

**UNIVERSITY OF DELHI**  
**Equality, Diversity and Inclusion (EDI) Policy**

**1. Background**

The University of Delhi is a more than 100-year-old premier institution of higher education with excellent all-round performance. Presently, it is placed 328<sup>th</sup> in the QS World ranking and occupies 6<sup>th</sup> position in the NIRF list. Over the years, it has produced thousands of renowned academicians, administrators, public personalities, entrepreneurs, political figures, diplomats, sports personnel, among others.

Established in 1922 as a teaching and research University by the Act of the then Central Legislative Assembly, Delhi University has become a trendsetter in the country as well as globally. Today, the University has a significant number of 16 faculties, 86 academic departments, and 90 colleges. The University also fashions a staggering bio-diversity across its campuses.

DU fosters a connection between the teachers (“guru”) and students (“shishya”) that focuses on holistic academic learning, spiritual and moral development inspired by the ancient Indian Gurukul system and the guru-shishya relationship. We abide by the motto of ‘*Nishtha Dhriti Satyam*’ (Dedication, Steadfastness, and Truth), which is reflected in our unwavering pursuit of knowledge and long-term dedication to nation-building.

The University has actively participated in international exchange programmes, research partnerships, and joint projects with various esteemed universities worldwide. It has established collaborations in over 80 countries for student and faculty exchange programmes, fostering a diversified student-teacher community within the campus, catering to its emphasis on one of the core values through the idea of ‘*Vasudhaiva Kutumbakam*’ i.e., ‘the world is one family.’

We are driven by the mission as stated in the University Statutes in Ordinances as well as in the Institutional Development Plan (IDP) and the University Strategic Plan 2024-47, which provides a clear roadmap for cultivating academic excellence, research capacity, governance, and infrastructure while creating a vibrant and inclusive learning environment.

Along with that, the University endeavors to create an environment that is diverse, equal for all, and inclusive, based on the National Education Policy (NEP) 2020, which emphasizes

recognizing and celebrating differences. NEP 2020 acknowledges the importance of EDI in an educational institution that safeguards the rights of all students in accessing quality education, regardless of their background, and creates an ecosystem where every individual feel appreciated and empowered.

This policy is designed to carry forward the University’s commitment to equality, diversity and inclusion to address discrepancies, if any, in the system. We aim to create fair competing ground and close the existing gap, if any, of accomplishment among different categories. It is not just about bringing people together but also about giving a space where every voice is heard. According to the Strategic Plan 2024-47 of the University of Delhi, “recognizing and respecting human diversity leads to inclusion”.

Collectively, EDI initiatives support more equitable and holistic educational experiences that prepare students not only for success in academics but also for productive engagements in a more diverse yet interconnected globalized world. At its core, EDI principles aim to recognize, respect, and value individual identities and differences. These seek to nurture a space of inclusivity where individuals can be empowered as well as thrive to their full potential. Through the implementation of these values, we strive to become the world's top premier knowledge center.

## **2. Definitions**

### **2.1 Equality:**

Equality is about treating all individuals with fairness, dignity, and respect, regardless of their background or identity. It is about making sure that everyone has an equal chance to succeed without being disadvantaged by discrimination, prejudice, or structural barriers.

### **2.2 Diversity:**

Diversity can be defined as the existence of differences within multiple socio-cultural settings that involve a variety of human characteristics and experiences. It primarily includes, among others, race, caste, gender, class, age, religion, physical and cognitive disabilities, sexual orientation, etc.

### **2.3 Inclusion:**

Inclusion is the process of facilitating spaces where all individuals feel welcomed, valued, and respected, irrespective of their background, identity, or abilities. Fundamentally, inclusion is about creating a feeling of belonging, where there is not just acceptance but celebration of differences, and equal access for everyone to opportunities, resources, and support in order to realize their full potential.

### **3. Objectives**

Through this policy, we aim to achieve the following objectives, which are subject to the availability of resources and amenities and other factors/circumstances:

- To admit a varied group of students and researchers from different sections of society and walks of life, irrespective of their gender, race, socio-economic class, caste, disability, region, religion, ethnicity, sexual orientation, and alike.
- To recruit a diverse group of faculty members, non-teaching members, and administrative staff irrespective of their gender, race, socioeconomic class, caste, disability, region, religion, ethnicity, sexual orientation, and alike.
- To address conscious/unconscious biases, discriminations, and systemic injustices if any.
- To promote an environment that values and respects variety, equity, and inclusion.
- To ensure the fairness and inclusivity of University policies, procedures, and practices.
- To provide accessible infrastructure, learning, and work environments.
- To support underrepresented and disadvantaged groups through focused programs and initiatives.
- To ensure gender equality and the participation of women in all spheres of the University community.

### **4. Policy Statement**

At University of Delhi, Equality, Diversity and Inclusion (EDI) are vital pillars of academic excellence and innovation that can positively influence societal progress. We appreciate all the diverse set of perspectives, experiences, and identities that all involved bring with them and seek to build and maintain a campus culture that is cohesive in every sense.

Our EDI policy is a guiding document and expression of our commitment to removing systemic barriers, advancing equity of opportunity, and building a culture of belonging for all members of our diverse University community. Through this policy, we reiterate our commitment to creating campuses where differences are not merely recognized but celebrated. We commit to provide a space for each voice, a road for every individual to thrive, and advancement through cooperative responsibility and mutual respect. Our goal is to ensure that all stakeholders of the University community feel recognized, heard, and empowered to flourish both personally and professionally.

## **5. Scope of the Policy**

This policy is applicable to everyone who is a stakeholder in the University directly or indirectly or connected to the University community. It is intended to ensure that principles of diversity, equity, and inclusion are embedded at all levels and spheres of engagement within the University systems, including, but not limited to, curriculum, pedagogy, administration, infrastructure, policy frameworks, sports, a cultural activities and academic/non-academic activities, and other applicable engagements, etc.

## **6. Strategic Initiatives**

### **6.1 Admissions**

- **Holistic and inclusive admission practices:**

Delhi University implements admission policies that take into account academic achievements as well as personal background, extracurricular activities, socioeconomic class, and community status. It is ensured that the national reservation policy for various categories is strictly followed. Applicants from marginalized sections are provided due accommodation/weightage.

### **6.2 Recruitments**

- **Non-discriminatory recruitment practices for teaching faculty and non-teaching/administrative staff:**

We have strict non-discriminatory recruitment practices for all faculty members, non-teaching staff, and administrative officials. This implies that we have inclusive advertisements/recruitment notices, diverse selection panels, and non-discrimination

screening/selection at every stage of the recruitment process. It is ensured that the national reservation policy for various categories is strictly followed. Applicants from marginalized sections are provided due accommodation/ weightage.

### **6.3 Academic environment**

- **Flexible pedagogy and need-based curriculum:**

Delhi University supports the usage of inclusive teaching materials, case studies, and examples by implementing flexible pedagogical methods through a need-based curriculum. These help students and researchers critically evaluate and considers diverse viewpoints.

- **Research and scholarship addressing issues of social justice and inclusion:**

The University provides grants, fellowships, and institutional support for studies and research to marginalized communities with an emphasis on intersectionality, gender justice, and human rights. We encourage interdisciplinary research and publications through well-known scholarly journals, books, research projects, and other mediums.

### **6.4 Campus life and Infrastructure**

- **Accessible facilities for persons with disabilities:**

The University of Delhi has adopted the IDP, under which we have endeavored to make the campus accessible for persons with disabilities. These initiatives include but are not limited to elevators, tactile paths, ramps, guide maps, e-accessible library, assistive technology and digital platforms, etc.

- **Student-led activities embracing diverse cultures and identities:**

We support student-led initiatives and cultural as well as co-curricular clubs across all colleges, departments, and faculties of our University that seek to build intercultural understanding and celebrate festivals, art forms, and stories from various communities.

### **6.5 Training and Development**

- **EDI workshops and training for all University stakeholders:**

We implement sensitization sessions for students/researchers, teaching faculty, and non-teaching staff on issues like anti-discrimination, gender equality, inclusive environment, and dismantling embedded biases. We provide professional development courses in inclusive pedagogical approaches, fair evaluation techniques, mentoring of underrepresented students, and ethical leadership.

- **Discussion through lectures, forums, and events on EDI topics:**

We host conferences, guest lectures, seminars, webinars, and open forums that invite serious discussions on inclusion, representation, and social equity.

## **6.6 Alumni**

The University has a strong Alumni Association that actively engages and supports various initiatives both in the academic and non-academic spheres. An attempt will be made to strengthen this initiative and bring it closer to the holistic University life.

## **7. Legal and Regulatory Framework**

This EDI policy aims to align with and maintain the spirit of major national legal instruments and regulatory standards that foster equality, safeguard individual rights, and support inclusive practices. Some of these are:

- **The Constitution of India, specifically the Fundamental Rights and Directive Principles of State policy with particular reference to Articles 14, 15, and 16:**

The policy is based on the constitutional fundamental rights of liberty, equality, fraternity, and justice.

→ **Article 14** guarantees equality before the law and equal protection to all citizens by the laws, without any kind of discrimination.

→ **Article 15** forbids discrimination based on religion, race, caste, sex, or place of birth and enjoins upon the State to make special provisions for the socially disadvantaged groups.

→ **Article 16** ensures equality of opportunities in public employment and facilitates affirmative action to redress systemic imbalances.

These articles constitute the constitutional foundation for our EDI commitments. The University also recognizes and adheres to the spirit of other legislations such as:

- **The Scheduled Caste and the Scheduled Tribes (Prevention of Atrocities) Act, 1989 (SC/ST Act)**
- **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (SH Act, 2013)**
- **The Rights of Persons with Disabilities Act, 2016**
- **The Transgender Persons (Protection of Rights) Act, 2019**
- **The University Grants Commission (UGC) regulations**

## **8. Our Commitment**

The University of Delhi reiterates its strong commitment to the values of Equality, Diversity and Inclusion (EDI) as the core to its mission of academic excellence and social responsibility. We envision our University to be one where every individual—irrespective of background, identity, or life experiences—is recognized, heard, valued, and empowered.

By integrating equality, diversity and inclusion in our practices, policies, procedures and culture, we strive to provide every stakeholder of the University community with the opportunity and a sense of confidence that will allow them to flourish and make valuable contributions in academics as well as in creating a more harmonious, just, and equitable nation.

**Office of Equal Opportunity Cell**