

Annual Gender Sensitization Action Plan for Academic Year 2023-24

Introduction:

Gender sensitization remains a cornerstone in fostering an inclusive, equitable, and progressive society. It challenges stereotypes, biases, and discrimination while promoting understanding, respect, and equality among all genders. At SNJB's **KKHA Arts, SMGL Commerce, and SPHJ Science College, Chandwad**, the focus continues to be on women's empowerment and gender equality. This plan reflects the institution's ongoing commitment to cultivating positive change among students, staff, and the community.

Objectives:

- Promote **inclusiveness, tolerance, and harmony** while empowering women among students and staff.
 - Enhance **awareness** of gender issues and promote equality across all genders.
 - Foster a culture of **respect, diversity, and inclusivity**.
 - Address and eliminate **gender-based discrimination and biases**.
 - Empower individuals to actively challenge **gender stereotypes and norms**.
 - Strengthen the creation of a **supportive and equitable environment** for all genders.
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Annual Gender Sensitization Plan

1. Training and Workshops:

- Conduct **mandatory gender sensitization sessions** for all students and staff members at the start of the academic year.
 - Organize interactive workshops focusing on:
 - **Unconscious bias** and its impact in professional and social settings.
 - **Gender identity and LGBTQ+ inclusivity**.
 - **Intersectionality** to explore the overlap of gender with caste, class, and other social factors.
 - Provide leadership training for administrators, faculty, and student leaders to promote gender equality in academic and co-curricular settings.
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2. Educational Campaigns:

- Launch focused awareness campaigns through:
 - **Digital platforms** (social media posts, webinars, and newsletters).
 - **On-campus activities** such as poster-making competitions and exhibitions.
- Organize thought-provoking events like:

- **Expert-led panel discussions, seminars, and guest lectures** on gender equality, mental health, and societal stereotypes.
 - Integrate **gender sensitization modules** into the curriculum of relevant subjects, ensuring sustained learning throughout the year.
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3. Policy Review and Implementation:

- Revise and update existing policies to enhance **gender inclusivity** and reflect modern-day challenges.
 - Develop and implement new policies to address:
 - **Cyber harassment** alongside physical harassment and violence.
 - **Gender pay parity** and other equity issues in institutional practices.
 - Strengthen mechanisms for:
 - Confidential grievance reporting.
 - Faster and more effective resolution of complaints related to gender issues.
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4. Support Programs:

- Provide **comprehensive support services**, including:
 - **On-campus counseling** sessions and workshops for emotional well-being.
 - **Legal assistance and advocacy** for victims of gender-based discrimination or violence.
 - Strengthen **mentorship programs** for women and individuals from marginalized genders to enhance their academic and career growth.
 - Expand facilities such as:
 - **Childcare centers, parental support programs, and flexible schedules** to accommodate diverse family needs.
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5. Community Engagement:

- Collaborate with local organizations, NGOs, and advocacy groups to promote gender equality beyond campus.
- Conduct community outreach programs, including:
 - **Workshops for rural communities** on gender sensitization and women's empowerment.
 - **Awareness drives** on key issues such as domestic violence, workplace harassment, and access to education.
- Organize inclusive events such as:
 - **Street plays, rallies, and cultural programs** to engage the broader community in dialogue about gender equality.

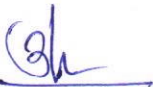
6. Evaluation and Feedback:

- Introduce **annual surveys** and feedback mechanisms to measure the impact of gender sensitization activities.
 - Conduct **focus group discussions** with students, staff, and community members to identify gaps and areas of improvement.
 - Document achievements and recognize outstanding contributions from individuals and teams advancing gender sensitization goals.
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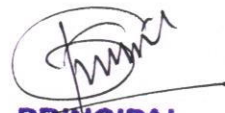
Conclusion:

For the academic year 2023-24, SNJB's **KKHA Arts, SMGL Commerce, and SPHJ Science College** will strengthen its gender sensitization efforts through comprehensive training, policy revisions, and outreach initiatives. By fostering inclusivity and empowering all genders, the institution seeks to create a respectful, equitable, and diverse environment both on campus and in the surrounding community.

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