

# SoP for Promoting Diversity



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## SoP for Promoting Diversity

### **Introduction:**

The Regional Centre for Urban and Environmental Studies, Lucknow aims to provide training and capacity building, handholding and mentoring support to the municipal officials, urban functionaries as well as elected representatives of ULBs . The objective is to enhance knowledge and build the capacities of the officials and functionaries thereby enabling them to effectively deliver their roles and responsibility.

RCUES, Lucknow as an academic Centre is committed to excellence. It recognizes the inherent value of promoting diversity and inclusion within our faculty community. We firmly believe that a diverse faculty enriches the academic environment, fosters creativity, and prepares our trainees for success in an increasingly diverse field. This Statement of Purpose outlines our commitment to promoting diversity in the selection process for faculty members, with the aim of creating a more inclusive and equitable educational experience for all stakeholders.

### **Type of Training:**

Presently RCUES, Lucknow has been engaged in four categories of training and capacity building programmes. These include:

- (1) Training programmes organised as regular programmes under Ministry of Housing and Urban Affairs, Government of India ;
- (2) Training programmes organised under various Missions/ Schemes of Central or State Government ;
- (3) Training programmes organised on demand by organisation/ agenc of central or state government, ULBs and parastatal organisation as well as private sector , and
- (4) Training programmes organised in collaboration / partnership with public or private sector organisations.

### **Outlining of SoP:**

1. **Establishing a Diverse Search Committee:** Having a diverse search committee is crucial in promoting inclusive hiring practices. The Committee will consist of faculty members from different disciplines, ranks, and backgrounds, including individuals

from social groups in academia. The presence of diverse perspectives on the committee will help mitigate unconscious biases that may exist in the selection process. Additionally, Committee members should be trained on diversity, equity, and inclusion, ensuring they are sensitive to the challenges faced by candidates from different backgrounds.

2. **Defining and Communicating Inclusive Hiring Goals:** In order to guide the selection process, RCUES, Lucknow will define clear and measurable inclusive hiring goals. These goals may include increasing the representation of specific underrepresented groups within the faculty or promoting diversity in certain disciplines. These objectives will align with the Centre's broader diversity initiatives and be communicated effectively to the search committee, applicants, and the entire academic community.
3. **Utilizing Inclusive Job Advertisements:** The language used in job advertisements can significantly impact the diversity of the applicant pool. Job advertisements will emphasize the Centre's commitment to diversity and inclusion and encourage individuals from diverse backgrounds to apply.
4. **Developing Unbiased Selection Criteria:** The Centre will establish clear, objective, and job-related selection criteria for faculty positions. This may include qualifications, experience, research experience, industry / corporate sector experience, teaching abilities, and alignment with the Centre's values. RCUES, Lucknow will avoid criteria that might inadvertently favor candidates from specific backgrounds or create barriers for candidates from underrepresented groups.
5. **Implementing Inclusive Screening and Interviewing Practices:** RCUES, Lucknow will increase screening and interviewing practices that promote fairness and eliminate biases. The Selection Committee will use structured interview questions that focus on assessing candidates' qualifications and potential for excellence. The Selection/Search Committee Members on conducting inclusive interviews will help ensure that candidates are evaluated fairly, irrespective of their background.
6. **Engaging in Outreach and Networking:** To attract a diverse pool of candidates, the RCUES, Lucknow will actively engage in outreach and networking efforts. Collaborating with organizations and institutions focused on diversity in academia will help identify potential candidates from underrepresented groups. CUES,

Lucknow will identify national, regional and state level academic, government, corporate, private as well as civil society organisations/ institutions for their enplanement with RCUES, Lucknow as well as signing MoUs with them. Attending diversity-focused conferences and events will also facilitate networking with qualified individuals.

7. **Providing Diversity Training:** RCUES, Lucknow will encourage its faculty to organise diversity training to all Guest and External Faculty/ Resource Persons . This training should raise awareness of unconscious biases, stereotypes, and discriminatory practices. The goal is to help committee members recognize and address their biases, thus contributing to a more inclusive selection process.
8. **Transparent Selection Process:** Throughout the faculty selection process, the RCUES, Lucknow will maintain transparency. This includes providing regular updates to candidates on their progress in the process and informing them about the timelines for decision-making. Communication with candidates should be respectful and timely, fostering a positive experience for all applicants, regardless of the outcome.

### **Conclusion :**

Promoting diversity in the faculty selection process is a multifaceted endeavour that requires a comprehensive and thoughtful approach. By establishing a diverse search / selection committee, setting inclusive hiring goals, and implementing unbiased screening and interviewing practices, the RCUES, Lucknow can attract a diverse pool of talented candidates. Engaging in outreach and networking, providing diversity training, and maintaining a transparent selection process will further contribute to creating an inclusive academic community that benefits all stakeholders. Through these efforts, the institution can achieve its mission of excellence while embracing the power of diversity and inclusion.