

Bharati College, University of Delhi
Gender Action Plan, 2022-23

Bharati College, University of Delhi has taken up various initiatives for the sensitization of its students as well as employees regarding the promotion of gender inclusive, transformative and intersectional view point for facilitating the mobilization of different sections of society while breaking the dogmas around the presupposed notion around gender stereotypes. Through the prescribed action plan, we addressed the issues related to lack of socioeconomic mobility while analysing the gender gap in higher education and employment opportunities, brainstorming sessions for generating awareness about legal rights related to marriage, divorce, sex education and domestic abuse, social awareness around menstrual hygiene and sanitation and challenging the personal and professional obstacles. The change in the perception of society is visualised through the use of social media and specifically advertisements that are trying to induce rotation of gender expected roles where males are engaging themselves in domestic chores and women excelling in their professional goals are progressive in their ideology. Such everyday life examples are useful in transforming the hyper normative ideals.

Therefore, the programs, workshops and seminars organized by our institute focused on the successful implementation of gender mainstreaming with special attention given to the usage of gender-neutral terms in day-to-day interaction and the creation of safe and accessible spaces of learning. Our students through their active participation in a workshop conducted under the Breakthrough project produced a film based on 'Gender Stereotypes'. Through such workshops and seminars, we try to establish a change while putting gender responsive rights at the heart of our institution's progress and formation of a gender-equal world.

The pillars for our Gender Action Plan are based on the following objectives:

- Gender Equality and Empowerment in socioeconomic and political spheres
- Access to Education and Right to Dignity and Freedom of Expression
- Universal access to healthcare, reproductive health and sexual rights
- Promotion of equal participation and engendering leadership qualities, capacity building and enhancement of communication skills
- Intersectional and gender inclusive mechanism to tackle discrimination on the basis of disability, class, and sexual orientation
- Focusing on issues that demand academic attention such as Feminization of poverty, female infanticide, glass ceiling effect and gender policing through socially constructed roles.

Activities Undertaken during the Academic Year 2022-23

- The college has actively functional Women Development Cell (WDC), Jagriti, that aims at encouraging women's studies, ensuring equity and addressing women social, political and economic issues in society and at the university level. It encourages women students to be self-reliant and economically independent, and helps them to pave their way to grow into balanced and better human beings.
- WDC and the Freakonomics society, Bharati College organized an interactive One-Day WORKSHOP to create awareness about various kinds of “Eating Disorders and their Impact on Women” on 3rd February 2023 in collaboration with FREED: a non-profit organization focused on awareness generation, intervention, and advocacy for eating disorders in India.
- A 3-days Self Defence Training Program for Women was conducted by WDC and NSS team from 13-15 February 2023. A team of experts from the NGO Udankaar conducted the workshop for more than 100 girls in the college, where they trained the girls in different techniques to defend themselves in situations of distress.
- WDC and IQAC, Bharati College organised a seminar in collaboration with the Crime against Women Cell of Delhi Police, on the 21st February 2023 on ‘Women Empowerment and Saving Girl Child’, wherein the students interacted with the team from Delhi Police and received lot of vital information.
- WDC and IQAC in collaboration with Mahatma Hansraj FDC, Hansraj College, University of Delhi under PMMMNMTT scheme organise one-week faculty development programme on Gender Contours and Biasness: Mapping pay disparity and its intrinsic and extrinsic challenges from 10-16 march, 2023.
- NSS unit of college organised webinar on POCSO Act 2012 on 3rd October 2022 by Dr. Ramya Nisal, Team Lead at Rakshin Project, Consultant General Surgeon, MA in Counselling Psychology
- Cultural committee in collaboration with Chintan Society, Bharati College organised an online talk on the topic “Gender Issues and Sensitization” on 10th September 2022 by Dr. Pinki Malik, Assistant Professor in SLBSNS University.
- Loksamvad and Cultural Committee of Bharati College organized an interactive session on Gender Justice: Women and Child Development on 2nd February 2023 with Dr. Rakhi Rashmi (Barrister, England and Wales).
- Sociology and HDFE department of Bharati College conducted the movie screening of 'Shabaash Mithu', a movie on women empowerment on the 26th August'22.
- The HDFE department of Bharati College initiated the Gender Certification Course in Collaboration with FIFE from 11th October to 15th November 2022. The Founder and the CEO of FIFE organization Ms. Shubhika was the mentor in these sessions.
- Department of Sociology organised an inter-college debate round with the theme- “Culture Norms Promote Gender Disparities” on 14th February 2023.
- The Equal Opportunity Cell of Bharati College organised a Gender Sensitization Workshop on 10th February, 2023 with Dr. Punita Gupta, Associate professor, Aditi Mahavidyalaya.
- Internal Complaints Committee, Bharati College organized sexual harassment sensitization session on 15th Feb 2023 focussing on how to handle the sexual

harassment issues and complaints, a detailed overview of POSH Act 2013 and conduct to be followed by teaching and non-teaching staff members at Bharati premises, helping them to understand their role in creating a safe and respectful workplace.

- Girl Up Agni is UN-affiliated entity at Bharati College which focusses on intersectionality and Sustainable Development Goals 5 and 10—gender equality and reducing inequalities. Their efforts include successful pad donation drives, parades against period poverty, seminars on pertinent topics, and engaging open mic events.
- The political science department and the cultural committee of Bharati College organised an interactive session on “Gender Justice: Women and Child Development” on 2nd February 2023, with Dr. Rakhi Prashmi (Barrister, England and Wales).
- Bharati College also embraces intersectional feminism moving beyond traditional gender binaries for fostering inclusivity for LGBTQIA+ community. The IRIS QUEER student led society organizes various events to fulfil this goal of the college.
- Ample washroom facilities are made available in college for men (10), women (29), and persons with special needs (13).
- College ensures safe environment for girl students coming from outside Delhi by providing secure hostel accommodation within the campus premises for around 78 students.
- Equitable gender ratio is also maintained in new recruitment of teaching staff, with 3 men and 3 women being appointed as Assistant Professor on permanent basis in the Sanskrit department in the academic year 2022-23.