

Param Puja Dr. Babasaheb Ambedkar Smarak Samiti's  
**Dr. Ambedkar Institute of Management Studies & Research**

Deeksha Bhoomi, Nagpur - 440010 (Maharashtra State) INDIA

**An Institute recognised under section 2(f) and 12B**

**MBA Programme Accredited by NBA from 2019-20 to 2021-22**

**Accredited by NAAC with Grade 'A'**

**2016**

# **Gender-Equity Action Plan**

## **Gender-Equity Action Plan**

### **Concept Note**

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It is imperative that the students be sensitized about the problems and issues faced by women in general and specifically in the workplace. DAIMSR follows a zero-tolerance policy towards gender discrimination and encourages equal opportunities for employment, compensation, and career growth. It has conducted many workshops, lectures, and programs to promote gender sensitivity, women empowerment, and safety. The institute takes adequate measures through various committees constituted with female members of faculty, participative management, and proper feedback and grievance-redressal mechanism.

### **Objectives**

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Following objectives are being achieved through various gender-sensitivity programs and initiatives:

1. To provide equal opportunities to all the members of faculty and students irrespective of their gender and gender identity.
2. To eliminate unlawful practices related to discrimination, bullying or unfavorable treatment based on a notions attached to a particular gender and gender identity.
3. To provide required facilities to members of faculty and students and discourage any adverse impact on their professional and academic performance.
4. To sensitize students about issues pertaining to gender bias, women rights and empowerment.
5. To timely address and redress the grievances of female students and members of faculty.
6. To provide timely counseling to female students.
7. To provide women within the institute with a safe and conducive working and educational environment.

### **Constituting committee (2017-18)**

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1. Faculty Incharge (1)- Dr. Rashmi Gupta
2. Faculty Incharge (2) – Dr. Ruhi Bakhare
3. Faculty Incharge (3) – Dr. Monika Jain

**4. Students' representative (1) - Abhilasha Gajbhiye**

**5. Students' representative (2) – Praful Wankhede**

### Annual Gender Sensitization Action Plan: 2017-18

After the recommendations of IQAC based on the feedback of NAAC peer team visit, the Women Empowerment Cell actively devised an action plan for subsequent academic sessions with regards to developing gender sensitivity in students and other institutional stakeholders.

Following is the event conducted after NAAC peer team visit in this regards:

Sr. No.	Name of the Event	Strategic Goal	Target participants	Action plan	Date	No. of Students participated
1	<i>Aabha</i>	Self-defense and development of strong mind and EQ.	Female Students, and members of faculty.	Karate Training-program for female students	25 <sup>th</sup> September, 2017	65
2	<i>Aabha</i>	Creating sensitivity about women's issues through art	Students	Poster-making competition	5 <sup>th</sup> January 2018	35

### Annual Gender Sensitization Action Plan: 2018-19

Sr. No.	Name of the Event	Strategic Goal	Target participants	Action plan	Date	No. of Students participated
1	National Girl child's Day	Self-defense and development of strong mind and EQ.	Students, and members of faculty.	To bring awareness among the minds of the people about girl child	24 <sup>th</sup> January, 2019	6
2	Guest lecture by Ms. Swati Naidu-Life science coach.	Developing an understanding of and sensitivity towards 'Gender-equity'	Female Students, and members of faculty(West-campus)	Session on 'Gender-sensitization.'	19 <sup>th</sup> February, 2019	60
3	AABHA: International Women's Day	Developing an understanding of and	Female Students, and members of faculty.	Talk on 'Issues of women at workplace'	19 <sup>th</sup> March, 2019	80

		sensitivity towards 'Issues of women at workplace'		and elocution competition.		
4	Gender-equity workshop by Swati Naidu	Developing an understanding of 'Gender-equality' through role-play.	Female Students, and members of faculty(East-campus)	Role-play on gender-equality	13 <sup>th</sup> December 2019	65

#### Annual Gender Sensitization Action Plan: 2019-20

Sr. No.	Name of the Event	Strategic Goal	Target participants	Action plan	Date	No. of Students participated
1	AABHA: Women empowerment	Inculcating the importance of health and fitness	Female students	Session of yoga and Zumba	9 <sup>th</sup> November, 2019	80
2	Guest Lecture by Ms. Jyoti Patil	Creating sensitivity about issues women face	Female students, members of faculty	Online session on women empowerment: Sky is the limit	19 <sup>th</sup> December, 2020	60
3	Guest-lecture by Dr. Ratna Muley	Awareness session about health and lifestyle	Students and members of faculty	Session on Adolescent health	5 <sup>th</sup> December 2020	50

#### Annual Gender Sensitization Action Plan: 2020-21

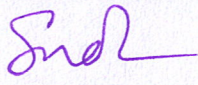
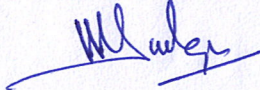
Sr. No.	Name of the Event	Strategic Goal	Target participants	Action plan	Date	No. of Students participated
1	Guest lecture by Ms. Swati	Developing an understanding	Female Students, and	Session on 'Gender-sensitization.'	7 <sup>th</sup> November, 2020	55

	Naidu-Life science coach.	of and sensitivity towards ' <i>Gender-equity</i> '	members of faculty.			
2	Guest-lecture by Dr. Kavita Chandak, Psychotherapist & counsellor	Awareness about mental health	Students	Session on Psychotherapist and counselling.	28 <sup>th</sup> November, 2020	60
3	Aabha	Creating sensitivity about women's issues through art	Students	Poster-making competition	8 <sup>th</sup> March 2021	30
4	Women's day celebration	Creating sensitivity about women's issues through art	Students	Poster-making competition	15 <sup>th</sup> March, 2021	25
5	Guest-lecture by Ms. Arunima Raylu	To inculcate ethical and moral values	Students	Talk on ' <i>ethical and moral values</i> '	21 <sup>st</sup> June, 2021	50
6	Guest lecture by Ms. Dipti Shende	Female health-awareness program	Students	Talk on general hygiene and precaution to be taken during the present situation of Pandemic	3 <sup>rd</sup> February, 2021	70

#### **Annual Gender Sensitization Action Plan: 2021-22**

<b>Sr. No.</b>	<b>Name of the Event</b>	<b>Strategic Goal</b>	<b>Target participants</b>	<b>Action plan</b>	<b>Date</b>	<b>No. of Students participated</b>
1	Guest-lecture by Amol Pudaskar	Developing an understanding of and sensitivity towards	Students and members of faculty	Talk on ' <i>Gender-equality</i> '	27 <sup>th</sup> November, 2021	50

		<i>'Gender-equality'</i>				
2	Guest lecture by Ms. Swati Naidu-Life science coach.	Developing an understanding of and sensitivity towards <i>'Gender-equity'</i>	Female Students, and members of faculty.	Session on <i>'Gender-sensitization'</i>	20 <sup>th</sup> January, 2022	150
3	Poster-making competition	Sensitizing students about <i>'gender equality'</i>	Female Students, and members of faculty.	Poster-making competition on <i>'gender-equality'</i>	15 <sup>th</sup> January, 2022	30
4	International women's day (West Campus)	Celebrating Women empowerment	Female Students, and members of faculty.	Life-journey of Mrs. Shilpa Agrawal	8 <sup>th</sup> March, 2022	110
5	<i>Aabha</i> , International women's day (East Campus)	Celebrating Women empowerment	Female Students, and members of faculty.	Guest-lecture on Protection of Women under Constitution of India by Ms Deepali Hussain and Adv Wilson Mathews	8 <sup>th</sup> March, 2022	80

NAME	SIGNATURE	DATE
<b>Dr. Sudhir Fulzele,</b> (Director)		21/4/14
<b>Dr. Mujahid Siddiqui</b> (IQAC- Coordinator)		21-04-14

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