

Annual Gender Sensitization Action Plan

2022-23

In the pursuit of creating an environment that champions diversity, equality, and respect for all, Rajarambapu Institute of Technology, is proud to present its Annual Gender Sensitization Plan. Recognizing the crucial role that gender plays in shaping individual experiences, perspectives, and opportunities, this comprehensive plan aims to foster a culture of inclusivity and awareness within our institute.

This annual plan is designed to build upon our achievements, address emerging issues, and create a supportive framework that empowers every member of our institute to thrive irrespective of gender identity.

Key Objectives:

Awareness and Education:

- Conduct regular workshops, seminars, and training sessions to enhance awareness about gender diversity, stereotypes, and inclusivity.

Policy Review and Development:

- Evaluate existing policies to identify areas for improvement in promoting gender equality.
- Develop and implement new policies that address the evolving needs of our diverse community.

Safe Spaces and Reporting Mechanisms:

- Establish safe spaces where individuals can discuss gender-related concerns openly and without fear of judgment.
- Enhance reporting mechanisms to address instances of gender-based discrimination, harassment, or bias promptly and confidentially.

Promoting Equal Opportunities:

- Encourage gender-neutral practices in recruitment, promotions, and resource allocation to ensure equal opportunities for everyone.
- Collaborate with industries and organizations that share our commitment to gender inclusivity for mentorship programs and networking opportunities.

Cultural and Awareness Events:

- Organize events, campaigns, and initiatives throughout the year to celebrate diversity and raise awareness about gender-related issues.

- Collaborate with external experts, activists, and influencers to bring diverse perspectives and experiences to our community.

Research and Advocacy:

- Facilitate research initiatives that explore gender dynamics within our institute and contribute valuable insights to the broader discourse.
- Advocate for gender-sensitive policies and practices at the institutional and societal levels.

By implementing this Annual Gender Sensitization Plan, we affirm our commitment to creating an inclusive and supportive environment where everyone can flourish, regardless of gender identity.

Sr. No.	Strategic goal	Target participants	Action Plan
1	Gender sensitization	Students	Awareness and interactive sessions with invited experts on gender-related issues.
2	Rendering physical and mental wellness	Students and staff	Guest lecture/awareness sessions by motivational speakers, focussing on mental health.
3	Curtailing gender-based violence	Students and staff	Training girls on self-defense. Awareness session on cybercrime.
4	Women rights	Students and staff	Awareness program/ invited talk by a law practitioner.
5	Entrepreneurship opportunities	Students and staff	Interactive session with invited entrepreneurs. Training Session/panel discussion on Women's Entrepreneurship.
6	Gender equality in various fields	Students and staff	Guest lecture on the latest advancements and role of women in science and technology/sports.



Presiding Officer- ICC



Dean – Student Development



Director

