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Gender Sensitization Plan 2023-24

Degree College Ganderbal

Aims at organizing various programs and activities to enhance the emancipation of women students and faculty as well as women of the society at large, and to foster a more inclusive and equitable environment by raising awareness about gender issues and promoting gender equality.

Key Activity	Details
Establishment of a Women's Development Cell	<ul style="list-style-type: none">• Objectives:<ul style="list-style-type: none">○ Provide a platform for women to discuss concerns and challenges.○ Offer support and mentorship to women employees/students.○ Organize workshops and training programs on gender-related issues.○ Advocate for policies that promote gender equality.• Composition:<ul style="list-style-type: none">○ Include representatives from diverse backgrounds (e.g., faculty, staff, students).○ Ensure representation from different departments/units.○ Elect a core committee to oversee the cell's activities.
Film Screenings and Discussions	<ul style="list-style-type: none">• Objective:<ul style="list-style-type: none">○ Raise awareness about gender biases, stereotypes, and discrimination through impactful films.○ Spark critical thinking and dialogue about gender roles and societal expectations.• Selection Criteria:<ul style="list-style-type: none">○ Choose films that depict diverse female experiences and address a range of gender-related issues (e.g., sexism, domestic violence, workplace discrimination).○ Consider films from different genres and cultures.• Post-Screening Discussions:<ul style="list-style-type: none">○ Facilitate open and respectful discussions among participants.○ Invite experts or guest speakers to provide insights and perspectives.

Awareness Campaigns	<ul style="list-style-type: none"> • Objectives: <ul style="list-style-type: none"> ○ Promote gender-equitable attitudes and behaviors throughout the organization/institution. ○ Disseminate information about gender-related policies and resources. • Methods: <ul style="list-style-type: none"> ○ Organize poster campaigns, social media initiatives, and email newsletters. ○ Conduct surveys to assess awareness levels and identify areas for improvement. ○ Celebrate International Women's Day and other relevant occasions. • Topics: <ul style="list-style-type: none"> ○ Gender sensitivity and unconscious bias ○ Sexual harassment prevention ○ Women's leadership and empowerment ○ Gender-based violence and its prevention ○ Inclusive communication and language
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Events organized in 2023-24 in accordance to the above devised plan

Date	Event
March 2, 2023	Seminar on equal opportunities for men and women
April 8, 2023	One-day program on the role of education in the empowerment of women
June 7, 2023	Program on cultivating a sustainable mindset among young women
August 17, 2023	Group discussion on sexual harassment in public
October 5, 2023	Participation in inter-college women's volleyball tournament
March 8, 2024	Participation in skiing course (women's) at Gulmarg
March 9, 2024	International Women's Day celebration

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