

7.1.1 Measures initiated by the Institution for the promotion of Gender Equity

Supporting Document

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Annual Gender Sensitization Plan 2022-23

Higher education and research are among the key instruments for social empowerment and transformation. Together, these can promote gender equality, diversity and inclusion, both within the institutional context, and in society at large. Yet, Higher Educational Institutions (HEIs) remain both gendered and gendering organizations, which remain marked by gender-based hegemonies, imbalances, hierarchies, and segregations across institutions and disciplines. The persistence of these should not be underestimated, and it may be noted that both the globalisation and the massification of higher education systems have been accompanied by the increase in disparities. Illustratively, men continue to remain at the centre of power, even while this institutional positioning and the normativity that it breeds and amplifies are being challenged by gender minorities.

In order to tackle gender inequalities in the higher education context, St Stephen's College puts in place a Gender Sensitisation Plan (GSP) annually that then seeks to uphold, promote and institutionalise gender equality in the institution's culture, structure and processes. This GSP is committed to creating and maintaining a culture in which all members of the College community – students, teachers and non-teaching staff – can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Even while the College is committed to freedom of expression and association, it strongly discourages forms of discrimination, gender stereotyping, gender discrimination and violence. The Gender Awareness Brief (GAB) will help foster an understanding of the ways in which gender discrimination manifests, persists and can be counteracted.

The GSP will guide all activities at St Stephen's College that are aimed at ensuring gender equity and gender sensitivity, as well as equal opportunity for women. The proposed Gender Awareness Brief (GAB) will serve as an important point of reference in this. Both the GSP and the GAB will be guided by the principals *Constitution of India*, Ministry of Women and Child Development's *National Policy for Women*, and international instruments on Gender Equality like the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) and the Conventions against discrimination in education etc.,. Both aim at providing gender responsive support.

The College may identify Departments, disciplines and Centres that will carry out focused work on gender equality, sensitivity and equal opportunity and diversity. Additionally, all college employees and students are seen as being responsible for upholding the objectives of the plan in letter and spirit. The GSP for 2022-2023 will seek to do the following:

1. To actively and practically promote gender awareness and equality on campus:

The key objective here is to spread awareness on gender issues among students, faculty, administrative and other non-teaching staff, in line with the GSP and the Brief. This may be achieved by actively and practically encouraging and promoting understandings about gender as a concept in its intersections with various social and cultural axes, such as class, caste, sexuality, education, age, religion, ability, ethnicity, race, nationality and so on. These concepts are necessary to understand that the gender question is not just about women and men and how they interact, but about the prevention of gender biases that prevail in institutions and society at large. An engagement with gender and gender-based discrimination is a key way to empower girls, women, and differently gendered persons to achieve social and institutional equality and justice. Towards these goals, each department will be encouraged to

- a. submit a programme of action in line with the GSP, that will detail the steps that they propose to take towards this

b. submit a semester-end report detailing the steps/actions that it has undertaken towards this. Ideally, this should be undertaken by all departments of the college, with specific emphasis on the ways in which gender impacts the academic, intellectual and social spaces that they occupy.

2. To create a Gender Awareness Brief (GAB):

The GAB will seek to compile information about gender as a concept, and in all its intersections and ramifications. The module will be aimed at sensitizing all genders towards existing gender inequalities and injustices. The promotion of such sensitisation aims to bring essential attitudinal changes towards institutionalised gender based discrimination. The module will introduce and define prevalent gender-related terminology and concepts, and reflect upon the ways in which gender and other gendered social categories are socially constructed. In order to do this, the module will set out basic concepts such as gender, sex, sexuality, gender roles, gender stereotypes, the gendered division of labour, gender discrimination, gender based violence, masculinity, femininity, patriarchy, gender equality and so on. It will also elaborate on the crucial role that education can play in sensitizing the college community towards the elimination of gender-based discrimination. This will be undertaken in the spirit of promoting an egalitarian and gender-safe campus in accordance with the principals of justice and equality enshrined in the Indian Constitution and key national and international instruments. The GAB will be reviewed annually to incorporate new understandings and concepts. The GAB will be constructed under the guidance of the Senior Tutor in consultation with a committee constituted by the Principal.

3. To examine and reviewing existing policies, rules, regulations and procedures:

This will be undertaken formulating a set of gender sensitisation guidelines based on the GSP and GAM, that will incorporate gender-equal values, and promote cultures of equality and justice, as well as of tolerance and respect for gender and sexual difference and marginality.

4. To plan, implement, monitor and evaluate gender specific initiatives:

This will include, *inter alia*,

- a. the dissemination of information about gender issues to students in classroom through lectures and tutorials, the primary spaces for teacher-student interface;
- b. spreading engagement with and awareness of gender issues through Class Representatives;
- c. Encouraging activities and events related to gender issues through extra and co-curricular activities conducted by societies and clubs;
- d. Organising workshops, conferences, seminars, training programmes, (certificate) courses;
- e. Organising and supporting a range of cultural activities such as slam poetry, poster-making, dramatic productions etc.,

These activities may be organised and undertaken by College Societies like the Gender Cell, Centres like the Centre for Gender Culture and Social Processes and Departments across the College, in consultation with the aforementioned Committee constituted by the Principal.

5. Endorse the role of platforms like the Internal Complaints Committee, Anti-ragging Committee and the Grievance Redressal Committee

These bodies have their own objectives and jurisdiction. Nevertheless, with regard to inevitable overlaps, i.e., to the extent that their roles and work entail gender-related issues as well as gender awareness in general, the GSP proposes to serve as a set of guidelines that may be referred to by these committees.

6. Encourage initiatives like the Centre for Gender, Culture and Social Processes and the Gender Study Cell

Apart from some of the activities listed above being undertaken in coordination with and/or under the aegis of these centres, the GSP may serve as a set of guidelines for exploring more such initiatives.

7. To coordinate and monitor gender activities in all departments

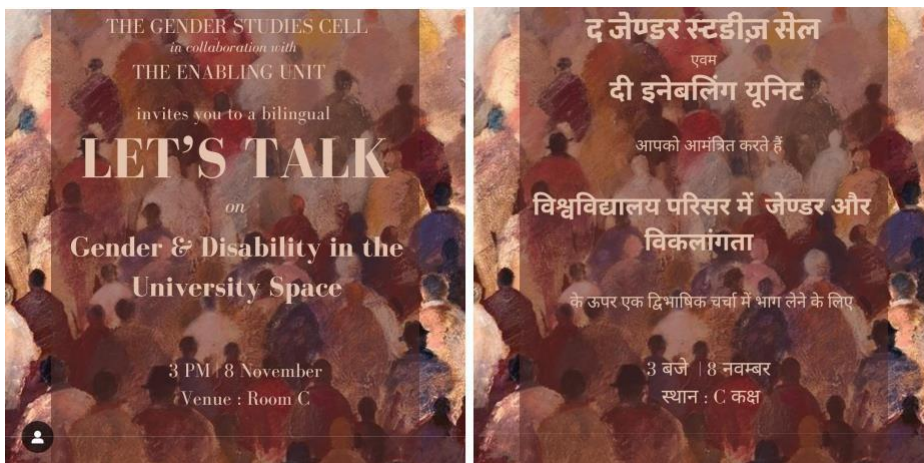
As noted above, all Departments will be encouraged to submit a programme of action in line with the GSP and GAB, that will detail the steps that they propose to take towards achieving and maintaining gender equality. They will also be encouraged to and to submit a semester-end report detailing the steps/actions that it has undertaken towards this.

IQAC, 2023-24

The College strengthened bodies like ICC and Gender Studies Cell and held training workshops, awareness programmes, talks, informal chat sessions, reading circles and annual festivals; and published related newsletters.

The Gender Studies Cell of St. Stephen's College had an enriching year, filled with both academic as well as non-academic events including lectures, panel discussions, reading circles, collaboration series, Let's Talks, and film screenings. The academic year came to a closure with its annual fest *Sarfarosh*, and the official release of its annual newsletter *Kön*.

Throughout the year, the Cell hosted five engaging 'Let's Talk' sessions, each addressing crucial issues of gender, society, identity, caste and their intersections. These sessions provided a safe space for students to openly share their experiences and ideas on topics addressing concerns that affect them. The themes of the Let's Talk sessions were as follows - 'Navigating Elitism in Campus Spaces', 'Love Laws: Exploring Identities and Legislation,' 'Gender and Disability in the University Space', 'Identities and Citizenship: Sectarian Politics and the Nation' and 'Queering Indian Cinema'.



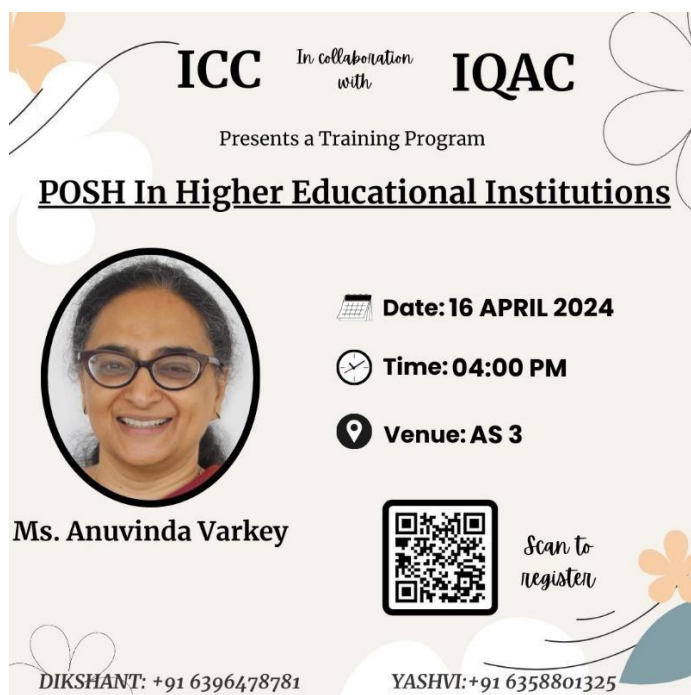
These efforts culminated in several significant events, including a mini-festival, 'Voices from the Intersection', conducted in collaboration with various societies to foster a sense of community. The inaugural lecture was delivered by research scholar Shainal Kabir Verma. This was followed by a student panel discussion in collaboration with the North-East Society, a lecture by Dr. Mridula Rashmi Kindo in collaboration with the Adivasi Toli, followed by a Let's Talk in collaboration with the Enabling Unit. The Gender Studies cell also hosted a lecture by journalist Fatima Khan in collaboration with the Gandhi Ambedkar Study Circle, followed by a reading circle with Bazm-e-Adab. It launched a reading club that explored the theme 'Bodies Beyond Binaries', followed by two captivating sessions on *Breast Stories* by Mahasweta Devi and *The Laugh of the Medusa* by Hélène Cixous.

The commitment to amplify marginalized voices was further highlighted through a series of impactful film screenings like 'Trans Kashmir' which documents the lives of transgender individuals in Kashmir. The screening was followed by a discussion with Surbhi Dewan, the director. There was also a screening of a documentary on the lives of sex workers and their children by journalist Bhumika Saraswati which was followed by a discussion with her.

Raqt, an online platform open to submissions from the entire student community was launched. This initiative allowed the Gender Studies Cell to amplify diverse voices and perspectives, through digital means. It increased our reach and the audience, helping to build a larger collective understanding of gender-related issues.


The highlight of the year was the annual fest, *Sarfarosh*, which featured the launch of the annual journal, *Kön*. The fest began with keynote addresses by distinguished speakers like Ritu Menon and Mallarika Sinha Roy, followed by an enlightening discussion led by Dr. Seema Kazi. Panel discussions on topics such as 'Mapping Queerness in Conflict' and 'Authoritarianism and the State' further enriched the discourse. The event concluded with a powerful poetry recitation of translated Palestinian works by the group *Raschakra*.


The ICC conducted its annual events including election of student members and awareness programmes like the one below.





ICC In collaboration with IQAC
Presents a Training Program


POSH In Higher Educational Institutions


Ms. Anuvinda Varkey

 **Date: 16 APRIL 2024**

 **Time: 04:00 PM**

 **Venue: AS 3**

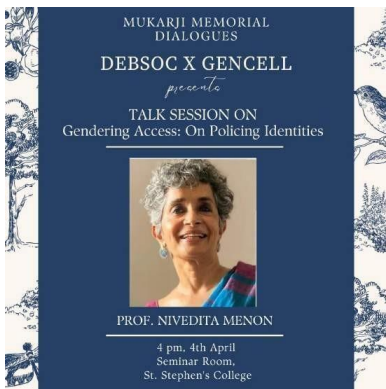
 Scan to register

DIKSHANT: +91 6396478781
YASHVI: +91 6358801325

Various societies and clubs organized a number of events related to gender apart from their core field and in their intersections.

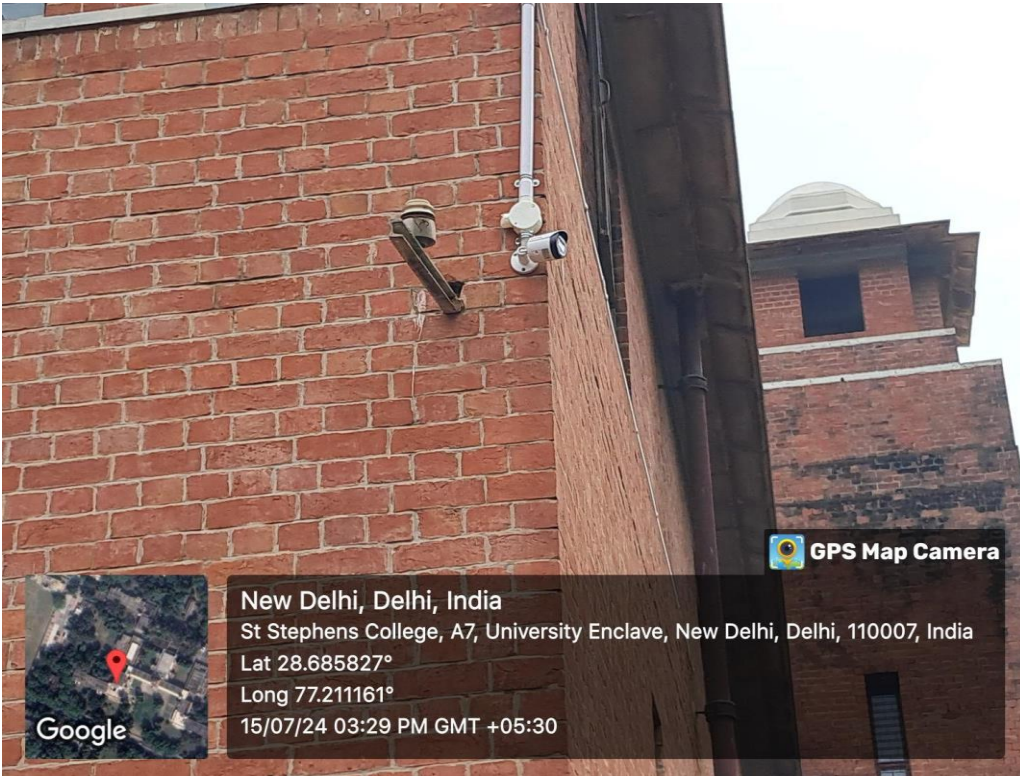


- The Debating Society held a keynote lecture on April 4th, on “Gendering Access – On Policing Identities”, by Professor Nivedita Menon. The film “Writing with Fire” was screened on 6th April (this is a double Sundance winner, and a film about the emergence of India’s only newspaper led and run by Bahujan women, Khabar Lahariya); the screening was followed by an interaction with the directors.
- Bazm-e-Adab, in collaboration with the Gender Studies Cell, organized a reading circle on November 9th to explore Rajinder Singh Bedi's "Lajwanti." The event delved into the themes of gender, trauma, and power dynamics through the lens of partition literature. Dr. Shamim Ahmed facilitated discussions around the story's portrayal of silence and the marginalization of women. The reading circle offered a platform for critical analysis and fostered a deeper understanding of the intersection of gender and literature.
- The Cine Club conducted a screening of the film ‘Margarita with a Straw’ in collaboration with the Gender Studies Cell, and it followed by a Let’s Talk Session on Queering Indian Cinema.
- The History Society conducted the Pandemic Archives Project, a unique collaboration with the Internal Quality Assurance Cell to document the experiences of the COVID pandemic across boundaries of caste, gender and class.



Several courses taught in the college were directly or indirectly concerned with questions of gender, like Women Empowerment, Literary Theory, Indian Classical Literature, Partition Literature and Feminism: Theory and Practice. There is a Centre for Gender, Culture and Social Process.

CCTV Cameras for Women's safety



Safety and security of Women in the hostels

A) Safety and security of women



Female Guard Outside Allnutt South



Female Guard Outside Rudra North Block



Female Residence Rudra North Block



Female Residence Allnut South Block

8 Other Facilities

3. hostels

Faculty and Student Washrooms

Ladies Combination Room/Lounge

Ladies' Isolation Room

Dispensary



Female Residence Allnutt South Block



Female Residence Rudra North Block



Female Residence Rudra North Block



Female Residence Rudra South Block



Female Residence Rudra South Block



Female Residence Rudra South Block

c) Common Rooms



Ladies' Common Room



Ladies Common Room

D) Other Facilities



Ladies' Washroom



Female Faculty Washroom



Isolation Room



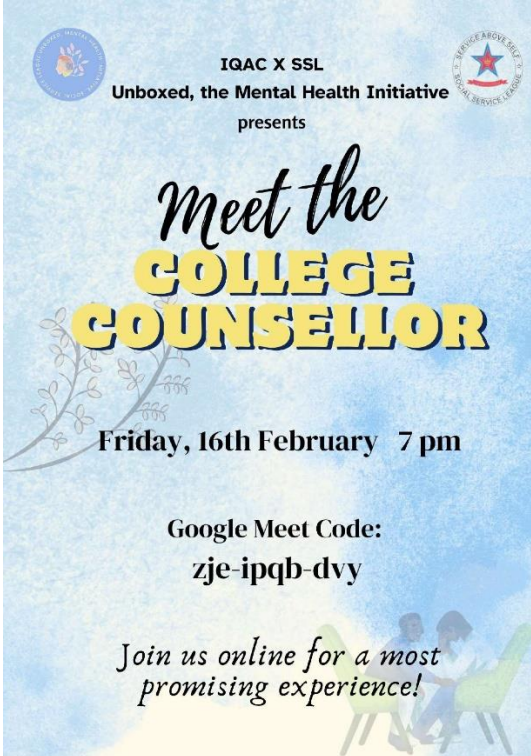
College Dispensary



Ladies' Washroom

9.

Women Counsellors and Woman Nurse



The poster features a light blue background with a faint illustration of a person sitting at a desk. At the top, there are two circular logos: one for IQAC and one for SSL. The text is centered and reads: 'IQAC X SSL Unboxed, the Mental Health Initiative presents Meet the COLLEGE COUNSELLOR Friday, 16th February 7 pm Google Meet Code: zje-ipqb-dvy Join us online for a most promising experience!'.

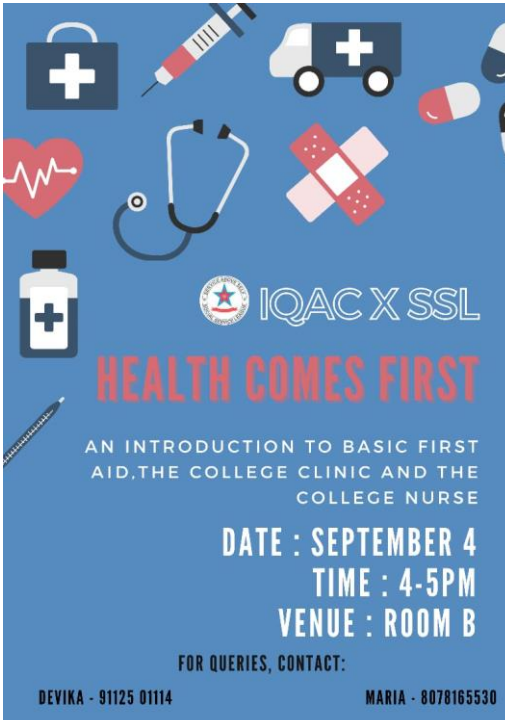
IQAC X SSL
Unboxed, the Mental Health Initiative
presents

Meet the
**COLLEGE
COUNSELLOR**

Friday, 16th February 7 pm

Google Meet Code:
zje-ipqb-dvy

*Join us online for a most
promising experience!*



The poster has a dark blue background with various medical icons: a first aid kit, a syringe, an ambulance, a heart with a pulse line, a stethoscope, a bandage, a pill, and a medicine bottle. The text is centered and reads: 'IQAC X SSL HEALTH COMES FIRST AN INTRODUCTION TO BASIC FIRST AID, THE COLLEGE CLINIC AND THE COLLEGE NURSE DATE : SEPTEMBER 4 TIME : 4-5PM VENUE : ROOM B FOR QUERIES, CONTACT: DEVIKA - 91125 01114 MARIA - 8078165530'.

IQAC X SSL
HEALTH COMES FIRST

AN INTRODUCTION TO BASIC FIRST
AID, THE COLLEGE CLINIC AND THE
COLLEGE NURSE

DATE : SEPTEMBER 4
TIME : 4-5PM
VENUE : ROOM B

FOR QUERIES, CONTACT:
DEVIKA - 91125 01114 **MARIA - 8078165530**