

# Masters' Union Diversity, Equity & Inclusion (DEI) Policy

## 1. Policy Statement

Masters' Union is committed to fostering a diverse, equitable and inclusive academic and professional environment. The institution recognises that diversity of backgrounds, experiences, and perspectives strengthens learning outcomes, drives innovation, and improves decision-making.

Inclusion at Masters' Union goes beyond representation. It focuses on ensuring that every individual feels respected, valued, and empowered to participate fully in academic, professional, and community life.

## 2. Purpose

The purpose of this policy is to establish a structured institutional framework that promotes diversity, ensures equitable access to opportunities, and builds an inclusive culture across all areas of the institution.

Masters' Union seeks to actively identify and remove systemic barriers that may prevent individuals from different socio-economic, cultural, or personal backgrounds from accessing and benefiting from its programs and opportunities.

## 3. Scope

This policy applies to all stakeholders associated with Masters' Union, including:

- Students across undergraduate, postgraduate, and executive programs
- Faculty members, including full-time, visiting, and adjunct faculty
- Administrative and support staff
- External stakeholders such as partners, recruiters, vendors, and alumni engagement platforms



## 4. Definitions

### **Diversity:**

Diversity refers to the representation of varied identities and perspectives, including but not limited to gender, caste, ethnicity, disability, socio-economic status, geographic background, and ways of thinking.

### **Equity:**

Equity refers to the principle of fairness in access, opportunities, and outcomes, achieved by recognising and addressing systemic disadvantages.

### **Inclusion:**

Inclusion refers to the creation of an environment in which all individuals feel respected, valued, and able to participate fully in institutional life.

### **Belonging:**

Belonging refers to a sustained sense of acceptance, inclusion, and psychological safety experienced by individuals within the institution.

## 5. Core Principles

### 5.1 Equal Opportunity

Masters' Union ensures equal access to admissions, scholarships, employment, promotions, and participation in institutional activities, without discrimination of any kind.

### 5.2 Merit with Context

While maintaining high standards of merit, the institution recognises structural inequalities and incorporates contextual evaluation in its decision-making processes.

### 5.3 Zero Tolerance for Discrimination

Masters' Union adopts a zero-tolerance approach towards discrimination based on gender, caste, religion, disability, sexual orientation, age, or socio-economic background.

### 5.4 Accessibility and Inclusion





The institution is committed to designing and maintaining physical, digital, and academic environments that are accessible and inclusive for all individuals, including persons with disabilities.

## 5.5 Continuous Improvement

Masters' Union recognises that diversity, equity, and inclusion are evolving priorities and commits to continuous review, benchmarking, and improvement of its policies and practices.

## 6. Key Policy Pillars

### 6.1 Inclusive Admissions & Outreach

Masters' Union will actively promote diversity through targeted outreach to underrepresented regions and communities. The institution will provide scholarships, including diversity-focused financial aid, to improve access for students from varied socio-economic backgrounds. Admissions processes will follow a holistic approach, considering context, potential, and lived experiences in addition to academic performance.

### 6.2 Inclusive Curriculum & Learning

The institution will ensure that academic content reflects diverse geographies, industries, and perspectives. Faculty members will adopt flexible teaching methodologies and assessment approaches to accommodate different learning styles. Collaborative and interdisciplinary learning environments will be encouraged to enable meaningful exchange of diverse viewpoints.

### 6.3 Faculty & Staff Diversity

Masters' Union will build diverse hiring pipelines across gender, industry, and geographic backgrounds. Recruitment and evaluation processes will be designed to minimise bias. The institution will ensure equal opportunity in promotions, leadership roles, and professional development.

### 6.4 Safe & Respectful Campus Environment

Masters' Union will maintain strong anti-discrimination and anti-harassment frameworks to ensure a safe and respectful environment. Clear mechanisms for confidential reporting and





grievance redressal will be established. Regular awareness programs will be conducted to build understanding of unconscious bias and inclusive behaviour.

## 6.5 Accessibility & Infrastructure

The institution will ensure that its campus infrastructure is barrier-free and accessible. Digital platforms and learning tools will be designed to accommodate diverse needs. Academic accommodations will be provided to support students with disabilities or specific learning requirements.

## 6.6 Student Support & Belonging

Masters' Union will foster a sense of belonging through structured mentorship programs, particularly for students from underrepresented backgrounds. Peer support networks and student-led communities will be encouraged. Access to mental health and well-being services will be provided to support holistic student development.

## 6.7 Industry & External Engagement

Masters' Union will work with industry partners to promote inclusive hiring practices. Efforts will be made to ensure diversity in internships, live projects, and placement opportunities. Representation will also be prioritised in speaker series, masterclasses, and institutional events.

# 7. Monitoring, Accountability & Institutional Review

Masters' Union will treat diversity and inclusion outcomes as core institutional performance indicators and integrate them into decision-making processes.

The institution will maintain a central DEI dashboard that tracks representation, access, and outcomes across students, faculty, and staff. This data will be reviewed periodically by leadership and the DEI Committee to identify gaps and inform actions.

Each department will be responsible for reviewing its own diversity outcomes and implementing targeted improvements. Progress will be reported to the DEI Committee on a regular basis.





An annual institutional review will be conducted to assess effectiveness, identify structural gaps, and recommend corrective actions. Where necessary, changes to admissions, hiring, support systems, or policies will be implemented.

Senior leadership will oversee DEI performance and ensure that adequate resources and attention are allocated to achieve institutional goals.

## 8. Governance & Implementation

Masters' Union will establish a Diversity, Equity & Inclusion Committee (DEIC) to oversee the implementation of this policy.

The Committee will be responsible for monitoring progress, reviewing institutional practices, addressing systemic issues, and recommending improvements. It will also ensure that all departments align their processes with DEI objectives.

Departments will designate representatives responsible for implementing DEI practices within their respective functions and coordinating with the central committee.

## 9. Grievance Redressal Mechanism

Masters' Union will maintain a formal grievance redressal system to address concerns related to discrimination, harassment, or exclusion.

Multiple reporting channels will be made available, including confidential mechanisms. All complaints will be acknowledged within defined timelines and reviewed through a structured process, including preliminary assessment and formal inquiry where required.

The institution will ensure confidentiality, fairness, and protection against retaliation throughout the process.

## 10. Training & Awareness

Masters' Union will conduct regular training sessions and workshops for students, faculty, and staff to build awareness around diversity, unconscious bias, and inclusive practices.

These initiatives aim to embed inclusion into everyday behaviour, decision-making, and institutional culture.





## 11. Compliance & Alignment

This policy aligns with applicable legal and regulatory frameworks in India, including guidelines on equity and inclusion, disability rights, and prevention of harassment.

## 12. Review of Policy

This policy will be reviewed periodically to ensure its continued relevance and effectiveness. Feedback from stakeholders, institutional data, and evolving best practices will inform updates.

## 13. Conclusion

Diversity, equity, and inclusion are integral to the way Masters' Union functions as an institution. The focus is not only on representation but on ensuring that diverse perspectives are actively included and contribute to meaningful academic, professional, and organisational outcomes.

