



“UNTIL WE GET EQUALITY IN EDUCATION, WE WON’T HAVE AN EQUAL SOCIETY”

WHAT IS DIVERSITY EXACTLY?

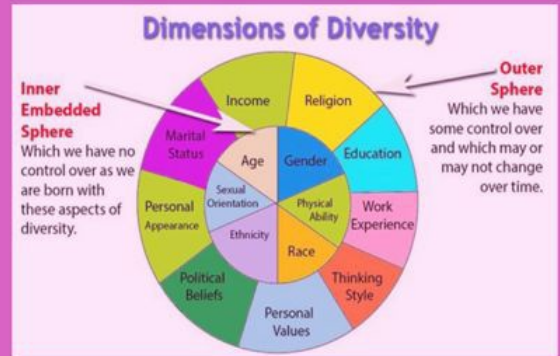
Diversity means different things to different people. For some it is the inclusion of all genders and for some it is inclusion of all ethnicities.

Diversity is itself a diverse concept. As the diagram shows, diversity encompasses many different levels and different features within those levels.

WHY IS DIVERSITY IN SOCIAL SCIENCES AND HUMANITIES IMPORTANT?

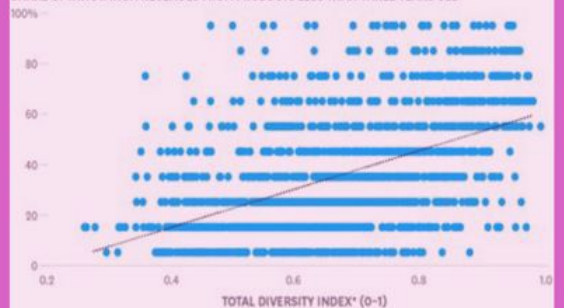
- **DIVERSITY ALLOWS PEOPLE OF DIFFERENT BACKGROUNDS TO CONTRIBUTE TO THE SUBJECTIVE ACADEMIC FIELDS OF HUMANITIES AND SOCIAL SCIENCES. THERE IS NOT ALWAYS A SINGLE, OBJECTIVE ANSWER IN THESE FIELDS.**

- **PEOPLE OF DIFFERENT BACKGROUNDS AND EXPERIENCES INDICATE AN OPEN CULTURE IN THESE FIELDS WHICH CREATES POSITIVE EXTERNALITIES AND ENCOURAGES MORE CONTRIBUTION FROM EVERYONE.**



Companies with Above-Average Diversity Also Have Higher Innovation Revenues

SHARE OF INNOVATION REVENUES FROM PRODUCTS LESS THAN THREE YEARS OLD



NOTE: N=1,601, R²=0.307 (SIGNIFICANT AT P<0.001 LEVEL). *TOTAL DIVERSITY INDEX IS THE AVERAGE OF THE BLAU INDICES FOR SIX DIMENSIONS OF DIVERSITY: MIGRATION, INDUSTRY, CAREER PATH, GENDER, EDUCATION, AND AGE. SOURCE: ICG ANALYSIS OF MORE THAN 1,600 COMPANIES ACROSS EIGHT COUNTRIES. © HBR.ORG

THE IMPORTANCE OF DIVERSITY IN EDUCATION

TEACHING FACULTY

Culturally relevant lesson planning takes centre stage, with a teacher emphasising not only academic performance, but also cross-cultural understanding and competence, activism, and political analysis.

BUSINESS COMPETENCE

Hiring students with a global mindset has become critical. This entails hiring students who are adaptable and open-minded, speak multiple languages, have experience dealing with different cultures, or have an understanding of how other foreign markets operate.

STUDENT PERFORMANCE

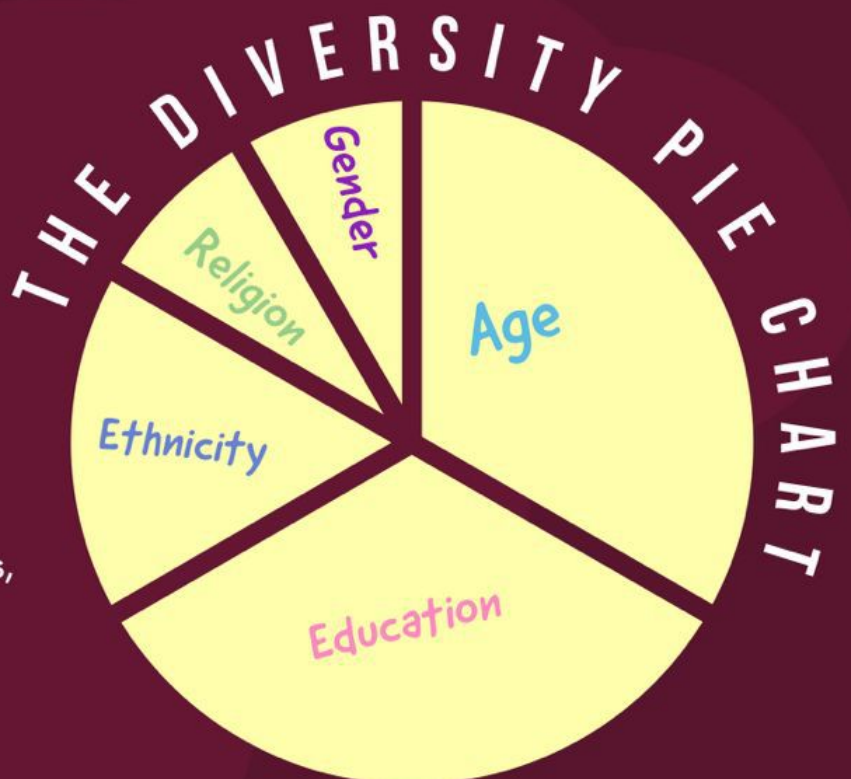
In multicultural settings, pupils perform more and study harder because they are exposed to other perspectives.

CREATIVITY

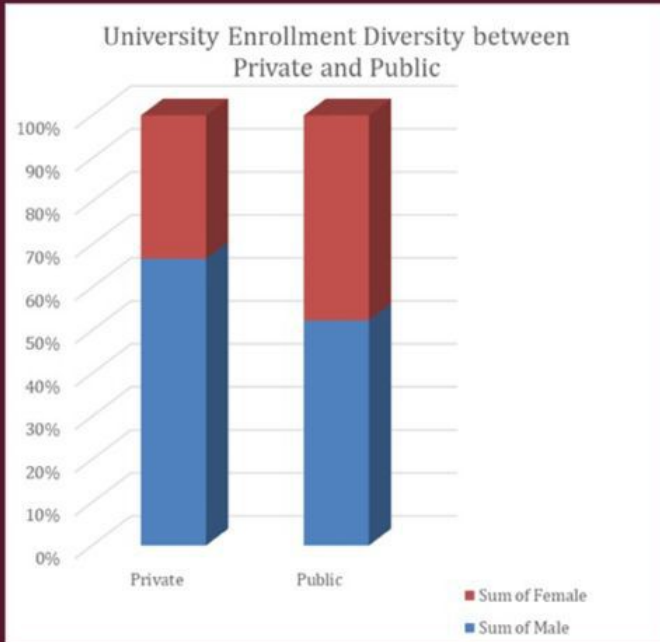
Bringing together diverse students helps in critical thinking and problem solving, especially when applied to real-world business problems.

COMBATTING PREJUDICE

Diverse classrooms promote tolerance and a sense of security in situations where other foreign cultures are present.



METHODOLOGY/THE DISMAL SITUATION OF DIVERSITY IN SOCIAL SCIENCES AND HUMANITIES:



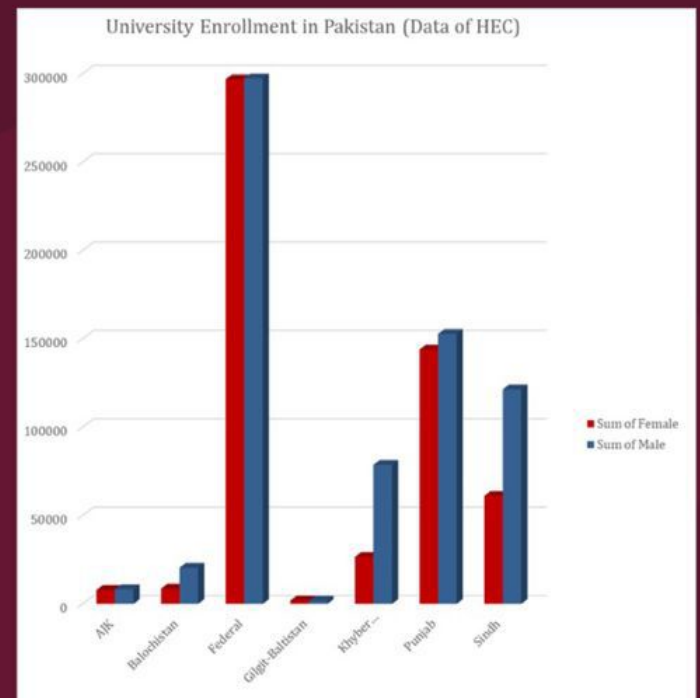
More concerning is the significant lack of diversity in private schools between the genders as the stacked bars above show. Almost 70% of the students enrolled in private institutions are male. This imbalance is a lot better in public universities however.

As the pivot table above shows, there is also a lack of diversity in the distribution of students between private and public universities. Public universities have almost 10x more students enrolled than private, although that might be why many students are able to attain education.

All the data analysis and charts below are not sourced from anywhere but originally made via Excel and Stata and is based on HEC's data.

This bar chart shows how some provinces are particularly lacking in gender diversity and equality in university enrollment. Sindh, for instance, has almost twice as many male students in universities than female students, and the situation is even worse in KPK.

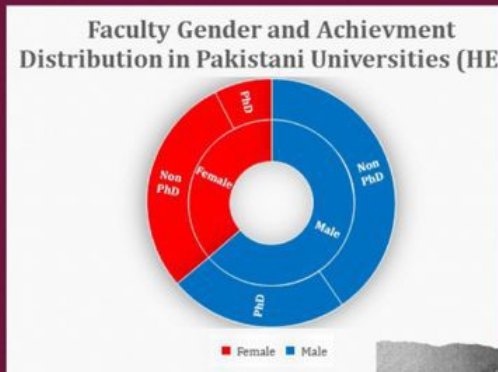
Overall, the bar chart depicts how bad the diversity landscape looks in Pakistani universities and social sciences plus humanities.



Row Labels	Sum of Male	Sum of Female
Private	181341	90745
Public	501125	456539
Grand Total	682466	547284

FINALLY, AS THE DIAGRAM BELOW SHOWS, THE MAJORITY, ALMOST 70%, OF THE FACULTY MEMBERS IN ALL HEC RECOGNIZED UNIVERSITIES ARE MEN.

WORSE, WITHIN THE POPULATION OF EACH GENDER, A HIGHER PROPORTION OF MEN HAVE PHDS COMPARED TO WOMEN. A VERY SMALL PERCENTAGE OF THE FEMALE FACULTY MEMBERS HAVE A PHD. THIS AGAIN SHOWS A LACK OF INCLUSIVITY IN OUR SOCIAL SCIENCES AND HUMANITIES DEPARTMENTS.



FAMILY PLANNING AND AWARENESS CAMPAIGNS: QUOTAS AND MONETARY INCENTIVES TO ENROLL MORE FEMALES IS OF LITTLE USE IF PAKISTANI WOMEN DON'T EVEN WANT TO ENGAGE THEMSELVES IN SOCIAL SCIENCES AND HUMANITIES. THE WOMEN NEED TO BE MADE COGNIZANT OF THE BENEFITS OF THESE FIELDS AND OF EDUCATION IN GENERAL.

AFFIRMATIVE ACTION: THE PUBLIC UNIVERSITIES IN PAKISTAN CAN SET A QUOTA FOR THE NUMBER OF FEMALE STUDENTS THEY MUST ENROLL AND ALSO FOR THE NUMBER OF FEMALE FACULTY THEY MUST HIRE. THEY CAN ALSO MANDATE THIS QUOTA, OR MAYBE A MORE EXTREME VERSION OF THIS (SINCE THERE IS MUCH LESS DIVERSITY IN PRIVATE UNIVERSITIES) FOR PRIVATE INSTITUTIONS TOO.



DISBANDING STANDARDIZED TESTS FOR STUDENTS OF MINORITY GROUPS. STUDENTS FROM SOME REGIONS, SUCH AS BALOCHISTAN, ARE NOT USED TO THE SEATS OR OTHER STANDARDIZED TESTS AND THEREFORE STRUGGLE GETTING INTO GOOD SOCIAL SCIENCES AND HUMANITIES DEPARTMENTS. BY DISBANDING THESE TESTS FOR SOME GROUPS, UNIVERSITIES CAN ACHIEVE MORE DIVERSITY IN BOTH THEIR STUDENT BODY AND FACULTY.

Diagnosis/Solutions



SUBSIDIES OR TAX BREAKS TO INSTITUTIONS WHICH EMPLOY A MORE DIVERSE FACULTY IN THEIR SOCIAL SCIENCE AND HUMANITIES DEPARTMENTS. THIS WILL PROVIDE A MONETARY INCENTIVE TO THE INSTITUTIONS FOR BOOSTING INCLUSIVITY.