



# **GEMS ARTS AND SCIENCE COLLEGE**

**An ISO 9001 : 2015 Certified Institution**

**(A unit of Global Education and Management Studies Co-operative Ltd., No. M. 782)**

**(Affiliated to University of Calicut and UGC Recognized under Section 2 (f) of UGC Act 1956)**

**Ramapuram, Kadungapuram P.O, Malappuram Dt., Kerala. Pin - 679321, Ph : 04933-256123, 255700**

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## **7.1.1**

# **Gender Audit and Measures for the Promotion of Gender Equity.**

**(Annual Gender Sensitization Action Plan and  
Gender Sensitization Report)**





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## **GEMS ARTS AND SCIENCE COLLEGE - ANNUAL GENDER SENSITIZATION ACTION PLAN**

### **INTRODUCTION:**

Gender sensitization is important aspect of fostering an inclusive and equitable academic environment. Gems Arts and Science College recognizes the importance of promoting gender equity through comprehensive initiatives, programs, and awareness campaigns. This annual gender sensitization action plan aims to outline specific activities spanning the year, promoting awareness, inclusivity, and empowerment within the college community.

### **OBJECTIVE:**

The primary objective of this action plan is to create a campus culture that not only acknowledges gender-related issues but actively engages in conversations, educates its members, and takes concrete steps towards fostering a more equitable and supportive community.



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## MONTH 1-3: AWARENESS CAMPAIGN LAUNCH

### Week 1-2: Campaign Kick-off

The first phase involves launching a comprehensive awareness campaign across the college. This campaign will include visually impactful posters, digital content, and announcements aimed at capturing attention and creating a sense of curiosity among the college community.


### Week 3-4: Guest Speaker Series

To kick-start the dialogue, organize guest lectures by experts in the field of gender studies, psychology, and social sciences. These sessions will provide a broader perspective on gender-related issues and set the tone for informed discussions throughout the year.

### Month 2: Film Screening and Discussions

Film screenings addressing various gender-related themes will be organized, followed by facilitated discussions. This approach aims to engage students and faculty through a different medium, encouraging critical thinking and reflection.



  
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## MONTH 4-6: INCLUSIVE WORKSHOPS AND TRAINING

### Week 1-2: Faculty and Staff Training

Conduct workshops tailored for faculty and staff, emphasizing the role they play in creating an inclusive environment. Topics will include recognizing unconscious biases, fostering inclusive classrooms, and addressing gender-related challenges within the educational setting.

### Week 3-4: Student Workshops

Engage students through interactive workshops designed to explore concepts such as consent, gender diversity, and stereotypes. These workshops will encourage open discussions, allowing students to express their thoughts and learn from each other's experiences.

### Month 5: Peer Education Program

Empower students to become advocates for gender equality through a peer education program. Selected students will receive training on leading discussions, facilitating workshops, and acting as a resource for their peers. This initiative aims to create a sustainable and student-driven approach to gender sensitization.



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## MONTH 7-9: EMPOWERMENT AND SUPPORT PROGRAMS

### Week 1-2: Women's Empowerment Event

Host an event celebrating the achievements of women, both within the college community and beyond. This event will provide a platform for successful alumnae and professionals to share their experiences, inspiring current students to pursue their goals without gender-based limitations.


### Week 3-4: Support Resources Awareness

Increase awareness of support resources available on campus. Promote the Women Development Cell, counselling services, and other resources aimed at providing support and guidance to students facing gender-related challenges.

## MONTH 8: LGBTQ+ INCLUSIVITY WORKSHOP

Acknowledge and address the specific challenges faced by LGBTQ+ individuals through a workshop dedicated to inclusivity. Collaborate with external organizations and experts to ensure a comprehensive and informed discussion on creating a more inclusive environment for all gender identities.



  
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## MONTH 10-12: EVALUATION AND REFLECTION


### Week 1-4: Assessment of Policies

Review existing gender-related policies and assess their impact on the college community. Propose revisions or updates based on the evaluation outcomes to ensure that policies remain relevant and effective.

## MONTH 12: ANNUAL GENDER SENSITIZATION REPORT

Compile an annual report summarizing the activities, outcomes, and impact of the gender sensitization initiatives throughout the year. Share the report with the college community and stakeholders to maintain transparency and accountability.



  
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## ON-GOING INITIATIVES THROUGHOUT THE YEAR

### Regular Seminars and Talks:

Integrate gender-related topics into existing seminar schedules, inviting speakers to deliver talks on contemporary gender issues. This ongoing initiative ensures that gender-related discussions are a consistent part of the academic discourse.


### Social Media Campaigns:

Utilize social media platforms to run ongoing campaigns that share information, promote dialogue, and highlight the college's commitment to gender sensitization. Regular posts, stories, and interactive content will contribute to sustained awareness and engagement.

### Collaboration with Student Organizations:

Collaborate with student-led organizations to enhance awareness and engagement. Encourage the development of student-led initiatives related to gender sensitization, fostering a sense of ownership and responsibility among the student body.



  
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## CONCLUSION

In conclusion, this comprehensive annual gender sensitization action plan for Gems Arts and Science College aims to create a dynamic and proactive approach to gender equity. By engaging the college community in a variety of initiatives throughout the year, the plan seeks to instill a culture of inclusivity, awareness, and empowerment. Through ongoing assessments, feedback mechanisms, and collaborative efforts, Gems College is committed to fostering an environment where all individuals can thrive, regardless of gender.



  
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## ANNUAL GENDER SENSITISATION REPORT

Gems Arts and Science College is dedicated to fostering an inclusive and equitable academic environment, recognizing the significance of gender sensitization in achieving this goal. The annual gender sensitization action plan embodies a comprehensive approach aimed at continuous impact and positive change within the college community.

The initiative kicks off with an engaging Awareness Campaign Launch that spans the year. This phase incorporates visually impactful posters, digital content, and announcements to capture attention and instigate curiosity among students and staff. Guest Speaker Series featuring experts in gender studies, psychology, and social sciences further enrich the dialogue, providing diverse perspectives on gender-related issues and setting the tone for informed discussions throughout the year. Film Screening and Discussions follow, utilizing a different medium to engage students and faculty in critical thinking and reflection on various gender-related themes. This multifaceted approach ensures a comprehensive exploration of gender issues, promoting a deeper understanding within the college community.



  
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The action plan extends to Inclusive Workshops and Training sessions tailored for both faculty and staff, emphasizing their crucial role in creating an inclusive environment. These workshops delve into recognizing unconscious biases, fostering inclusive classrooms, and addressing gender-related challenges within the educational setting. Concurrently, interactive Student Workshops engage the student body, exploring concepts such as consent, gender diversity, and stereotypes, fostering open discussions and mutual learning. The Peer Education Program, a significant highlight, empowers students to become advocates for gender equality. Selected students undergo training to lead discussions, facilitate workshops, and act as resources for their peers. This initiative establishes a sustainable, student-driven approach to gender sensitization, ensuring that awareness continues to grow organically within the college.

Moving into the middle phase of the action plan, Empowerment and Support Programs take center stage. A Women's Empowerment Event celebrates the achievements of women within and beyond the college community. This event provides a platform for successful alumnae and professionals to share their experiences, inspiring current students to pursue their goals without gender-based limitations. Concurrently, a Support Resources Awareness campaign raises awareness about available resources on campus, including the Women Development Cell and counseling services. These initiatives aim to provide support and guidance to students facing gender-related challenges, reinforcing the college's commitment to holistic support.



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Inclusivity is a core theme during this period, culminating in an LGBTQ+ Inclusivity Workshop. This dedicated workshop acknowledges and addresses the unique challenges faced by LGBTQ+ individuals. Collaboration with external organizations and experts ensures a comprehensive and informed discussion on creating a more inclusive environment for all gender identities. As the year progresses, the action plan incorporates a thorough Evaluation and Reflection phase. Assessment of Policies is conducted to review existing gender-related policies, proposing revisions or updates based on the evaluation outcomes to ensure continued relevance and effectiveness.

The commitment to gender sensitization doesn't conclude with structured initiatives; on-going efforts are embedded throughout the year. Regular Seminars and Talks integrate gender-related topics into existing seminar schedules, inviting speakers to deliver talks on contemporary gender issues. This on-going initiative ensures that gender-related discussions are a consistent part of the academic discourse. Social Media Campaigns utilize various platforms to run on-going campaigns that share information, promote dialogue, and highlight the college's commitment to gender sensitization. Regular posts, stories, and interactive content contribute to sustained awareness and engagement. Collaboration with Student Organizations is encouraged, fostering awareness and engagement. Student-led initiatives related to gender sensitization are actively promoted, cultivating a sense of ownership and responsibility among the student body.



  
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In conclusion, the annual gender sensitization action plan for Gems Arts and Science College represents a dynamic and proactive approach to gender equity. By engaging the college community in a variety of initiatives throughout the year, the plan seeks to instil a culture of inclusivity, awareness, and empowerment. Through on-going assessments, feedback mechanisms, and collaborative efforts, Gems College is committed to fostering an environment where all individuals can thrive, irrespective of gender. This holistic and sustained approach reflects the college's dedication to creating a positive and transformative academic community.



  
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