



ST. XAVIER'S COLLEGE
(AUTONOMOUS)
5, Mahapalika Marg, Mumbai - 400 001,
INDIA.
☎ 2262 0661/65

7.1.1: MEASURES INITIATED BY THE INSTITUTION FOR THE PROMOTION OF GENDER EQUITY:

ANNUAL GENDER SENSITIZATION ACTION PLAN

Action plan for 2019-2020

The intrinsic precincts of a deep-rooted patriarchal system continue to pose challenges in the current times. The changing demographics of Higher Educational Institutes (HEI) in India reflect a diverse population on the campus resonating with the ideals of equality enshrined in our constitution. Creating space for equality and ruling out discrimination against caste, religion, sect and sex will harbingers the position of education and transformation in our country. Thus, the need to have a safe working space for students, staff and other stakeholders on the campus is one of the significant aspects of any HEI.

Focusing on the primary aim to ensure a safe space and promote healthy environment the Women's Development Cell of St. Xavier's College (Autonomous), Mumbai, has come up with an action plan for the academic year 2019-20.

One of the important ways to achieve gender equality is to have a safe space that will not represent injustice and violence against women. Deliberating on this fact, Internal Complaint committee was formed to look into sexual harassment complaints. Following which the WDC, now known as Gender Cell plans to focus on programmes to promote women's empowerment and gender equality.

This leads to the next aspect of the Women's Development Cell, which is to sensitise individuals about gender equality. The WDC feels that the gender sensitisation program will be instrumental in encouraging the talks on gender equality. This program will include students, staff members, administrative staff and all the people involved on the campus. The series of awareness programs will largely aim towards first year undergraduate students followed by other staff members on campus.



ST. XAVIER'S COLLEGE

(AUTONOMOUS)

5, Mahapalika Marg, Mumbai - 400 001,
INDIA.

☎ 2262 0661/65

The WDC will encourage the staff members to attend workshops/conferences/lectures organized by other educational institutes as part of formal training. This is to ensure to keep the committee abreast of current happenings and having a comprehensive working pattern.

The WDC has been organizing a Self-defence workshop for the past few years and will continue to arrange the same.

Upcoming activities:

1. As part of its activities for students the WDC plans to invite NGOs such as “Stree Mukti Sanghatana” to stage plays *e.g.*, “Mulgi Zhali Ho” (*A Girl Child is Born*) as part of the gender sensitization plan for next year.
 2. The WDC plans to conduct a special Women’s Day Programme in the coming year for all women staff members to share camaraderie and conversation, followed by some entertainment activity.
-



ST. XAVIER'S COLLEGE

(AUTONOMOUS)

5, Mahapalika Marg, Mumbai - 400 001,
INDIA.

☎ 2262 0661/65

Action plan for 2018-2019

Universities are not merely 'workplaces' where faculty and nonteaching staff are employed but are spaces where students come to learn and be trained for their professional careers, and to realise their full potential as individuals. The need to create a safe haven, where there is no space for gender disparity is the need of hour. In the academic year of 2018-19, the Women's Development Cell of St. Xavier's College (Autonomous), Mumbai aims to plan activities that will create a safe and healthy atmosphere on the campus.

The Vishakha guidelines and Sexual Harassment at Workplace Act 2013 anchor a context for Higher Educational Institutes and make it imperative to combat sexual harassment as an alternative civic redressal system. As part of this, it plans to have a series of talks on gender related issues, workplace behaviour and use of social media for students and staff members.

In its pursuit to train new members of the WDC to deal with complaints of sexual harassment, it will encourage staff participation in various activities organized by different institutions and organizations.

Upcoming activities:

Considering the student's indulgence in social media and challenges they face, the committee plans to organize a seminar to create awareness about dangers associated with use of social media and awareness about cyber-crime. This activity will be for all first year undergraduate students.

Creating gender awareness and inculcating safe spaces for interaction the WDC will continue with gender sensitization sessions for new incoming students especially the first year degree students.

The skill of being able to self-defend oneself irrespective of the space one is in seems to be an important aspect in the current times. The WDC will continue with a Self-defence workshop as part of its yearly activity and encourage students to participate in the same.



ST. XAVIER'S COLLEGE
(AUTONOMOUS)
5, Mahapalika Marg, Mumbai - 400 001,
INDIA.
☎ 2262 0661/65

Action plan for 2017-2018

The Women's Development Cell of St. Xavier's College (Autonomous) Mumbai aims to look after the well-being of women staff members, students, facilitate redressal of their grievances and ensures to create a healthy work space for all on the campus.

To achieve this the WDC will organize various events and activities that will promote gender equality and feature the role and responsibility of the Cell on the campus.

Upcoming activities:

The WDC plans to initiate the new academic year by having a talk on Gender sensitization through a series of lectures, workshops for students and staff members- including teaching and non-teaching. Initiating conversation about gender on campus is an important step for Higher Educational Institutes given the changing demographics of these places.

The staff members of the WDC dealing with complaints of sexual harassment will be encouraged to attend workshops conducted for the same. It plans to have workshops for committee members that will provide a better understanding and guideline in dealing with such sensitive issues. Following the Vishakha guidelines, the cell will promote its role in acting as a redressal mechanism. The Cell aims to build a trust among women employees and student members on campus where they can represent their grievances and ensure a healthy work culture.

The WDC aims to involve NGOs working in the area of women empowerment to conduct various sessions in college for staff members and students. As part of its yearly activity, the WDC will conduct a self-defence workshop for students to inculcate self-confidence and combat physical attack.



ST. XAVIER'S COLLEGE

(AUTONOMOUS)

5, Mahapalika Marg, Mumbai - 400 001,
INDIA.

☎ 2262 0661/65

Action plan for 2016-2017

The Indian Higher Education Institute is expanding at various levels. As academic discourse inculcates diversity across various streams, so does the demographic engagement at the campus. Embodying the spirit of Indian constitution in having gender equality across the campus the need to have a platform for women to share their concern is a mandate.

Deliberating this thought, the WDC at St. Xavier's College (Autonomous) Mumbai aims to foster gender equality on the campus and steer as a redressal cell for any grievance reported.

Upcoming Activities:

The WDC at SXC aims to imbibe gender equality through various means. One such being the workshop on Gender Sensitization clarifying concepts like Masculinity, Male Role, Female Role to have a more inclusive atmosphere on campus.

The WDC plans to have a strong reach among the women staff, students and all the employees on campus. This means the WDC needs to popularise itself and build trust among the people on campus. One such effort is by having digital messages on digital signage across the campus so that people are aware about the presence and various activities conducted by the Cell.

The WDC plans to strengthen its redressal mechanism by taking any sort of complaint/grievance seriously. It plans to involve NGO representatives for their guidance and support.

The WDC plans to send its faculty members for training, attending seminar/workshop to have a deeper understanding of gender issues. This will facilitate building a healthy campus.



ST. XAVIER'S COLLEGE

(AUTONOMOUS)

5, Mahapalika Marg, Mumbai - 400 001,
INDIA.

☎ 2262 0661/65

Action plan for 2015-2016

The mandate issued by SAKSHAM, Measures for Ensuring the Safety of Women and Programmes for Gender Sensitisation on Campus, and UGC, the constitution of Women's Development Cell at SXC has undergone a change. The recommendation to have a safe campus, gender-neutral atmosphere, increased women's participation and acknowledging their capacity resonates with the idea of the mandate. As it motivates women's participation, it also ensures to create a platform to represent any kind of harassment/violence against women.

The three-year committee of WDC at SXC was dissolved at the end of the first academic semester and a new body was formed. The appointment of new members is as per the mandate and equal representation from different sections of college. All the new members were given a brief introduction about the rules and regulation of WDC.

Upcoming Activities:

A session on gender sensitisation for all staff members and students that will enable them to clarify ideas and create a healthy atmosphere on campus.

A session highlighting the significance of nutrition and healthy eating habits/financial planning/for women members will be arranged as part of annual activity.

The WDC plans to tie up with NGO/institutions that work towards gender equality. The aim is to have a series of lectures/workshops to instil the spirit of equality among the people on campus.
