

CASE STUDY

Ashoka University

Ashoka University, a prominent private research university located in Sonapat, India, is renowned for providing a liberal education spanning humanities, social sciences, and natural sciences. The university's Office of Learning Support (OLS) plays a pivotal role in nurturing a diverse, inclusive, and equitable campus culture. With a vision to establish a world-class support system for students with invisible disabilities, the OLS embarked on a journey seven years ago. Today, Ashoka University stands as a beacon of diversity and inclusion, welcoming students with a wide array of abilities and challenges, contributing to the creation of a truly global university.

Challenges

Ashoka University's commitment to diversity and inclusion was unwavering, yet it lacked a dedicated Diversity and Inclusion (D&I) cell to streamline and oversee its initiatives. This posed several challenges:

- Lack of Coordination: D&I initiatives were fragmented and lacked coordination across the university.
- Awareness Gap: Faculty, staff, and students had limited awareness and understanding of D&I issues.
- Data Deficiency: There was a lack of data and metrics to monitor and assess the progress of D&I initiatives.

Solutions

In response to these challenges, Ashoka University sought the assistance of TCC to establish and operationalize a D&I cell. TCC collaborated closely with the university to develop a comprehensive D&I strategy and roadmap, which included the following key initiatives:

- **D&I Cell Structure:** TCC assisted in defining the structure and governance of the D&I cell, clarifying roles, responsibilities, and reporting lines. A charter was created to outline the cell's objectives and priorities.
- **D&I Policies and Procedures:** TCC worked with the university to formulate a range of D&I policies and procedures, including those addressing anti-discrimination, sexual harassment, and disability accommodation. These policies were implemented through training and awareness programs.
- **D&I Data Collection:** TCC facilitated the development of a system for gathering and analyzing D&I data, enabling the tracking of D&I initiative progress and identifying areas for improvement.

Results

Thanks to TCC's support, Ashoka University successfully established a fully functional D&I cell. This cell has made significant strides in harmonizing and executing D&I initiatives throughout the university. It has also enhanced awareness and comprehension of D&I issues among faculty, staff, and students. Furthermore, the D&I cell has commenced the collection and analysis of D&I data, which will be instrumental in monitoring progress and pinpointing areas for enhancement.

The collaboration between TCC and Ashoka University exemplifies the impact of professional support in creating and activating D&I cells. TCC's expertise in D&I strategy, policy development, and data analysis has empowered Ashoka University to set up a D&I cell primed to accomplish its objectives and priorities.