

Gender Sensitization Action Plan

Gender sensitization is a crucial step toward building an inclusive and equitable environment. At Deviprasad Genka Management College of Media Studies, the goal is to address the specific needs of all genders—female, male, and transgender—through comprehensive strategies, empowering students and staff to develop positive attitudes and uphold gender equality. This action plan outlines the college's ongoing and proposed initiatives for the year 2022-23 to foster gender sensitivity, encourage dialogue, and build an environment of mutual respect.

Key Objectives :

- Designing protocols to ensure equitable participation of boys and girls in various activities.
- Equip teachers with strategies to adopt inclusive teaching methods and foster gender equality.
- Training staff to foster respect for individuals irrespective of gender, encouraging them to lead by example.
- Create a Safe Environment to address and resolve incidents of harassment swiftly, with an emphasis on confidentiality and fairness.
- Educating students about the impact of gender discrimination and conditioning them to actively oppose biased behavior.
- Implementing a Zero tolerance policy against any form of discrimination towards girls and women, with a commitment to report violations to the appropriate authorities without bias or hesitation.

Existing Facilities and Support Mechanisms at DGMC

- **Female Guards:**
DGMC employs female security personnel stationed at key entry points to ensure safety and security for women students and staff, fostering a safe environment. Female guards also monitor access to sensitive areas, ensuring that only authorized individuals can enter.
- **Dedicated Restrooms and Common Rooms for Women:**
To support privacy and comfort, the institution provides gender-specific restrooms and common rooms exclusively for women. These spaces are designed to offer a place for relaxation, socializing, or private discussions between classes, contributing to students' mental well-being.
- **Inclusive Washroom:**
DGMC has established a gender-neutral washroom on the 1st Floor, to provide transgender



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individuals with a safe and inclusive space, demonstrating the college's commitment to breaking down stereotypes and fostering acceptance.

- **Co-curricular Activities Focused on Gender Sensitization:**

DGMC integrates gender sensitivity into debates, discussions, and workshops that allow students to explore and challenge societal norms. These events provide platforms for students to express diverse viewpoints and promote critical thinking around gender issues.

- **Career Development and Mentorship:**

- Workshops on Employability: Provide guidance through workshops on resume building, competitive exams, and career opportunities.
- Placement Cell Initiatives: Facilitate internships and recruitment drives with organizations that promote workplace equality.
- Psycho-Social Support and Mentorship: Offer counseling and mentorship programs for personal development and emotional well-being.

- **Infrastructure and Security Enhancements**

- Security Measures: Maintain 24x7 CCTV surveillance and deploy female guards at strategic points.
- Sanitary Napkin Vending Machines: Ensure availability of hygiene products in washrooms.

Proposed Co-Curricular Activities:

Debates and Panel Discussions:

Regular debates on themes like gender roles, equal opportunities, gender in the workplace, and women's safety will be held to encourage analytical thinking among students.

Guest Lectures and Workshops:

Experts and activists working on gender equality will be invited to conduct interactive workshops on topics such as transgender inclusion, mental health, and workplace harassment.

Talks on Gender Identity and Sensitivity:

Talks by transgender individuals and advocates will help students understand issues surrounding gender fluidity, intersectionality, and non-binary identities.

Encourage participation in:

- Social Awareness Club: Address gender issues through debates and outreach activities.
- Cultural and Literary Clubs: Promote inclusive themes in performances, exhibitions, and publications.



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- Magazine Contributions: Invite students to contribute articles or creative pieces addressing gender equality to college publications.

Community Outreach and Social Responsibility

- Collaborate with NGOs and organizations to involve students in community programs promoting gender sensitivity.
- NSS and DLLE Participation: Encourage enrollment in the National Service Scheme and Extension Work for community service and leadership training.

Institutional Policies to Promote Gender Equality

- Internal Complaints Committee (ICC): Ensure fair and timely resolution of grievances related to sexual harassment and workplace discrimination.
- Anti-Ragging Cell: Monitor and prevent incidents of ragging through proactive engagement and counseling.
- Code of Conduct: Enforce respectful behavior across all interactions within the college community.

Signature Events Celebrating Diversity and Empowerment

Shades & Spectrum:

An annual event celebrating diversity, self-expression, and inclusion, where students explore gender themes through art, music, theatre, and dance performances. Workshops on gender fluidity and inclusivity will accompany these activities.

Proud Girl (in collaboration with Rotaract):

Focused on women's empowerment, this event features motivational talks by women leaders, self-defense training, and panel discussions on overcoming social challenges. The event aims to build confidence and self-reliance in female students. Through Rotaract, students participate in community outreach programs addressing gender issues. These programs encourage leadership and teamwork among students, helping them apply the values of gender equality in practical settings.

Special Recruit for Student Council – Lady Representative

To strengthen gender representation in student governance, DGMC has introduced a special recruit under the position of Lady Representative in the Student Council. This role ensures the



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active participation of women students in decision-making processes and provides them with a platform to voice concerns and suggestions related to gender issues.

Conclusion

DGMC is committed to creating a gender-sensitive environment by addressing biases, promoting equality, and fostering collaboration among students and staff. This action plan aligns with the vision of building a democratic society rooted in respect, inclusivity, and equality, ensuring that every individual can thrive and achieve their potential. Through continuous review and community engagement, the institution will strengthen its efforts to uphold gender justice and empower students to be agents of change in society.



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