



**SAFI INSTITUTE OF ADVANCED STUDY (SIAS)**



## **GENDER SENSITIZATION ACTION PLAN**

**INTERNAL QUALITY ASSURANCE CELL  
(IQAC)**



# **Gender Sensitization Action Plan**

**2022-2023**

SAFI Institute of Advanced Study remains committed to fostering an inclusive and gender-sensitive environment on campus. The Women Development Cell, in collaboration with various committees and departments, will continue to work towards gender equality, awareness, and empowerment during the academic year 2022-2023. The following action plan outlines key initiatives to be implemented:

## **Review and Update Policies:**

- Conduct a thorough review of existing gender policies and make necessary updates to address emerging issues and concerns.
- Ensure that the policies are easily accessible to all members of the institute community.

## **Collaborative Efforts:**

- Strengthen collaboration with other committees and departments, including Various Departments, Internal Complaints Cell, Grievance Redressal Committee, National Service Scheme, NCC, and other committees and clubs.
- Coordinate joint initiatives for enhanced effectiveness in gender sensitization.

## **Curriculum Integration:**

- Work with academic departments to integrate gender sensitization topics into the curriculum.
- Sensitize faculty members on incorporating gender perspectives in teaching methodologies.

## **Skill Development and Entrepreneurship:**

- Continue organizing exhibitions and sales, showcasing the talents and skills of female students, with a focus on income generation.
- Provide workshops and training sessions on skill development and entrepreneurship for female students.

## **Expert Talks and Seminars:**

- Organize invited talks featuring accomplished women scientists, entrepreneurs, and leaders to inspire and motivate students.
- Conduct seminars and panel discussions on women's education, leadership, and empowerment.

## **Cultural and Culinary Events:**

- Host cultural events, debates, and food festivals to celebrate and showcase the talents of the campus community.
- Encourage participation in events that challenge stereotypes and promote inclusivity.



### **Monitoring and Evaluation:**

- Establish a monitoring and evaluation system to assess the effectiveness of the gender sensitization initiatives.
- Collect feedback from students, faculty, and staff to identify areas for improvement.

By implementing these initiatives, SAFI Institute of Advanced Study aims to create a campus environment that upholds the principles of gender equality, empowerment, and inclusivity. This action plan reflects our ongoing commitment to fostering positive systemic and cultural transformation within the institute.

**WOMEN DEVELOPMENT CELL**  
**Annual Gender Sensitization Action Plan**  
**2021-2022**

SAFI Institute of Advanced Study provides co-education in Arts, Science, Commerce, and Management for Graduate and Post Graduate students. Along with the academic development of the stakeholders, the institute is committed to the safety, security, self-esteem of genders, and equal concern for girls and Boys admitted to the institute which will lead to fruitful results in an organization. Many committees other than Women Development Cell were involved in gender sensitization.

The Action plan for the academic year 2021-22.

- To organize various programmes related to health and hygiene.
- To conduct various discussions related to contemporary issues and to provide awareness on the same.
- Gender sensitization programmes related to gender, relations and law.
- To empower the women entrepreneurs by providing a platform to exhibit their skills.

# **WOMEN DEVELOPMENT CELL**

## **Annual Gender Sensitization Action Plan**

### **2020-2021**

SAFI Institute of Advanced Study provides co-education in Arts, Science, Commerce and Management for Graduate and Post Graduate students. Along with the academic development of the stakeholders, the institute is committed to the safety, security, self-esteem of genders, equal concern for girls and Boys admitted in the institute which will lead to fruitful results in an organization. Many committees other than Women Development Cell were involved in gender sensitization. The Women Development Cell is reconstituted with new members and the policies of the cell is revamped. The cell will work hand in hand with other mandatory cells of the institute for gender sensitization and to organize gender equity programmes.

#### ***Committees involved in the gender sensitization***

1. Women Development Cell
2. Various department in the institute
3. Internal Complaints Cell
4. Grievance Redressal Committee
5. National Service scheme
6. NCC
7. Counselling Centre for boys and Girls

#### ***The commitment:***

1. Gender equality on campus for all activities
2. Equal participation and opportunity for all genders
3. Zero tolerance on the issues of sexual discrimination and abuse.
4. Conduct of gender awareness and sensitization activities on regular basis.

#### ***Action plan for the academic year 2020-21***

- Awareness about the gender sensitization in the syllabus to be brought to the notice of students and teaching methodologies are planned accordingly involved students.
- To conduct exhibition and sale of Art and Craft prepared by Female students to nourish skills for income generation.

- To organise invited talk of women scientists as to create systemic and cultural transformation..
- To organize debates on the importance of women's education.
- To conduct a seminar on women in leadership
- Food festivals for exhibiting the culinary skills of the ladies of the campus
- To celebrate and prepare personalized masks as per the need of time.
- To conduct webinars on women empowerment and mental health of women
- To provide counseling to the needy students
- To conduct programmes related to digital literacy
- To conduct programmes to sensitize gender equality

**WOMEN DEVELOPMENT CELL**  
**Annual Gender Sensitization Action Plan**  
**2019-2020**

Gender sensitization is a vital point to empower women. Opportunities to meet and talk to women in various fields will help the campus community to aware of social independence, power of decision making, and knowledge enhancement which are some ways to acquire women empowerment. Economic independence is one of the ways to empower women. Arranging platforms for income generation will move the female student community to step toward economic independence. Women Development Cell will collaborate with other departments to

**Action plan for the year**

To provide capacity building programmes

- To organise 'Meet the author' events to hear from women writers.
- To make awareness on the topics of women and child nutrition.
- To organise invited talk of women in tech.
- To observe international women's day and to conduct competitions related to women.
- To organize soft skill programmes like yoga, meditation etc.
- To organize workshops or webinars to 'Unleash the potential' of Female students and Employees
- To organize an invited talk of Women Entrepreneurs.
- To provide self-defense training for women

# **WOMEN DEVELOPMENT CELL**

## **Gender Sensitisation Action Plan**

**2018-2019**

Discriminations based on gender exist in all walks of life so it is important to introduce Gender Sensitization and Legal Awareness Programmes in society to inculcate equality, inclusivity, and diversity. It also helps to bring notable changes by transforming people's mind-sets by eradicating stereotypical thinking. Education is a powerful tool for bringing changes in society. It is important to educate the campus community about support systems available to ensure the participation of female and LGBTQ students in various fields. It will help to build a healthy campus community.

### **Action plan:**

- To organise seminars to understand the availability of support systems for women in science and Technology.
- To celebrate all-important days related to women
- To conduct programs to raise awareness on the necessity of health care.
- To organize Flash mobs and skits to make awareness on Gender equality.
- To organize premarital counseling
- To conduct self defense classes for students and staff members
- To conduct and bring awareness about the transgender community and the importance giving equal opportunity to them.



# **WOMEN DEVELOPMENT CELL**

## **Annual Gender Sensitization Action Plan**

### **2017-2018**

The institute is committed to Gender sensitization programmes in the organization to help men and women respect each other's existence and Gender sensitization action plans are prepared to ensure that there is no explicit discrimination by gender in the institution and also for the holistic development of women and LGBTQ community.

The existing WDC was reconstituted with the following members for its smooth functioning for the academic year 2017-2018.

#### ***Members of the SIAS Women Development Cell (2017-2018)***

##### ***Convener***

Ms. Shainy N.K.

Asst. Prof. Dept. of Microbiology

##### ***Members:***

Ms. Asha B

Asst. Prof. Dept. of Microbiology

Ms. Shyni P

Asst. Prof. Dept. of commerce

Ms. Manju Susan Thomas

Asst. Prof. Dept. of Computer Science

Ms. Nazreen Moosa

Asst. Prof. Dept. of Statistics

Ms. Renjini

Asst. Prof. Dept. of Economics

Ms. Faseela

Asst. Prof. Dept. of Mathematics

Ms. Nikhat Mushir

Asst. Prof. Dept. of Islamic studies

Ms. Ragi

Asst. Prof. Dept. of Chemistry

Ms. Kaneez Ameer

Office Representative

Ms. Khadeeja Ferrin

III Sem M Com. (Student Representative)

Inauguration of **Women Development Cell (WDC) 'UDAAN'** or the Institute will be organized in the month of July.

#### **Action Plan**

- To organize seminars to raise women's awareness of their civil rights.
- To conduct self-defense training programmes to develop self-esteem and self-confidence.
- To organize workshops on nutrition and healthy living.
- Women empowerment sessions by successful women
- Soft skill development classes
- Mehndi competitions

# **WOMEN DEVELOPMENT CELL**

## **Annual Gender Sensitization Action Plan**

### **2016-2017**

SAFI Institute of Advanced Study (SIAS) provides co-education in Arts, Science, Commerce and Management for Graduate and Post Graduate students. Along with the academic development of the stakeholders, the institute is committed to the safety, security, self-esteem of genders, and equal concern for girls and boys admitted to the institute which will lead to fruitful results in an organization.

A Women Development Cell is constituted in the institute with the goal of empowering the women community in the college. Various awareness programs, seminars, soft skill development programs, etc. are conducted by the cell. The Women Development Cell comprises a Convener, a lady representative from Departments, student representatives and the Women's hostel. The **Women Development Cell (UDAAN)** of SAFI Institute of Advanced Study (SIAS), Vazhayur, was formed in the year 2010.

Objectives of the WDC:

- To eliminate the gender disparity, especially in academic life.
- To create awareness about the social problems faced by women and to work for the uplift of women.
- To make women realize their equal responsibility in building a society.
- To enhance self-esteem and quality of life.
- To cultivate leadership skills in women.
- To resolve issues pertaining to girl's/women's sexual harassment.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.
- Prevention of ragging.
- To open a counseling unit and provide Counseling if necessary.
- To provide coaching to students in special skills which involved craft, and other aesthetic skills.

- To equip the girl students to have positive thinking and a spirit of self-confidence among the girl students.

***Members of the SIAS Women Development Cell (2016-2017)***

1. Convener      Ms. Smitha K.V.      Asst. Prof. Dept. of Microbiology

***Members:***

Ms. Radhika	Asst. Prof. Dept. of Statistics
Ms. Simi Soman	Asst. Prof. Dept. of Hindi
Ms. Manju Susan Thomas	Asst. Prof. Dept. of Computer Science

***Action Plan***

- To organize a seminar on women empowerment to build a conceptual framework for understanding women's empowerment.
- To conduct film festivals on 'Fights for women's equality.'
- To organize orientation programmes to attain knowledge about bodies and sexuality.
- To organize various competitions to 'Unleash the potential' of Female students and Employees.
- To organize competitions in connection with Eid- ul Fitr
- To conduct debate competitions to enhance communication skills and increase awareness on contemporary issues.
- To encourage women entrepreneurs by conducting the food fests.
- To conduct discussions on a variety of topics
- To conduct debate on topics related to the practices like Dowry, Body shaming, etc.