

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

ACTION PLAN 2021-22

The college has ensuring equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities. Provide staff advisor level/psychologist counseling for students or faculty members. IQAC Coordinator has regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution. Management also encourages the opening of kindergartens and institutions for children with adequate quality control services. Expansion of the existing capacities of institutions for the care of children. Organize seminars and workshops for students on gender quality analyze the program in terms of representation of gender-sensitive language and introducing a standard of gender-sensitive language in curricula. Organize training about gender equality, preventing all forms of violence against children, women, domestic violence, so for the stakeholders in the institution. Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents. Organize a public awareness campaign through NCC, NSS units and Scouts and Guides about anti-discrimination statute and mechanisms of protection against gender-based discrimination. Management also Provide maternity leave for women staff members as per the existing State/Central Government rules. The College has encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.

Women Development Cell

In its efforts to make K.R.Bellad College has a strong plan for gender sensitization, we are planning to undertake the following activities:

- 1. Spread Awareness through Webinars/Seminars:** To empower female students and faculty, we conduct weekly webinars on mental health, feminism, menstrual and reproductive health, nutritional requirements, safety, etc. So far, in the session 2021-22, we have conducted webinars aimed at gender sensitization, information dissemination regarding women's health and skill-building through social media. We aim to continue such endeavors in offline mode too.
- 2. Spread Awareness through Campaigns:** Following in the footsteps of WDC's Red Dot campaign which focused on the de-stigmatization of menstruation, we plan to launch a social media campaign centered on sexual violence and harassment in this session.
- 3. Conduct Group & Panel Discussions:** Since its inception, WDC has been at the fore front of initiating discussions on women rights, and mental health. We aim to conduct regular group discussions on social issues relevant to women.
- 4. Organize Educational and Skill Enhancement Workshops:** There are a disproportionately low percentage of women in the labor market and higher executive jobs. They also tend to suffer

when it comes to financial independence and awareness of their rights. To counter this, we intend to conduct workshops on:

a. Financial literacy- to inform about property rights, bank account opening, investing in stocks, mutual funds etc

b. Entrepreneurship and opening a small business- to inform about government schemes meant for start-ups, grants and loans for women, NGOs that support women entrepreneurs.

c. Queer inclusive sex education- to inform about different sexual orientations, consent, contraceptives, STDs etc.

d. Legal literacy- to inform about laws that safeguard the rights of women like POSH, Equal Remuneration Act, Medical Termination of Pregnancy etc.

- ✓ Formation of Gender Sensitization Working committee and implementation of actions to increase gender inter sectionality awareness.
- ✓ To increase capacity of staff to address gender imbalance and enabling women to have a wider role in governance decision-making.
- ✓ To raise awareness among females regarding various societal issues concerning women and career choices
- ✓ To ensure that our admission processes address the gender imbalance
- ✓ To encourage more number of female applicants for teaching and non-teaching positions


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