

EQUALITY, DIVERSITY AND INCLUSION ADVISORY COMMITTEE

Chairperson		
1	Dr.T. Murugesan	Vice Chancellor, Head of the Institution
Administrative officers		
2	Dr. N. Thajuddin	Pro Vice-Chancellor
3	Dr. N. Raja Hussain	Registrar
	Mr. V.N.A. Jalal	Advisor
4	Mr. Shah Abdul Kadher	Finance Officer
Members		
5	Dr. M. Mohamed Ismail	Dean, Academic Affairs
6	Dr. A. Abudhahir	Director (IQAC)
7	Dr. S.Kutti Rani	Director, PG Admissions
8	Dr. S. Kaja Mohideen	Controller of Examinations
9	Dr. J. Revathy	Dean, Research
10	Dr. H. Siddhi Jailani	Dean, SMS
11	Dr. M.S. Haji Sheik Mohammed	Dean, SOI
12	Dr. S.K.G.Ganesh	Dean, Management Studies
13	Dr. M. Vijaya Vara Prasad	Dean, CSP
14	Dr. Karthikeyan Ramalingham	Dean, Student Affairs
15	Dr.X.Arputha Rathina	Associate Professor/ CSE
16	Dr.S.Syed Rafiammal	AP/ECE, Sr. Grade
Member Secretary		
17	Dr. S.S.M. Abdul Majeed	Director, Admissions

EQUALITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE FUNCTIONS

1. Promoting Gender Equality:

- Develop and implement strategies to ensure gender parity in student admissions across all undergraduate, postgraduate, and doctoral programs.
- Monitor recruitment practices for faculty and staff to promote equal representation of all genders.
- Organize awareness programs and workshops aiming to educate the BSACIST community on gender sensitivity and equality.

2. Enhancing Social Diversity:

- Create initiatives that encourage the enrollment of students from various social backgrounds, focusing on underrepresented communities.
- Work with local organizations to identify and support students from diverse social strata during the admission process.

3. Fostering Regional Diversity:

- Ensure that admission criteria are inclusive of students from different regions, promoting representation from various states and territories within India.
- Collaborate with regional educational institutions to facilitate outreach programs that encourage candidates from varied geographic backgrounds to apply.

4. Welcoming Religious Diversity:

- Develop policies that respect and celebrate religious diversity within the student body and faculty.

- Create platforms for interfaith dialogue and collaboration to enhance understanding and inclusivity among students of various religious backgrounds.

5. Supporting Economically Backward Students:

- Identify economically disadvantaged students through outreach programs and scholarship opportunities.
- Work with state and central government initiatives to facilitate financial assistance for these students in their academic pursuits.

6. Inclusion of Physically Challenged Individuals:

- Ensure that the admission process and campus facilities are accessible to students with disabilities.
- Recommend accommodations and support services that assist physically challenged students in their academic and social engagement at BSACIST.

7. Policy Development and Implementation:

- Collaborate with the administration to formulate inclusive policies that support diversity and prevent discrimination.
- Regularly review and update existing policies to ensure they meet current standards and best practices in equality and diversity.

8. Training and Capacity Building:

- Organize training sessions for faculty, staff, and students on topics related to equality, diversity, and inclusion.
- Foster a culture of inclusivity by providing resources and support to educate the BSACIST community on the importance of diversity.

9. Monitoring and Evaluation:

- Establish metrics to assess the effectiveness of diversity and inclusion initiatives.
- Conduct regular surveys and feedback sessions with students and staff to gauge the climate of diversity and inclusion at BSACIST.

10. Reporting and Accountability:

- Prepare annual reports on the committee's activities, successes, and areas for improvement in relation to diversity and inclusion.
- Present findings and recommendations to the BSACIST administration to inform future initiatives and strategies.

11. Collaboration with External Bodies:

- Partner with other educational institutions, NGOs, and community organizations to share best practices and innovations in promoting diversity and inclusion.
- Engage in outreach activities that enhance BSACIST's role as a leader in promoting equality and diversity within the broader educational community.



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