City of London - Application for Appointment to City of London Community Advisory Committees

Application

Committee you are interested in serving on: **Diversity, Inclusion and Anti-Oppression Community Advisory Committee**

Contact Information

Name: **Nitya Rani Balla**

City: **London**

Province: **ON**

Postal Code: **N5X 3T9**

Experience and Qualifications

If you have experience on a London Advisory Committee, please provide dates and details. (max. 250 characters): **NA**

What do you hope to contribute or learn as part of a Community Advisory Committee? (max. 250 characters:

I hope to use my background and experience in the area of human resource management and diversity, equity and inclusion to improve the lives of people in London. I hope to learn more about the lived experiences and challenges facing diverse communities and look forward to collaborating with other members on the advisory committee.

How will you support the work of a Community Advisory Committee? (max. 250 characters):

I hope to leverage my training in the area of diversity, equity and inclusion and my experience as member of Equity, Diversity, Inclusion and Anti-Oppression Task-force at Fanshawe College to advise and improve policies on London's DIACAC through research and evidence based decision making.

We value the contributions of Londoners with diverse experiences and welcome applications from individuals who share our commitment. Please describe how your work, community or lived experience will enhance these efforts through Community Advisory Committee work. (max. 3000 characters):

I am a woman of color, new immigrant and have been passionate about diversity and inclusion for the past decade. I have been part of projects on gender equality, integration of new immigrants and also been contributing as a member of the Equity, Diversity, Inclusion and Anti-Oppression Task-force at Fanshawe College for the past two years. I have published papers on reducing transphobia, understanding barriers to women at work and integrating the multigenerational workforce. I have a PhD in human resource management and am a certified Human Resource Leader (CHRL). I aim to use my education and experience to build a better community at London.
I originate from a part of the world with the highest female infanticide rates and have faced gender and race based discrimination at every step in life. I recognize the challenges that diverse people face and have taken courses on understanding the challenges of indigenous peoples in Canada. For me, improving the inclusion and equity of diverse communities is important both professionally and personally. I aim to create a better world for my daughter and aspire to contribute to the community which as become my home away from home.

Please describe additional experience, training, or community involvement that will help you in your role as a Community Advisory Committee Member. (max. 250 characters):

I have been part of projects on gender equality, integration of new immigrants and also been contributing as a member of the Equity, Diversity, Inclusion and Anti-Oppression Task-force at Fanshawe College for the past two years. I have published papers on reducing transphobia, understanding barriers to women at work and integrating the multigenerational workforce. I have a PhD in human resource management and am a certified Human Resource Leader (CHRL). I also have certifications on understanding indigenous peoples in Canada and hope to learn more about unique challenges facing communities different from my own.

Attach resume or other document here, if needed: **CV_Nitya_Rani_11_April_2024.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; I understand that the commitment may be up to 4 hours per month to attend meetings and prepare.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional):   **City Website**

If you selected 'Other', please specify:

Submitted on: **4/11/2024 11:33:34 AM**

Nitya Rani Balla. PhD, CHRP, CHRL

A Professor and researcher in the field of Human Resource Management with experience of more than ten years in India and Canada.

Professional Experience

January 2022-Present	**Partial Load Professor, Faculty of Business, Fanshawe, London South Campus** • Teaching Principles of Management Course using Case study analysis methodology. • Teaching Management in Human Resources • Teaching Canadian workplace preparation course.
April 2024 – August 2024	**Research Associate, Centre for Research and Innovation, Fanshawe College** • Principal investigator for funded research project on "Effect of race and gender-based inequality on burnout, work-family conflict and career satisfaction of South Asian immigrant women in Canada"
September 2022 - Present	**Member, Equity, Diversity, Inclusion and Anti-Oppression Task-force, Fanshawe College** • Involved in formulating policies regarding Equity, Diversity, Inclusion and Anti-Oppression at Fanshawe College
August 2023-December 2023	**Part time Professor, Faculty of Business, Conestoga, Doon Campus** • Teaching Human Resources Mgt Analysis
March 2022-Present	**HR Research Analyst at HR. com, Canada** • Involved in formulating surveys, writing State of Industry reports and Case studies.
May 2012 – November 2019	**Assistant Professor, VIT Business School – VIT University** *No. 1 Private University in India, first institute of India to receive QS 4-Star rating in overall category and QS 5-Star rating in teaching, employability, facilities, innovation and inclusiveness.* • Prepared and delivered lecture classes and facilitated class discussions. • Subjects taught – Strategic human resource management, Organizational behavior, Principles of management, Cross Cultural Management, Stress Management and HR analytics. Average student rating – 9/10 • Published four research papers in ABDC indexed journals. • Supervised the research of undergraduate and postgraduate students. • Participated in setting course and degree requirements, curriculum revision and academic planning. • Performed invigilation duties and evaluated the examination papers assigned during examinations.

Education Qualification

PhD in Human Resources Management (January, 2013- August, 2017)
- VIT Business School, VIT University, Chennai.
- Dissertation title: "Generational Differences in Work Values, Person – Organisation Fit and Its Implications for Turnover Intention in Indian Context", PhD supervisor: Dr. Anand A. Samuel (viva date: **August, 31st, 2017**)

Journal Publications

- Rani, N. and Samuel, A. A (2019), "Generational differences in relationship between Prosocial Identity fit and Affective Commitment", *International Journal of Organization Theory & Behavior*, Vol. 22 No. 3, pp. 259-277. **(indexed in ABDC)**
- Rani, N. and Samuel, A. A (2019), "Reducing transphobia: Comparing the efficacy of direct and indirect contact", *Industrial and Commercial Training,* Vol. 51 No. 7/8, pp. 445-460. **(indexed in ABDC)**
- Rani, N. and Samuel, A. A. (2018) 'Understanding work values of Gen Y – a study on differences based on country of origin, gender and industry', *Int. J. Business and Globalisation*, Vol. 21, No. 4, pp.558–582. **(indexed in ABDC)**
- Rani, N. and Samuel, A. A (2016), "A study on Generational differences in work values and person-organization fit and its effect on turnover intention of Generation Y in India", *Management Research Review*, Vol. 39, No. 12, pp. 195 – 1719. **(indexed in ABDC)**

Projects

- Collaborator representing India on the UCOM (Understanding communal orientation in men) Project. It is a unique cross-national collaboration using which a sample young men and women from 125 universities in 49 countries have been collected to better understand the social-psychological factors that predict men's interest in taking on care-oriented roles and occupations. **https://ucom2017.wordpress.com/confirmed-sites-2/**

- Principal investigator on project titled "Effect of race and gender-based inequality on burnout, work-family conflict and career satisfaction of South Asian immigrant women in Canada"

Certificates

- CHRL (Certified Human Resources Leader) designation from HRPA (Human Resources Professionals Association).
- Indigenous Awareness Certificate (2023), Indigenous Awareness Canada
- Indigenous Peoples and Cultures (2023), Indigenous Awareness Canada
- Indigenous Communication & Consultation (2023), Indigenous Awareness Canada
- Social Network Analysis (2020) - Coursera (University of California Davis)
- Big Data, Artificial Intelligence, and Ethics (2020) - Coursera (University of California Davis)
- Computational Social Science Methods (2020) - Coursera (University of California Davis)
- What is data science? (2019) - Coursera (IBM)
- Diversity and inclusion in the workplace (2018) - Coursera (ESSEC Business School)
- Teaching at Conestoga (Micro credential) (2023)