

International Institute of Management Studies

Approved by AICTE, Ministry of HRD, Govt. of India

NAAC Accredited

Diversity, Equity and Inclusion Policy

Introduction

International Institute of Management Studies hereafter, Institute is dedicated to fostering an inclusive and supportive environment where all students, faculty, and staff, regardless of background, feel valued, respected, and empowered to thrive. This policy document outlines our commitment to promoting diversity, equity, and inclusion through a range of inclusive policies, practices, and programs.

Scope

All members of the Institute may use this procedure. For the purpose of this policy, the Institute includes, but is not limited to, all, Faculty, Administrators, Staff, students, Alumni, Interns, Members of the Board of Governance, and Members of Academic Advisory Board committee. Non-community members (e.g., visitors to the Institute, vendors and service-providers) who are visiting campus, participating in a program or activity, or interacting with the Institute may also be covered by this policy.

Principles

1. **Diversity and Inclusion:** Institute recognize the value of diversity and are committed to creating an inclusive campus community that embraces individuals from all backgrounds, experiences, and perspectives.
2. **Equity and Fairness:** Institute is dedicated to promoting equity and fairness in all aspects of campus life, including recruitment, hiring, admissions, promotion, and access to resources and opportunities.
3. **Pay Equity:** Institute is with the principles promoted by the network as well as the promotion of equity and the enhancement of merit and talent. In line with its commitment to ensure equal opportunity and act in a fair and transparent. Institute guarantees equitable compensation practices based on the recognition of merit, value and talent and on objective criteria determined by the Board of Governance. Therefore, equal pay is ensured, in a discrimination-free environment and in full compliance with applicable regulations and equal opportunities.
4. **Gender Equity:** Institute is committed to increasing women representation in the environment at all levels. Special attention is paid to leadership roles, with a focus on the continuous improvement of the presence of women in top and executive positions, as it represents a key quantitative indicator of their level of integration in the organization. Girl candidate must be treated equally during admission process.
5. **Respect and Dignity:** Institute uphold the principles of respect, dignity, and mutual understanding in our interactions with others, and we reject all forms of discrimination, harassment, or bias based on race, ethnicity, gender, sexual orientation, religion, disability, age, or other protected characteristics.
6. **Accessibility and Accommodation:** Institute is committed to providing accessible facilities, programs, and services that accommodate the needs of individuals with

disabilities and ensure equal access and participation for all members of the campus community.

7. **Community Engagement:** Institute actively engage with students, faculty, staff, and external stakeholders to promote dialogue, collaboration, and collective action in support of diversity, equity, and inclusion goals.

Policy Statements

1. Recruitment and Hiring Practices

We implement inclusive recruitment and hiring practices that attract diverse candidates and ensure equitable consideration for all applicants. We will actively recruit and retain faculty and staff from underrepresented groups and support their professional development and advancement within the institution.

2. Admissions and Enrolment

We implement inclusive admissions policies and practices that promote diversity and ensure equal access to educational opportunities for all students. We will provide support services and resources to assist students from diverse backgrounds in navigating the admissions and enrolment process and transitioning to campus life.

3. Curriculum and Educational Programs

We develop and implement a curriculum that reflects diverse perspectives, experiences, and voices and prepares students to succeed in a multicultural society. We will provide opportunities for students to engage in interdisciplinary learning, critical thinking, and dialogue on issues related to diversity, equity, and inclusion.

4. Student Support Services

We provide comprehensive support services that address the academic, social, and emotional needs of students from diverse backgrounds and promote their success and well-being. We will offer mentoring, counselling, and advising services tailored to the needs of underrepresented and marginalized students and connect them with resources and networks for support and advocacy.

5. Faculty and Staff Development

We offer professional development programs and training opportunities for faculty and staff on topics such as cultural competency, inclusive teaching practices, and unconscious bias. We will support faculty and staff members from underrepresented groups in their professional growth and advancement through mentorship, networking, and leadership development initiatives.

6. Community Outreach and Engagement

We engage with external organizations, community groups, and diversity advocates to promote collaboration, share best practices, and address systemic inequities in the broader

community. We collaborate with local schools, businesses, and community organizations to expand access to educational opportunities and support economic and social mobility for individuals from underrepresented backgrounds.

Implementation and Evaluation

Director Office will be responsible for overseeing the implementation of this policy and coordinating efforts to promote diversity, equity, and inclusion across the institution.

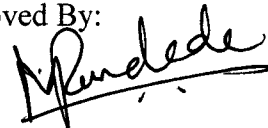
We will regularly assess and evaluate the effectiveness of our policies, practices, and programs through surveys, focus groups, and data analysis, and make adjustments as needed to advance our goals and priorities.

Conclusion

At International Institute of Management Studies, we are committed to creating a welcoming and supportive environment where all members of the campus community feel valued, respected, and empowered to succeed. Through our inclusive policies, practices, and programs, we will continue to cultivate a campus culture that celebrates diversity, promotes equity, and fosters inclusion.

Date: February 5, 2023

Approved By:



Prof. Manish R. Mundada
Founder President, SBES