

Diversity and Equality Office

Centurion University has a well-established Equity, Diversity, and Inclusion (EDI) framework guided by a dedicated Diversity and Equality Committee and supported by a Diversity and Inclusion Officer. The Committee, tasked by the University's governing body, is mandated to advise, implement, and monitor policies, programs, and training related to diversity, equity, inclusion, and human rights across all campuses.

This structure ensures that issues of equity and social justice are systematically addressed, aligning with national policies, constitutional provisions (Articles 341 & 342), and the United Nations Sustainable Development Goals.

1. Equity, Diversity, and Inclusion Committee

The EDI Committee is a multi-stakeholder body comprising faculty, staff, students, administrators, community representatives, accessibility specialists, and legal advisors. The Committee is chaired by Dr. Smita Mishra Panda (Director–Research) and includes:

- Faculty Members: Provide input on inclusive curriculum and recruitment.
- Student Representatives: Advocate for student needs and identities.
- Staff & Administrative Representatives: Ensure workplace diversity and employee development.
- Community Representatives: Bring insights from grassroots and partner organizations.
- Accessibility & Legal Experts: Ensure compliance and inclusivity for differently-abled individuals.
- Diversity & Inclusion Officer: Dr. Sushmita Das and Dr. Reena C. Jhamtani, who serve as advisors and ensure alignment with best practices.

The Committee meets on a quarterly basis to review policies, assess inclusivity practices, and design programs that strengthen diversity and human rights on campus.

Available at university website:

<https://Centurion University.ac.in/wp-content/uploads/2024/11/EDI-Committee.pdf>

2. Trainings and Initiatives

The University recognizes that awareness and training are critical to building a culture of equity. Under the Committee's and Centurion competency and capacity development

centre guidance, multiple initiatives are undertaken for faculty, staff, and students to improve inclusivity in everyday interactions and to strengthen workplace empowerment. Training conducted is as listed below:

- Female Adolescent Self Care and Healthy Habits- For all women staff and students on July 27, 2024 by Dr. Purarama Pradhan, Rtd. Chief Medical officer, Specialist in Maternity and Child Health, Medical Officer in CRPF. The session aimed at the most needed guidance during adolescence and was found quite impactful based on feedback received. The total of 60 girl students were trained.



The poster features a circular portrait of Dr. Purarama Pradhan on the left. The text on the right provides details about the event. The background is light grey with decorative floral and leaf patterns.

“Female Adolescent Self Care and Healthy Habits”

Organized by:
School of Paramedics and Allied Health Sciences

In collaboration with:
Centurion Capacity and Competency Development Centre (CCCDC)

Resource Person: Dr. Purarama Pradhan.
Rtd Chief Medical Officer,
Specialist in Maternity and Child Health,
Medical officer in CRPF

Venue: Hall No.06 Aryabhata Building,
CUTM, Bhubaneswar

DATE: 27 JULY 2024
TIME: 11:00AM TO 12:30 PM

Centurion University of Technology and Management Odisha
Campus: Parlakhemundi | Bhubaneswar | Rayagada | Balangir | Balesore | Chatrapur

- Financial Literacy by Ms. Smruti Skhita Mohanty, Financial Facilitator, Mrs. Debasmita Kar Financial Facilitator on Oct 07, 2024
- Mentoring session was conducted by Prof. Supriya Pattanayak, Vice-Chancellor, Centurion University on Dec 31, 2024 for all faculty of Centurion University with an agenda equalise the SoPs and understanding of students and peer mentoring with an expected outcome to reduce the biases and inclusivity across all. The total number of participating faculty was 210.

- New Initiatives (2024-25):

- Human Rights Workshop: A campus-wide program sensitizing students and staff on legal, ethical, and social dimensions of human rights. The session was attended by all faculty of forensic science and law along with 110 students.



Celebration of International Human Rights Day on Dec 11th 2024 at the moot court hall, Madhusudan building, Centurion University-BBSR

- Student Diversity Session: Orientation sessions designed to foster intercultural understanding, promote gender sensitivity, and encourage acceptance of LGBT and differently-abled peers. 250 participants attended the session.



- Faculty Development Programme (FDP) on Universal Human Values: A structured FDP integrating ethics, inclusivity, and sustainability into teaching practices.



FDP on Empowering Educators through Universal Human Values” held from 7th to 9th May 2025 at our Paralakhemundi Campus, Odisha

- Inclusion Interaction with Ground Staff: Regular dialogue sessions between administrators and ground staff to ensure workplace dignity and promote respect for all roles.



Free Skin health Camp for all staff



Rakhi Purnima 2024 Celebration with Ground Staff

3. Institutional Commitment

Through its EDI Committee, Diversity Officer, and multiple specialized sub-committees (e.g., Women's Council, SC/ST/Minorities Committee, Internal Committee for Differently Abled, and Anti-Sexual Harassment Committee), Centurion University ensures that diversity and equity remain central to governance, operations, and campus culture.

These efforts make Centurion University not only a center of higher learning but also a model for inclusive institutional practices, preparing students and staff to become advocates of equity, diversity, and human rights in wider society.