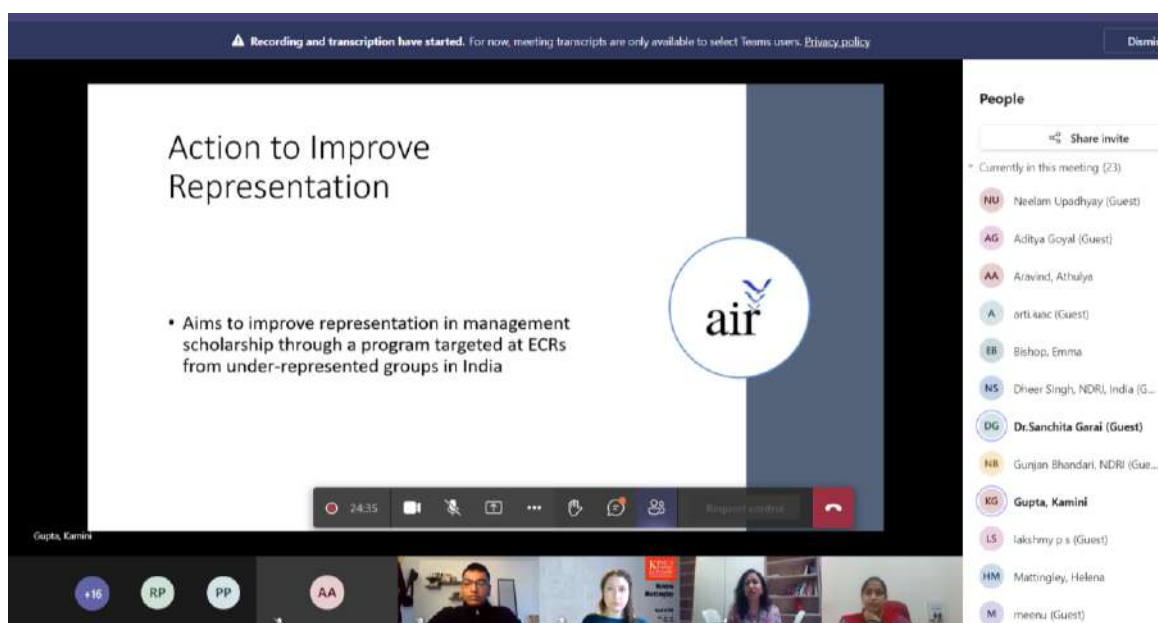
Dr. Heena Sharma receiving Second Best Research Paper Award from Director, NDRI for publishing her research work in research journal having **6.475 impact factor**

Meetings of GATI Self Assessment Team (GSAT) for discussing the progress of GATI and strategies for taking up various activities under GATI

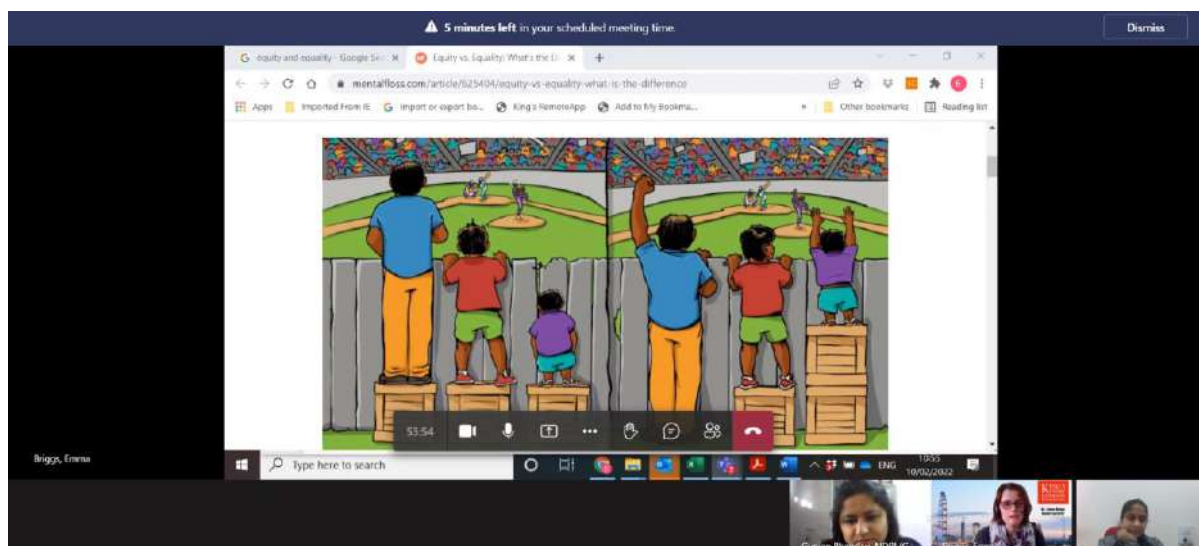
[17.12.2022; 01.02.2022; 04.02.2022; 17.02.2022; 20.04.2022; 27.04.2022]



Mentor- Mentee Meetings/ International Symposium with King's College London



International Symposium With King's College, London And Indian GATI Institutions On
27.01.2022



Mentor-Mentee Meeting With King's College, London On 07.03.2022

Webinars being organized under GATI

NATIONAL SCIENCE DAY
February 28, 2022



**Webinar
on**

**Environmental Issues & Sustainable
Approaches**

Patron



Dr. M.S. Chauhan
Director & VC
ICAR-NDRI, Karnal

Co-Patrons



Dr. Dheer Singh
Joint Director (R) &
Nodal Officer, GATI
ICAR-NDRI, Karnal



Dr. R.R. B. Singh
Joint Director (A)
ICAR-NDRI, Karnal

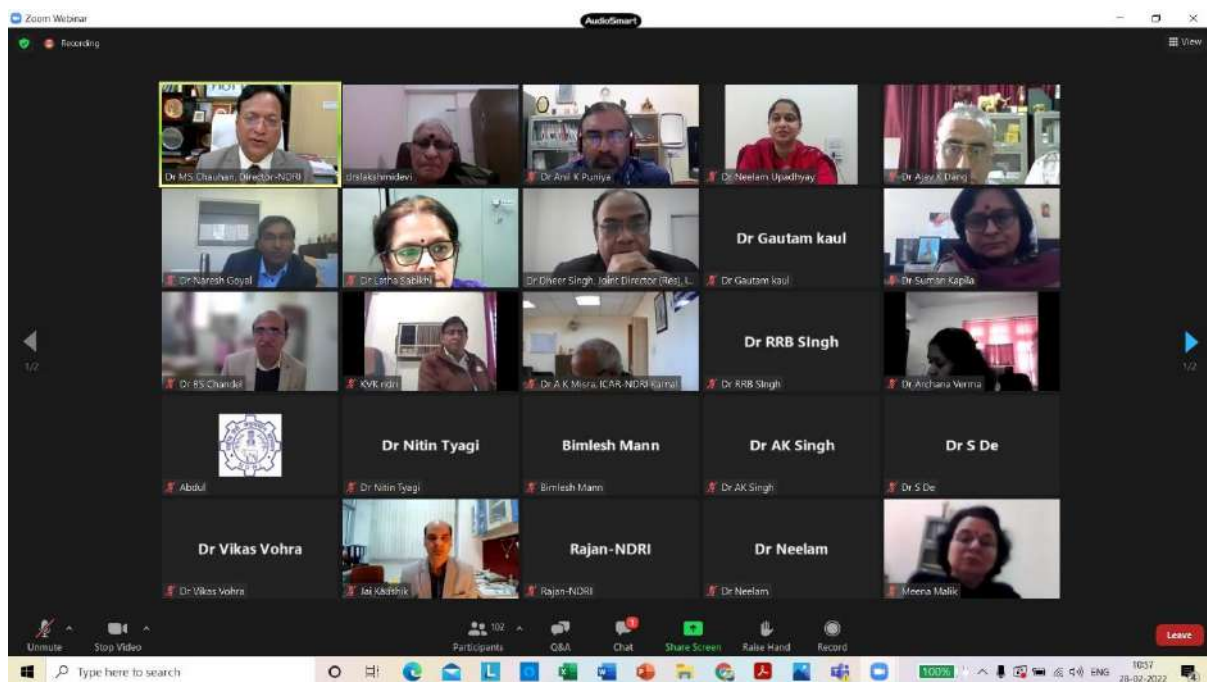
Organizing Secretaries
Dr. Suman Kapila
Dr. Neelam Upadhyay
Dr. Gunjan Bhandari



Dr. S. Lakshmi Devi
**Hony. Director, Centre for Entrepreneurship &
Career Oriented Program, University of Delhi**

Dr. S. Lakshmi Devi, the founder Principal, Shaheed Rajguru College of Applied Sciences for Women, University of Delhi is a noted academician, researcher & administrator. She has worked as a member of several task forces/ groups on women health, education & empowerment. She is the President of WOW (Well Being of Women), India since 2007. She has a number of publications in national & international journals to her credit. She has been awarded with Life-time achievement award from the Delhi Gynecologist Forum, Dr. Abdul Kalam award from WOW-India and a plaque of Honor from Botanical Society, DU.

Zoom Link
<https://us02web.zoom.us/j/86296349042>
February 28, 2022; 10.00 a.m.



हमें प्राकृतिक संसाधनों को बचाना है : डॉ. एस लक्ष्मी

ट्रांसफॉर्मिंग इंस्टीट्यूशन के तत्वावधान में राष्ट्रीय विज्ञान दिवस का आयोजन

भास्कर न्यूज़ | कर्नाल

एनडीआरआई के निदेशक डॉ. मनमोहन सिंह चौहान ने बताया कि आजादी का अमृत महोत्सव की एक पायलट परियोजना की तहत ट्रांसफॉर्मिंग इंस्टीट्यूशन (जीएटीआई) के तत्वावधान में राष्ट्रीय विज्ञान दिवस का आयोजन किया। उन्होंने बताया कि विज्ञान दिवस 28 फरवरी को सर चंद्रशेखर वेंकट रमन द्वारा की गई रमन प्रभाव खोज को याद करने के लिए मनाया जाता है। उन्होंने बताया कि सर चंद्रशेखर वेंकट रमन को वर्ष 1930 में भौतिकी के क्षेत्र में नोबेल पुरस्कार मिला था।

इस अवसर पर दिल्ली विश्वविद्यालय के अनुप्रयुक्त विज्ञान महाविद्यालय शहीद राजगुरु के संस्थापक प्राचार्य डॉ. एस लक्ष्मी देवी द्वारा वर्चुअल मॉड में पर्यावरण संबंधी मुद्दे और सतत दृष्टिकोण पर एक प्रमुख व्याख्यान दिया गया। डॉ. लक्ष्मी देवी ने कहा कि हमें प्राकृतिक संसाधनों को बचाना है, बिजली के



कर्नाल. राष्ट्रीय विज्ञान दिवस पर ऑनलाइन व्याख्यान में संबोधित करते हुए।

वैकल्पिक स्रोतों को विकसित करना है और अपनी बढ़ती आबादी को कम करने का भी प्रयास करना है। उन्होंने बताया कि जैसे-जैसे विभिन्न प्राकृतिक संसाधन समाप्त होते जा रहे हैं, अपशिष्ट प्रबंधन के लिए पानी की कमी और जैव विविधता के नुकसान के मुद्दों पर गौर करने की तत्काल आवश्यकता है। उन्होंने पेड़ों के संरक्षण और संरक्षण के उद्देश्य से चिपको आंदोलन पर भी प्रकाश डाला।

निदेशक डॉ. मनमोहन सिंह चौहान ने बताया कि विज्ञान और

प्रौद्योगिकी को अपने दैनिक जीवन में लोकप्रिय बनाने के लिए लोगों में जागरूकता लाने के लिए पूरे भारत में विज्ञान दिवस मनाया जाता है। उन्होंने कहा कि एनडीआरआई ने ओवम पिक् अप क्लोनिंग जैसी पशु प्रजनन तकनीकों के क्षेत्र में महत्वपूर्ण योगदान दिया है और कई अद्वितीय डेयरी उत्पाद भी विकसित किए हैं। छात्रों को शिक्षा प्रदान करने के अलावा, कई किसान और डेयरी उद्योगपति पिछले दशकों में एनडीआरआई प्रौद्योगिकीय से लाभान्वित हुए हैं।



Two Day Webinar Series on International Women's Day-2022

Theme:

Gender Equality Today for a Sustainable Tomorrow

(Online mode)

7-8 March, 2022

Claiming our authentic self to create a more representative world

07th March 2022 at 03:00 pm



Dr. Kamini Gupta

Lecturer, King's Business School,
King's College London, London

Organising Committee



Chief Patron:

Dr. M.S. Chauhan

Director and Vice-Chancellor, ICAR-NDRI

Patrons:

Dr. Dheer Singh

Joint Director (Research) &
Nodal Officer, GATI, ICAR-NDRI

Dr. R.R.B. Singh

Joint Director (Academics), ICAR-NDRI

Chairperson:

Dr. Suman Kapila

Principal Scientist, ABC Division

Co-Chairperson:

Dr. Neelam Upadhyay

Scientist, DT Division

Organizing Secretary:

Dr. Gunjan Bhandari

Scientist, DESM Division

Co-organizing Secretaries:

Dr. Sanchita Garai

Scientist, DEX Division

Dr. Sudarshan Kumar

Senior Scientist, ABTC



Dr. Shiva Durga

Assistant Professor, Department of English
Institute of Applied Sciences & Humanities
GLA University, Mathura, Uttar Pradesh, India

A retrospective analysis of
ancient ethics and a perspective
modern-outlook on Women

07th March 2022 at 03:45 pm



Gender Mainstreaming in
Higher Educational Institutions

08th March 2022 at 03:00 pm

Dr. Vageshwari Deswal

Professor, Faculty of Law,
University of Delhi, Delhi, India



Dr. Latha Sabikhi

Principal Scientist and Former Head
Dairy Technology Division
ICAR-National Dairy Research Institute
Karnal, Haryana, India

Women and Entrepreneurship
in India

08th March 2022 at 04:00 pm

Organised by:



ICAR-National Dairy Research Institute
Karnal-132 001, Haryana

GATI PILOT

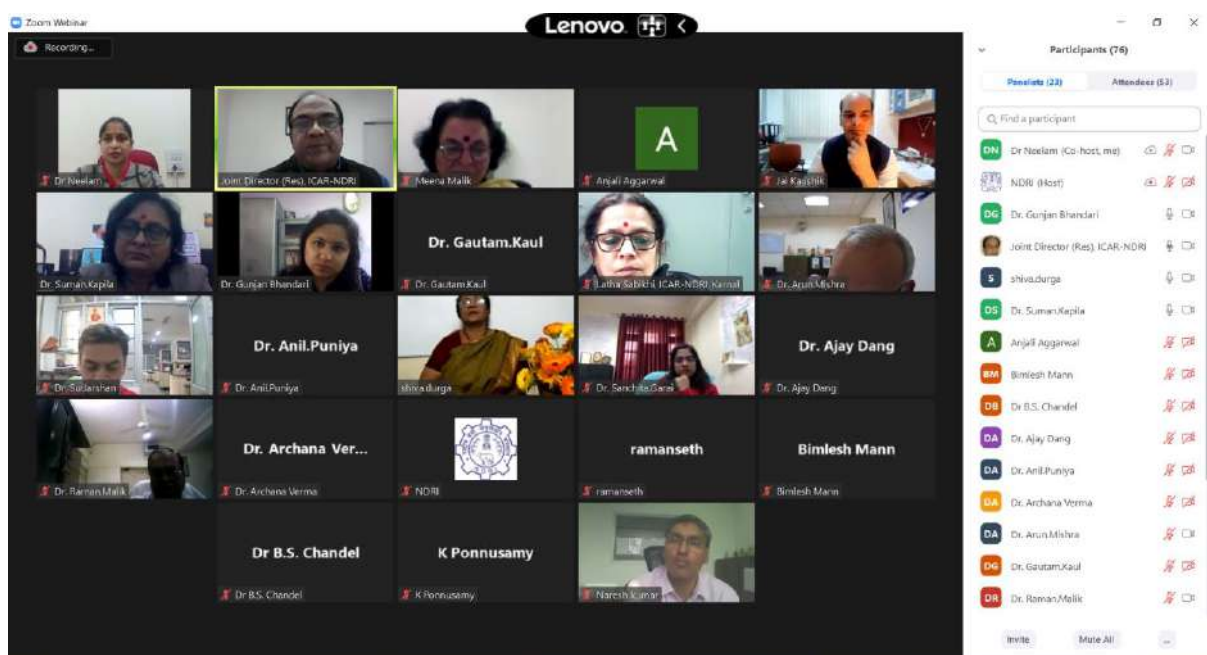
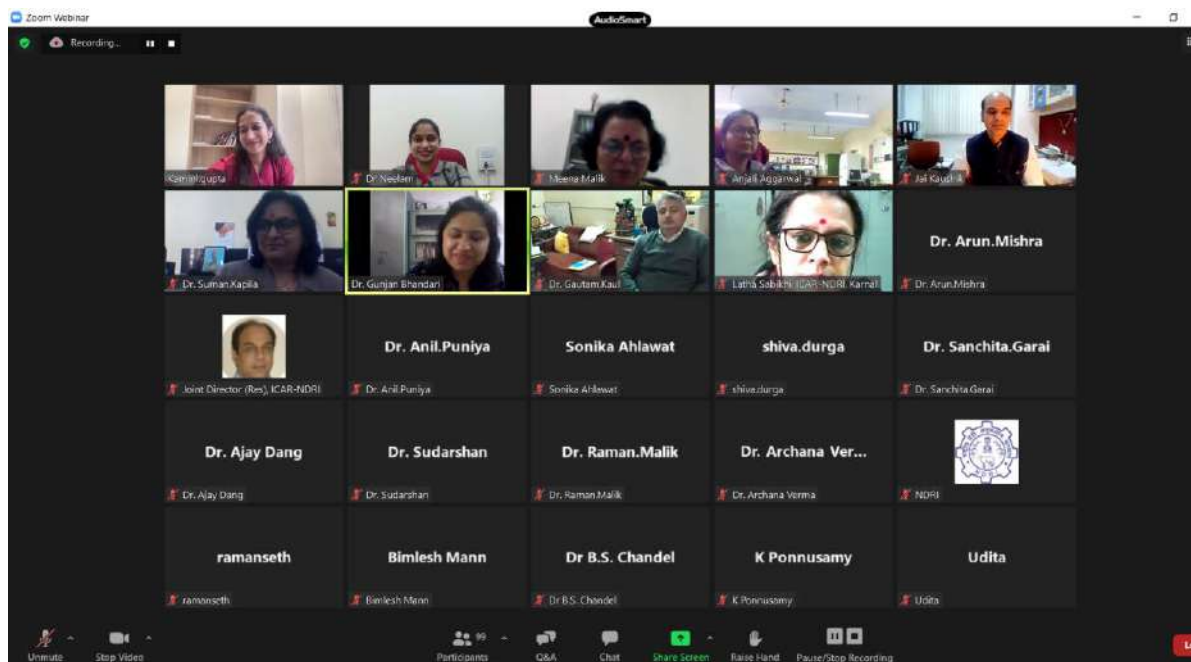
Gender Advancement for
Transforming Institutions

A DST Initiative



Zoom Link :

<https://us02web.zoom.us/j/81527261804>





NATIONAL WEBINAR



on

The GATI Pilot: Leading the Change

Patron



Dr. M.S. Chauhan
Director & VC
ICAR-NDRI, Karnal

Co-Patron



Dr. Dheer Singh
Joint Director (R) &
Nodal Officer, GATI
ICAR-NDRI, Karnal

**GSAT Members
ICAR-NDRI**

Dr. Suman Kapila
Dr. Sudarshan Kumar
Dr. Sanchita Garai
Dr. Neelam Upadhyay
Dr. Gunjan Bhandari
Priyanka Goyal
Snigdha Patowary
Snehadri Mahanta
Shakuntala Rani
Shikha Rana



Dr. Pratibha Jolly

Principal Investigator, GATI Pilot
Academic Consultant,

National Assessment and Accreditation Council (NAAC)

Dr. Pratibha Jolly, Former Principal of Miranda House, the premiere college for women, University of Delhi is leading the development of GATI (Gender Advancement for Transforming Institutions) as the Principal Investigator of this novel pilot project launched by the Department of Science and Technology. She is fellow of National Academy of Sciences India (NASI) and Institute of Physics (IOP), UK. Currently, she is working with National Assessment and Accreditation Council (NAAC) as Academic Consultant.

Zoom Link:

<https://us02web.zoom.us/j/87225532325?pwd=cVZoeEVDY2tkTXl1ZEhnSjlyNDkxUT09>

Date: April 13, 2022

Time: 11.00 a.m.

Recording...

Lenovo

The GATI Pilot: Strategic Intent

GATI PILOT
Gender Advancement for
Transforming Institutions

To nudge Institutions towards supporting
diversity, inclusion and the full spectrum of
talent for success and progression of all

Snigdha Joshi
Dr Neelam Upadhyay
Latha Babitha, ICAR-NDRI, K...

sudarshan kumar
Dr. S Kapila
Anupama Mukh...

sudarshan kumar
Dr. S Kapila
Anupama Mukherjee, NDRI

Dr Archana Ver...
NDRI
Computer Centre

Dr Archana Verma
NDRI
Computer Centre

Dr K.S. Kadian
Snigdha Patowa...
Snigdha Patowary, NDRI
Dr Raj Kumar

Snigdha Mahanta

Zoom Webinar

Recording...

Lenovo

Snigdha Joshi
Dr Neelam Upadhyay
Dr Snigdha Garai
Anupama Mukherjee, NDRI

sudarshan kumar
Dr. S Kapila
NDRI
Computer Centre

sudarshan kumar
Dr. S Kapila
NDRI
Computer Centre

Dr K.S. Kadian
Snigdha Patowa...
Snigdha Patowary
Dr Archana Verma
Dr Raj Kumar

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12:59
13-04-2022

Under the dynamic leadership and guidance of

Dr. Manmohan Singh Chauhan, Director and Vice Chancellor, ICAR-NDRI,
Karnal

And

Dr. Dheer Singh, Joint Director (Research and Academics) and Nodal Officer,
GSAT, ICAR-NDRI, Karnal

Compiled by:

Dr. Suman Kapila, PS, ABC Division and Member, GSAT
Dr. Sudarshan Kumar, Senior Scientist, ABTC and Member, GSAT
Dr. Sanchita Garai, Scientist, DX Division and Member, GSAT
Dr. Neelam Upadhyay, Scientist, DT Division and Member Secretary, GSAT
Dr. Gunjan Bhandari, Scientist DES&M Division and Member, GSAT
Ms. Priyanka Goyal, Research Scholar, ABC Division
Ms. Snigdha, Research Scholar, DES&M Division
Ms. Snehadari, B. Tech student, DT Division
Mrs. Shakauntla Rani
Mrs. Shikha Rana