

GU GLOBAL UNIVERSITY
RANKINGS

Diversity, Equity and Inclusion (DEI); and
Strong Institutions Ranking

GLOBAL UNIVERSITY RANKINGS

We envision a world where education transcends boundaries, where excellence is celebrated universally, and where knowledge knows no limits. Our vision is to establish a premier institution in London dedicated to pioneering research, conducting comprehensive surveys, and setting benchmarks through rankings for educational institutions worldwide. We aspire to foster a global community of learners, educators, and researchers, connected by a shared commitment to advancing knowledge and promoting excellence in education. Our mission at The Global University is to serve as a beacon of innovation and excellence in the realm of education.

We are dedicated to “Conducting Rigorous Research and Comprehensive Surveys and Rankings”. We strive to conduct cutting-edge research across various domains of education, exploring emerging trends, and uncovering insights that contribute to the advancement of the global education landscape. We are committed to conducting impartial and thorough surveys, evaluating educational institutions worldwide based on various criteria, and publishing rankings that serve as a valuable resource for students, educators, policymakers, and stakeholders in the field of education.

We aim to facilitate collaboration and connectivity among educational institutions worldwide, fostering partnerships, exchange programs, and initiatives that promote cross-cultural understanding, diversity, and inclusivity in education. We are dedicated to empowering learners and educators with the resources, tools, and platforms they need to thrive in an ever-evolving educational landscape, enabling them to reach their full potential and make meaningful contributions to society.

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Gain confidence, with clear directions to move ahead, with registration-participation-publication of results. We advocate for excellence in education, championing best practices, innovation, and continuous improvement in teaching, learning, and research, with the ultimate goal of enhancing the quality and impact of education globally.

DEI & STRONG INSTITUTIONS RANKING

In today's interconnected world, universities play a pivotal role in shaping societies and driving progress towards sustainable development. Recognizing this, the GU Rankings has embarked on a mission to assess and acknowledge universities' efforts in advancing institutional diversity, equity, and inclusion (DEI) alongside building strong institutions (SI) as outlined in SDG 16. This handbook presents the methodology used to rank universities based on DEI and SI criteria, offering insights into the evaluation process and the significance of these rankings in promoting positive change within the higher education landscape.

The objective of the "DEI and SI Rankings" by The Global University Rankings is to provide a comprehensive assessment of universities worldwide based on their commitment to promoting institutional diversity, equity, and inclusion (DEI), as well as their contributions to building strong institutions (SI) in alignment with SDG 16. By evaluating universities on these critical criteria, the rankings aim to foster transparency, accountability, and continuous improvement in higher education institutions globally.

Evaluating colleges and universities on their Institutional Diversity, Equity and Inclusion (DEI) is essential for promoting inclusive learning environments, advancing social equity and justice, preparing students for a diverse world, enhancing student success and retention, attracting and retaining diverse talent, fostering innovation and creativity, meeting legal and ethical obligations, and building public trust and confidence in higher education.

THE NEED

To evaluate a college or a University, as a Strong Institution and its Institutional Diversity, Equity and Inclusion (DEI)

Unlike traditional university rankings that primarily focus on academic excellence and research output, our DEI rankings place a specific emphasis on assessing and recognizing colleges' efforts in promoting diversity, equity, and inclusion across all facets of institutional operations.

The DEI and Strong Institutions Ranking, help fostering inclusive learning environments. Colleges and universities are places where individuals from diverse backgrounds come together to learn, work, and collaborate. Evaluating institutions on DEI ensures that they provide inclusive learning environments where all students, regardless of their backgrounds, feel valued, respected, and supported in their academic pursuits. The other factors, which adds value are:

- **Promoting Social Equity and Justice:** Higher education plays a crucial role in shaping society and advancing social equity and justice. By evaluating institutions on DEI, we can hold them accountable for addressing systemic barriers and disparities that prevent equal access to educational opportunities and resources for marginalized and underrepresented groups.





- **Preparing Students for a Diverse World:** In today's globalized and interconnected world, students need to develop cultural competence, empathy, and the ability to work effectively with people from diverse backgrounds. Colleges and universities that prioritize DEI prepare students to navigate diverse workplaces and communities, ultimately contributing to a more inclusive and equitable society.
- **Enhancing Student Success and Retention:** Research shows that students perform better academically and are more likely to persist and graduate when they feel a sense of belonging and inclusion on campus. Evaluating institutions on DEI encourages them to implement policies and practices that support the success and retention of all students, particularly those from historically marginalized or underrepresented groups.
- **Attracting and Retaining Diverse Talent:** Faculty and staff are essential stakeholders in creating inclusive campus environments and promoting diversity and equity in higher education. Evaluating institutions on DEI helps attract and retain diverse talent by signaling to prospective faculty and staff that the institution values their contributions and is committed to fostering a supportive and inclusive workplace culture.

- **Promoting Innovation and Creativity:** Diversity of perspectives, experiences, and ideas fosters innovation and creativity in teaching, research, and problem-solving. Colleges and universities that prioritize DEI are better positioned to harness the full potential of their diverse student body, faculty, and staff, driving innovation and excellence in scholarship and institutional practices.
- **Meeting Legal and Ethical Obligations:** Many regions have legal and ethical obligations related to diversity, equity, and inclusion in higher education. Evaluating institutions on DEI helps ensure compliance with relevant laws, regulations, and accreditation standards, mitigating legal risks and promoting ethical institutional practices.

With DEI & SI Rankings, Colleges and universities serve as trusted institutions in society, responsible for preparing future leaders and advancing knowledge and innovation. Evaluating institutions on DEI builds public trust and confidence by demonstrating their commitment to social responsibility, accountability, and creating positive societal impact.

The DEI & SI rankings go beyond surface-level diversity metrics and delve deep into evaluating colleges' comprehensive strategies, initiatives, and outcomes related to fostering a truly inclusive and equitable campus environment for all members of the college community.





METHODOLOGY

The methodology employed in the "DEI & SI Rankings" by GU Rankings involves a multifaceted approach to assess universities worldwide. The rankings are based on the following key components:

DEI Assessment Criteria:

- **Diversity:** Evaluation of the diversity among students, faculty, and staff, including factors such as gender, ethnicity, socioeconomic background, and international representation.
- **Equity:** Examination of policies and practices aimed at ensuring equitable access to resources, opportunities, and support services for all members of the university community.
- **Inclusion:** Assessment of efforts to create a welcoming and inclusive environment where all individuals feel valued, respected, and empowered to thrive.

SI Assessment Criteria:

- **Governance:** Analysis of the university's governance structures, decision-making processes, and mechanisms for promoting transparency, accountability, and stakeholder participation.
- **Rule of Law:** Evaluation of adherence to principles of justice, fairness, and the rule of law within the university's operations and interactions with external stakeholders.
- **Access to Justice:** Assessment of accessibility and effectiveness of mechanisms for addressing grievances, conflicts, and ensuring access to justice for all members of the university community.



Data Collection and Analysis:

- Utilization of quantitative and qualitative data from various sources, including university reports, surveys, official statistics, and external assessments.
- Development of indicators and metrics to measure performance on DEI and SI criteria, ensuring a comprehensive and objective evaluation process.
- Application of statistical analysis and benchmarking techniques to rank universities relative to their peers and identify trends and patterns across different regions and types of institutions.

Peer Review and Stakeholder Engagement:

- Incorporation of peer review and stakeholder feedback to validate assessment findings and ensure relevance and credibility of the rankings.
- Engagement with universities, policymakers, civil society organizations, and other stakeholders to foster dialogue, share best practices, and promote collective action towards advancing DEI and SI in higher education.

Through rigorous analysis and stakeholder engagement, The Global University Rankings aims to provide universities with actionable insights and incentives for continuous improvement in their efforts to promote institutional diversity, equity, and inclusion, and contribute to building strong institutions that are essential for achieving sustainable development goals globally.

By showcasing the importance of DEI and SI in higher education, the rankings raise awareness among university stakeholders, including students, faculty, staff, administrators, policymakers, and the general public. Increased awareness can lead to greater support for initiatives aimed at promoting diversity, equity, inclusion, and institutional strengthening within universities.

The Structure of **SURVEY QUESTIONNAIRE**

Apart from the Institutional Profiling, Student Information, Teaching-Learning, Academic-and-Examination Data, the other information required for DEI & SI Ranking are:

Section 1: Diversity in Education

1. What efforts does your institution undertake to ensure representation of diverse perspectives in the curriculum across various disciplines?
2. How does your institution incorporate diverse cultural perspectives into teaching materials and methodologies?
3. Are there specific courses or programs offered at your institution that focus on issues related to diversity, equity, and inclusion?
4. How does your institution support faculty in addressing diversity-related topics in their teaching?
5. What strategies does your institution employ to recruit and retain a diverse faculty body?

Section 2: Diversity Among Students

1. What percentage of your student population identifies as belonging to underrepresented racial or ethnic groups?
2. How does your institution support the academic and social integration of students from diverse backgrounds?
3. Describe any mentoring or support programs available to students from underrepresented groups.
4. What measures does your institution take to ensure equal access to educational resources and opportunities for all students?

Section 3: Diversity Among Staff

1. What percentage of your administrative and support staff identify as belonging to underrepresented racial or ethnic groups?
2. How does your institution promote diversity in recruitment and hiring practices for staff positions?
3. Are there professional development opportunities specifically tailored to support staff from diverse backgrounds?
4. Describe any initiatives aimed at fostering a diverse and inclusive work environment for staff members.

Section 4: Equity in Education

1. What policies or practices does your institution have in place to address disparities in educational outcomes among student populations?
2. How does your institution ensure that students with disabilities have equal access to educational facilities and services?
3. Describe any financial aid or scholarship programs designed to support students from low-income backgrounds.
4. What steps does your institution take to mitigate barriers to education faced by marginalized or historically disadvantaged groups?

Section 5: Equity Among Staff

1. How does your institution ensure pay equity and fair treatment for all staff members regardless of gender, race, or other factors?
2. Describe any policies or programs aimed at promoting work-life balance and employee well-being among staff members.
3. What measures are in place to address issues of discrimination, harassment, or bias in the workplace?

Section 6: Inclusion in Education

1. How does your institution foster a sense of belonging and community among all students?
2. Describe any initiatives or programs aimed at creating inclusive classroom environments and promoting respectful dialogue on diversity-related topics.
3. What resources or support services are available to students who may experience discrimination or bias on campus?
4. How does your institution engage students in decision-making processes related to diversity, equity, and inclusion initiatives?

Section 7: Inclusion Among Staff

1. What efforts does your institution undertake to promote diversity and inclusion in staff meetings, committees, and other institutional activities?

The survey data-submission will be in an online-portal, and no-hardcopy / physical document will be considered, unless otherwise asked for.

Should you have any query, please write to us at:
dei-si@globaluniversityrankings.com

STEPS TO PARTICIPATE WAY AHEAD

01

Share your EOI

EXPRESSION OF INTEREST

www.globaluniversityrankings.com/registration

02

Pay Assessment Fee

30,500 INR for India, Nepal, Bangladesh

570 GBP for all other Countries, WorldWide

03

Submit Survey-Data

A link will be shared on your registered Email-ID, to upload and submit the data.

04

Data Audit

Prepare the data for audit and execute a comprehensive assessment of all aspects

05

Publication of Rankings

The online version of rankings, will be published on Saturday, 18th May 2024



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