

Report on Women Development Cell Activities

A Women Developmental Cell is a mandated body as per section 32 (15) of UGC guidelines (prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) regulation, 2015.

Students were oriented about, and encouraged to join the WDC of SXIE and those who took the initiative were given the opportunity to be a part of it

**Objectives for *POTENTIA***

- To sensitize student teachers on Gender Equity & Empowerment through programmes and Activities
- To develop skills in student teachers for handling gender related issues in their workplace
- To create a gender empowered environment

ACTION PROGRAMME

- Awareness session on Functioning of Women's Cell & Internal Complaints Committee
- Collaborative Programs with other associations of the college such as Students council, Cultural Association, etc.
- Collaboration with NGO / Other colleges of Education/ Universities for Participative programmes to sensitize students on Gender Issues
- Gender awareness through Logo Making/ Posters/ Slogans/ Essay Competition/Screening Of Films/Street Plays/
- Registration to Internal Complaints Committee
- Gender Audit
- Gender Sensitization Workshops

Outcomes Expected

- Empowered & Sensitized student teacher for understanding gender equity and promoting the same
- Skills developed amongst student teachers to handle gender related issues in their workplace

Under the guidelines of UGC, St .Xavier's Institute of Education inaugurated its women developmental cell - POTENTIA on 20th September 2019 in the presence of the Principal Dr. Sosamma Samuel, Sr. Natty Lopes, Assistant Director Of SAKHYA, An NGO And Ms. Shobha Philip, General Secretary Of YWCA, Mumbai.

The event was organized by:

- Dr. Shadab Paloji (Convener) ,
- Dr. Vini Sebastian, (staff coordinator)
- Mrs. Nishi Kumar (staff coordinator) and
- Shannon, Atiya, Annam, Seema, Shweta, Vidonia, Neha, Aiman (student members of WDC)

Activities that were conducted:

The programme was held in the Multipurpose Hall, with a short speech by Principal on empowerment of women, followed by the lighting of the lamp by inviting the guests to do the honours. Dr. Shadab Paloji, shared the objectives of the Women Development Cell .

Mr. Shannon Nogueira, Member of the ICC and POTENTIA, gave a brief introduction of the Logo. The logo 'POTENTIA' comes from the Latin word power and potential and the tree in the emblem of the women

development cell signifies growth and development and how the tree not only grows but also provides shelter. The emblem also signifies that we all belong to the same root.

To sensitize the issues of women a poem was written and recited by Ms. Rebecca and was beautifully enacted by Ms. Atiya Patni,

A short interview was projected to show what a school staff thinks about women development and what various measures have been taken to empower today's women.

Ms. Nishi Kumar, spoke few words about creating awareness and being the voice to express one's thoughts which may lead to change in our society.

Dr. Vini Sebastian, introduced Ms. Shobha Phillip and Sr. Natty Lopes.

Ms Shobha Philip gave a brief introduction of YWCA and how SXIE could collaborate with them through the activities that they conduct for the betterment of the society and enlightening women about their strengths. Some of the programmes conducted by the YWCA are awareness camps, workshops on human rights, skill set development, vocational training, etc. that provides a pathway to be an empowered woman.

Sr. Natty Lopes conducted a small activity to show diversity in our country, she spoke about how need to break stereotypes against not only women but also men and transgenders, there was a need to make provisions to end sexual harassment against women. , which culminated with Fr. Blaise' message and vote of thanks

The programme commenced with a short speech by Principal followed by the lighting of the lamp

Further, on 16th November 2019 a talk was held on 'International Day for The Elimination of Violence Against Women'. On this day, there was an arrangement made to invite officials from the police department to make students aware about 'crime against women cell' attended by our collaborating partner YWCA

To spread awareness and to bring attention towards the underlying issues and gender discrimination faced at all levels, students voiced their opinions on important matters that affected the daily life of women students through the activities conducted each month under the WDC.

In the month of December 2019, Students penned down their thoughts reflecting upon such sensitive issues. Students were asked to express their opinions against the crimes taking place against women. Students pen down their thoughts reflecting upon such sensitive issues.

In the month of January, students expressed their thoughts, ideas on women empowerment, not only in words but in pictorial form through paintings. The expressions was creative and it also led many to start thinking about the issue of gender in our country more critically and what can be done about it.

In February two of the First Year students attended the programme conducted by YWCA on women's empowerment and transformation

An ongoing activity is where the members of WDC, have created an expression space for all on the idea of how 'I feel empowered as a teacher in my own skin', where the students can express their view points verbal pictorial and symbolic form.

On the occasion of Women's Day on 8th March, 2020 Potentia , conducted the Panel discussion which was initiated by YWCA and they also helped us in organizing it in our Institute with all the eminent personalities whom we heard today, we are very grateful to YWCA for collaborating with SXIE and guiding us to create a more enlightened environment here in the context of gender .

Gender audit was also conducted in the First and the Second year B,Ed classroom. The attempt was to check if the students are aware whether their institution's facilities and functioning are gender friendly or no. the following areas were investigated

1. Gender sensitization as a part of B.Ed. Programme
2. The basic facilities available for female students
3. The infrastructural facilities available for the students
4. Safety & Security arrangements
5. WDC & ICC and approachability of the institute for students who want to reach out for some or the other reasons to WDC
6. Healthcare facilities
7. Opportunities available for female students
8. Interactions and display artefact are women friendly

Out of 99 students we received 84 responses and the result show that

Sr. No.	Items	Agree	Disagree	Neutral
1.	Gender sensitization as a part of B.Ed. Programme	91%	2%	7%
2.	The basic facilities of hygiene available for female students	80%	4.5%	15.5%
3.	The infrastructural facilities available for the students	78.6 %	9.5 %	11.9 %
4.	Safety & Security arrangements	90.5%	3.4%	7.1%
5.	Existence of WDC & ICC and approachability of the institute for students who want to reach out for some or the other reasons to WDC	89.3%	00	10.7%
6.	Healthcare facilities	39.3%	22.6	38.1%
7.	Opportunities available for female students	84.7%	5.9%	9.4%
8.	Interactions and display artefact are women friendly	89.3%	6%	4.7%

For the month of March, the members of WDC, have put up a board on the topic 'I feel empowered as a teacher in my own skin'. The students have been asked to express their view points through quotes, painting, poems, etc.

In the situation of COVID-19 Pandemic. *Potentia* under the wings of WDC organized an essay competition in May 2020, the Theme being **Review your View**, where three subthemes were put up related to women's issues. The competition got an overwhelming response.

Dr. Vini Sebastian, Mrs. Nishi Kumar, Dr. Shadab Paloji
Staff Coordinators