# Policy on Mentoring and Support Programmes for Under-Represented Groups

## Preamble

Kristu Jayanti (Deemed to be University) provides mentoring and other support programmes so that students and staff from under-represented groups can participate fully, progress and succeed, in line with Sustainable Development Goal 10 (Reduced Inequalities).

## Objectives

- To help students and staff from under-represented groups settle in, perform well and progress.
- To provide academic, personal, financial and career support through structured programmes.
- To monitor participation and outcomes, and improve the programmes every year.

## Under-Represented Groups

For the purpose of this policy, under-represented groups include:

- Women, transgender persons and other gender minorities, where under-represented in a programme or role.
- Persons from Scheduled Castes, Scheduled Tribes, Other Backward Classes and Economically Weaker Sections.
- Persons from linguistic and religious minority communities.
- Persons with disabilities (Divyangjan).
- First-generation learners, and students from rural, remote or economically disadvantaged backgrounds.
- Students from developing countries, and newly settled refugees.

## Support for Students

- Faculty mentors and peer mentors (buddies) allotted to students from under-represented groups on request or at admission.
- Academic support such as remedial classes, bridge courses, language support and special coaching.
- Counselling and wellbeing services, and guidance on scholarships and financial aid.
- Career guidance, internship and placement support, and leadership programmes.

## Support for Staff

- Induction and mentoring for new staff from under-represented groups.
- Opportunities for training, research support and leadership development.

➢ Access to counselling and to the grievance mechanisms of the University.

Procedures and prerequisites in this regard will be as per the University Regulation.

**Details of the Committee: -**

1. Chairperson - Student Welfare Officer
2. Member – Senior Dean
3. Member – Head, Counselling / Student Support
4. Member – Head, Placement and Career Guidance
5. Member – Senior Faculty Member
6. Member – Junior Faculty Member
7. Member – Representative from Administrative Staff
8. Parents Representative – (name)
9. Students Representative – Student Council Member (Male)
10. Students Representative - Student Council Member (Female)

All the members of the Committee shall be nominated by the Vice Chancellor.

**Functions of the Committee**

1. Designing and coordinating the mentoring and support programmes for students and staff.
2. Training faculty and peer mentors, and matching mentors with mentees.
3. Conducting workshops, orientation and empowerment programmes for under-represented groups.
4. Recording participation and outcomes, such as retention, progression and satisfaction, and reviewing the programmes every year.
5. Consulting and seeking guidance from the Equal Opportunity Cell, and submitting quarterly reports of grievances to the Advisory Committee for suitable action.
6. Addressing the difficulties/grievances of persons who approach the Committee and recommending unresolved issues to the Anti-Discrimination Officer.

**Review of the Policy**

This policy shall be reviewed at least once every three years, or earlier if required by changes in law or University Regulations.

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