

# **ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS) 2022-2023**

## **About Gender Development Cell**

A Women Developmental Cell is a mandated body as per section 32 (15) of UGC guidelines regulation, 2015.

SXIE has always been an active agent in spreading awareness and sensitizing the youth, especially the future teachers of our country towards the women's problems and their rights and other issues related to environment etc. These have always been our priority. To initiate a perspective change in the definitions of gender and women's rights on 20<sup>th</sup> September 2019 the women's development cell of SXIE was renamed as Potentia and from 2022 it has been again renamed to Gender Development Cell. Given the diverse and heterogeneous nature of the students, the institution believes in the principle of an inclusive society and reaching out to the marginal voices.

The GDC also looks after the Internal Complaints Committee (ICC) based on the Vishakha Guidelines on SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE, the 3 key elements ( PROHIBITION, PREVENTION AND REDRESSAL) ACT 2013. The objective of ICC are : To address the complaints of sexual harassment by the students and faculties within the College campus.

### **The Objectives for Gender Development Cell (GDC) are:**

1. To sensitize student teachers on Gender Equity & Empowerment through various programmes and activities.
2. To conduct seminars and workshops on gender and women's issues to break the taboos.
3. To initiate debates, discussions, and dialogues with the students to enhance their awareness and enable them to locate their issues and vulnerabilities.
4. To create awareness on legal rights and Acts through lectures by distinguished experts.
5. To train the students in gender-sensitive norms and motivate them to become responsible leaders to facilitate an integrated approach to gender that shapes our experiences.

### **The plan of action of GDC for 2022-23**

- To engage students in activities to develop skills for handling gender related issues in their workplace and create a gender empowered environment .
- GDC also plans to engage in debates, discussions, and sensitization; its deliberations and action plans are not confined to syllabus and curriculum rather sustained and interactive methods shall be applied to involve young minds.
- The Cell is inclined to consider the students and employees having experiences of injustice and harassment not as victims but as individuals with agency and capability.

### **Members of the GDC: -**

#### **From the Faculty**

Prof. Vini Sebastian – Coordinator

Dr. Shadab Paloji – Faculty Member

Ms. Nishi Kumar – Faculty Member

The Gender Cell has the Alumnus attached with the program still and from time to time their precious suggestions are taken into consideration. These are the following members mentioned from the batch 2021 – 2023 & 2022-2024 respectively .

# ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS) 2022-2023

From S.Y.B.ED. the student members are as follows-

- |                          |                      |
|--------------------------|----------------------|
| 1. Ms. Dominica Barreto  | 5. Mr. Joel Dsouza   |
| 2. Ms. Blessy Parokkaran | 6. Ms. Rachel Thever |
| 3. Ms. Fatema Ujjainwala | 7. Ms. Sana Mulla    |
| 4. Ms. Aldrina Pereira   | 8. Ms. Nimra Khatri  |
| 9. Ms. Melissa Karkada   |                      |

From F.Y.B.Ed. the student members are

- |                        |                     |
|------------------------|---------------------|
| 1. Ms. Maria Misquitta | 3. Mr. Arpit Dmello |
| 2. Ms. Priya Collaso   | 4. Mr. Umar Shaikh  |

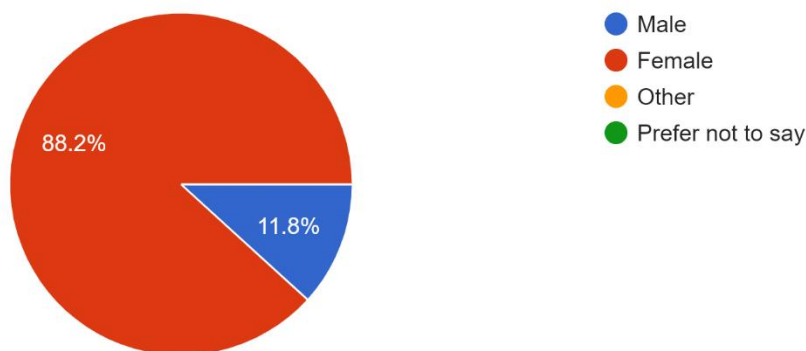
To briefly mention some major programmes that were organized in 2022-23 by the GDC SXIE in collaboration with Sophia Centre for Womens Studies and Development.

- **25<sup>th</sup> Nov, 2022** – Violence Muted , Resource person : Ms. Flavia Agnes, Lawyer,
- **1<sup>st</sup> March – 8<sup>th</sup> March 2023** – DigitAll : Innovation and Technology for Gender Equality  
Day 1: Widening Digital gap  
Day 2: Digital Education and gender equality  
Day 3: Digital spaces and protecting the rights of women and girls  
Day 4: ICT based gender based violence  
Day 5: Digital Empowerment  
Day 6 : Gender Inclusive language  
Posters were made on different acts relevant for women
- **March 8<sup>th</sup>, 2023** : Talk on DigitALL: Innovation and technology for Gender Equality : Workshop Resource person : Ms. Diana Dhote - Session was activity based , Much enjoyable, Life skills were taught, Should have been for longer duration, Learnt a lot for life, Participative, Resource person was approachable.

The result of Gender Audit conducted are as follows :

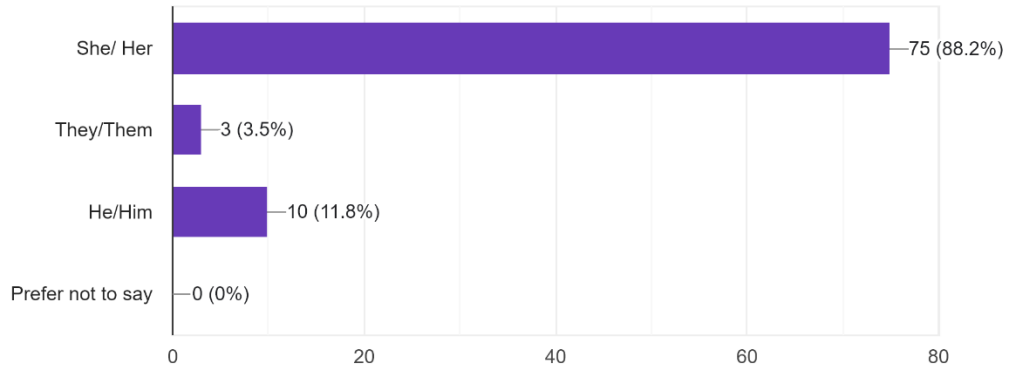
Sex Identity (Click on the appropriate option)

85 responses



My Gender pronouns are (Click on one or more than one as relevant)

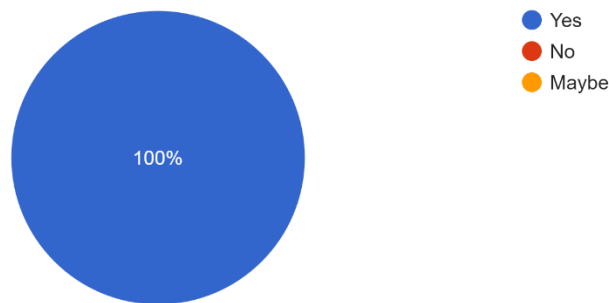
85 responses



### Gender Cell Initiatives

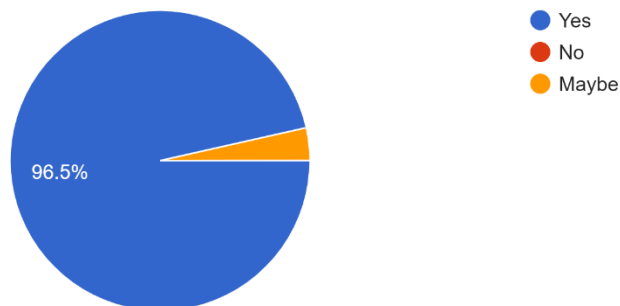
A Gender Cell is set up in the college and students are aware of the Gender Cell

85 responses

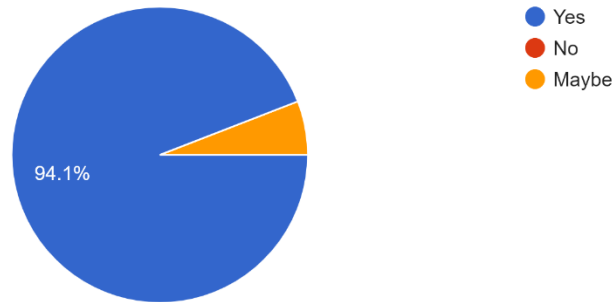


Anyone has the right to reach out to Gender Cell

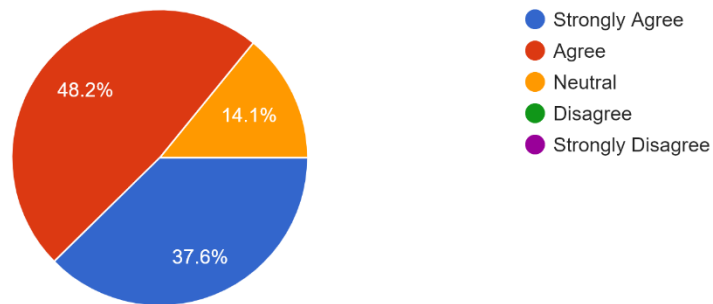
85 responses



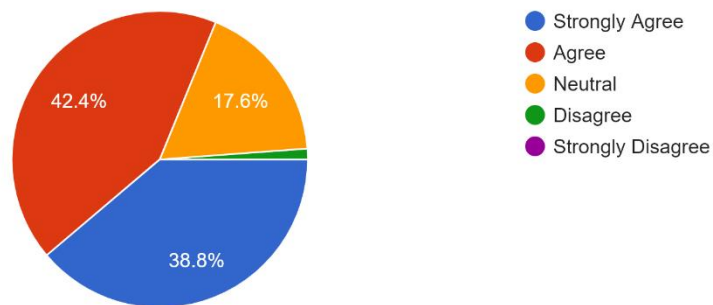
A grievance redressal cell has been set up on Campus  
85 responses



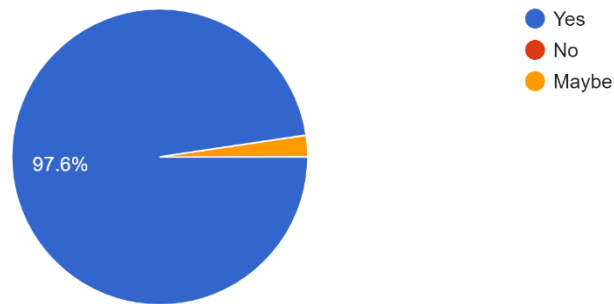
A fair inquiry is conducted by the committee in case of any complaint regarding gender discrimination or exploitation.  
85 responses



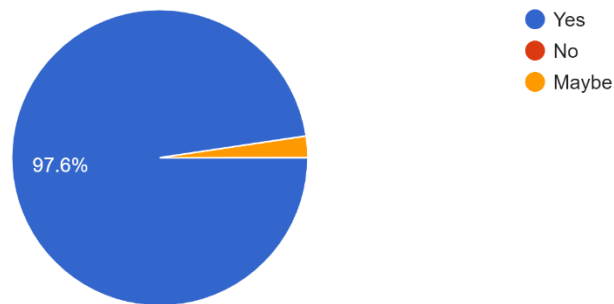
Confidentiality is maintained during the inquiry process.  
85 responses



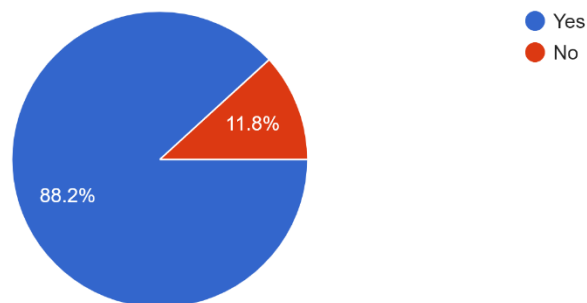
The college conducts a gender sensitization program as a part of its curriculum.  
85 responses



The college conducts gender awareness programs, such as awareness of sexual harassment, violence etc. as a part of its curriculum.  
85 responses



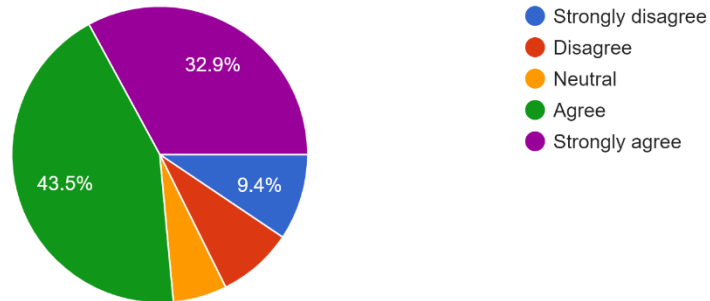
The Gender Cell includes male and female faculties.  
85 responses



**INFRASTRUCTURAL FACILITIES**

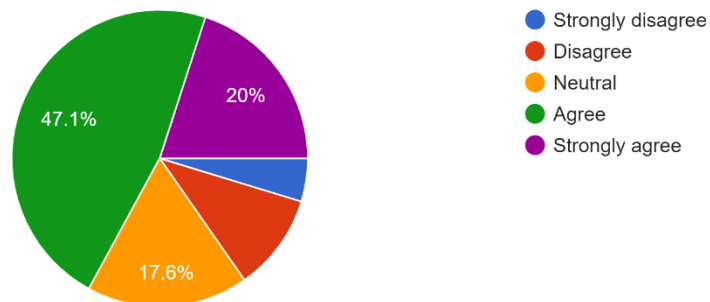
An adequate number of toilets are available on the campus for all students irrespective of gender.

85 responses



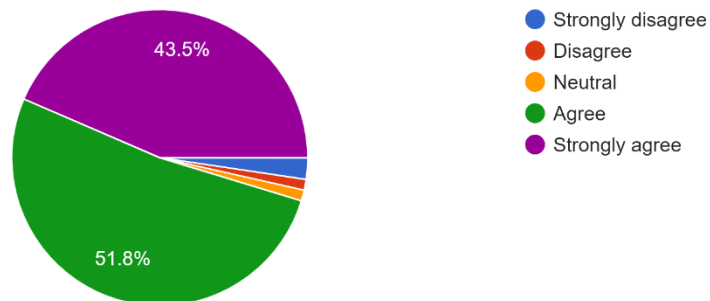
Adequate facilities are available inside the toilet keeping in mind the need of students of any gender.

85 responses



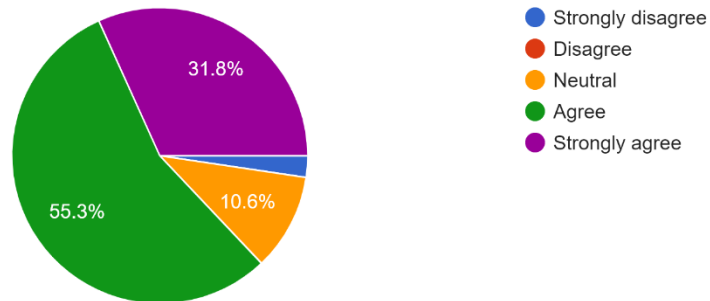
Adequate lighting is available in the overall institution which includes corridors, classrooms, common areas, toilets etc.

85 responses



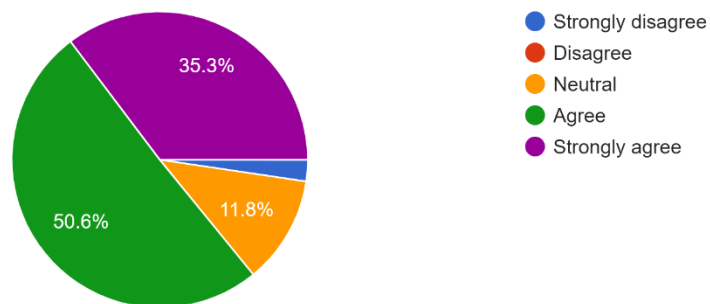
Laboratory infrastructure is appropriate for the safety of the students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas, etc.

85 responses



There is no gender-biased artifacts, such as discriminative screen savers, or worktables that are not conveniently located for the students.

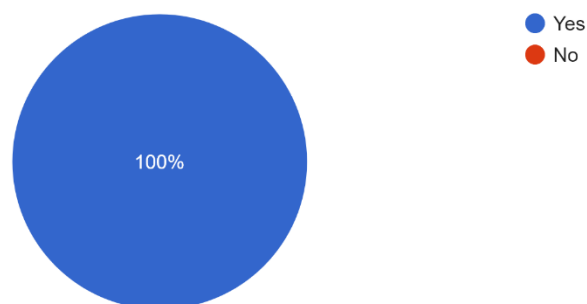
85 responses



**SAFETY & SECURITY**

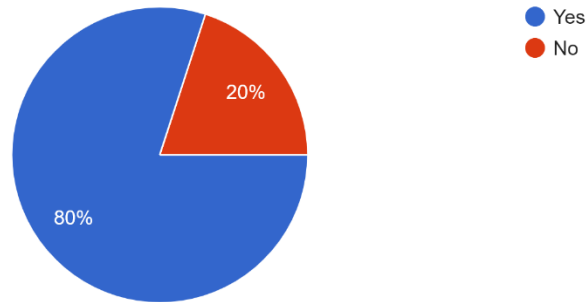
Adequate security arrangements have been made in the campus and common areas during day and night.

85 responses



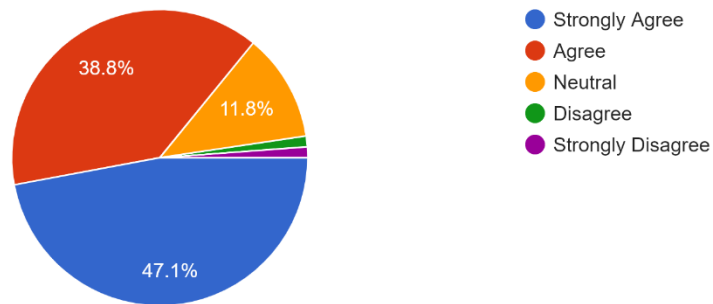
Healthcare facilities are available to students on campus.

85 responses



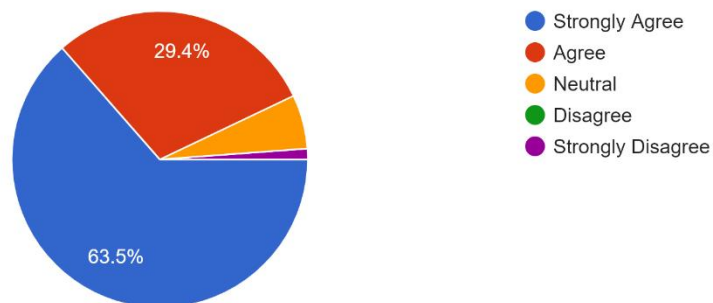
Security personnel deployed on campus are enough in number to cater to the safety of the students from all genders.

85 responses



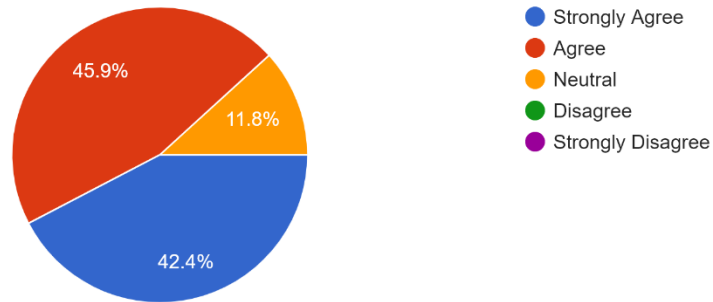
The attitude of security personnel is inclusive and respectful.

85 responses



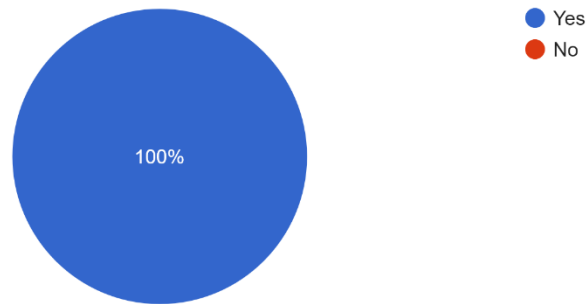


Gender sensitization program must be conducted for security personnel deployed at the campus.  
85 responses

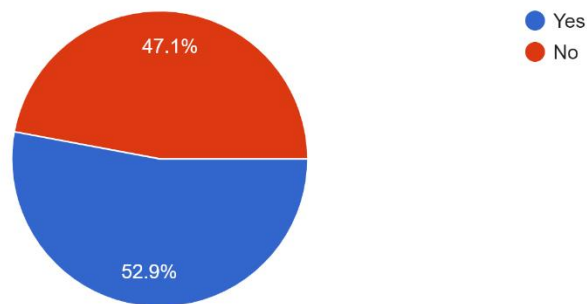


**CURRICULUM INITIATIVES**

Gender-related topics are included in the curriculum.  
85 responses

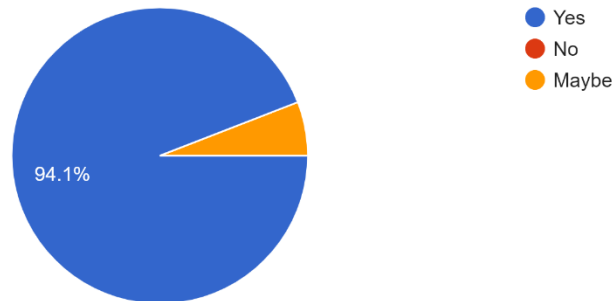


Sex Education is a part of B.Ed. Program  
85 responses



Curriculum provides opportunity of students to take up activities related to gender sensitization and discrimination.

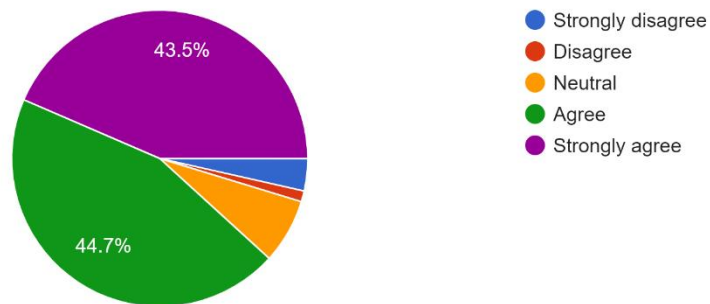
85 responses



**ATTITUDE OF THE STAFF**

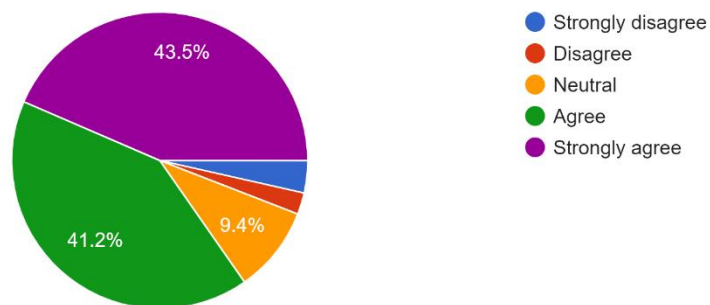
The teachers offer equal opportunities to all genders.

85 responses



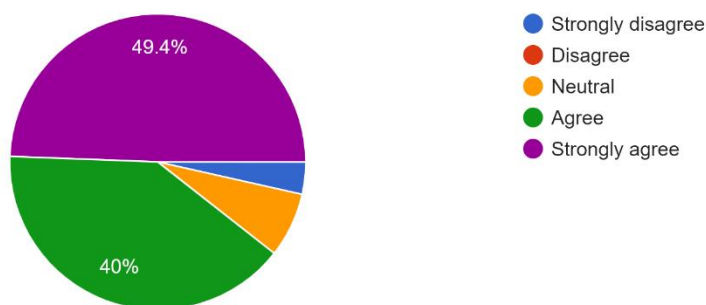
The attitude of the teaching staff is respectful towards all the genders.

85 responses



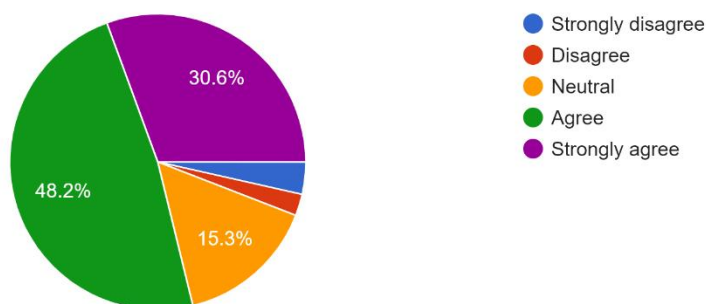
The attitude of the administrative staff is respectful towards all the genders.

85 responses



Gender inclusive language is used by the staff

85 responses



Suggest changes in any of the following areas that could help in improving the gender inclusiveness of SXIE - *Gender cell initiatives, Infrastructural facilities, Curriculum initiatives, Attitude Staff, Safety & Security*

S.N.	Suggestions	Acknowledgment
1.	More facilities for communication and expression of ideas	No change as such is expected on my behalf as I'm quite satisfied with the way Gender inclusion is implemented in the curriculum and on the campus of SXIE by its administration, faculty, and management.
2.	Boys common room needs improvement	every possible initiative for the betterment of the students and the society has already been implemented by the institution
3.	It would be highly recommended that all the professors don't have a particular bias towards gender based on their prior	Everything is taken care of. Thank you SXIE.

**ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS) 2022-2023**

S.N.	Suggestions	Acknowledgment
	experiences. The world is changing and along with it, we need to too.	
4.	Sex education programs can be arranged	the gender cell is doing a very good job in our college in creating awareness
5.	Sessions on pedagogical skills to transact the message of gender equality in the schools.	SXIE ensures gender inclusivity.
6.	Not happy with male rest room. Need a proper male rest room for us boys. Male rest room is also occupied by male and female staff members.	
7.	Have a session on what it means to be a man in 2023	
8.	The staff should practice more gender sensitive ways towards us.	
9.	There should be infrastructural facilities for the non binary genders and the attitude of the staff should use inclusive language	
10.	Curriculum initiatives should be more.	
11.	Since the class and staff are predominantly female, the gender disparity is not very clear, so it is safe to assume the necessary steps are being taken. But, the language and attitude of staff towards gender stereotypes and roles can be adjusted as remarks have been made.	
12.	To include more health care facilities	
13.	More activities like self defence	
14.	paper tissue rolls should be added inside the restroom.	
15.	Can conduct more programs in the month, can constantly keep refilling sanitary pads dispenser, more use of pronouns while teaching. More curriculum initiatives are encouraged.	
	Pads at the girls washroom Tissues and air freshener too	

**Action Taken Report**

1. The facility for sanitary pads in the Ladies' Common Room has been installed.
2. Some modifications in the Boys' Common Room have been done to create better space and ambiance.
3. Talks by experts were arranged for interactions with the students. These talks are given by lawyers, doctors, and any other professional working towards gender sensitization or sex education.
4. In Collaboration with Sophiya's College Women Development Cell annually 4 activities are organized which include staff and students of both institutions.
5. More sensitizing areas are included in the Gender School and Society Course.