



ANNUAL GENDER SENSITIZATION ACTION PLAN 2021-22

Gokhale Memorial Girls' College is an all-women institution whose first mission is to impart a sound holistic education to the students not only to empower them but also enable them to become confident, self-reliant and responsible citizens. However, the Staff consists of both male and female employees.

In Gokhale Memorial girls' College, gender sensitisation involves creating awareness about the history and legacy of women empowerment since the pre-independence times. The flag bearer of the institution Sarala Ray, the reformer and educationist believe that no political reform can be worthwhile without female education. It is recognition of the roles played by men and women for the development of the society, and addressing their needs through policies and institutional mechanisms. It enlightens people about citizenship and rights, countering sexual harassment in all spheres of work.

Teachers' commitment is a key factor in the promotion of gender equality in the institution. As the college has a multi-lingual, multi-religious student mass, the importance of using gender sensitive pedagogy is a must. 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 institution promotes gender equality through various policy initiatives undertaken for providing equal opportunities to staff and students. It has a 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 and plays an important role in ensuring equal opportunity for all.

The objectives are -

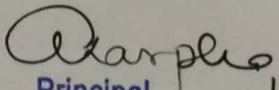
- *To create awareness regarding gender discrimination, violence against women, deprivation of women, rights of transgender persons and other issues through lectures, seminars, talks, workshops, debates, showing films and documentaries etc.*
- *To facilitate a gender-sensitive environment enabling members of the teaching and non-teaching staff to maximize their potential.*
- *To create a transparent environment of discussion, dialogue, tolerance and solution.*
- *To deal with cases of sexual / psychological/emotional/physical harassment objectively and as much as is possible for an academic institution.*

The most important initiative taken by the Committee has been in creating an environment in which the students and the staff jointly participate in college actions and activities with an open mind and without inhibitions. Complaints and grievances are addressed with utmost care and confidentiality.

Besides promoting equality for all, the College undertakes strict policies for ensuring safety and security of the girl students and also the female staff by recruiting women security personnel from a reputed security service provider, NIS Management Limited. There is an 8-hour long security arrangement at the entry gate. Students can enter only on showing their Identity Cards. Trespassing is strictly prohibited and monitored by the security positioned at the entry gate. The personnel also keep a close watch on the entry and exit of individuals such as guardians, vendors, service personnel, visiting students from other institutions and the like. CCTV cameras 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.

Several individual efforts were planned to be undertaken and executed in 2021-22 which contributed to the enhancement of gender awareness among the staff and the students of the institution.

The Department of Economics organized a Two-Day International Webinar with two eminent speakers. On 9th July 2021, Dr. Sarmila Banerjee, Former Rajiv Gandhi Chair Professor, Department of Economics, University of Calcutta spoke on "Age, Aging and Elderly: Asset or Liability" and elaborated the possibilities of fruitful application of the life experiences of elderly women, thereby filling in the gaps in training and knowledge of a younger generation of women; in turn also ensuring gainful use of the stock of knowledge accumulated by the elderly, over a lifetime. In this way, the capabilities of elderly women, a "hidden resource" would be put to gainful use and reduce their dependence on others.


Principal . 19/9/22
Gokhale Memorial Girls' College

Post-covid, in the academic session 2021-22, the College planned to organize on-campus gender sensitization programmes with NGOs, other organizations and experts to foster academic interest in and community awareness of gender issues. Accordingly, several programmes were undertaken –

- International Women's Day was commemorated on 08.08.2022 Distinguished film and media personality Basabdatta Chattopadhyay, Alumnus, Department of Bengali was invited to share her views on 'The Journey of Women Characters in Bangla Cinema.



Gokhale Memorial Girls' College
in association with
The National Service Scheme Unit-I
celebrates
'International Women's Day'
8th March 2022

Event Schedule

Department of Political Science - Motivational Talk by Ex-students -
Suchandhra Das & Debasmita Modak at 10.30am in Room - L12 & L13

Department of Philosophy - Students' Paper Presentation by
All Semester Students at 10.30am in Room - 5

Department of Bengali - Special Talk by Film & Media Personality
Basabdatta Chatterjee - at 12 noon in Room - L12 & L13

WIS Unit-I Program Officer - Expert Talk - 'Offhand Techniques and Legal Opinions by'-
Anusha Banerjee, Asst. Editor, DShamray at 1.00pm in Room - L12, L13 & Students' Poster Display

Department of Economics - Singing to celebrate **Womanhood** by All
Semester Students at 2.00pm in Room - L12 & L13

ALL ARE CORDIALLY INVITED.

Gokhale Memorial Girls' College
The National Service Scheme Unit - I
INTERNATIONAL WOMEN'S DAY
8 March 2022

1, Harish Mukherjee Rd, Gokhel Road, Bhowanipore,
Kolkata, West Bengal 700020, India

Latitude: 22.538934904150665° Longitude: 88.3446994330734°
Local 12:46:15 PM Altitude: 56 meters
GMT 07:18:35 AM Tuesday, 08-03-2022

NSS Coordinator

1, Harish Mukherjee Rd, Gokhel Road, Bhowanipore,
Kolkata, West Bengal 700020, India

Latitude: 22.538996427319944° Longitude: 88.34463195875287°
Local 11:18:44 AM Altitude: 75 meters
GMT 05:49:44 AM Tuesday, 08-03-2022

Ex-students of Political science

1, Harish Mukherjee Rd, Gokhel Road, Bhowanipore,
Kolkata, West Bengal 700020, India

Latitude: 22.539017591625452° Longitude: 88.34465760737658°
Local 11:46:12 AM Altitude: -49 meters
GMT 06:16:12 AM Tuesday, 08-03-2022

Film Personality and Alumnus Basabdatta Chatterjee

1/1, Harish Mukherjee Rd, Gokhel Road, Bhowanipore,
Kolkata, West Bengal 700020, India

Latitude: 22.539013945497572° Longitude: 88.34456741809845°
Local 02:01:35 PM Altitude: -52 meters
GMT 08:31:35 AM Tuesday, 08-03-2022

Students of the Department of Economics

- One-day workshop was organized by the social Awareness club on 29.04.2022, with Speaker Shri Bappaditya Mukherjee, Founder and Director, Prantakatha (a National NGO), was invited to throw light on the topic, 'Gender Sensitization: Rights and Challenges'. Shri. Mukherjee delivered the lecture additionally highlighting the unique concept of the Third Gender.

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West Bengal 700020, India
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Principals 19/9/22
Principal
Gokhale Memorial Girls' College

- One day State Level Seminar was organized on "Gender Sensitization: Rights and Challenges" organized by the Social Awareness Club in collaboration with IQAC of Gokhale Memorial Girls' College. Two consecutive lectures were delivered in this seminar.

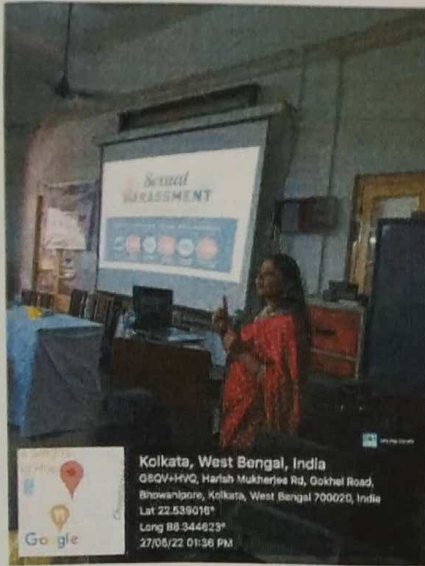


Dr. Lopamudra Sengupta, Associate Professor, Dept. of Political Science, Bangabasi College, Kolkata delivered an illuminating and thought-provoking lecture titled, "The Making and Unmaking of Gender: Human Rights of the Third Gender in India."



Dr. Sangeeta Roy (Maitra) Assistant Professor in Law, Government Centre of Legal Education, Chinsurah, Hooghly, West Bengal, delivered an informative lecture titled, "Gender Issues and Sexual Harassment of Women at Workplace Law in Higher Educational Institution".

Ranpha 19/9/22
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- Future plans of the institution regarding gender sensitization would revolve around issues of women's safety within campus spaces, work place and in daily life and creation of awareness on loss of potential due to gender discrimination and inequality.

Akshaya 19/9/22

Principal
Gokhale Memorial Girls' College