

Gender Advancement for Transforming Institutions (GATI)

Partnership Concept Note

About GATI

The British Council is partnering with the Department of Science and Technology, Government of India, to introduce a gender equality framework, drawing upon successful models in the UK, namely Athena Swan. This pilot project would be customised to the requirements of the Indian context, with a focus on bringing about transformational change. The project aims to create a new ecosystem that will be based on building competencies of institutions and through ongoing support and a mutual learning process between Indian and UK. This will entail examining the full life cycle in the profession of women in STEMM at various levels in the institution, including:

- progression into academia and research
- preparation for the workplace and future of work
- employment opportunities, work environment and support systems
- building competencies for lifelong learning
- progression through career and professional opportunities
- carving pathways and laying milestones towards leadership roles

The project will assess, accredit and recognise institutions through Certification and Awards, and also engage, mentor, partner and support institutions as they work towards reaching the global best practice for gender equality. This will also be informed by sharing of experiences and good practice and proactive partnerships.

It will also look at developing and strengthening networks of women in higher education and science in India, through the GATI pilot institutions, with similar networks in the UK with the objective of connecting, collaborating and amplifying the desired impact of this project.

At pilot stage, the project will be implemented in 20-25 higher education, science and technology institutions in India.

The project objectives, outcomes and outputs are as follows:

Objective: To influence the development of policies and that will enable progress towards achieving gender equality in science, technology and higher education institutions in India	
Outcomes	Outputs
1. Science, technology and higher education institutions in India develop and practice gender inclusive processes and systems	1.1 A gender equality framework contextualised to the requirements of the Indian system has been developed
	1.2 Participating institutions have applied for certification / award under the Indian framework
2. To develop sustainable partnerships between India and UK in bringing about gender equality in science, technology and higher education institutions in India	2.1 Partnerships for mentoring and support are established between UK institutions and Indian institutions
	2.2 Platforms and networks for sharing good practice and amplifying impact are developed and strengthened

About the partnering programme:

British Council and Advance HE are looking for up to six Athena SWAN Charter members (including both UK Higher Education Institutions (HEIs) and Research Institutes) who have been through at least one successful application round, have staff members who have been Athena SWAN panellists and currently hold an Athena SWAN award to partner with four to five Indian HEIs or Research Institutes each for 12 months around the Equality Charters process. The mapping of the Indian HEIs or Research Institutes to the UK HEIs / Research Institutes will be facilitated by the British Council and Department of Science and Technology, in consultation with our partner Advance HE..

The role of the UK HEIs and Research Institutes will be to support the Indian HEIs and research institutes through their Equality Charters process providing guidance and advice around conducting a thorough self-assessment, qualitative and quantitative data collection and analysis, creating SMART (specific, measurable, achievable, relevant and time-bound) action plans and providing examples of good practice initiatives that have worked in their institution and how they enabled them to be sustainable.

The UK institutions will share their most recent application (redacted) and will play a discussant role to Indian HEIs and provide advice, support and feedback on the content of their draft applications. Each Athena SWAN partner institution will provide an EDI lead and a senior leader contact for the partnering scheme.

Once the application and selection process is completed, British Council will execute a grant agreement with the selected UK HEIs and Research Institutes valued at GBP 25,000 per institution. Additionally, there will be a signed agreement between the partnering organisations in India and UK, that all materials shared during this partnership programme will only be allowed to be shared internally in the participating organisations and cannot be shared externally.

Advance HE will facilitate the use of Advance HE Connect as an online networking portal and as a depository of useful resources. Advance HE Connect is a free online networking tool <https://connect.advance-he.ac.uk/> and a training session will be provided for all UK and Indian participants. The specific sessions detailed in the below framework plan will take place via zoom or teams between the Indian GATI pilot participants and the UK partner

In addition to the Advance HE Connect training session, colleagues from the GATI project will run a webinar for the UK Athena SWAN partners providing background data and information on the higher education and science research sector in India, including explaining what academic progression is like in Indian HEIs and research institutes e.g. recruitment and promotions structures, career development and appraisal systems etc. the challenges for gender equality in STEMM in higher education and research in India and data around India's leaky pipeline in STEMM in higher education and research.

Partnership plan:

Phase	Topic/support area	Key points to cover for the mentors	Indicative time commitment from and timeframe for the UK partners
1	Starting out: how to approach your equality charter journey	<p>Why gender equality in higher education and research is important and how the charter process has had an impact in my organisation.</p> <p>How to foster buy-in throughout the institution and address any resistance.</p> <p>The purpose and importance of conducting a thorough self-assessment of policies, practices, structures and cultures in an organisation.</p> <p>How to plan for self-assessment – what are the structures and supports you should have in place <i>prior</i> to starting your equality charter process.</p>	<p>A two-hour remote video session, including a presentation and Q&A session one month after the GATI pilot participants being selected.</p> <p>Presentation material to be shared with GATI pilot participants so they can share them internally to their organisation.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>

<p>2</p>	<p>The self-assessment process</p>	<p>How to form a self-assessment team (SAT), including the roles of team members and how to choose them and appropriate recognition for the work of the SAT.</p> <p>How to build your self-assessment team activity – including the responsibilities of the team.</p> <p>Consultation, communication and engagement with staff and students – including discussion around what’s appropriate consultation, how frequent should you consult, effective ways of communicating the work that you are doing and why it is important, how to get staff and students to engage and respond.</p> <p>How to future plan and future proof equality charter work so that it becomes embedded in the organisations systems and structures.</p>	<p>A three-hour remote video session, including a presentation and Q&A session two months after the GATI pilot participants being selected.</p> <p>Presentation material to be shared with GATI pilot participants so they can share them internally to their organisation.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>
<p>3</p>	<p>Data collection and analysis:</p>	<p>The importance of collecting quantitative data and knowing your baselines, how to find the data you need in your institution, where are the data gaps likely to be and what can be done to plug them and setting up quantitative data collection systems for the future.</p> <p>Benchmarking data, why it’s important and where can you find it.</p> <p>Using qualitative data to unpick your quantitative data and inform analysis and action.</p> <p>Assessing your data and writing it up, balancing descriptive and analytical narrative.</p> <p>The importance of clear data presentation including hits and tips for data presentation.</p>	<p>A three-hour remote video session, including a presentation and Q&A session three months after the GATI pilot participants being selected.</p> <p>Presentation material to be shared with GATI pilot participants so they can share them internally to their organisation.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>

4	Action planning for success	<p>What is a SMART (specific, measurable, achievable, relevant and time-bound) action plan and what is the best process to develop one – including the importance of baseline data to set specific actions and measurable targets, the importance of outcome focused actions and targets over output focused ones, dividing up accountability and responsibility and setting realistic clear timelines and milestones.</p> <p>The UK partners will present on how they are implementing their institutional action plans and what happens if an action doesn't work or the success target isn't reached.</p>	<p>A two-hour remote video session, including a presentation and Q&A session four months after the GATI pilot participants being selected.</p> <p>Presentation material to be shared with GATI pilot participants so they can share them internally to their organisation.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>
5	Lessons learned and good practice examples	<p>The UK partners will present on their lessons learned and good practice initiatives that have been developed as part of the equality charters process and have had a measurable positive impact. Key discussion areas will include (but will not be limited to): recruitment and promotion policies and practices, partnership and leadership development and leadership and management of the organisation.</p>	<p>A 90-minute remote video session, including a presentation and Q&A session four months after the GATI pilot participants being selected.</p> <p>Presentation material to be shared with mentees so they can share them internally to their organisation.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>
6	Sharing Athena SWAN material	<p>Athena SWAN partners to share their (redacted) AS submissions, action plans, and panel feedback with Indian GATI pilot participants.</p>	<p>The submission, action plan and feedback will be shared two months after the GATI pilot participants are selected. This will be followed up two months later by a 60-minute remote video discussion on the</p>

			<p>shared documents including a Q&A session.</p> <p>Follow up discussions and questions to be answered via HE Connect portal.</p>
7	Wider workshop participation	<p>Participate in the three group workshops supporting break out group facilitation and providing at least one speaker for the workshops below:</p> <ol style="list-style-type: none"> 1. The Impact of Athena SWAN on my career: a session including case studies from academic staff. 2. Thinking like a charters panellist: UK panellists discussing their experiences of assessing Athena SWAN applications. 3. Maintaining momentum regardless of award outcome: UK Athena SWAN members discussing lessons learned after an unsuccessful submission 	<p>Plan will be developed collaboratively with the British Council, Advance HE and DST</p>
8	Discussant Role	<p>The Athena SWAN UK partners will provide the GATI pilot institutions with support, including answering specific questions, around their self-assessment application process.</p>	<p>All participating Athena SWAN institutions will be expected to have familiarised themselves with the GATI project self-assessment criteria, handbook and application form. This will take up to 3 hours of reading time.</p> <p>In addition, each Athena SWAN partnering institution will be expected to watch the video of the GATI assessor panellist training, to future familiarise themselves with the process. This will take up to 90 minutes.</p> <p>An online talk through session answering specific</p>

			<p>queries of the GATI pilot institution on its self-assessment application process would take about 90-minutes.</p> <p>On completion of the process, follow up discussions and questions to be answered <i>via</i> HE Connect portal.</p>
9.	Study tour to UK	Host a visit from India to UK of the GATI pilot programme mentees; assuming that international travel is permitted	Five days face to face visit that will be curated and delivered by the UK HEI/Research Institution, in consultation with the British Council and Advance HE

This partnership plan is based on all interaction taking place remotely.

The timings proposed to read and provide feedback on the draft GATI pilot programme applications are based on the applications being of similar length and complexity to an Athena SWAN application. These timings may change once the GATI pilot framework and process are finalised.

Any follow up discussions and questions from the GATI pilot programme mentees will be asked and answered via HE Connect portal.

The agreed response timeframe for mentor institutions will be that any questions from their mentee organisations are acknowledged by the mentors within 3 (working) days and responded to within 5 (working) days.