



**DOHA INSTITUTE
FOR GRADUATE STUDIES**

Academic Policies - Diversity Policy

This policy outlines the Doha Institute for Graduate Studies' (DI) commitment to the cultivation of an institutional culture that promotes diversity amongst students, faculty, and staff.

DI Office of the President

Policy No.	Policy Title	Sponsor	Approval Date	Approved By	Entities Affected
01	Diversity Policy	DI Office of the President	11/11/2021	Board of Trustees, Doha Institute for Graduate Studies	Doha Institute for Graduate Studies Community

Academic Policies

Diversity Policy

Policy Purpose:

This policy outlines the Doha Institute for Graduate Studies' (DI) commitment to the cultivation of an institutional culture that promotes diversity amongst students, faculty, and staff.

Definition:

Diversity: Refers to the ways in which individuals and social groups differ with respect to dimensions such as nationality, race, ethnicity, gender, socio-economic status, age, ability, health, religious beliefs, and other differences. It also includes diversity of thought as it relates to intellectual ideas, perspectives, and values.

Policy Statement:

- 1.0 This policy strives to:
 - 1.1 Develop and sustain a diverse DI community that enriches the educational experience and promotes social vitality; and
 - 1.2 Ensure that individual and group differences and backgrounds are recognized, nurtured, and respected in all facets of institutional culture.
- 2.0 Diversity within the DI shall be reflected in its unique and varied community composition, inclusive of students, faculty, and staff, in alignment with its institutional mission and mandate, academic standards, and in accordance with relevant Qatari laws and frameworks.
- 3.0 DI's commitment to this policy manifests through ongoing practices and procedures that seek to ensure that:
 - 3.1 A diverse student body receives fair and equitable access to all aspects of the educational experience; and
 - 3.2 A diverse workforce receives fair and equitable access to DI services.
- 4.0 DI's commitment to diversity shall be reflected in, but not limited to, the following policy and operational frameworks:
 - 4.1 Student recruitment, admission, and retention;
 - 4.2 Employee recruitment, selection, onboarding, retention, development, and advancement;
 - 4.3 Student and employee accessibility to DI services and facilities;
 - 4.4 Teaching and learning pedagogies and practices, including curriculum development, instructional delivery, and student assessment; and
 - 4.5 Anti-bullying, discrimination, harassment and sexual harassment.
- 5.0 The President shall lead all diversity strategies and initiatives while fostering its institutional practice by ensuring that relevant procedures under Human Resources, Student Affairs, Academic Affairs, Facilities and other operational units are developed and implemented in accordance with this policy.
- 6.0 Appropriate key diversity metrics shall be developed by respective units to reflect the operationalization of diversity in the areas stated in 3.4 and to facilitate its monitoring and evaluation.
- 7.0 Diversity shall be reported on by the Office of Institutional Effectiveness and Quality Assurance (OIEQA) as part of the Institutional Effectiveness Annual Report in coordination with responsible units.
- 8.0 The President and the DI Council shall periodically monitor and evaluate said key diversity metrics and reports and lead the enhancement and continuous improvement in the area of diversity.

9.0 Procedures

A set of appropriate procedures shall be developed in support of this policy.

10.0 Revision/Modification History:

Version	Title	Date Produced	Produced by
01	Diversity Policy	17/01/2021	Task force on preparation of policy
Revision Date	Revised by	Date Approved	Approved by
		11/05/2021	DI Council - Doha Institute for Graduate Studies
		11/11/2021	Board of Trustees, Doha Institute for Graduate Studies

-
- This policy was drafted by a small team appointed by the Committee of Institutional Effectiveness and Quality Assurance on 11/01/2021 and was discussed and revised through several meetings between 18/01/2021 and 10/04/2021.
 - It was discussed and modified throughout the bigger committee meeting on 10/04/2021 and was submitted to DI Council on 11/05/2021 and approved on the same date.
 - It was submitted to the DI Board of Trustees in its Fourteenth meeting held on 17/10/2021 and was ratified with letter No. 033/21 dated 11/11/2021.