



جامعة الخليج الطبية  
**GULF MEDICAL UNIVERSITY**  
ACADEMIC HEALTH CENTER

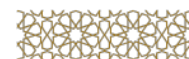
## Sustainable Development Goals

**10** REDUCED  
INEQUALITIES



**SDG 10:  
REDUCED  
INEQUALITIES**

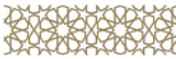




# Table of Contents

<b>SDG 10 - Reduced Inequalities .....</b>	<b>3</b>
<b>Demographic Analysis of Students from Developing Countries (Lower or Lower-Middle- Income).....</b>	<b>3</b>
<b>Demographic Analysis of Non-Traditional Students .....</b>	<b>4</b>
<b>1st generation Students Starting a Degree .....</b>	<b>6</b>
<b>Financial Aid to Students from Lower income and Lower-Middle income countries....</b>	<b>6</b>
<b>Students Celebrate Diversity at GMU .....</b>	<b>8</b>
<b>Women Empowerment.....</b>	<b>8</b>
<b>Celebrating Women's Day .....</b>	<b>9</b>
<b>Mélange – The Voice of Students.....</b>	<b>9</b>
<b>Celebrating International Housekeeping Week at Gulf Medical University, Ajman .....</b>	<b>10</b>
<b>Celebrating GMU'S Got Talent 2021 .....</b>	<b>11</b>
<b>Appreciating the Hard Work of Our Gardeners .....</b>	<b>13</b>
<b>Establishment of Student Happiness Centre (SHC) .....</b>	<b>13</b>
<b>The Peer Guide Program .....</b>	<b>14</b>
<b>Description of the Program .....</b>	<b>14</b>
<b>Peer Guide Program Goals .....</b>	<b>15</b>
<b>Qualifications and Competencies of the Peer Guide.....</b>	<b>15</b>
<b>The Mentorship and Academic Advising Program .....</b>	<b>15</b>
<b>Student Clubs.....</b>	<b>17</b>





## SDG 10 - Reduced Inequalities

GMU is committed to continuously improve its contribution to SDG 10 - Reducing Inequalities. GMU has been progressing its endeavors for achieving SDG 10, some of them include the following:

- Scholarships for GMU students from lower and lower-middle-income countries
- Recognizing contributions of its Women employees
- Recognizing contributions of its elementary support staff employees
- Supporting student diversity and equality through Student Happiness Center, mentoring and advising programs, peer guide program, student clubs, etc.

### Demographic Analysis of Students from Developing Countries (Lower or Lower-Middle- Income)

GMU admits students from Low-income or Low-middle income countries. The following graph shows the increasing trend in the number of students from low or low-middle-income countries. GMU does not discriminate on any grounds including race, caste, religion, sect, economic or financial background. It is committed to full compliance with its policy Anti- discrimination and Anti-harassment (Link).

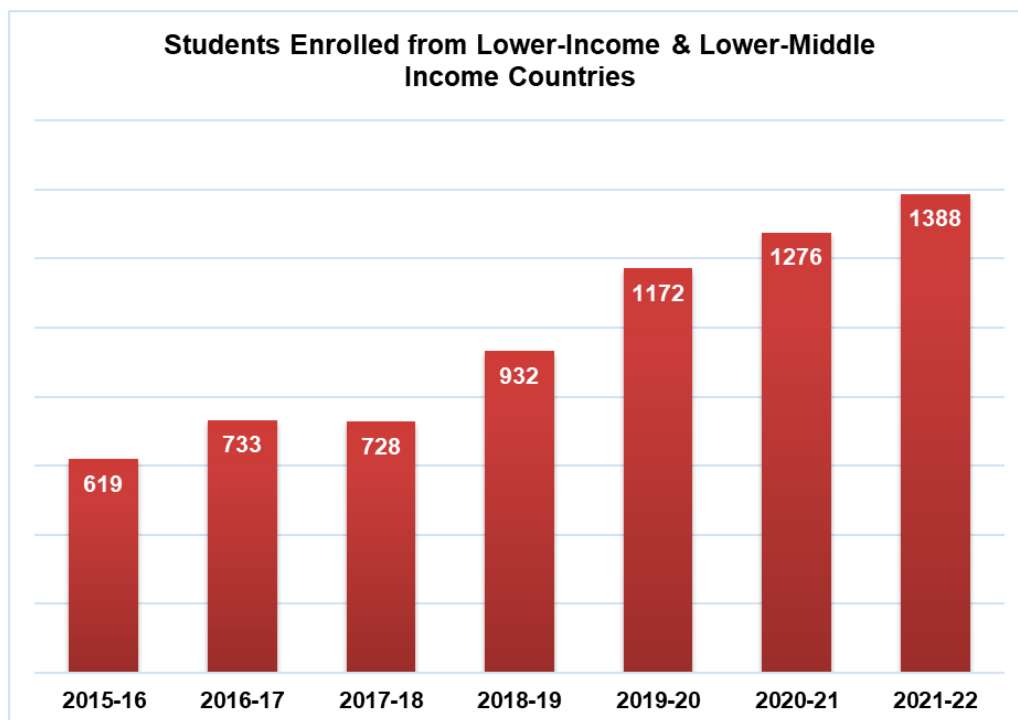
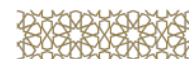


Figure 1: Trend Analysis of Student Enrollment - Number of Students from Lower and Lower middle-income countries



### Students from developing Countries - Enrollment by Gender (N =1388)

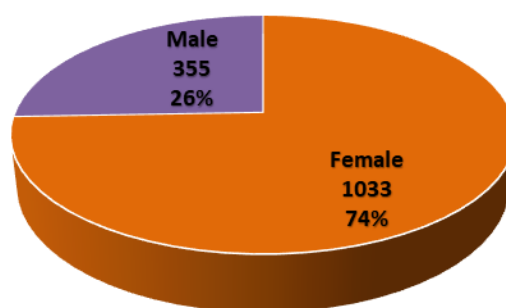


Figure 2: Gender wise classification of Students from Lower and Lower middle-income countries

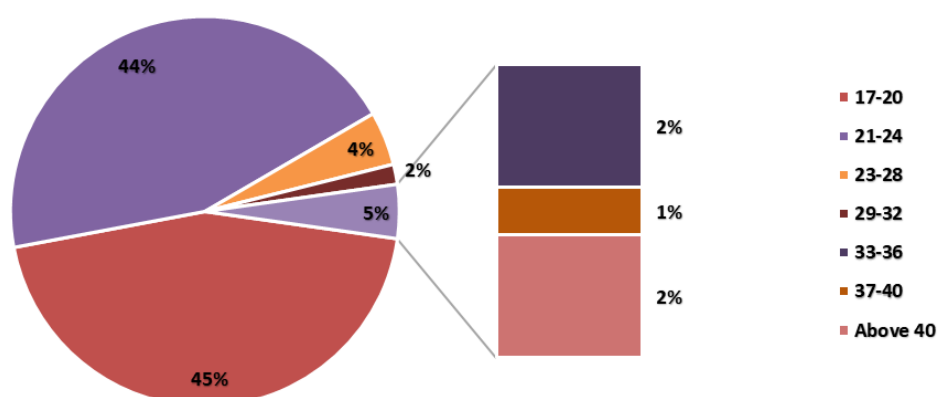


Figure 3: Age Group wise classification of Students from Lower and Lower middle-income countries

## Demographic Analysis of Non-Traditional Students

Students who delayed enrollment in postsecondary education by a year or more after high school or who attended part time are considered nontraditional. The following tables below show a demographic analysis of the non-traditional students

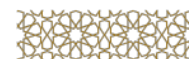
Table 1: Non- Traditional Student Enrollment Statistics - Demographic Analysis

Classification by Gender	Non-Traditional Student Count
Female	30
Male	12
<b>Total</b>	<b>42</b>

Classification Age-group	Non-Traditional Student Count
17-20	1
23-28	2
29-32	2
33-36	11
37-40	5
Above 40	21
<b>Total</b>	<b>42</b>

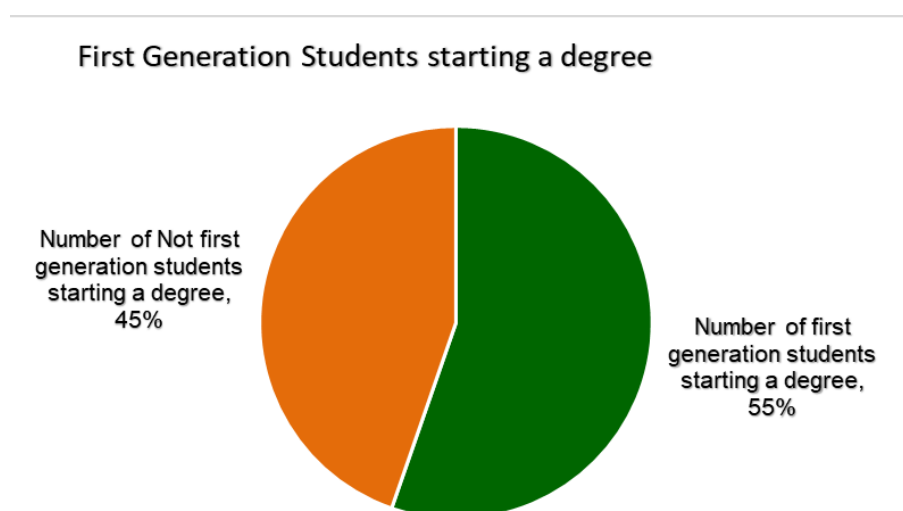
Classification by Nationality	Non-Traditional Student Count
India	20
Pakistan	8
Somalia	4
Sudan	3
Yemen	2
Syria	1
Uzbekistan	1
Eritrea	1
Afghanistan	1
Morocco	1
<b>Total</b>	<b>42</b>

Classification by Marital Status	Non-Traditional Student Count
Married	33
Single	9
<b>Total</b>	<b>42</b>



## 1st generation Students Starting a Degree

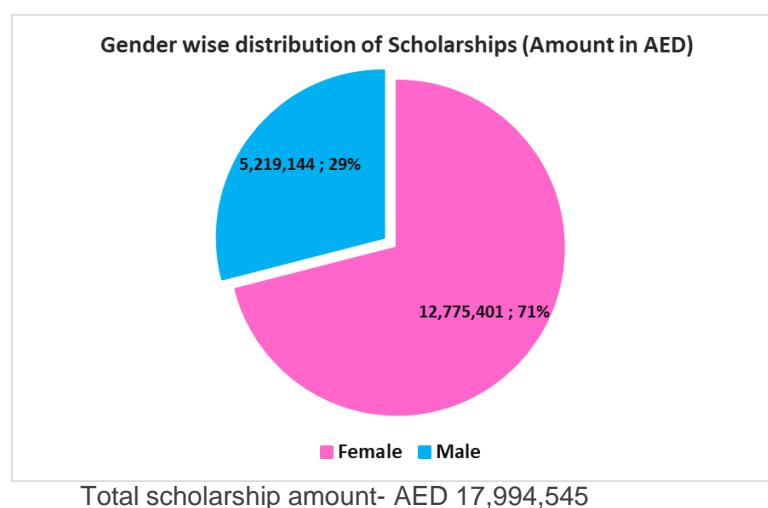
The university annually conducts a survey during the month of October. The survey invites the newly admitted 1st year students from all the academic programs as target audience. Feedback on whether they are the first generation to attend a university in their family is collected. Results of the survey for 2022 is shown in the figure below. It is noted that 55% of the students reported that they are the first child in the family to attend a university.



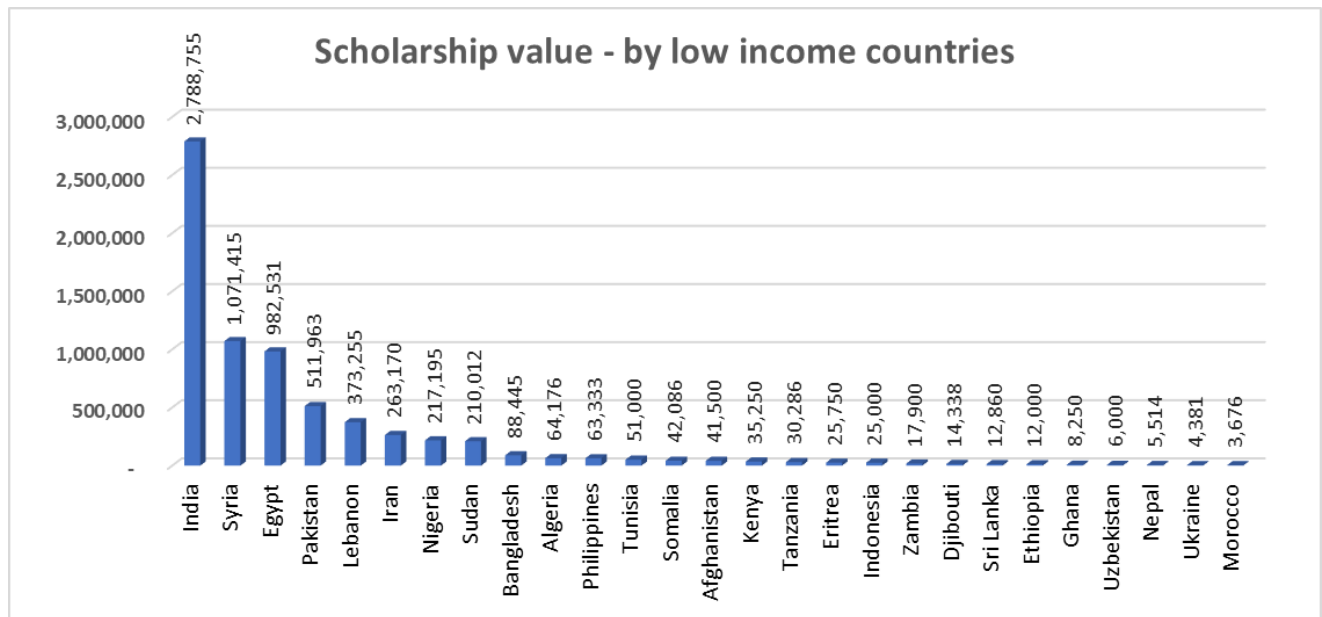
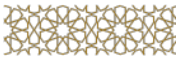
## Financial Aid to Students from Lower income and Lower-Middle income countries

GMU has a policy on financial aid to students ([link](#)). GMU offers discount of tuition fee to students as and when applicable. GMU has signed MoUs with countries like Palestine, Syria, Yemen, etc. to offer special financial aid in the form of discounts to students from low-income economies or lower-middle income economies country.

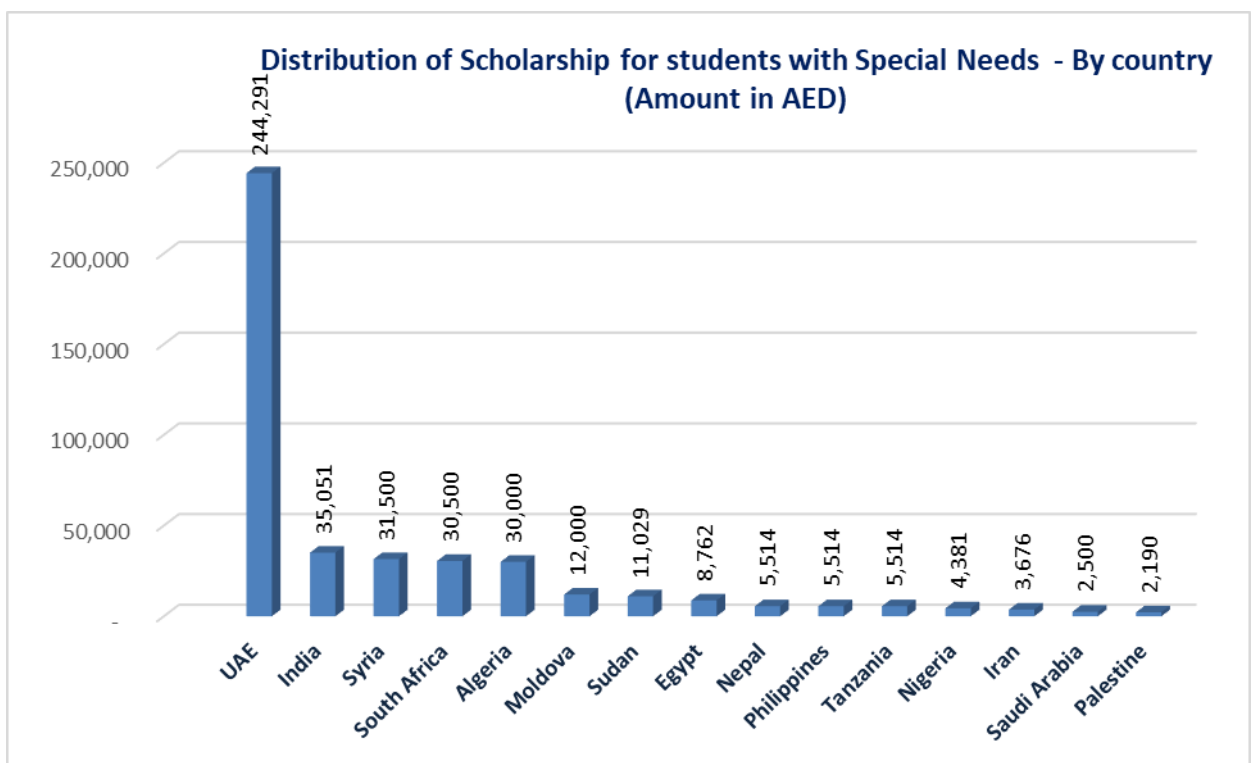
The Scholarship Policy of GMU is publicly available on the University website and has been review during June 2020. Link to Policies: <https://www.qa.gmu.ac.ae/policies06/financial-aids>



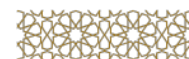




Total scholarship amount- AED 6,970,042.00



Total scholarship amount- AED 434,260.00



## Students Celebrate Diversity at GMU

The annual Global Day celebrations of Gulf Medical University (GMU) – Ajman, was celebrated with fun and frolic at the University campus. Organized each year to acknowledge the cultural diversity of the students and staff of GMU, the event is a festive carnival of cultures and traditions, including students from 90 nationalities that form the student cohort of GMU. More than 3000 attendees including the students and staff of the University as well as their families and friends gathered at the University grounds to join the Global Day celebrations. (Link)



The evening also had colorful music and dance performances by the students dressed in their respective traditional attires and entertaining the audience with some great displays of talent. Celebrated every year, the GMU Global Day seeks to admire the unity in cultural diversity of GMU's student community hailing from over 90 nationalities. The event gives the students an opportunity to display the essence of their ethnicities and cultures, at the same time getting to know and appreciate each other's culture.

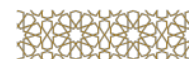
## Women Empowerment

GMU encourages women empowerment. Female employees are available on many leadership positions as follows:

- 1 out of 6-colleges have the College Dean as a Female.
- 27% of the Academic Programs have Program Directors as Females
- Around 50% of the faculty members are females.
- 46% of the females are holding academic designation as Professor.
- Significant numbers from female faculty represent as committee members in various committees at college level.
- Other leadership positions on which female are appointed include the following:
  - Director Admissions
  - Associate Director – Quality Assurance and Institutional Effectiveness Office
  - Manager –Institutional Research
  - Manager – Program Accreditation
  - Manager – Human Resources
  - Head Biomedical Science Department, etc.







## Celebrating Women's Day

A session on Women Wellness and Empowerment with Dr. Smitha Prabhakar was facilitated by Human Resources. Dr. Smitha Prabhakar is a Global Ambassador in the wellness and happiness space; popularly known as the Happiness Doctor, she conducts employee and corporate wellness.

Around 60-women employees, both Faculty and Staff enjoyed the one and a half hours of mindfulness bliss. Amidst the COVID pandemic, attending such a session was looked forward to by most of the employees. All the COVID precautions were in place.

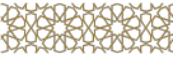
This interactive session included a pep talk and tools for wellness. Mindfulness was practiced through meditation. Self-awareness through focusing on each body part and experiencing the sounds while meditating was practiced. A lot of positive energy could be felt in the room. The ladies shared their experiences after each round of meditation. The session helped in releasing stress, anxiety and tension, creating space for the true self to emerge, encouraged to shake off old, non-serving thought patterns and replace them with positive, supportive affirmations, assisted in creating new habits that serve your journey to wellness, and nourish body, mind and spirit.



## Mélange – The Voice of Students

The Student Newsletter, Melange was first published in September 2017, and it has been running for four consecutive years since then.

The newsletter committee is formed by students from all majors and years, and it aims to



publish at least two newsletter issues per semester, and four newsletter issues per academic year. It is a committee of around 12 to 15-students. Melange aims to promote all the exciting events taking place around the university, interview students about their university or extracurricular activities, as well as have a debate or share articles about the healthcare professions, this way not only are the members of this committee involved in the newsletter but the rest of the GMU students are too! ([Link](#))

### **Celebrating International Housekeeping Week at Gulf Medical University, Ajman**

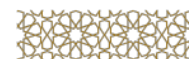
International Housekeeping Week is a week (held every year during the second full week of September) dedicated to recognizing the efforts of hard-working housekeepers who work behind the scenes to maintain the quality and cleanliness of our GMU campus.

Amidst the COVID pandemic, the work of the housekeepers increased many folds. Hygiene and cleanliness have never been more important. The pandemic has required housekeeping staff to change the way they work. They have increased the frequency of cleaning in many areas and embraced new tools such as electrostatic sprayers and personal protective equipment. We are so grateful for the dedication and determination of our staff who play an important role in reducing the spread of illness. GMU applauds the efforts of everyone who is living out what it means to put the interest of others first.

A small video was shared during the event. All the members of Housekeeping were felicitated with certificates by the Chancellor, Vice Chancellor Academics and COO. This was followed by cake cutting and a lunch for the Housekeeping Team.

GMU is thankful to our unsung Heroes of Housekeeping for looking after us all and for their critical contributions to keeping us safe.





## Celebrating GMU'S Got Talent 2021

*"What keeps life fascinating is the constant creativity of the soul."*

GMU's got talent award ceremony was held on Monday, 18th April 2021. It is the first-ever talent show platform launched by Human Resources, dedicated to Faculty and Staff. GMU is a place full of talent, not limited to academic or research talent. The reminiscent global day celebration for GMU students led to the idea of having a similar platform for GMU Faculty and staff.

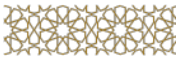
We would have never seen these talents if they weren't given a space to highlight. We want to create an environment where every employee brings their whole self to work.

Amidst the COVID pandemic, going digital brought ease to the participants and they recorded their entries from the comfort of their homes. GMU's Got Talent was announced in February 2021, and we kept the platform open for 2-months. Ensuring the safety protocols and maintaining a safe distance, the ceremony was attended in person by only a few of the distinguished guests, consisting of the Vice-Chancellors and the Heads of the participating department, and the participants. Prof. Hossam Hamdy, Chancellor was the Chief Guest for the ceremony.

Creativity is intelligence and having fun. GMU's Got Talent proved that the university harbors a wide range of gifted performers among its faculty and staff members. 26-entries were







received in the categories of Singing, Dancing, Acting, Poetry, Cooking, Painting, playing Instrument, fitness and fun.

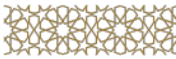
A small video with a snapshot of all the participants was shared during the ceremony. One of the entries was from Dr. Salma, College of Medicine where she wrote poetry on GMU. She read her poetry live in front of the audience and made it a moment of nostalgia.

All the participants were felicitated with certificates and gift vouchers by the Chancellor and Vice-Chancellor Academics.

In his few words, the Chancellor commended the show and the efforts of the Human Resources.

The program was a success and ended with smiles and positive vibes.





## Appreciating the Hard Work of Our Gardeners

GMU appreciates its gardener employees for their contributions to make GMU a place with nature's touch. GMU realizes and recognizes the contribution of its employees from all levels of operations.



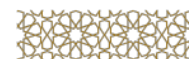
## Establishment of Student Happiness Centre (SHC)

SHC ([Link](#)) is a student support service centre aiming at enhancing students' overall well-being. Members of SHC provide students with information, advice, guidance, or referral regarding any concerns or complaints. It also serves as a liaison between students and different college/ university departments.

SHCs scope of responsibilities include the following:

- ☐ Diversity and Inclusion
- ☐ Academic Concerns
- ☐ Healthcare Related Matters
- ☐ Services For Students of Determination
- ☐ Personal / Psychological issues
- ☐ Financial Aid or Guidance
- ☐ COVID-19 Protocols





The following policies have been developed to monitor and regulate any anti-harassment and anti-discriminatory behaviour in the university. Students and employees are provided orientation to the policies on university policies and procedures

- [Link to policy on Anti-Discrimination & Anti-Harassment](#)

The below policies are in place for people of determination.

- [Link to policy of Student of Determination](#)
- [Link to Policy on Employees of Determination](#)

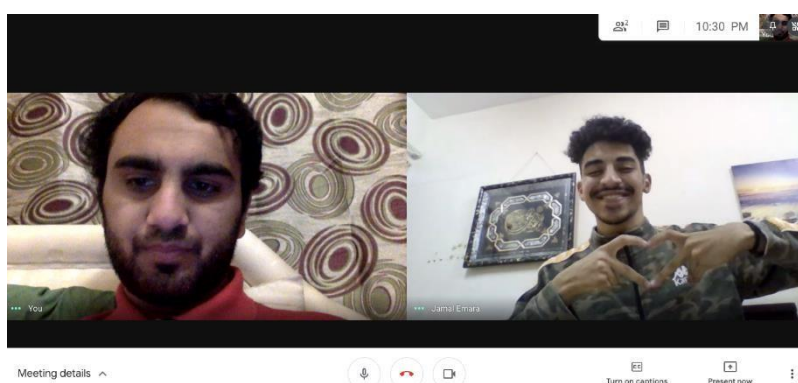
## The Peer Guide Program

The purpose of the Peer Guide Program is to assist first-year students in making a successful transition to Gulf Medical University through intentional interaction and leadership provided by peer guides. Peer Guides are experienced students who volunteer to assist in the Peer Guide Program because of their genuine interest in the educational and personal advancement of students. They serve students as a coach, friend, and most of all, a positive role model. All students irrespective of race, religion, gender, and economic status are provided support by their peers. The peers are selected as guides for the Year 1 students based on predefined qualifications and competencies.

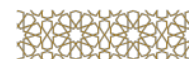


## Description of the Program

Through this connection, the Peer can discuss difficulties and issues he/she is experiencing with someone who has already experienced these same issues. The Guide provides emotional, mental, and social support, discusses resources available







and enables the peer to make choices about their future endeavours during their academic life and even after.

## **Peer Guide Program Goals**

The goal of the Peer Guide Program is to provide information, support, and resources to Peers, including:

1. Create and strengthen a sense of community among first-year students
2. Increase use of curricular and co-curricular resources among first-year students
3. Provide leadership development opportunities for upper-class students
4. Help them through the emotions encountered by social and academic difficulties.
5. Give feedback on progress
6. Provide advice when asked for, counsel and support
7. Providing networking with support groups and a list of available resources

## **Qualifications and Competencies of the Peer Guide**

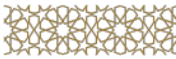
- ✓ Have the desire to serve students in making a successful transition to GMU
- ✓ Be able to answer questions about campus life
- ✓ Share information about resources available on campus
- ✓ Mentor students on how to be successful within their major and on campus, in general
- ✓ Demonstrate interpersonal and communication skills
- ✓ Minimum of first-year completion at their degree program to be a guide
- ✓ Be able to commit to the role the entire academic year
- ✓ Submit a monthly written report on the peer- guide progress

## **The Mentorship and Academic Advising Program**

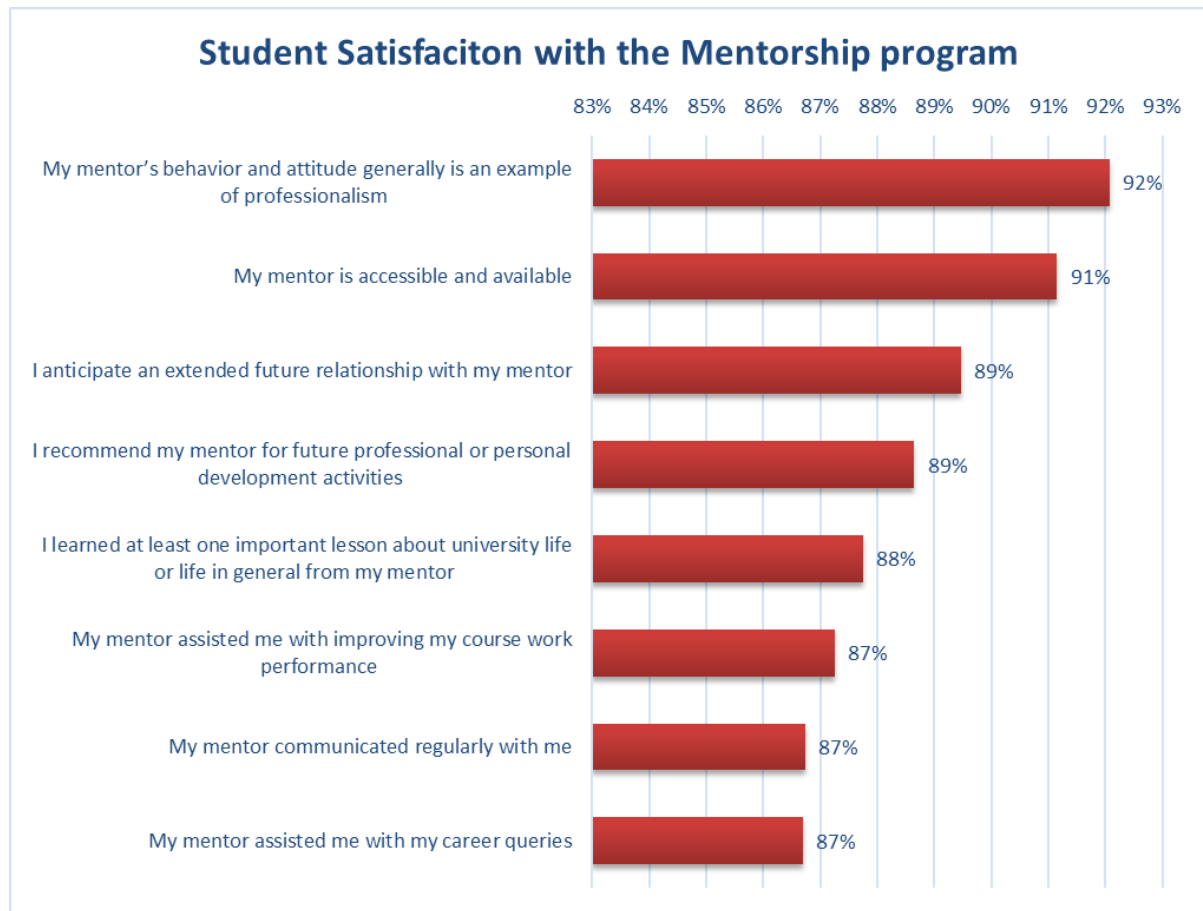
Each student is assigned to a Mentor who will be working closely with the students to address the academic challenges faced by the student. The mentor will guide the student and support him/her in choosing the best career choices. The mentor will provide all the necessary support to address personal or health-related issues. Mentors are trained to provide appropriate guidance, support and counselling in all relevant domains. The ultimate objective is to help students achieve their academic and career goals.

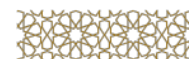
GMU conducts an online survey once per semester to assess student perception of their satisfaction with the mentorship and academic advising program. The feedback of the survey helps identify key areas where necessary actions are required for improvement. Mentors and academic advisors develop an action plan and monitor its implementation to ensure all areas





identified for improvement are well addressed. The figure below highlights students' satisfaction with the mentorship program during both semesters of the academic year 2021-22.





## Student Clubs

Student Clubs promote diversity and are a great way for students to interact with their peers from multicultural backgrounds. The clubs help them to work as teams to develop social, educational and leadership skills. Involvement in recognized clubs allows students the



opportunity to network and take part in the leadership and mentorship program and become engaged in events and service activities both on-campus and off-campus. Students can benefit in many ways such as career enhancement, communication skills, leadership skills, social networking, social skills, personality development, organizational and management skills, build a resume, long-lasting friendship and more through their involvement in the clubs.

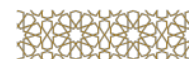
40-student clubs have been established with an objective to allow socialization, leadership, personality development and integrity among the student cohorts.

GMU academic integrity club has been established with the purpose to promote academic integrity on campus by holding events and activities aimed at raising awareness about the importance of integrity in general and as future healthcare professionals. The club has been organized in collaboration with UAE society for academic integrity (Link).

**Peace Club** has been established with the purpose to promote help to the poor. The students collected a number of food items and other essential items and donate them to the poor community (Link).







The **Volunteering Club** has been established for students to encourage them to volunteer in many activities across the university. The club provides the opportunity to participate in different events and spread the message of love, respect and happiness by giving and helping

### Welcome Leaders and Co-Leaders!

The volunteering club is a where all volunteering Passionate students join together to get and give benefits, the club was mainly made to give an opportunity and a chance to all the volunteers and students who like helping others and spreading Happiness to take advantage of their gift of giving in many volunteer opportunities. Volunteering is not just some stuff we do, rather it is an important thing that strengthens the spirit of love and humanity in us and spreads it to others, especially that we do it without financial exchange.

The club started on 2020/09/29 as a small WhatsApp group consisting of 35 people and Now we have in our club more than 135 active members and hopefully to the next year we reach to more than 200 members with more of activities.



each other. The started with 33-students and is now active with 135-active students.

Various other clubs are organized to encourage health and fitness in addition to the personal, social and professional development of students. These clubs provide an opportunity for students from different cultures and backgrounds to work together under one umbrella with the objective to spread peace, humanity and respect for each other and their cultures.

**Figure 2: Arts Club**



**Figure 3: Music Club**



**Figure 4: Karate Club**





جامعة الخليج الطبية

**GULF MEDICAL UNIVERSITY**

ACADEMIC HEALTH CENTER

4184, Ajman - United Arab Emirates +971 6 7431333 +971 6 7431222

admissions@gmu.ac.ae www.gmu.ac.ae