

Indian Institute of Management Lucknow

Equality, Diversity and Inclusion (EDI) policy

IIM Lucknow implements the Indian government's diversity policies, alongside its own institutional strategies, to foster an inclusive environment that ensures the success of students from various social, cultural, and economic backgrounds. The institute's approach to diversity, equity, and inclusion is comprehensive, encompassing multiple stages from admissions to ongoing academic support and professional development.

1.1 Admissions and Diversity Policy: IIM Lucknow's admission policy emphasizes diversity through a multi-dimensional framework. Along with academic scores, it also incorporates factors like gender diversity, varied academic backgrounds, and socio-economic considerations. Furthermore, the institute strictly follows the Government of India's reservation policy, providing equitable opportunities for Indigenous and historically disadvantaged communities. Candidates with physical or mental impairments are offered necessary accommodations for equal access. This inclusive admissions framework ensures a diverse student body, enriching the learning environment with varied perspectives and experiences.

[Appendix 1 Admission Policy & Process](#)

1.2 Pre-Admission Mentoring by Team Ignicion: Team Ignicion is a student-led initiative aimed at leveling the playing field for aspirants from underrepresented and marginalized groups. The team provides personalized mentoring, mock interviews, and access to the WAT-PI Kit, a comprehensive resource that includes past interview experiences and preparation tips. By offering free mentorship and resources the Team Ignicion makes the admission process more inclusive and accessible, ensuring that all candidates receive the support needed to succeed.

[Appendix 2 Team Ignicion](#)

1.3 Post-Admission Support by Team Disha: Following admission, Team Disha focuses on helping these students transition smoothly into the MBA program and prepare for placements. The team consists of 17 senior students who offer personalized mentoring, covering CV reviews, domain-specific preparation, and one-on-one guidance. Team Disha collaborates with the placement committee to integrate recruiter feedback and provides special accommodations, such as extended time for tests and accessible venues for interviews. This tailored approach ensures that students from diverse backgrounds are well-prepared and confident in pursuing their career aspirations.

1.4 Academic Support Initiatives: To bridge any preparatory gaps, IIM Lucknow invites students from underrepresented backgrounds to campus one month before the start of the academic session. During this period, they undergo intensive training in mathematical and communication skills. Once the program begins, senior students offer tutorial sessions for those in need, selected based

on performance in specific subjects. The tutors are compensated by the institute, ensuring high-quality, peer-led academic support.

1.5 Monitoring and Mentorship: The program committee closely monitors student performance at the end of each term. Students whose performance is below expectations receive direct mentorship from the program chair. This proactive approach allows for early identification of academic challenges and the provision of timely support.

1.6 Evaluation of Diversity Impact: At the conclusion of the program, IIM Lucknow prepares a comparative analysis of the academic performance of students from various diversity categories. This report is presented to the Board of Governors for review, providing insights into the effectiveness of the diversity policies and support mechanisms in place.

[Appendix 3 Evaluation of Diversity Impact](#)