

# Gender Sensitization: Time to Change the Mindset

DORANDA COLLEGE, RANCHI

Annual Gender Sensitization Report 2022-23



Gender sensitization refers to the raising sensitization of gender equality concerns. It helps people in examining their personal attitudes and beliefs and questioning the realities of both sexes. Gender sensitization make people understand the difference between sex and gender, how gender is socially constructed and the stereotypes around gender roles It helps them determine which assumptions in matters of gender are valid and which are stereotyped. Need of gender sensitization is to create awareness among the working professionals about the importance of gender sensitivity in organization. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. Gender is Socially Learned behavior, based on social expectation from Men & Women. The women and children are most vulnerable group of this situation. And it's the undue pressure on Boys & Girls to live up to the established norms of Masculinity & femininity. Girls endure unwarranted social control, discrimination & domination. Boys discouraged from being emotional, gentle or fearful. Gender Sensitization gives a clear and precise view about Gender and help to understand that GENDER is not about "Women" it's about "People".

Gender sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender. It helps us to examine our personal attitudes and beliefs and question the realities that we thought we knew. Educational institutions can be instrumental in instilling thoughts and correcting perceptions (if need be). They help in developing a more democratic society capable of changing attitudes into accepting gender equality as a fundamental social value.

Teachers' commitment is a key factor in the promotion of gender equality in the institution. Teachers are strategically positioned to act as agents of change in order to achieve gender equality, especially through what they teach, how they teach and how they role model their concerns, attitudes, beliefs and practices in the classroom and beyond.

**The objectives are -**

- To instil positive values so as to erase biases in the young developing minds to help them progress towards a fair and unbiased society.
- To create awareness regarding gender discrimination, violence against women, deprivation of women, rights of transgender persons and other issues through lectures, seminars, talks, workshops, debates, showing films and documentaries etc. and familiarize students with their constitutional rights and safeguards.
- To facilitate a gender-sensitive environment enabling members of the teaching and non-teaching staff to maximize their potential.
- To undertake policy initiatives for providing equal opportunities to staff and students.
- To create an environment in which the students and the staff jointly participate in college actions and activities with an open mind.

- To create a transparent environment of discussion, dialogue, tolerance and solution and work towards modification of behaviour by raising awareness of gender equality concerns.
- To deal with cases of sexual / psychological/emotional/physical harassment objectively and as much as is possible for an academic institution.

The Institution's plan is such that girls understand women's issues and learn how to deal with them effectively. It is a training of minds that helps them throughout life. The dimension of gender discrimination is vast but through these awareness programmes and mentorship we find a solution by teaching them that it is alright to have problems, that we may be biologically different from boys but at the end of the day our 'needs' the same as our counterparts. We teach them how to address and tackle differences and complicated situation of life. A gender sensitive environment enables girls to maximize their potential as it builds self-respect, confidence and self-esteem. The institute's observances and extension activities are designed to cater to these needs and various committees are formed and cooperation between staff and students is encouraged. The institution promotes gender equality through various policy initiatives undertaken for providing equal opportunities to staff and students.

- To fulfil these objectives, DCR has developed and implemented a well-planned inclusive strategy as enunciated below-
- Organizing, seminars, talks, workshops, competitions addressing gender issues
- Encouraging students to become members of the three student fora, viz, Social Awareness activity, Cultural Cell and Literary Club.
- Encouraging Student Presentations which help in enhancing preparedness.
- Encouraging students to make literary and other contributions to the College Magazine "Miscellany" and the Literary Club magazine "Kalptaru".
- Encouraging students to participate in community, social and environmental work conducted by NSS cell.
- Encouraging students to participate in extra-curricular activities including competitions organized by the college and other institutions.
- To organize Freshers' Welcome, Class Farewell, Teacher's Day on their own
- To participate in important events such as College foundation Day, International Women's Day, Republic Day, National youth Day, Parakram divas and Independence Day.Celebrations
- Giving opportunity to students to participate as teams to represent the college in Mock Youth Parliament and to act as College ambassadors in various workshops and events organized in other institutions.
- Encouraging students to participate in every cultural event held in the college and showcase their talents.

- Encouraging students to enrol in NSS Unit-1 and the unit 2.
- Offering several value-added courses to enhance their employability.
- Encouraging students to participate in physical fitness activities.
- Facilitating career counselling and recruitment through workshops, entrance tests, and guidance for competitive exams both on campus and outside through the Placement Cell.
- Mentorship by faculty and psycho-social support by an external expert to help students develop life skills, soft skills and personality and self-esteem.

Several other accompanying policies are as follows:

- Gender sensitization requirements are periodically reviewed by the faculty members of NSS Unit and events are organized every year to promote an environment of gender justice. For example, lectures and seminars are arranged to sensitize students and staff in the matter of the 'transgender', lectures on domestic violence and sexual harassment, constitutional rights and safeguards are organized, ex-students are invited to share their life experiences.
- The staff of the college is directed by the HOI to follow the College Codes of Conduct and to act in a manner appropriate for an all-women's institution.
- An Anti-ragging Cell been set up which deals with cases of complaints where face to face interaction and counseling resolve issues.
- The Committee of Internal Complaints which is an all-encompassing committee to look into the problems, grievances and complaints of the students, the teaching staff and the non-teaching staff, plays an important role in ensuring equal opportunity for all and resolution of grievances with utmost care and confidentiality.

Besides promoting equality for all, the College undertakes takes strict policies for ensuring safety and security of the girl students and also the female staff –

- College recruits security personnel from a reputed security service provider,
- CCTV cameras are installed at vantage points keep a 24-hour vigil on all activities and movements in the premises, thus enhancing the safety and security of staff and students in the College.
- Female support staff keep vigil on every floor of the four college buildings and assist the girl students in every way required.
- Disabled-friendly student washrooms have been constructed.

Gender discrimination against girls is rampant and due to fear of abuse and exploitation many women remain silent and suppressed and even as adults 'die with a scream in their throats'. The College takes initiatives to teach the young minds to stand up against all odds and trust their own voice. Gender sensitization programmes have instilled confidence and self-reliance in girls, moulding their personalities in such a way that they have emerged as strong wellrounded personalities who have stood the test of time.

1. A seminar was organized on Gender equality during Samvidhan diwas (constitution day) celebration by IQAC, DCR on 27-11-2022 under banner “ Bharat: Loktantra ki janani” in Hall no - 09 at 02. P.M.



2. In the even semester, “Self Defense Program” in Karate was organized with National Service Scheme (NSS) where about 50 female students participated enthusiastically. Apart from Physical training and techniques to combat the

attacker numerous strategies to stay mentally alert were also suggested to the students.



**Self Defense Program – Karate training for girls**

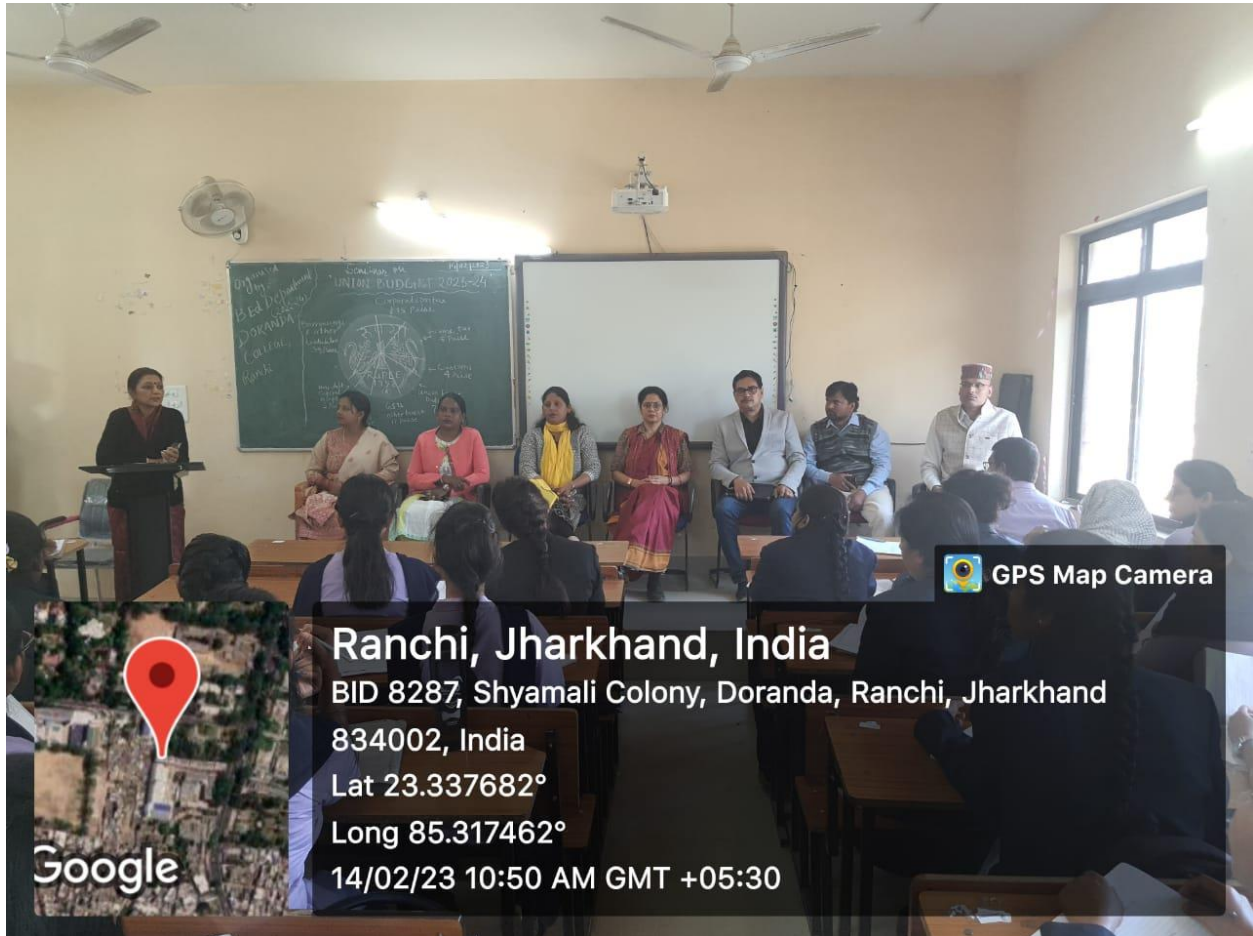


**Self Defense Program – Karate training for girls at DCR, Ranchi**

Simultaneously, it was emphasized that male members of the society should play a pivotal role to curb women harassment at work and public places. Students and faculty members also got the opportunity to interact and discuss. Open discussions were made on certain issues like marital rape, mob lynching of eve-teasers etc.

**3. Program on budgeting related to solve problems in financial independency, was organized by IQAC, DCR and B.Ed. department, Doranda College Ranchi on 24/02/2023**

Each member enthusiastically participated to clear their doubts regarding personal, financial and online security of their well beings and demanded many such programs in the future.



**Speaker:- Dr. Lekha Prasad, Associate professor, Department of Economics, DCR.**



4. **Two days Skill development programme on theme “Empowering Women Through Entrepreneurship”** was organized That highlighted some success stories and deliberated on the challenges faced by women entrepreneurs across different sectors, and discussed how the environment can be made more conducive for aspiring women entrepreneurs. Training on different skill was organized.

Two Days workshop, training cum exhibition program was organized by College administration, IQAC, DCR and Ministry of textile, Govt. Of India and Placement Cell DCR, under Enterprenureship development program on 13-03-2023 to 14-03-2023.

Venue:- Parking Hall, New Academic Block, DCR.

Student Participants;- Girls – 67, Boys – 82, Staff Members :-33

Closing of two days work shop on 14-03-2023.

Winners; i. Mr. Vijay Kumar, B.Ed. – Mecron, ii. Ms. Arti Kumari, B.Ed. – Sohora, iii. Mr. Bikram Choudhary – Bambo work. Consolation Prize; - Soni Kumari (Jute), Neha Kumari ( Dhokra), Ravi kant ( Lac), Rija Jayshree (Jute), Sujit Tigga (Terra cota), Shaista Naaz ( Applique), Dilip kr. Yadav (Carpet).





Student learning preparation of Lac products



Participants at Skill development and training camp at DCR.



**Health Camp at DCR for Girls students and staff members**

**5. Entrepreneurship development program at Doranda College held on 12/11/2022**

“Empowering Women Through Entrepreneurship”. The seminar highlighted some success stories and deliberated on the challenges faced by women entrepreneurs across different sectors, and discussed how the environment can be made more conducive for aspiring women entrepreneurs.



Students in the Women Entrepreneurship development program

**MARGDARSHAK**

# Entrepreneurship Development Program

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03

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BE READY FOR NEXT LEVEL COMPETITION

**Rajesh Pandey**  
Career Consultant

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Margdarshak

Entrepreneurship development programme was organized by IQAC in collaboration with Career consultant Mr. Rajesh Pandey. More than 120 students participated.

6. A Special program was organized on “Effect of Social media on Education” by Department of Urdu and IQAC DCR on 31-01-2023.

This program highlighted the use of social media in education as well as how to keep away from the digital fraud and crime going on social media. It was an interactive session for the students and staff members.



7. . “Cyber Security Workshop” especially for girl students under the Digital India Campaign launched by IQAC and NSS was organized to make aware and enlighten our students to stay alert with the ever rising cyber rising crimes. It was an interactive session where the participating students were not only females but male students and faculty members also.



Participating students at Cyber security program



8. A Workshop on career planning, smart looks and Personality development was organized by IQAC, DCR in association with Dainik Jagaran, Ranchi, Gillette Guard and Placement Cell, DCR on 24-02-2023 at 12.30. P.M. at Hall No-08, Block –B.

In the month of February, Dainik Jagaran Newspaper and Gillette Guard Team came for discussion with the female students of our College to exchange the essence of thoughts and suggestions of the youth for the upcoming Lok-Sabha Elections. Open views of the participants were published in the newspaper on 16th February 2019.





9. Celebration of International Womens Day was started w.e.f. 04-03-2023 to 10-03-2023 by Womens Cell and IQAC, DCR. Teacher participant – 28 (male – 05, female-23) Student participants – 84 ( male -18, female -66).

Finally, on the occasion of International Women’s Day, the topic “**Mahila: Kal. Aaj Aur Kal**” was justified in a very beautiful way where the speaker discussed about various challenges, strength and rights of a woman since early era till today. The speaker emphasis on realization of women power within every female no matter she belongs to any stratum of the life.





The Cell will continue to spread awareness about the twin causes of women empowerment and women development through such events, and hopes to encourage more people to join the cause throughout the year. There is strength in numbers, and the Women's Development Cell firmly believes that only by joining forces with everyone can this massive issue of gender inequality be eliminated once and for all.