



## About Project

**Launch Date of the Project**

18<sup>th</sup> February, 2016

**Project Duration**

48 Months

**Project Location**

Nagpur

**Target Sector**

Local Government Officials, State Government, Citizens, Urban Poor, Elected Representatives, Civil Society Organisation (CSOs)

**Final Beneficiaries**

Citizens and officials working in Local Authority and organisations

# Leveraging Unity in Diversity

The goal of leveraging “Unity in Diversity” in NMC is to identify the areas of concern and challenges in the context of various factors like unequal access that of civic services to public space and institutions issues related to work status, gender etc to propose an appropriate Diversity Index and work out the modalities for implementation of policies and programmes. A broader notion of working on diversity index is countering the tendencies of discrimination and deprivation in different sectors in Nagpur. Then an attempt can be made to pinpoint the aspects, systems and biases responsible for that. After all the requisite surveys and data analysis, It comes to crafting a framework of redressal. The need to develop and implement Equality Framework, respecting the diversities in Nagpur City results from diversity indices in NMC to a great extent and the Nagpur city as a whole to some extent.

Growing awareness of the range of human differences in the City’s population, their expectations regarding civic services and programs coupled with modern-age aspirations, engender the need to effectively implement this framework in Nagpur Municipal Corporation (NMC).

### Goals of the Framework

- ◆ Goal 1: Promote shared values of diversity and inclusion.
- ◆ Goal 2: Improve coordination of campus diversity planning.

- ◆ Goal 3: Engage the campus leadership for diversity and inclusion
- ◆ Goal 4: Improve institutional access through effective analysis of diverse staff
- ◆ Goal 5: Provide a proper framework for Diversity and thereby establishing a diversity committee.

### Assessing Diversity through a Survey

It’s not enough to employ a workforce of individuals with varying backgrounds and views. We need to include their experiences and views when working with each other and when developing programs, services and frameworks.

This is one of the ways we ensure respect and consideration of the diverse needs and perspectives of all. Inclusion and diversity often move parallelly. To facilitate an equality framework in the NMC, Equi-City team has initiated a diversity survey to gauge different needs, suggestions and views which is expected to be vetted by designated Diversity Committee in NMC and the findings are supposed to come out in the form of a report. The Diversity Committee is envisaged to support and guide departments to come out with redressal strategies specific to various levels across the corporation.

This includes but not limited the roles of:

- ◆ City Council
- ◆ NMC Employees

- ◆ Senior Management Team (SMT)
- ◆ Department Management Team
- ◆ Supervisors
- ◆ Human Resources Branch
- ◆ Communications
- ◆ All departments under NMC

### Some prerequisites of Diversity Survey

Comprehending diversity in the Indian societal backdrop is really a complicated engagement. It needs a demanding responsibility in understanding complex conceptual and methodological issues before proceeding to sort out a transparent and acceptable working framework. Implementing this relatively new framework in local body level is expected to be quite challenging as it demands a paradigm shift in the attitudes in dealing with the issues of asymmetrical approach to socio-cultural and politico-economic space in Indian context. Informed and committed leadership as well as shared responsibility and individual accountability are essential to successful diversity and inclusion efforts.

The effectiveness of the Diversity and Equality Framework depends on each employee of NMC and demands fulfilling his or her role in an effective manner. In addition to employees fulfilling their roles, it further demands sustainable long term directions from the organisation’s leadership alongside resources and support to sustain the efforts.



# Layers of Diversity

The layers are represented below and illustrate the ways in which people, including employees, may differ from one another.

## Work undertaken to meet the targets

Recognising Diversity is an important aspect of Equi-City programme and are being incorporated while taking decisions on project design and implementation. Equi-City has continued to carry out a range of activities aimed at embedding a culture of inclusion and removing barriers on the way of interface between Citizens and NMC staffs. This include communications campaigns and orientation workshops in the city involving diverse population into the system.

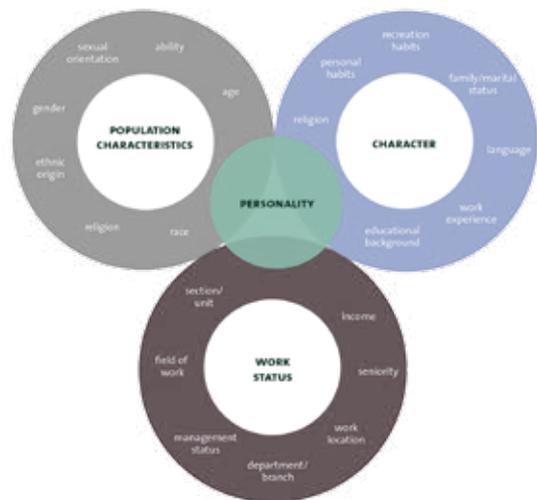
sustainable diversity and inclusion practices within organizations.

## Formulation of Diversity Committee & Framework enables the City to

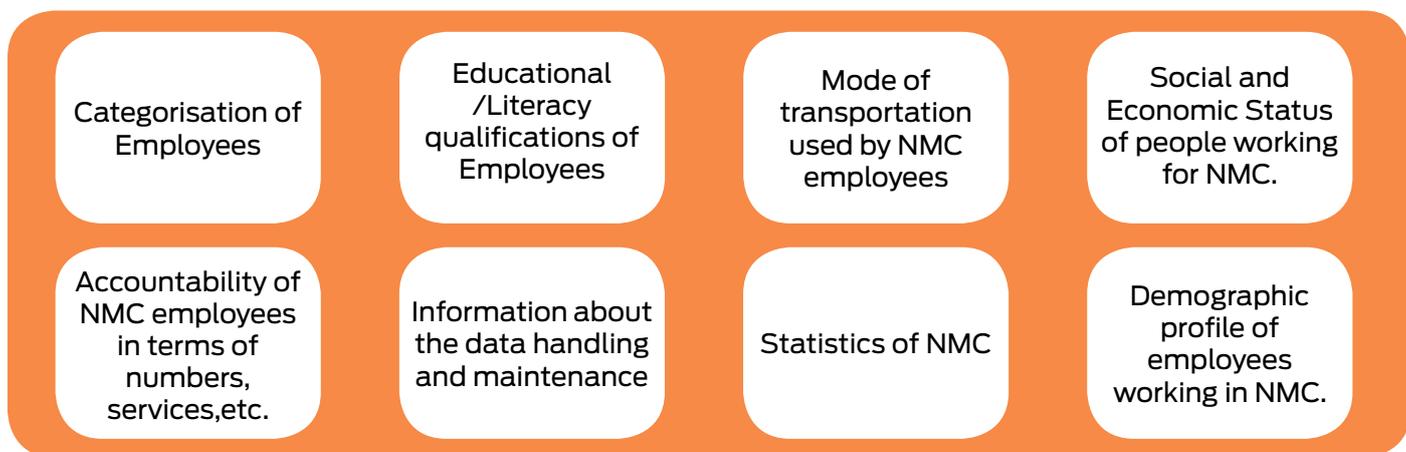
- ◆ Gain greater competitive advantage by increasing its vitality and resources for programs and Services.
- ◆ Attract and retain talented people by supporting and involving employees and heightening their sense of purpose and commitment.
- ◆ Increase city services that respond to the diversity of citizen needs thereby increasing their willingness to support such services
- ◆ Open the interface of the City to pockets of people who may otherwise feel disenfranchised and
- ◆ Contribute to improving the quality of life for all the stakeholders.

## Building the Diversity Framework

The process of building the Diversity and Inclusion Framework began with a comprehensive review of research to identify current best practice in the area of diversity and inclusion in similar institutions. This review resulted in the identification of essential common elements for achieving



## Probable Outcome from Survey



The prerequisite survey being carried out in the city gives a outline structure of city which will give a clear picture of NMC profile and statistics in detail. The table above gives a clear description of the probable and expected outcomes from the survey and Diversity Report.

## PARTNERS



## CONTACT US

All India Institute of Local Self-Government  
Sardar Patel Bhavan, 22-23, Institutional Area D-Block Pankha Road  
Janakpuri, Delhi-110058

### LOCAL ADDRESS

Equi-City Cell, Nagpur Municipal Corporation, Civil Lines, Nagpur-440001  
E-Mail: delhi@ailsg.org

[www.equicity.in](http://www.equicity.in)

[Equicity\\_india](https://www.facebook.com/Equicity_india)

[Equicity\\_india](https://www.twitter.com/Equicity_india)