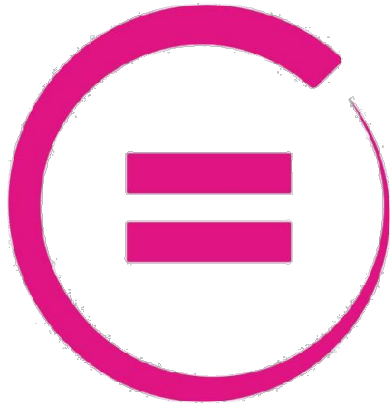


# 10 REDUCED INEQUALITIES



## Sustainability Report 2020



**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY (KIIT)**

Deemed to be University U/S 3 of the UGC Act, 1956

## 1. INTRODUCTION:

The University's community engagement policies and activities are oriented towards attaining Sustainable Development Goals (SDGs) including SDG 10 for reducing inequalities among and within nations. It is believed that education is a powerful tool to achieve the target set for SDG 10 by 2030 and it is continually engaging in different activities to reach out to all segments of the society in this regard. The University works in close association with its sister organization, Kalinga Institute of Social Sciences, the KISS Foundation, its internal student societies and the Government in this direction to make this feat a reality. This report is organized as follows. Section 1 provides the introduction to the report. Section 2 mentions the goals of the University in attaining and contributing to SDG10. Section 3 outlines the different existing policies and initiatives undertaken annually by the University and successfully implemented. Section 4 describes some new initiatives during 2020. Section 5 provides the impact of the initiatives.

## 2. GOALS

The goals of the University with respect to SDG10 are defined as:

- Providing education, skill development, special training programs and imparting employability enhancement programs to the youth in all stages and all segments of the society aimed to provide a sustainable livelihood for all.
- Creating opportunities for jobs, placement and entrepreneurship for all with a view to reducing economic inequalities among different income groups.
- Inculcating global perspective in attitude.
- Instilling habit of continual learning.

## 3. POLICIES AND REGULAR INITIATIVES:

The University is continually involved in different outreach activities and community engagement programs within and beyond the campus that are aimed at addressing the sustainable development goal on reducing inequalities in the society. Policies are in place to ensure that equal opportunities are provided to all irrespective of their gender, caste, creed, religion, status and ethnicity.

Highlights to all the initiatives and policies activities organized to solve the inequalities are:

### **3.1. Admission Policy to Educational Courses and Programs**

As per Clause 13.1 of Memorandum of Association of the University, 'Admission and employment in the Deemed to be University shall be open to all citizens of India regardless of race, religion, caste or creed and the area/ place of residence in India'. Also, clause 13.2 of MoA of the University also states that 'All policies and procedures, in this regard as applicable to KIIT'.

The University follows an inclusive policy to include students from all social and economic background of the country and abroad.

The admission is strictly on merit through entrance examination (KIITEE), conducted online throughout the country. Provision of web based test is also available for students from abroad.

The University ensures wide publicity to admission process through notifications and advertisements in national and regional newspapers as well as on the University website.

The University publishes prospectus and other information brochures every year, which are also available on the University website **[www.kiit.ac.in](http://www.kiit.ac.in)** as well as admission related website **[www.kiitee.ac.in](http://www.kiitee.ac.in)**.

Results of the Entrance Examinations and rankings of the candidates are published in the University website.

There is no fee for the entrance test or admission process. Provision to provide scholarship to all post graduate and doctoral students exists.

Special scholarships are also provided for them on Merit basis. List of Scholarships is available at: <https://www.kiit.ac.in/academics/scholarships-fellowships/>

Special preferences to the sports persons are given in the admission process. Many National and international level players are continuing their education in our University.

To reduce inequalities and provide quality education for poor and needy meritorious students, the University has increased the quota of KIITEE Merit scholarships from 100 to 1000 in 2019.

Meritorious students from each country are provided with two full and ten half scholarships respectively.

Staff members are also encouraged to pursue higher studies at the University with fee waivers.

Detailed Admission Prospectus and information brochure for the year 2020 is available at:

- <https://kiitee.kiit.ac.in/Prospectus-KIITEE-2020.pdf>
- <https://kiitee.kiit.ac.in/wp-content/uploads/2019/11/Information-Brochure-2020-13th-Nove-2019.pdf>

### **3.2. Anti-discrimination/ Anti-harassment policies, and Associated Committees**

As per the clause 3.1 of Human Resource Manual of the University states that ‘ In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin or disability.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their superior. Employees can raise concerns and make reports without

any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.’

The University has various grievance cells/committees for looking into grievances of students, parents, staff members and public:

- KIIT Grievance cell for students, parents and public.
- Antiragging committee.
- Internal Complaint Committee looks into the grievance of the staff members.
- Grievance redressal forum for woman looks into specific grievances of women.

Gender sensitization cell actively works on eliminating gender bias and maintaining equality.

As per the MoA approved by Governing body of the University, Equality, Diversity and Inclusion Committee comprising of One Senior Professor, Two Associate Professor, Two Assistant Professors, Two Administrative staffs and two students taking the people from all castes, creeds, races working and studying in the University, is working to check the accountability of the strategies followed for equality, diversity and inclusion and analysis of gaps, if found. The Pro Vice Chancellor



of the University is the chairman of the Equality Committee.

All students and staff members are covered under medical insurance and have 24x7 access to the medical services provided by Kalinga Institute of Medical Sciences which has a super-speciality hospital.

### **3.3. Mentoring cum Counseling and Support Services for Students/Staff including those from underrepresented groups:**

A full-fledged Counseling Cell is functional in the University headed by the Director, Counseling to support students, staff, and faculty from underrepresented groups.

Detailed information available at <http://kiit.ac.in/student-counselling/>.

In-house psychologist and psychiatrist are also available round the clock <http://pbmh.ac.in/contentCMSPage.aspx?id=211>.

Director, Counseling also holds personal counseling sessions with students and staff members.

Students are counseled from time to time by their respective tutor mentors. The University follows a robust tutor mentoring system. In the last two days of the induction programme for the freshers, the tutor mentors interact with the students to find the base requirements of the students and those mentors coordinate with the different departments of the University and try to address their requirements.

The University has a prevailing system wherein the Director, Student Affairs interacts with students individually as well as collectively, to resolve their personal and academic issues.

Senior students mentor and help the freshers to get accustomed with the system.

Special bridges courses are organized for students from underrepresented groups.

Remedial coaching is also offered to the underrepresented groups to facilitate their learning.

Doubt clearing/ tutorial sessions are being conducted in the evening from 4 pm to 6 pm on all working days.

Student entering in the University from non English speaking countries and vernacular medium are given special English learning courses through School of Languages.

### 3.4 Facilities, initiatives and policies for people with disabilities

The University provides a barrier free campus to all.

Accessibility features provided across the campus:

- Lifts are available in almost all buildings across the campus.
- Special toilets for physically disabled have been built.
- Accessible parking spaces are made.
- Wheelchair facility is also available.
- Assistive technology like software, computer mouse alternative, voice recognition software and disability switches are available.



- Braille Translator Software is also available.
- Special wheelchairs designed by Mechanical and Automobile Engineering students are distributed free of cost.
- Personal assistants, interpreters are provided to the people with disabilities if required.
- 3D printed computer keys and Odiya language letter scripts for Blind persons



**Electric ambulance vehicles for differently-abled person**

### **Accommodation facilities**

- Accommodation facilities keeping in mind the requirements of the differently-abled employees, has been established in the campus.
- Rooms with special facilities for differently abled are made available for differently abled students at Kings Palace -10.

The student society 'Karma' for the differently abled persons is functioning in the campus with a aim to perceive, build and conceive what the world normally

cannot. The team of Karma strives to make a difference in the lives of the widely secluded section of the society by generating and promoting proficiency in certain genres, enabling them to be self- sustained.

Special Mentoring programmes have been designed keeping in mind the needs of the people with disabilities.

KIIT International School has joined hands with Autism Society West Bengal (ASWB) in order to ensure that the efforts for special education are not merely aspirational, but translate into healthy teaching practices for the benefit of the students.

The local NGOs for differently abled are invited to attend cultural programmes and live performances organised in the University.

NSS team visited Asha Kiran Orphanage to celebrate the festival of Diwali with the children. Card making and Origami session was conducted for the children.

National Blind Chess Championship was organized by our University.

Capacity building programmes specially designed for the differently abled are conducted on a regular basis.

School of Medical Sciences has Memorandum of Understanding (MoU) with the Department of Social Security and Empowerment of Persons with Disabilities, Government of Odisha, to work for the development and welfare of the Divyangs (Persons with Disabilities) across the state. 500+ differently abled people have benefitted through these initiatives.

KISS Foundation has extended its helping hand to Bhubaneswar based India Charity Foundation Trust working for the disabled persons and also donated Rs. 1 lakh for the sake of their self-reliance through the Trust.

### **3.5. Placement Policy for students pursuing Educational Courses and Programs**

The University has an exclusive central recruitment and placement cell to look into the recruitment of staff and placement of its students from all backgrounds graduating from different programs. The placement cell and the community engagement cell maintain continuous touch with the corporate organizations, and

recruiting sectors and keep themselves abreast of the public sector job opportunities. They are also in continuous touch with the students to ensure that the students are well equipped to attend eligible job interviews.

The University has been getting cent percent placement since inception. More than 6000 students get placed each year. With more than 1000 students getting multiple offers, the highest package for the year 2020 was 36.00 lakhs while the average was 7.00 lakhs.

Special attentions by specialized mentors are given to differently-abled students to equip them and provide them ample job and start up supports.

### **3.6. Kalinga Institute of Social Sciences**

The University looks into the holistic development of the indigenous/ tribal students in collaboration with its sister concern Kalinga Institute of Social Sciences (KISS), Bhubaneswar, India. KISS is a fully free, fully residential home for 30000 poor indigenous/tribal children who are provided holistic education from kindergarten to post graduation along with lodging, boarding, health care facilities besides vocational, life

skills empowerment. Details can be found at URL link: <https://kiss.ac.in/about/>. The University plans to educate 2, 00,000 indigenous (tribal) children over the next decade and is in the process of setting up branches in 10 states, with the support of respective state Governments, and in all 30 districts of Odisha. These students are high achievers in academics, co-curricular activities and national and international sports, making it a highly successful model of tribal empowerment through education. KISS has so far set up centers in Delhi, Mayurbhanj, Balasore which are fully functional now. More than 5000 students have been already converted from their downtrodden life to mainstream of the society.



**Kalinga Institute of Social Sciences, Bhubaneswar**

KISS Delhi (<https://www.kissdelhi.ac.in/>) is a joint venture of Govt. of National Capital Territory (NCT) of Delhi and KISS Bhubaneswar to provide quality education and vocational training to the children belonging to the economically weaker section of the society and the orphans. It is a fully free residential school. It presently has student strength of 1200 and imparts education from Class I to Class XII under Central Board of Secondary Education (CBSE) curriculum. The School is fully supported by the Govt. of Delhi and managed by the Chief Executive Officer, KISS Delhi and his team.



**KISS, Delhi**



Set up in Baripada in association with Adani Foundation, Ahmadabad (<https://www.adanifoundation.org/>), KISS - Mayurbhanj provide quality education to the underprivileged tribal children of the neighboring districts.



**KISS, Mayurbhanj**

‘Oswal- KISS Residential School’ has been established in Bolangir, Odisha in association with Oswal Group (<http://www.oswalgroup.com/>). The School is providing quality education to the underprivileged tribal children of the district and adjoining areas.



**KISS, Bolangir**

Emami KISS Residential School is a joint venture with Emami Group (<http://www.emamiltd.in/>). Modeled along the lines of the original, innovative campus at KISS, it functions as a residential academic centre providing holistic education, accommodation, food, health care, study material and sports training to its students free of cost.

Recognizing the success of KISS model in Bhubaneswar, Bangladesh is replicating a congruent version of it in Dhaka and Jessore. Branch at Dhaka is being set up in association with Daffodil International University, Dhaka. Jessore Branch is supported by 'Banchte Shekha', a leading NGO led by Dr. Angela Gomes, Ramon Magsaysay Laureate. KISS shall provide

technical and managerial support for the functioning of the two branches.

A new branch of KISS is being established in West Bengal, in collaboration with 'Help Us Help Them', a Kolkata based NGO that promotes the same cause. It will be a residential school for over 1000 children and will have the same structural model as KISS.



Faculty members and students from Kalinga Institute of Industrial Technology, regularly visit KISS branches to

contribute in academic activities and educational ventures to its students round the year.

### 3.7. 'Education for All' Summits

The University annually organizes the Education Summit on the theme "Education for All" in all districts of Odisha and 30 major cities and state capitals of the country to motivate the youth and build up their confidence for joining higher education. More than 1.5 million participants have attended these programmes till date. Due to COVID pandemic the programme in the year 2020 was held through virtual platform.

### 3.8 Activities of Community Engagement Centers

- Community Engagement Centers (Phulbani and Daringbadi): The community engagement centers and respective staff members in Phulbani and Daringbadi have been working with the local entrepreneurs in the tourism sector to promote the tourism industry in this region. They are in discussion with the local stakeholders to gather information and data related to the difficulties faced by them and the feedbacks they receive from national and

international tourists. The scenic beauty and the heritage of these two places are potential attractions for international tourists. Very few quality motels are available to attract the international tourists at the moment. The community engagement staffs have been holding special training and discussion session with local guides and car providers to increase the frequency of services to the nearest city. Discussions have been conducted to set up 24x7 high speed communication links. Awareness and trainings on the history of the place, English communication skills, professional etiquette and preparation of continental dishes are being imparted to the locally available staff and cooks respectively.

- Community Engagement Centers (Khajuripada, Baliguda and Tumudibandha): The Community Engagement centers and respective staff members in Khajuripada, Baliguda and Tumudibandha have been working in close association with the farmers and agricultural laborers to gather data on the potential reasons

of drops in crop productivity and economical issues related to marketing and selling of food products. The crop productivity issues and related data are being communicated to the joint skill training nodal center to promote organic farming and counseling on appropriate use of manures and fertilizers as well as use of mechanized farming methods. The farmers and agricultural laborers have been made aware of low cost effective farming procedures, Government schemes to help and finance farmers and laborers and access to legal aid clinics set up by the University in those regions.

- Community Engagement Centers (Phiringia, G.Udayagiri and Tikabali): The Community Engagement Centers and respective staff members in Phiringia, G.Udayagiri and Tikabali are working in close association with the local households to gather data on the current literacy rate, average qualification of family members, rate of School drop outs and facilities available at the local Schools and initiatives taken by them to bring dropped out children back to School. Awareness programs are being



organized periodically to emphasize the importance of education and literacy for the future generations and the promising avenues for those excelling in studies. Night Schools are also being organized to promote basic education among the grownups of the village.

- Community Engagement Centers (Chakapad and Raikia): The Community Engagement Centers and respective staff members in Chakapad and Raikia have been working in close association with the women in the villages to collect information on the awareness of rights, domestic violence and indiscrimination faced along with any specific health issues. Awareness on the gender equity and education of girl child are being carried out through the women staff members. Special camps have been organized to promote awareness of women health, hygiene, sanitation and maintenance of clean environment.
- Community Engagement Center (K.Nuagaon and Kotagada): The Community Engagement Centers and respective staff members in K. Nuagaon and Kotagada have been engaged with the local

people to promote awareness on cleanliness, protection of environment and ill-effects of addictions or intoxications. The CEC staff members are gathering data on the different types of addictions among the locals and any adverse effect on their families and health. Medical camps have been organized by the University in collaboration with its Community Engagement Cell to perform health checks for the highly addicted persons and provide counseling.

### **3.9. Empowering the Tribal children/student:**

- 5% seats are reserved for tribal students only under tuition fee waiver.
- Tribal students are provided free education in undergraduate and post graduation courses in Science, Arts and Commerce. Ph.D programmes are also provided in these domains free of cost. More than 7000 tribal students pursued their higher education in KIIT in 2020.
- Full fee waiver for students whose annual family income is Below Poverty Line.

- Meritorious low income students may opt for 'earn while you learn scheme'.
- The University is providing different skill development training under Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) scheme under Ministry of Rural Development (MoRD) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) under Ministry of Skill Development & Entrepreneurship (MSDE), Government of India.
- Details of different skill development programs are given in **Appendix-I**.
- Placement opportunity for tribal students:  
6000+ alumni of KISS are already placed in different government, non government, banking as well as corporate sectors with an average salary package of 4.00 lakhs. KIIT has helped more than 6000 first generation learners to come out from their unrecognized lives inside the jungle to social mainstream and helped them to lead a decent life.
- Placement opportunity for unemployed youth:  
The University conducts skill development programmes for school dropouts and unemployed youth to motivate them to learn a customally designed

skill as per their interest and pursue their career in that line. Not only the students are skilled as per field, counselors are available to counsel the students to take up the job available in different sectors to earn their livelihood. During 2019-20, KIIT has trained a large population of youth of Odisha through various skill development programmes and placed them in the large companies, NGOs and financial sectors.

### 3.10. Gender Inequality:

- 30 % seats are reserved for women. The University has a female representation of about 43% in engineering and technology disciplines and approximately 50% in others; pursuing courses in the University in 2020.
- There is no pay disparity on the basis of gender.
- The University has stringent anti harassment and sexual harassment policies in place. Details can be found at: <https://kiit.ac.in/anti-harassment-policy/>
- The University has various grievance cells/committees for looking into grievances of female students, female staff members and public:
  - KIIT Women grievance Cell

- Internal Complaint Committee looks into the grievance of the staff members.
- Grievance redressal forum for woman looks into specific grievances of women.
- Gender sensitization cell actively works on eliminating gender bias and maintaining equality in the campus.

### 3.11. KanyaKiran Programme

Kanya Kiran' program had been launched in association with United Nations Women and Kalinga Fellowship. In a mobilization of scale and spread unheard of before, the program covered all the Panchayats of the State of Odisha in India, spreading awareness on social evils of violence against women and girl child among millions of households. Several awareness and outreach programs are conducted each year under the Kanyakiran initiative.

Over 4000 staff of the University, particularly women staff were actively involved as coordinators and volunteers in 2020. They disseminated the message at household level in villages amid overwhelming response.

The Women folk were also made aware of hygiene and environmental issues.

Number of Districts covered in Odisha	30
Number of Staff volunteers involved	4000 +
Number of Women benefitted	35000 +

**Table: Activities and beneficiaries**



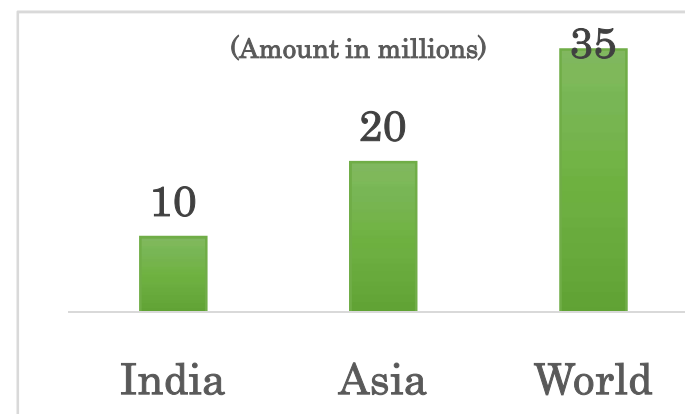
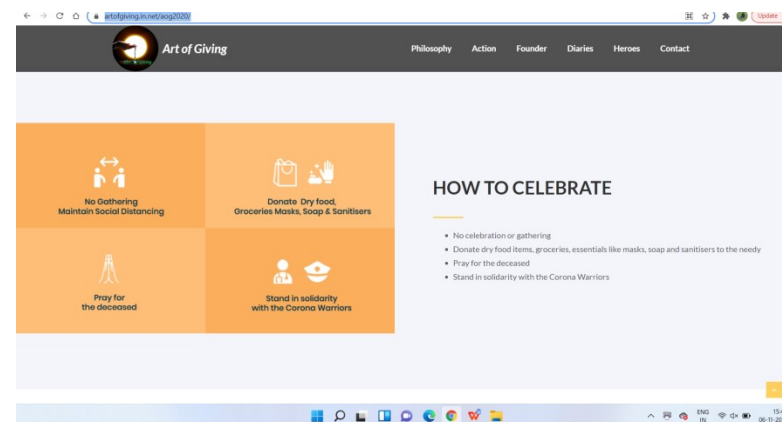
**KanyaKiran Program in a rural area**

### 3.12. Art of Giving

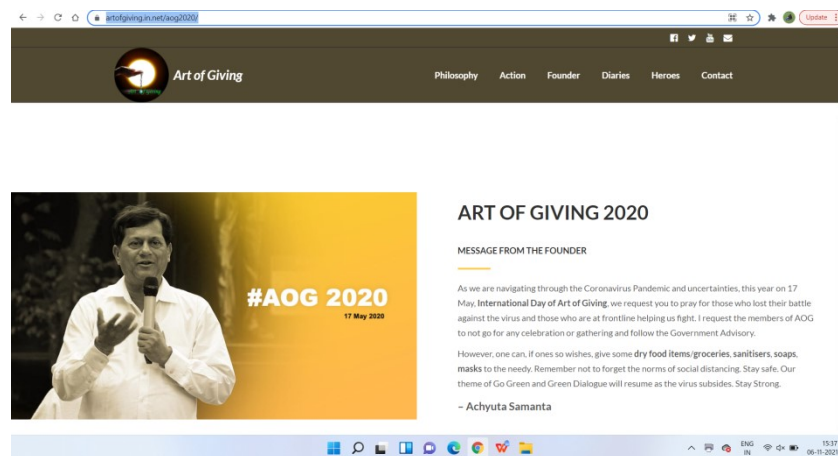
Art of Giving is all about creating an unconditional and sustainable abundance of love, peace and happiness

and contentment for others through gestures of kindness and generosity. It was founded by Shri Achyuta Samanta on 17 May 2013. The key to peace and happiness lies in unlocking the Art of Giving in each individual. It is a not-for-profit initiative for spreading, supporting and promoting the practice of the art of giving around the world.

International Art of Giving Day is being celebrated all over India and 120 countries across the globe spreading over 20000 center, This year the occasion was planned keeping covid pandemic in mind and following covid guidelines, <https://artofgiving.in.net/aog2020/>



**Reach of Art of Giving (Amount in millions)**



**Address by Hon'ble Founder, Shri Achyuta Samanta on the eve of International Day of Art of Giving**

#### **4. POLICIES AND INITIATIVES UNDERTAKEN DURING 2020**

##### **4.1 The LGBTQ Policy:**

The University has adopted the LGBTQ policy in 2020. At KIIT, admission opportunities are provided to all aspiring students from India and abroad without any discrimination for their background, caste, creed, religion, sex, sexual orientation, gender identity or disability since inception. This is also applicable for the LGBTQ students. The admission department of the University maintains the track of applications & admissions of LGBTQ students from different states of India and abroad. As per the Equal Opportunity policy, LGBTQ students are also eligible to apply for the scholarships. The quantum of scholarship and period of scholarship is subject to change from time to time. To ensure the equity of LGBTQ students in every respect, a LGBTQ student affairs committee has been constituted. This committee works to ensure that there is no discrimination or harassment of LGBTQ students inside the University. Dedicated accommodation facilities are available for the LGBTQ students. However, an LGBTQ student will only avail these dedicated facilities if they

desire so and there is no compulsion on using these separate or dedicated accommodation facilities for them. The University has mental health and wellness centres for LGBTQ students. All instructions and procedures for treatment are easily available and informed to the LGBTQ students through their mentors. The University has well defined teaching and learning policies for all its students including LGBTQ students ensuring that there is no discrimination in these aspects. The University is committed towards the holistic development of all students including LGBTQ students. The University has a policy to ensure that all students (except physical handicapped) including LGBTQ students can participate in all forms of sports events. The University has a gender inclusive sports policy.

##### **4.2. Innovation Center for Women**

Innovation Centre for Women, conducted developmental projects facilitating women entrepreneurship to stimulate the local women community towards rural entrepreneurship. Mentoring activities including help in formulating proper business model/ plan, product development, fund raising, fund management, developing marketing strategy and other related

activities have been provided. Women Empowerment Seminars/ training programmes and Capacity building projects/ programmes for Women Entrepreneurs have been conducted. Awareness has also been spread among more than 5000 women who have already benefited.

### **4.3. Free treatment for the COVID infected**

The University has set up medical facility with 1050 beds and was providing free treatment to the COVID infected with support from the State Government of Odisha and the Odisha mining corporation.

### **4.4. Free Education for the Children of COVID Deceased**

The Covid-19 pandemic has infected millions and caused much panic across the globe, including India and Odisha. The number of new coronavirus infections had been increasing day by day in Odisha. Many have also lost their lives. KIIT has always reached out to the distressed people at the time of natural calamities in the state. It has become the pride of Odisha as it has always stood by the people of the state at the time of their need. The Covid-19 pandemic has disrupted and devastated normal life and livelihoods of the people of

Odisha. Now KIIT Deemed to be University has extended a helping hand to the families of the Covid deceased. Acting on a proposal by the Founder of KIIT & KISS, Dr. Achyuta Samanta, KIIT-DU has decided to provide technical and professional education absolutely free of cost to the children of the COVID deceased.

### **4.5. Support to the family of COVID-deceased staff member at the University**

The University has decided to pay a compensation package of Rs. 500,000 and a job to a member of family of his /her family based on educational qualification. Their children are also to be provided free education at KIIT.

### **4.6. Capacity development Workshop**

The WING Program(Free 2 Day Capacity Building Workshop Sessions for Women Entrepreneurs)-an initiative of Start Up India had been organized by KIIT TBI with the support of Startup Odisha on 4<sup>th</sup> and 5<sup>th</sup> February, 2020. The Workshop was launched by the Hon'ble Minister of State (Ind.) MSME, Govt. of Odisha, Captain Dibya Shankar Mishra.





### 4.7. Knowledge Dialogue Series

A series of In-Campus Dialogues by KSOM students, based on the 17 Sustainable Development Goals of the United Nations, taking one goal at a time was held on 3<sup>rd</sup> January, 2020 to inculcate knowledge dialogues amongst the students. This was the first unique initiative of the kind towards greater education empowerment.



### 4.8. Labour Law Reforms and Statutory Compliances

HRD Centre of Learning, KIIT Deemed to be University organized 3 sessions on various Labour Laws, Reforms and Statutory Compliances. The Sessions were attended by diverse participants covering representatives of the Principal Employers, Vendors, Contractors and their representatives.

### 4.9. National Seminar on 'Inclusion of the Differently-abled'

Sponsored by ICSSR, a 2-Day National Seminar on Challenges & Opportunities for Differently Abled People in India and their inclusiveness in the mainstream of

Society, commenced at KIIT School of Management on 5<sup>th</sup> March, 2020.



The members of Khwaab Society celebrated International Women's Day 2020 with the ladies of Khandagiri Tapovan, Bhubaneswar where Sanitary Napkins were distributed to more than 60 women and made them aware about how to maintain proper

#### 4.10. International Women's Day

KIIT School of Electrical Engineering organized different activities like Workshops, Quizzes and Debates etc focusing on gender sensitization, equality, women's health, education, empowerment, safety and security etc for International Women's Day, 2020 (8<sup>th</sup> March, 2020) at its premises on 6<sup>th</sup> March, 2020.





Hygiene and their Health as well.

For women in India, the safety statistics are grim. That is why it is important for each and every woman to know how to yield the sword that is given to them. Adhering to this spirit, KIIT NSS Bureau organized Women Safety Workshop on 6<sup>th</sup> of March, 2020. This event was spearheaded by the Orissa Taekwondo Association, who graced with their presence to train our girls under their wings.



A workshop on Women Empowerment was conducted by Prof. Shradha Padhi, Professor, KSOM at Kalam Hall, Annex Building, KSOM to celebrate International Women's Day. Prof. S.N. Misra, Dean, KSOM inaugurated the workshop. The program was attended by 20 delegates from different Corporates, lady faculty members and non teaching members. The workshop comprised sessions on *"Women Know Thyself"* and *"The Leader in You : Unleashing the Inner Strength"*.



#### 4.11. Project: ADDHYAYAN

The Philanthropy Hand group of KIIT Student Activity Centre had been working on the Project **"Addhyayan"**, which focused on one to one teaching of underprivileged

children. Under this project, 10 students went to two places, one at Prasanti Vihar and other at Patharagadia.

They assembled the students and conducted a doubt clearing session as they had their preliminary exams scheduled in the coming week. Moreover, they completed few of their homework. They also taught them new lessons of English and Hindi and made them practice Arithmetic.



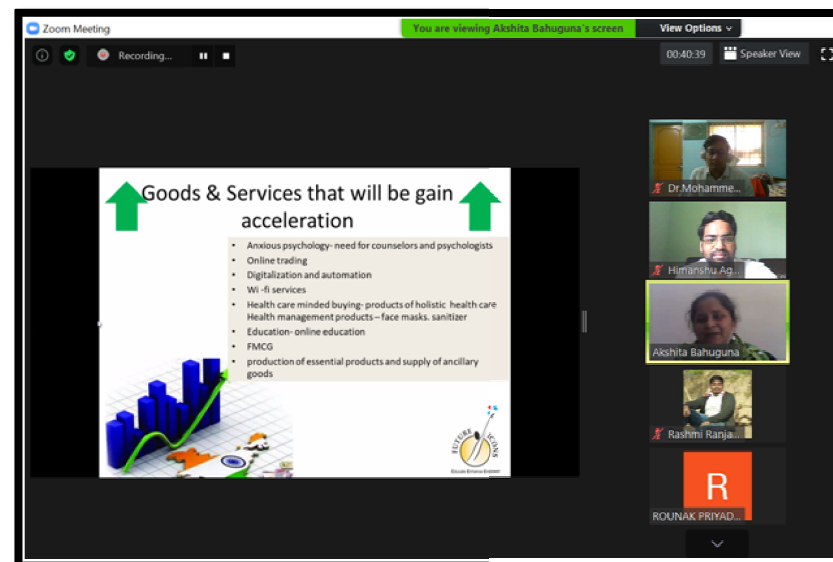
### 4.12. Indigenous Women Rights Day

The Indigenous women Rights Day was observed on 5<sup>th</sup> May, 2020. An awareness generation drive was organized about Missing, Murdered, Harassed, Assaulted & Raped Indigenous Women and Girls. The

primary goal of such a drive was how we should act now so that it is NoMore.

### 4.13. Webinar of Entrepreneurship

KIIT School of Commerce & Economics conducted a webinar on 6<sup>th</sup> July, 2020 from 4:00 p.m. to 5.30 p.m. for the students of M.Com and B.Com, on the topic “Entrepreneurship opportunities during and post COVID” which focused on opportunities as an entrepreneur in post COVID era.



### **4.14. Webinar on Child Sexual Abuse**

A Webinar was organized by the NSS Bureau of KIIT School of Biotechnology in association with Sakshi NGO on 29<sup>th</sup> July 2020. The Chief Speaker of the Webinar was Dr. Aditi Kishore, Head, South India Rakshin Project & Trainer at Sakshi NGO, while the Workshop Coordinator was Smriti Singh. The main motto of the Webinar was to raise awareness about Child Sexual Abuse and information on the Protection of Child from Sexual Offences Act (POCSO Act). This Webinar was a part of The Rakshin Project under the Sakshi NGO. The Webinar was held online with all the NSS Volunteers from KIIT School of Biotechnology, NSS Wing.

### **4.15. Webinar Series on ‘Financial Services and Inclusion’**

As a part of the Webinar Series on “Financial Services and Inclusion”, KSRM organized a talk for the students of MBA (RM), MBA (ABM) and PGDCD on 1<sup>st</sup> August, 2020. Mr. Sumit Satyen, Vertical Head of Rural Business, Bajaj Allianz GIC Ltd, was the speaker for the webinar series, who belongs to the first batch of KSRM.

His talk focused on insurance, still considered as an unexplored area in the rural sector. Mr. Sumit shared about the basic concepts of Insurance, the global as well as the Indian scenario with a specific focus on general insurance. He shared how modern agricultural practices, requirement of additional capital in agro based economy and RBI guidelines on priority sector lending has led to a growth in agriculture insurance. He then discussed about the huge opportunities that are there for the students of Rural Management as well as agri-business management in the insurance sector. Mr. Sumit specifically highlighted the opportunities in technical, non- technical and support functions. He also shared about his fond memories at KSRM and extended his support to students for any kind of professional engagement.

### **4.16. Life Skills Education (LSE) for adolescents with disability in Special Schools of Odisha**

The first Technical Advisory Group (TAG) Meeting on “Life Skills Education (LSE) for adolescents with disability in Special Schools of Odisha” was organized by United Nations Population Fund (UNFPA), Odisha team

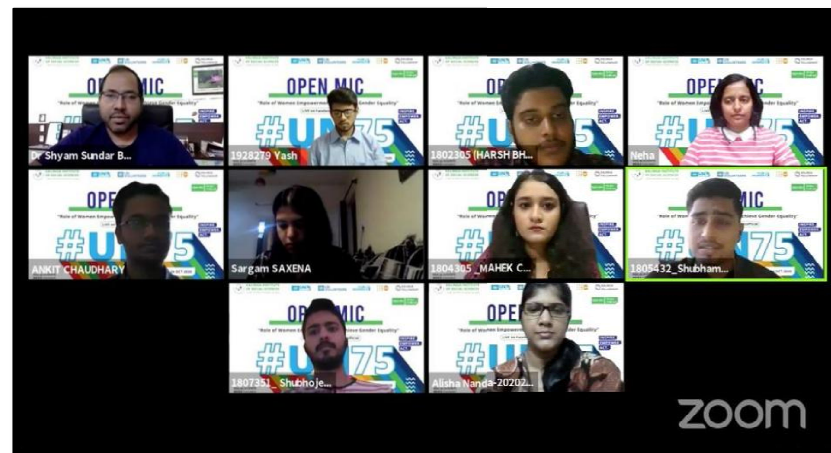
and Mission UDAY team in collaboration with the University on 26<sup>th</sup> August 2020.

The TAG meeting was organized on the virtual platform with an aim to introduce the Life Skill Education Program (LSE) in Special schools. The program was unique in its way as UNFPA was introducing LSE for adolescents with disability (AWDs) in the state, whereas Life Skill Education for other adolescents was one of the key core areas for UNFPA and many other agencies.

#### **4.17. OPEN MIC on “Role of Women Empowerment to achieve Gender Equality”**

As a part of the week-long campaign to celebrate 75 years of the United Nations, KIIT, KISS and KSAC conducted an Open MIC Session on the theme, ‘Role of Women Empowerment to Achieve Gender Equality’. This theme addressed the Goal 5 of the Sustainable Development Goals. KIIT and KISS have been relentlessly working on building an inclusive society. The session started with Subham Raj briefing about KIIT, KISS and the UN. He emphasized on the role

played by the UN in women empowerment and gender equality.



#### **4.18. Webinar on ‘Recalibrating Education, Inclusion and Climate Change Post Covid-19’**

KIIT and KISS organized a week long digital UN 75 Campaign from 18<sup>th</sup> -24<sup>th</sup> October 2020 with the objective of amplifying indigenous and youth voices while addressing key areas of education, inclusion and climate change through online dialogues and discussions as well as field level awareness campaigns while adhering to COVID -19 safety and health guidelines.



This week-long UN75 Campaign concluded on 24<sup>th</sup> October, 2020 with a session on the topic 'Recalibrating Education, Inclusion and Climate Change Post Covid-19'. The concluding webinar was graced by eminent speakers like Mr. Alan Gemmell, HM's Trade Commissioner for South Asia & British Deputy High Commissioner for Western India; Mr. Bishow Parajuli, Representative and Country Director, World Food Programme; Mr. Arun Sahdeo, Programme Officer, UN Volunteers, New Delhi; Ms. Abha Mishra, Head Office-Odisha, United Nations Development Programme, Bhubaneshwar; and Ms. Shobhna Boyle, Gender Specialist, United Nations Population Fund, Delhi.

Acknowledging the fact the society has been sailing in troubled waters due to the outbreak of the current pandemic, the learned speakers discussed the future course of action in key areas of education, inclusion and climate change with reference to developing mechanisms to address unequal access to education, re-skilling and up-skilling of workforce to suit the new requirements, ensuring food security, creation of gender equal society, focusing on action to combat climate change, adoption

of renewable energy, role of UN and UN volunteers in easing the transition and maintaining international peace and security through forging global partnership.



### **4.19. Webinar on 'Indigenous Culture of India: Diversities and Commonalities'**

Studies in the past reveal that India has always been described as the 'melting pot' of races and cultures. Myriads of cultures and the heterogeneous mosaics of human affairs make it a unique country to live in. Oldest cultures are either dying or exterminated. Tribal, indigenous, primitive, aboriginal and native culture falls

in this category. Indigenous peoples, also known in some regions as First Peoples, First Nations, Aboriginal Peoples, Native Peoples or Autochthonous Peoples, are ethnic groups that are the original or earliest known inhabitants of an area, in contrast to groups that have settled, occupied or colonized the area more recently. This topic is close to the objectives of the University and wears an interdisciplinary blanket embracing the issues of indigenous culture with focus on diversity and cultural commonalities. The webinar was held on 3<sup>rd</sup> November 2020.

#### **4.20. KIIT Faculty Delivers Talk at EuroAsia Conference**

Dr. Deepanjali Mishra from the School of Humanities, KIIT Deemed to be University delivered a talk on 'Reduced Inequalities in Educational Opportunities: A Case Analysis of KIIT University' at the EuroAsia Conference organized by Baku Eurasian University in Azerbaijan on 9<sup>th</sup> December, 2020. She talked about the initiatives that KIIT has been taking to strike a balance in bringing equality in all parameters among the developed and the under developed countries. She also emphasized the efforts of Dr. Achyuta Samanta,

Founder, KIIT & KISS to reduce the inequalities in education which have been lauded at the global forum.

#### **4.21. 11<sup>th</sup> National Finance Conclave**

KIIT School of Management (KSOM) organized its 11<sup>th</sup> National Finance Konclave on 13<sup>th</sup> December 2020. The theme of this year's conclave was "Re-imagining Opportunities in the Shadow of Uncertainty: An Emerging Economy Perspective". In her inaugural address, Prof. Sasmita Samanta, Pro Vice Chancellor, KIIT Deemed to be University said that disruption is inevitable and only innovation can make a difference. Citing views of thought leaders, she visualized the emergence of a new normal and emphasized the need for an eco-system of researchers to combat such emergent situations as they arrive.

#### **4.22. Orientation Programme on UPSC Civil Services Exam for Identified Tribal Students**

An 'Orientation Session' on UPSC-IAS Exam Training for KISS students was held over ZOOM Platform on 18<sup>th</sup> December 2020 for identified KISS students in collaboration with TICS, Kolkata. The programme was

coordinated by Dr. Saranjit Singh, Director, Industry Engagement Cell, KIIT-DU.

### **4.23. Gender Orientation Programme**

School of Mass Communication has started a Gender Orientation Programme (GOP) based on the societal, constitutional and academic requirement from 2020. GOP Talk on “Environmental Justice: An Eco-feminist Perspective” was organized on July 30, 2020 and delivered by Dr. Chitra, K. P., Assistant Professor, Department of Social Work, Central University of Tamil Nadu. She discussed the equation between social inequality and environmental inequality. She also explained how the environmental crisis was related to social injustice. Environmental injustice had been a very general issue for all but she analyzed the concept through a gender lens.

### **4.24 Project ‘Samarthya’**

KIIT in collaboration with Kalinga Institute of Social Sciences (KISS) and United Nations Population Fund (UNFPA) has initiated the project ‘Samarthya’, the Life Skills Education for adolescents with disabilities

studying in the special schools of Odisha, for promoting their health and wellbeing, since August 2020. The project is being implemented in close collaboration with the Department of Social Security and Empowerment of Persons with Disability (SSEPD), Government of Odisha.

### **4.25. ‘Diversity and Inclusion Best Practices in Talent Acquisition’**

School of Civil Engineering organized the 1st Kweettalk SMESCE (Panel Discussion) on the topic ‘Diversity and Inclusion Best Practices in Talent Acquisition’ on 17th October 2020. The panelists described how Diversity and Inclusion culture based hiring has a better hiring efficiency and helps identify behavior better and better people management. It is more process-centric from sourcing to designing to execution to a culture fit and overall a better circle of control in the process, they opined. More than 210 students participated in the panel discussion.

## 5. OVERALL IMPACT

The following table summarizes the impact in terms of children/students/people motivated and benefitted through the different initiatives mentioned in section 3 and 4:

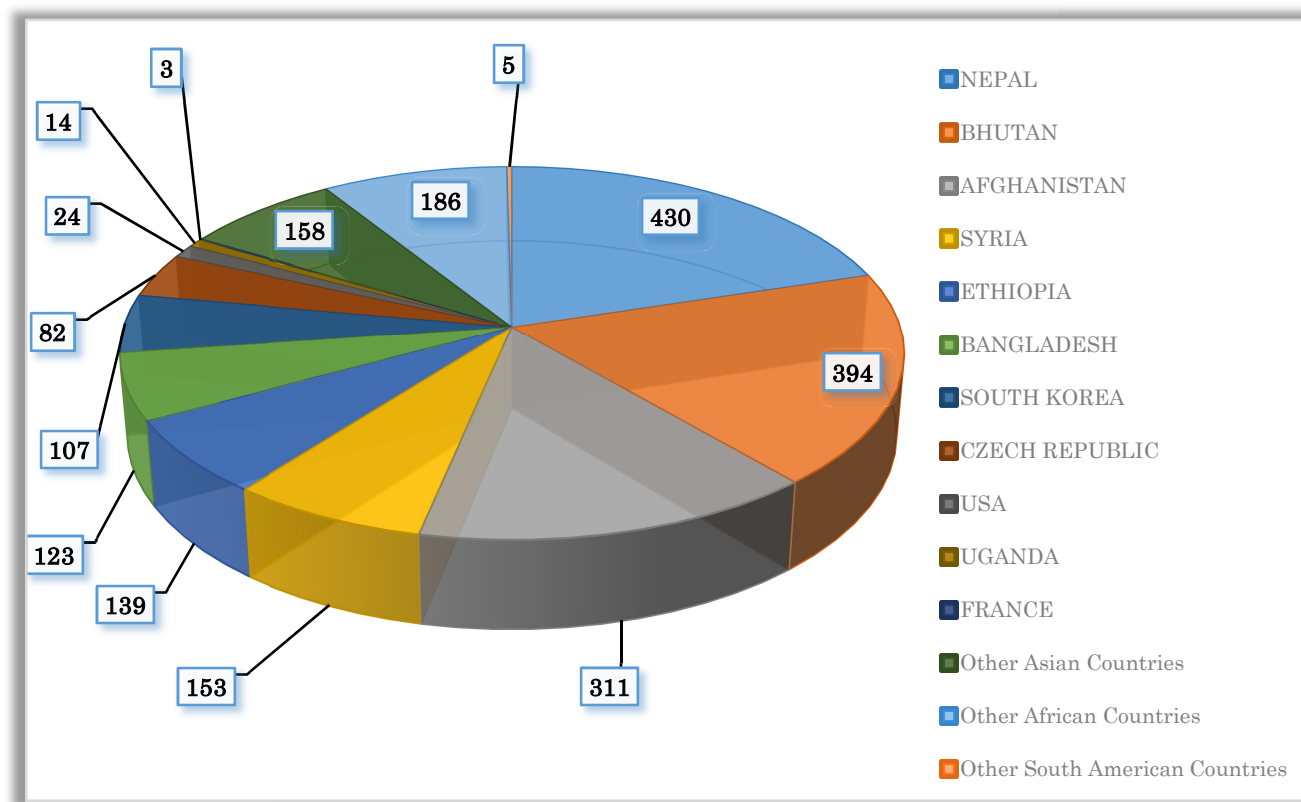
Initiatives in 2019 & 2020	Beneficiaries
Number of students from socially and economically backward background including tribal students continuing their study in the University.	7000+
Scholarship amount during the year	37 crores+
Number of students from socially and economically backward background including tribal students placed during the year	1000+
Number of students benefitted through mentoring/counselling and support services	24000+
Number of students covered under medical insurance	24000+
Number of staff members covered under medical insurance	7000+
Number of staff members pursuing higher studies in the University during the year.	300+
Association with Kalinga Institute of Social Sciences	25,000+
Educational summits and fairs during the year	50,000+
Participation in Conferences, Seminars, Workshops and awareness programmes on Human Rights and Diversity conducted during the year 2019-20.	20,000+
KanyaKiran 3.0	35000+
Skill development programs	5000+
Other outreach programs and awareness camps	8000+

Students from all social and economic backgrounds of the society have a fair opportunity of pursuing each and every course offered in the University. Special Scholarships are provided to meritorious students regardless of ethnicity,



religion, disability or gender for pursuing higher education in the University. In case of need, the University provides motley of other support services to make any student feel at home and facilitate the learning and development process. Scholarships worth more than 37 crores have been provided to the students in the financial year 2019-20.

The University is proud to have student representation from outside the country from across the World and is visited by more than 300 students every year for short term programmes and internship programmes. 2120 foreign students were pursuing the higher education in the University in 2019-20. Graphical representation of student country wise is given below:



## Appendix I. Skill Development Programs, capacity building programs , etc.

Name of the Project	Name of the Client/ Sponsoring Agency	Trainees
Suryamitra Skill Development Programme	National Institute of Solar Energy (NISE), Ministry of New & Renewable Energy, Govt. of India	150
Bare Foot Training	State Institute of Rural Development(SIRD), Panchayati Raj & Drinking Water Department, Govt. of Odisha	63
DDU-GKY Training Programme	ORMAS & MoRD, GOI.	3600
CRR Training Programme	DPE, Ministry of Heavy Industries & Public Enterprises, Govt. of India	330
Industrial training (ITI)	Rourkela Steel Plant (RSP), Rourkela	45
Industrial training (ITI)	NALCO, Bhubaneswar	10
Skill Development Training Programme	OSFDC Ltd., SC & ST Dept., Government of Odisha	285
PMKVY	National Skill Development Corporation and OSDA	500
Schooling & Skilling Of MCL	Schooling & Skilling Of MCL	300

Detailed information available at: <http://skills.kiit.ac.in/>. Apart from the Basic Skill Development Programme, our Sports Department and School of Yoga have also organized several programmes to keep people fit with the support of Association of Indian Universities. The reputed Public Sector Undertakings and big Industrial Houses like Rourkela Steel Plant (RSP) - Steel Authority of India Limited, National Aluminium Company Limited (NALCO), Hindalco Industries Limited, Tata Refractories Limited, Krosaki Refractories Limited and Mahanadi Coalfields Limited (MCL) have collaborated with us for Skill Development drive.