



CRITERION VII INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year.

The College of Social Work was founded in 1955 by a band of valiant women known as the daughters of the Heart of Mary, whose mission was to readily respond to the felt needs of the people according to the signs of the time. The vision and mission of the College are to contribute to building a new social order based on human dignity and social justice, work with a preferential option for the vulnerable and exploited, both locally and globally, and build a cadre of young, competent professionals having a global perspective and a strong value base of compassion, personal integrity, moderation, tolerance, and self-respect. Promoting a gender-just society through our academic and field-based programmes has been a major thrust of the College. Some important initiatives undertaken by the College are enumerated below based on the international, national, and church-based policies: the Convention of Elimination of all Forms of Discrimination against Women, the Indian Constitution, the Sexual Harassment at Workplace Act (Prevention, Prohibition and Regulation) Act, 2013, and the Gender Policy of the Catholic Church, 2009.

WOMEN DEVELOPMENT CELL

The Women's Development Cell (WDC) actively promotes gender awareness and equality. The Cell is committed to sensitizing students on issues related to gender equity. Every year, the cell consciously works with the students to build gender awareness and equality on the college campus through mindfully planned activities and observances of important days, and the program budget is approved by the principal. The Cell includes representatives from various stakeholders: Faculty Representatives; Representatives from Non-Teaching Staff and students. Some important initiatives based on the international, and national policies, undertaken by the College under the WDC have been enumerated below:

Gender Discrimination in Sports, 11 October 2021

A session on *Gender Discrimination in Sports* was organized by the WDC. The resource person for the session was Ms. Meha Bhardwaj. The session highlighted the challenges and discrimination faced by Women sportspersons; she was able to highlight these challenges better as being a sports presenter she was in proximity to Women Sportspersons. Ms. Bhardwaj shared about her journey



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as a sports presenter in a male-dominated profession, even if a woman is a presenter for sports, she is stereotyped to have certain feminine qualities and behave in a particular manner and is not supposed to be bold and talk sense.

11th Kranti Jyoti Savitribai Phule Lecture Series, 5 January 2022

At this event, a pre-recorded experimental play was shown by MAVA on *Mard ko Dard Hota Hai*, mainly to raise awareness about issues of gender inequality and to use theatre as an impactful medium to reach out and challenge notions related to patriarchy and masculinity. There was a lecture by Ms. Rashika Agashe on the Gender Representation of Women in Indian Films/TV. She reiterated that the media and entertainment industry influence the members of society greatly, and hence the entire media and entertainment industry have a responsibility to reflect on what they are making and showcasing in the movies, advertisements, television, news, and so on.

International Women's Day 8-9 March 2022

A range of events was organized which included breaking the bias stamping on the hands of students, pledge-taking across the classes, and talks by eminent Resource persons. Dr. Vibhuti Patel, a Professor, at Tata Institute of Social Sciences, gave a talk on Her-story of Feminism in India. She reiterated the fact that our history has always been a HIS-STORY, it is essential that HER-STORY of history is presented to our young generation and the contribution of various female unsung heroes is brought to the forefront. Ms. Meena Kotwal, a former BBC journalist also delivered a lecture on the Intersectionality of Caste and Gender. She presented a very experiential session based on her experiences of gender discrimination being a Dalit female journalist at BBC.

INTERNAL COMPLAINTS COMMITTEE (ICC)

Orientation to students organized across classes (regular courses) on the prevention of Sexual Harassment at the workplace (Prevention, Prohibition and Regulation Act 2013), was conducted during the Student Induction and Orientation Programme. Students were given information on the redressal mechanisms for dealing with Sexual Harassment at the Workplace, Prevention of Sexual Harassment, and the safety policy of the College. All Fieldwork Organizations are given a copy of the Safety Policy and given an orientation on the need for creating safe spaces for students during Fieldwork Practicum.

GENDER ISSUES INTEGRATED WITH CURRICULUM

Besides being offered as a Core subject in Bachelor of Social Work, Semester III, and Master of Social Work, Semester IV Gender as a theme cuts across various subjects that are offered by the



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College including Human Rights, Ageing, and Work with Disability. Health and Mental Health, Therapeutic Skills.

FEMINIST SOCIAL WORK PRACTICE THROUGH FIELDWORK PRACTICUM

Students are placed in a range of fieldwork settings working on Gender-based Violence, Gender Justice, Women's health, and related themes. Some of the organizations include MAVA, Sakhya, SNEHA, MAVIM, Prerana, and Spandhan (field action project of the College of Social Work). Placements in organizations provide students an opportunity to critically reflect upon, internalize, and integrate Feminist Social Work Practice principles in the field.

RUSA BASED WORKSHOPS

Various workshops were organized for students on themes concerning gender. Though the workshops were hosted by the Women Studies course it was open for all students and faculty to attend.

FIELD ACTION PROJECTS

Besides, the field action projects of the college are also working for the cause of Gender equity. The Field Action Project Anubhav Youth Development Centre conducted a session on Gender justice, and healthy and safe interpersonal relationships among 14 colleges in Mumbai. Spandan is a Field Action Project started in 2017 to promote sustainable development for better livelihoods of the tribes. The project focuses on malnutrition in the Savroli and Anwir villages of the Talsari block of Palghar district, Maharashtra. Through its various projects, Spandhan promotes livelihood, antenatal care/ reproductive health, nutrition, and gender-based discrimination in collaboration with the local self-government bodies.

GENDER-SENSITIVE PROVISIONS FOR FEMALE STAFF AND STUDENTS

Female Staff Members with minor children are provided concessions and childcare leave as and when needed. The College has special provisions for the female staff and female students: A sanitary napkin dispensing machine has been fitted in the washroom. A girls' common room is available on the second floor. Rest room for students who identify as transgenderism is available on the third floor. Special sanctions are provided for pregnant and lactating mothers and staff engaged in caregiving roles.



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