



INDIA EDUCATION EQUALITY INDEX 2024

India's only benchmarking tool
dedicated to measuring LGBT+
inclusion within educational
institutions

Executive 2024 Report

Fostering LGBT+ Inclusion
in Educational Institutions
Across India



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Table of Content

(A)	From the Founder’s desk	01
(B)	Introduction	03
	▪ Participating Institutes		
	▪ Key Stats		
(C)	How India Education Equality Index Works	.....	05
	▪ Survey Process Overview		
	▪ Timeline for 2025 Participation		
(D)	Overview of Trends in LGBT+ Inclusion Practices	.....	06
	▪ Frequently Adopted Practices		
	▪ Least Effective Practices		
	▪ Best performing themes		
(E)	Educational Institution Highlights	.....	08
	▪ BITS Pilani		
	▪ The Lalit Suri Hospitality School		
	▪ Krea University		
(F)	Recognition and Achievements	.....	12
	▪ Top Performers in Key Themes		
	▪ Next Steps for Institutions		
(G)	Conclusion	.....	13





From the Founder's desk

As we stand on the precipice of a new era, the importance of investing in our youth has never been more evident. Nelson Mandela's timeless words, "The youth of today are the leaders of tomorrow," resonate with a profound truth. It is our collective responsibility to nurture and empower the next generation, ensuring they have the tools and opportunities to shape a brighter future.

In India, a nation brimming with youthful energy and potential, this responsibility is particularly acute. The education system serves as the bedrock upon which the nation's progress rests. However, for true advancement, this system must be inclusive and equitable, ensuring that every student, regardless of their sexual orientation, gender identity, or expression, feels safe, valued, and empowered.

At Pride Circle, we believe that education is the catalyst for progress. Our mission is to enable and empower the LGBT+ community, Allies, Educational Institutions, Organizations, and Society in fostering a culture of belonging for all. Our Pride-Ed initiative is a testament to this commitment, working tirelessly to create educational ecosystems that celebrate diversity, address the needs of LGBT+ youth, and promote understanding and acceptance.

The India Education Equality Index (IEEI) is a crucial step in this journey. It offers a comprehensive assessment across 7 key themes, providing a holistic framework for institutions to address a wide range of issues and develop a comprehensive strategy for LGBT+ inclusion.

The need for such an index is underscored by the alarming statistics from UNESCO. A staggering 60% of LGBT+ Youth in India have experienced bullying in schools and colleges, 43% have experienced sexual harassment, and 63% who have experienced bullying and harassment report a lower academic performance and 33% who have experienced bullying and harassment drop out of school. These experiences have a profound impact on their academic performance and well-being, with many dropping out of school altogether.

The IEEI is a beacon of hope in this context. By providing a structured framework for institutions to evaluate their policies, practices, and environment, it empowers them to identify areas for improvement and implement targeted interventions. This not only benefits LGBT+ students but also creates a more inclusive and supportive learning environment for all.

As we embark on this journey of educational transformation, it is essential to remember that the benefits of investing in LGBT+ inclusion extend far beyond the individual. Inclusive campuses foster a more diverse and vibrant learning environment, enriching the experience of all students. They also contribute to a more tolerant and equitable society, where everyone feels valued and respected.

The IEEI is not merely a tool for measuring progress; it is a catalyst for change. By embracing the principles of inclusion and equality, educational institutions can create a legacy that will inspire generations to come. Let us commit to building a future where every student, regardless of their identity, feels empowered to dream, learn, and thrive.

I would like to extend my sincere gratitude to the 10 educational institutions that participated in the inaugural IEEI. Your commitment to creating inclusive campuses is a beacon of hope for LGBT+ youth across India. Together, we can create a future where every student, regardless of their sexual orientation, gender identity, or expression, feels valued, respected, and empowered.

Srini Ramaswamy

Co-Founder

[Pride Circle](#) & [Rainbow Bazaar](#)

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Introduction

The India Education Equality Index (IEEI) 2024 is India's only benchmarking tool designed to measure LGBT+ inclusion in educational institutions. By participating, institutions can evaluate their current policies and practices, identify areas for improvement, and receive recognition for their commitment to inclusivity.

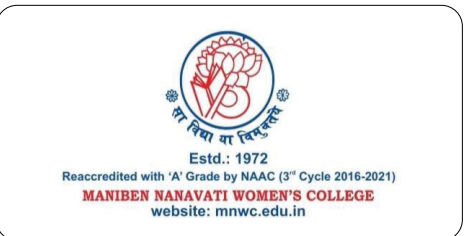
In this Executive Report, the institutions recognised represent leaders in advancing LGBT+ inclusion within Indian educational environments, setting a benchmark for fostering supportive, inclusive spaces for (LGBT+) students, faculty, and staff.

Through a detailed survey process, all ten participating institutions provided insights into their approaches to fostering a welcoming environment for LGBT+ students and staff.

Participating Institutions

1. ABBS School of Management
2. AIMS Institutes
3. BITS Pilani, Goa
4. BITS Pilani, Hyderabad
5. BITS Pilani, Pilani
6. Krea University
7. Maniben Nanavati Women's College
8. The Lalit Suri Hospitality School

Two institutions participating anonymously



Key Stats

- 10 institutions registered to participate
- Highest performing field: Non-STEM
- Best performing themes:

Inclusive Policies
& Practices

Academic Inclusion

Branding & Advocacy



How India Education Equality Index Works

IEEI measures LGBT+ inclusion through a comprehensive evaluation across seven key themes. Participating institutions submit a detailed application outlining their efforts, policies, and initiatives related to LGBT+ inclusion. Each submission is reviewed, and feedback is provided to help institutions refine their approach.

Survey Process Overview

1. Expression of Interest (EOI) (January - February 2024)

Institutions submit their EOI to participate in the IEEI. This signals their intent to benchmark LGBT+ inclusion efforts.

2. Survey Submission (February - June 2024)

Institutions compile evidence-based submissions showcasing their inclusivity across the seven categories.

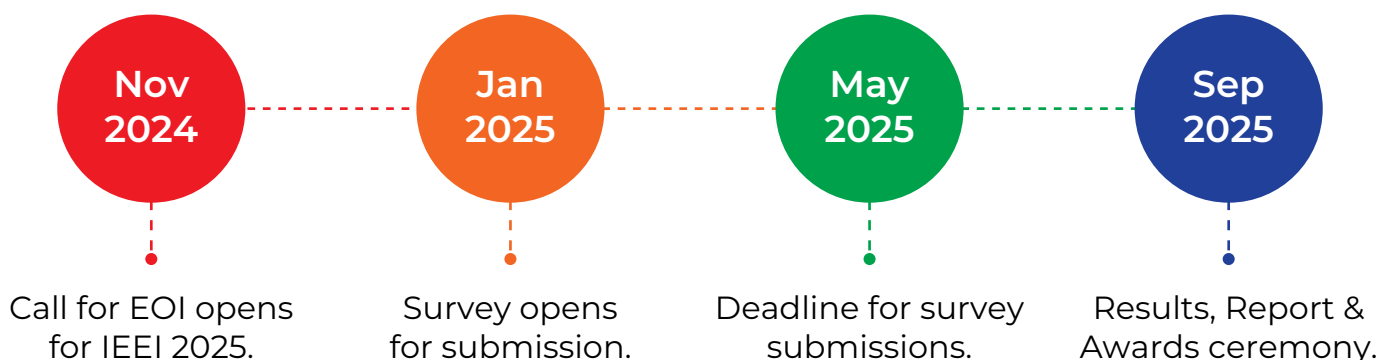
3. Review Process (July - September 2024)

Experts evaluate each submission, providing detailed feedback on strengths and areas for improvement.

4. Results and Report Release (October 2024)

Participants receive their results in a detailed feedback report, followed by a recognition ceremony for top performers.

Timeline for 2025 Participation



Overview of Trends in LGBT+ Inclusion Practices

This section outlines the prevalent approaches to LGBT+ inclusion, highlighting the most frequently adopted practices as well as areas with the most areas of improvement.

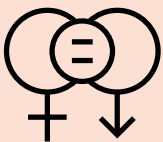
Frequently Adopted Practices

Comprehensive Support for the LGBT+ Community



Robust Anti-Harassment Policies

Explicit protections against discrimination based on gender identity (GI) and sexual orientation (SO), with a zero-tolerance stance against bullying and a comprehensive grievance redressal process.



Gender-Neutral Facilities and Support

Availability of gender-neutral washrooms and accommodations, along with gender options beyond binary male/female in application forms, and emotional support hotlines.



Gender Sensitization and Awareness Programs

Regular training sessions on LGBT+ issues for faculty, staff, and students, aligned with broader educational policies.



Commitment to LGBT+ Inclusion in Academics

Inclusion of LGBT+ topics in academic resources and discussions, and efforts to incorporate these issues into curriculum and institutional practices.

Least Effective Practices

Inclusive Hiring Practices and Support for LGBT+ Faculty/Staff



Limited Active Recruitment of LGBT+ Faculty/Staff

Few institutions actively prioritize recruiting LGBT+ faculty and staff, impacting the diversity and inclusivity of the workforce.



Insufficient Health Insurance Coverage

Many institutions do not offer comprehensive health insurance that includes benefits for same-sex partners or covers aspects of gender transition for transgender staff.



Lack of Dedicated Support Programs

There is a general absence of specific mentorship programs designed for LGBT+ faculty and staff, which could provide career development, guidance, and a supportive network.



No LGBT+ Employee Resource Groups (ERGs)

Few institutions support the formation of ERGs for LGBT+ employees, which can offer a space for connection, advocacy, and shared experiences.



INDIA
EDUCATION
EQUALITY
INDEX 2024

A hand holding a white-bordered sign with a black background and white text. The hand has a rainbow-colored wristband. The background is a large, vibrant rainbow flag.

Educational Institution Highlights

Institutional Highlights



BITS Pilani
Pilani | Dubai | Goa | Hyderabad | Mumbai

BITS Pilani Inclusive Policies and Practices

Demonstrated outstanding leadership in the area of **Inclusive Policies and Practices**, focusing on creating a welcoming environment for LGBT+ students and staff across its three campuses (Pilani, Hyderabad, and Goa).

Key Strengths

- **Campus Commitment to Inclusivity:** BITS Pilani aligns with the Yogyakarta Principles and Supreme Court rulings, creating an environment that supports all sexual orientations and gender identities.
- **Anchor Cell Support:** The student-led Anchor Cell provides a safe, confidential space for LGBT+ students, offering peer support and organizing awareness programs on gender and sexuality.
- **Reporting and Response Mechanisms:** Both the Anchor Cell and Internal Complaints Committee (ICC) offer a secure process for reporting and addressing biased behaviour and harassment.
- **Early Detection and Support:** Faculty and staff are trained to identify signs of distress in LGBT+ students and guide them to appropriate support services.

Institutional Highlights



THE LALIT SURI
HOSPITALITY SCHOOL

The Lalit Suri Hospitality School Branding and Advocacy

Leads in the **Branding and Advocacy** category, demonstrating strong advocacy for LGBT+ inclusion both on and off campus.

Key Strengths

- **Visible Leadership Support:** Senior leadership at The Lalit Suri Hospitality School openly advocates for LGBT+ inclusion, setting a positive tone across the institution.
- **External Partnerships:** The institution actively partners with organizations that champion LGBT+ rights, demonstrating a commitment to inclusion beyond its campuses.
- **Student Advocacy:** The institution empowers its students to organize awareness campaigns and events around LGBT+ issues, creating a ripple effect of inclusivity within and outside the institution.
- **LGBT+ Inclusive Internship/ Job Fairs:** The institution actively organizes and participates in internship and job fairs that are inclusive of LGBT+ individuals, ensuring equitable opportunities for all students. These events are designed to connect LGBT+ students with potential employers who are committed to diversity and inclusion.

Institutional Highlights



Krea University Academic Inclusion

Shines in the area of **Academic Inclusion**, integrating LGBT+ topics into the academic curriculum and promoting inclusive conversations within the classroom.

Key Strengths

- **LGBT+ Inclusive Courses:** The institute has introduced several courses focused on LGBT+ issues, such as "Queering Identities: LGBTQ+ Sexuality and Gender Identity." These courses allow students to engage critically with LGBT+ themes.
- **Expanding Library Resources:** The institution has a well-stocked library with a range of LGBT+-focused literature, providing students and staff with access to academic resources on gender and sexuality.
- **Interdisciplinary Integration of LGBT+ Perspectives:** The institute stands out with its interdisciplinary learning model, integrating LGBT+ perspectives across multiple subjects, including Sociology, Biology, and Economics.
- **Faculty Training:** The institute faculty members receive specialized training to lead LGBT+-focused discussions, ensuring that these conversations are thoughtful and inclusive.

Recognition and Achievements

The institutions listed in this report have demonstrated a commendable commitment to LGBT+ inclusion.

Top Performers in Key Themes



Next Steps for Institutions

We encourage all participating institutions to build on their current strengths and continue refining their LGBT+ inclusion strategies. As institutions progress, the IEEI will offer tailored guidance through detailed feedback reports and consultations.

Immediate Action Steps

- **Review Feedback:** Institutions should review their IEEI feedback to identify key focus areas for the upcoming academic year.
- **Create an Action Plan:** Develop a strategic action plan to address areas of improvement, guided by IEEI feedback and consultation sessions.

- **Engage Stakeholders:** Involve students, faculty, and staff in conversations around LGBT+ inclusion to foster a culture of collaboration and shared responsibility.

Conclusion

The India Education Equality Index is more than just a benchmarking tool - It is a framework for continuous improvement and a platform for recognizing institutions that are committed to creating safe, welcoming, and inclusive environments for all. We congratulate all participating institutions for their dedication and look forward to supporting you in your ongoing journey towards inclusion.





We Invite You to Join IEEI 2025!

The call for Expressions of Interest opens in November 2024. Don't miss the opportunity to benchmark your institution's LGBT+ inclusion efforts, access personalized feedback, and gain recognition for your commitment to inclusivity.

Meet the Team

Curious to know the faces behind the scene



Priyanka
(She/Her)



Mahak
(She/Her)



Pooja
(She/Her)



Pratyasha
(She/Her)



Chetan
(He/Him)



Sharadi
(She/Her)