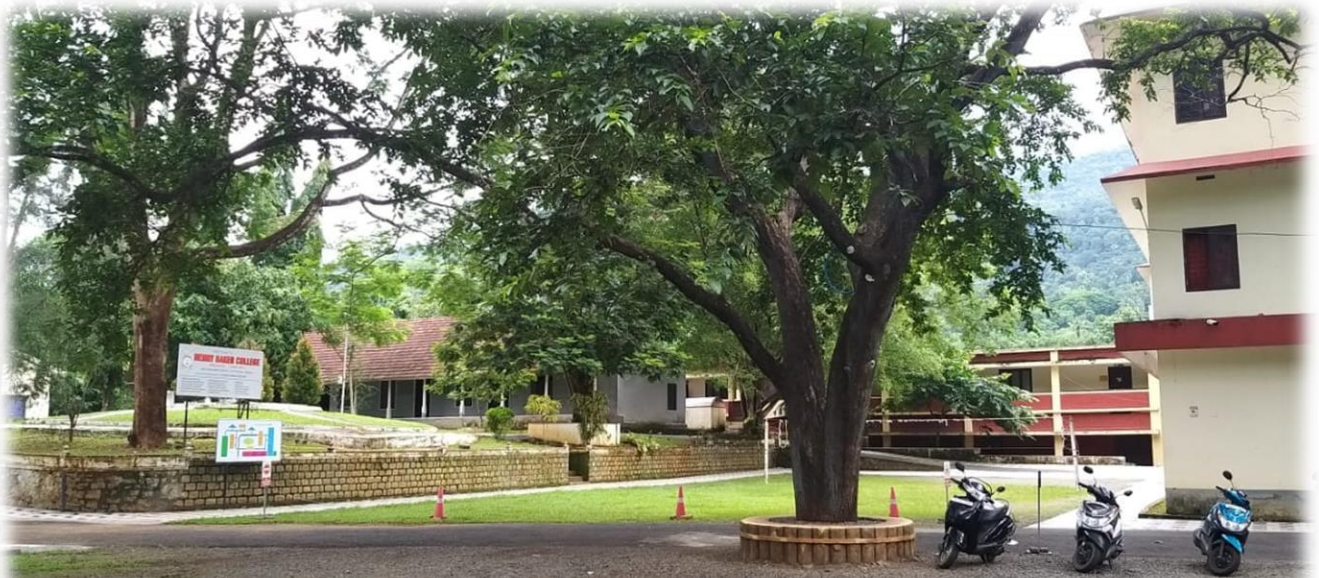


**Assessment Period 2015-2020**



# **HENRY BAKER COLLEGE, MELUKAVU**

**A Christian Minority Educational Institution run by CSI East Kerala Diocese**



## **Criterion VII: Institutional Values and Best Practices**

### **7.1.1 Gender Equity**

*Measures initiated by the Institution for the promotion of gender equity during the last five years*

*Submitted to*



**THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

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## 1.1 Preface

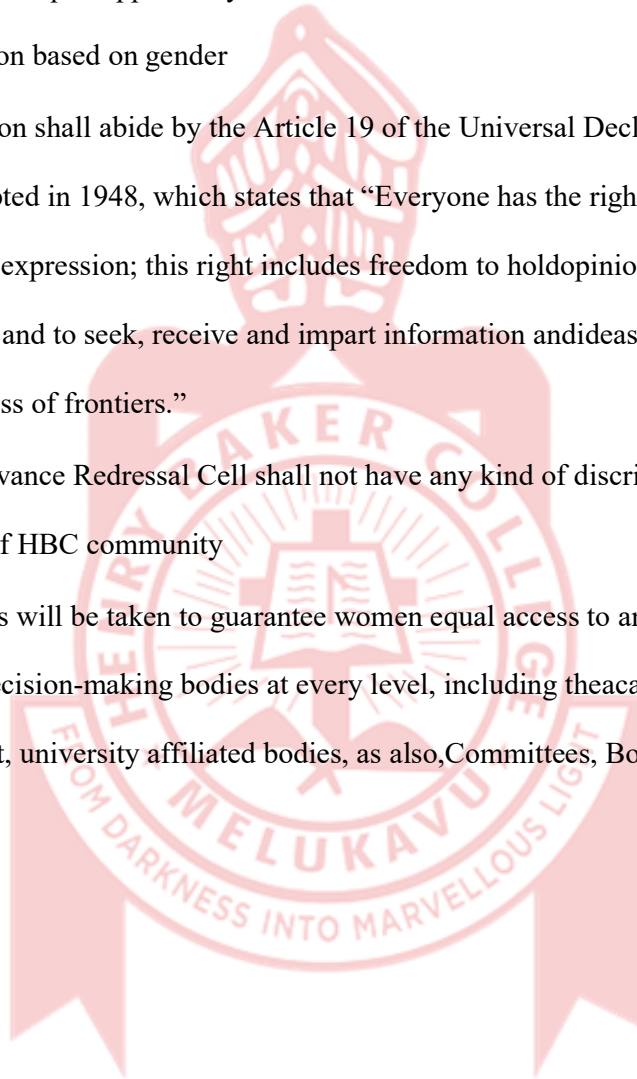
The Gender Sensitisation Action Plan devised every academic year aims at promoting and sustaining equity among male and female students and staff. It assures that all who are part of the institution enjoy the same rights, opportunities, security and resources.

Gender equity is ensured through the following steps every year:

1. In the opening meeting of the Teaching and Administrative staff every academic year the need to be sensitive to gender issues in all academic and administrative functions and the primal significance of gender equity are reiterated
2. During the Orientation Session at the beginning of every academic year the policy of gender equity is explained to the students
3. The institution regards the students and staff on an equal par irrespective of gender
4. The institution envisions to inculcate the notion that sexual minorities including the transgenders share the rights of all human beings
5. The institution wants the staff and students to regard alternate sexualities as normal behaviour
6. The college urges all the stakeholders to regard the LGBTQ community as an essential part of humanity with equal rights as all human beings and spreads this all-inclusive message through various programmes

## 1.2 Gender Policy

- No opportunities, privileges, or rewards to a person (or a group) shall be denied because of gender
- There shall be equal opportunity for women and men. There shall not be any kind of discrimination based on gender
- The institution shall abide by the Article 19 of the Universal Declaration of Human Rights, adopted in 1948, which states that “Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.”
- HBC’s Grievance Redressal Cell shall not have any kind of discrimination based on the gender of HBC community
- All measures will be taken to guarantee women equal access to and full participation in HBC’s decision-making bodies at every level, including the academic, executive, management, university affiliated bodies, as also, Committees, Boards, Trusts etc.



### 1.3 Gender Sensitization Action Plan 2015-16

| Sl No | Date                              | Aim   | Plan of Action  | Outcome   |
|-------|-----------------------------------|---|---|---|
| 1     | 23-6-2015<br>Women's Cell Meeting | To promote the talents of girl students   | Decided to conduct a programme in which girl students reveal their talents  | <i>Women's Fest 2016</i> was conducted on 18-1-2016   |
| 2     | 30-7-2015<br>Women's Cell Meeting | To give skill training for women students and staff   | Decided to give driving classes for girl students and lady staff  | Two girl students and a teacher took Driving Licence  |
| 3     | 4-11-2015<br>Women's Cell Meeting | To highlight the achievements of women<br><br>To sensitize the students about the issues and challenges that women face | Decided to honour the women achievers who excelled in various fields such as politics, academics etc.<br><br>Decided to make students aware of the specific issues that women face in society | 1. Honoured the newly elected women members of Melukavu Grama Panchayath and Erattupetta block Panchayath<br><br>2. Honoured the girl students and teachers who excelled in academics<br><br>3. Conducted a Poster exhibition on women achievers who excelled in various fields<br><br>Teachers presented papers on various issues and challenges that women face in society and on women empowerment |
| 4     | 9-12 2015<br>Debate Club          | To create an awareness about the sexual minorities through student action   | Decided to conduct a debate on an issue concerning sexual minorities  | Conducted a debate on recognizing Same Sex Marriages  |

## 1.4 Gender Sensitization Action Plan 2016-17

| Sl No | Date                              | Aim   | Plan of Action  | Outcome  |
|-------|-----------------------------------|---|---|--|
| 1     | 14-6-2016<br>Women's Cell Meeting | To provide general awareness to the students about gender equity  | Conducted Orientation Session to explain the policy of gender equity  | The students were made aware of gender equity and conscious of behaving in without discrimination in the campus and the society  |
| 2     | 4-7 -2016<br>Women's Cell Meeting | To increase student involvement and initiative in Gender Equity programmes  | 1. Decided to Invite a Title for Women's Cell<br><br>2. Decided to conduct a competition among students to create a logo for the Women's Cell | 1. Nainika was the name selected for the women cell (suggested by Princy Mathew of BA English)<br>2. The Logo designed by Ummulkulsu of I BA History was selected as the official logo of Women's Cell |
| 3     | 9-8 -2016<br>Women's Cell Meeting | To augment the awareness of students regarding the condition of women in Indian society   | Decided to conduct Invited Lectures on relevant issues by dignitaries   | Renowned social activist Daya Bai delivered a lecture on Indian Women 7-10-2016  |
| 4     | 17-1-2017<br>Women's Cell Meeting | To sensitize the students about the need for celebrating Women's Day and the ways out for women who face familial and social problems | Decided celebrate International Women's Day with an Invited talk on a relevant topic  | International Women's Day was celebrated on 8-3-2017. Adv. Ambili Anil enlightened the girls with a talk on Women and Law.   |

## 1.5 Gender Sensitization Action Plan 2017-18

| Sl No | Date   | Aim   | Plan of Action   | Outcome  |
|-------|--|---|--|--|
| 1     | 7-6-2017<br>Women's Cell Meeting             | <p>1. To provide general awareness to the students about gender equity</p> <p>2. To elicit from the students the specific needs and facilities they require</p> | <p>Conducted Orientation Session to explain the policy of gender equity</p> <p>A meeting of the girl students was convened to invite their needs and suggestions</p> <p>Decided to install incinerators</p> <p>Decided to provide sanitary napkins</p> | <p>The students were made aware of gender equity and conscious of behaving in without discrimination in the campus and the society</p> <p>The fruitful discussion turned out to be an open platform for the students to voice their grievances and open up with their needs. The need for girl-friendly toilets was voiced unanimously</p> <p>Incinerators were installed in the girls' toilets</p> <p><i>Nainika</i> started honesty shops selling sanitary napkins in the two toilet wings ensuring the availability of sanitary pads to the needy</p> |
| 2     | 29-8-2017<br>College Students' Union Meeting | To create an awareness about the transgender community  | <p>Decided to invite a well-known transgender activist to inaugurate the College Union</p> <p>To provide opportunity for students to interact with a transgender</p>   | <p>Seethal Shyam Famous transgender activist inaugurated the College Union activities on 10-10-2017</p> <p>An interaction session with transgender activists Seethal Shyam, Vishnu Avanthika and Laya Jaison was held in the Seminar Hall on 10-10-2017</p>  |

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| 3 | 13-9-2017<br>Women's<br>Cell<br>Meeting               | To assure a greater involvement of girl students in the cultural events of the institution           | Decided to conduct cultural events which bring out the talents of girls would have a   | On 1 November 2017 <i>Nainika</i> conducted a <i>megathiruvathira</i> , a dance performance by 62 girls<br><br>On 21 December 2017 a Christmas Dance by girls was conducted         |
| 4 | 4-10-2017<br>Women's<br>Cell<br>Meeting               | To create awareness about the perils of the cyber world  | Decided to make the students aware of the hidden dangers of the cyber world and the precautions to be taken while using social media | On 30-11-2017 An Invited Lecture on Cyber Awareness was conducted   |
| 5 | 29-8-2017<br>College<br>Students'<br>Union<br>Meeting | To raise consciousness among the students against the increasing atrocities against women in society | Decided to conduct a Campaign protesting against Abusing Women   | Conducted a Signature Campaign, 'Stop Abusing Women' on 12-1-2018 in which the students of the college participated wholeheartedly and signed on a canvas board set for the purpose |





## 1.6 Gender Sensitization Action Plan 2018-19

| Sl No | Date                               | Aim  | Plan of Action   | Outcome  |
|-------|------------------------------------|--|--|--|
| 1     | 17-7-2018<br>Women's Cell Meeting  | To give skill training for women students and staff                | Decided to give driving classes for girl students and lady staff                   | Five girl students secured Driving Licence   |
| 2     | 10-10-2018<br>Women's Cell Meeting | To emphasize the need for women empowerment                        | Decided to conduct a lecture on women empowerment by a dignitary                   | Invited Lecture by Dr. J. Prameeladevi, social activist and former member, Kerala Women's Commission was held on 30/01/2019  |
|       |                                    | To make students themselves to think creatively on gender equality | Decided to conduct a debate on Gender Equality                                     | Conducted a debate on Gender equality as part of International Women's Day Celebration on 8-3-2019   |
|       |                                    | To make the students realise the challenges women face in society  | Decided to conduct an essay writing competition on the social challenges for women | Conducted an essay writing competition on the topic 'Challenges and Possibilities of Women in the Modern Era' as part of International Women's Day Celebration on 8-3-2019 |

## 1.7 Gender Sensitization Action Plan 2019-20

| Sl No | Date                               | Aim  | Plan of Action   | Outcome   |
|-------|------------------------------------|--|--|---|
| 1     | 10-6-2019<br>NSS Unit Meeting      | To provide girl students health awareness that would be of lifelong help       | Decided to conduct a breast cancer awareness programme                                     | A breast cancer awareness programme was conducted in association with Medical College, Kottayam on 24-6-2019  |
| 2     | 16-10-2019<br>Women's Cell Meeting | To make the students think of gender justice                                   | Decided to conduct an elocution competition on a topic related to women and justice        | Organized an elocution competition on 'Justice for Women – An indispensable fact with regard to Cyberabad encounter' on 08/01/2020  |
| 2     | 6-11-2019<br>Women's Cell Meeting  | To make use of traditional skills for enhancing social opportunities for women | To specialize cooking skills to make marketable products                                   | Conducted a workshop on Making Delectable Cakes on 18/01/2020. The resource persons were Prof. Shyla Mathew, St. Joseph's institute of hotel management and catering technology, Choondacherry and Prof. Mathew, Department of hospitality and tourism management, Marian college, Kuttikanam |
| 4     | 3-1-2020<br>Women's Cell Meeting   | To empower women by imparting legal awareness                                  | Decided to conduct a programme to make the students aware of their legal rights and duties | Conducted a Legal Awareness classon 12/02/2020 in collaboration with district legal service society, Kottayam. Sri. Ullas P Scaria, district level coordinator was the resource person  |

|   |                                |  |  |   |
|---|--------------------------------|--|--|---|
|   |                                | To give girl students training in self-defence   | Decided to give peer training so as to instill a greater sense of confidence in the students   | Conducted a Three-day Self Defence Programme for girls (12 – 14 February 2020) with Ann Maria Joseph, II B. A. English and Alfiya Ellias, I B. A. History (karate black belt students) as instructors   |
| 5 | 28-1-2020 Women's Cell Meeting | To make the students aware of the need for personal hygiene and health<br><br>To focus on the avenues for equal opportunity in society | Decided to conduct an Awareness programme on health and hygiene by a medical practitioner<br><br>Decided to focus on equal opportunity for women in the current year Women's Day Celebration | Conducted an Awareness class on Health and Hygiene on 4/3/2020. Dr. Sainudeen E. M., Medical Officer of Community Health Centre, Edamaruku was the Resource Person<br><br>Conducted an Invited Lecture as part of the International Women's daycelebration on 6/3/2020. Dr. Muse Mary George, U C College, Aluva, delivered a lecture on 'Gender Justice- Various Dimensions and Reality' |

