



Measures taken to create Inclusive Environment.

Creating a more inclusive and respectful campus culture requires a concerted effort is taken by KMICS and it is an ongoing process. Here are some measures that can be taken to achieve this goal:

1. **Diversity and Inclusion Training:** Implement regular training programs for students and staff on diversity, inclusion, and cultural competence. These workshops can help raise awareness about different cultures, identities, and experiences, fostering empathy and understanding.
2. **Anti-Discrimination Policies:** Ensure the existence and effective enforcement of clear policies that prohibit discrimination, harassment, and bullying based on race, ethnicity, gender, sexual orientation, disability, or any other protected characteristic.
3. **Inclusive Curriculum:** Review and update curricula to include diverse perspectives, contributions, and experiences from different cultures and underrepresented groups. This can help students feel valued and represented in their academic experiences.
4. **Diverse Faculty and Staff Recruitment:** Actively recruit and retain diverse faculty and staff members to promote a broader range of perspectives in teaching, research, and administrative decision-making.
5. **Inclusive Events and Activities:** Organize events and activities that celebrate and embrace diverse cultures and identities. Encourage collaboration between different student groups to promote cross-cultural understanding.
6. **Dialogue and Listening Sessions:** Facilitate open dialogues and listening sessions where students, faculty, and staff can share their experiences, concerns, and ideas for creating a more inclusive campus.
7. **Accessibility and Accommodations:** Ensure that campus facilities are accessible to all, including individuals with disabilities. Offer necessary accommodations for students and staff who require them.
8. **Inclusive Language:** Encourage the use of inclusive language in all campus communications,
9. **Bias Reporting System:** Establish a system for reporting incidents of bias or discrimination on campus and ensure that these reports are taken seriously and handled promptly.
10. **Student Support Services:** Strengthen counseling and support services to address the unique challenges faced by marginalized or underrepresented students.
11. **Engage with Local Community:** Foster partnerships with local communities to promote mutual understanding and collaboration on diversity and inclusion initiatives.

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Keshav Memorial Institute of Commerce & Sciences,
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College Code No: 1110/318



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12. **Faculty Development:** Provide professional development opportunities for faculty to learn about best practices in promoting inclusivity in the classroom and creating a positive learning environment.
13. **Allyship Programs:** Encourage and support allyship programs that empower individuals to advocate for marginalized groups and promote a more inclusive campus.
14. **Continuous Assessment:** Regularly assess and evaluate campus culture to identify areas for improvement and track progress over time.

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