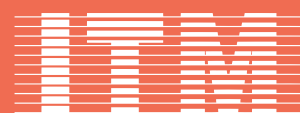




GENDER AUDIT AND MEASURES FOR THE PROMOTION OF GENDER EQUITY



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“THINK BIG... THINK BEYOND”

Addressing the issues of gender inequality and violence, UN-SDG 5 emphasizes the importance of gender equality as it is a fundamental human right and beneficial to humanity as a whole. The primary goal of gender equality is to provide equal opportunities for men and women by promoting more gender-competent management in scientific decision-making bodies, research and innovation – with an emphasis on institutions in general.

POLICY STATEMENT

ITM Gwalior is committed to promoting gender equity and creating an inclusive environment where all genders are treated with respect and dignity. This policy outlines the framework for conducting a Gender Audit and implementing measures to enhance gender equity on campus.

SCOPE

This policy applies to all departments, faculties, students, staff, and stakeholders at ITM Gwalior, encompassing all academic, administrative, and extracurricular activities.

OBJECTIVES

1. To assess the current status of gender equity on campus through a comprehensive Gender Audit.
2. To identify and address gaps in gender equity.
3. To promote a culture of inclusivity, respect, and equal opportunities for all genders.
4. To ensure compliance with legal and regulatory requirements related to gender equity.

GENDER EQUITY COMMITTEE

Formation: A Gender Equity Committee shall be formed, comprising representatives from various departments, faculty members, administrative staff, student representatives, and gender experts. This committee will collaborate with the Women Empowerment Cell (WEC) to promote and implement gender equity initiatives.

Responsibilities:

- Oversee the implementation of the Gender Audit.
- Develop and promote gender equity initiatives.
- Monitor progress and evaluate the effectiveness of gender equity measures.
- Organize training and awareness programs on gender issues.
- Address concerns and feedback related to gender equity.

GENDER AUDIT PROCESS

Preparation:

- Define the scope and objectives of the Gender Audit.
- Develop a detailed audit plan, including timelines and resource allocation.
- Communicate the audit plan to all stakeholders.

Data Collection:

- Gather quantitative and qualitative data through surveys, interviews, focus groups, and review of existing records.

- Assess gender representation in various areas such as enrollment, recruitment, retention, leadership roles, and participation in activities.

Assessment Areas:

- Policy and Governance: Evaluate existing policies, governance structures, and their impact on gender equity.
- Academic Environment: Assess gender representation in academic programs, research opportunities, and academic achievements.
- Work Environment: Review gender representation in faculty and staff, work conditions, and career advancement opportunities.
- Student Life: Examine gender dynamics in student organizations, extracurricular activities, and campus culture.
- Safety and Well-being: Assess measures for ensuring the safety and well-being of all genders, including mechanisms for reporting and addressing harassment and discrimination.

Analysis and Reporting:

- Analyze collected data to identify patterns, gaps, and areas for improvement.
- Prepare a detailed audit report highlighting findings, challenges, and recommendations.
- Present the audit report to the Gender Equity Committee for review and approval.

MEASURES FOR PROMOTION OF GENDER EQUITY

Policy Development and Implementation:

- Develop and implement gender-sensitive policies that promote equity and prevent discrimination.
- Ensure all policies are inclusive and address the specific needs of different genders.

Awareness and Education:

- Conduct regular training and workshops on gender sensitivity, equity, and inclusion for students, faculty, and staff.
- Integrate gender studies and related topics into the curriculum to raise awareness and promote understanding.

Support Services:

- Provide dedicated support services, including counselling, mentorship, and career guidance, tailored to the needs of different genders.
- Establish gender-specific support groups and forums for discussion and advocacy.

Inclusive Infrastructure:

- Ensure that campus infrastructure is accessible and inclusive for all genders, including gender-neutral restrooms and safe spaces.
- Promote inclusive practices in all campus facilities and services.

Equity in Opportunities:

- Ensure equal opportunities for all genders in recruitment, promotions, leadership roles, and participation in academic and extracurricular activities.
- Implement measures to support work-life balance, such as flexible working hours and parental leave policies.

Safety and Security:

- Strengthen measures to ensure the safety and security of all genders on campus.
- Establish clear protocols for reporting and addressing harassment, discrimination, and violence.

MONITORING AND EVALUATION**Regular Reviews:**

- Conduct regular reviews to assess the implementation and effectiveness of gender equity measures.
- Adjust policies and practices based on feedback and audit findings.

Reporting:

- Maintain records of gender equity initiatives and outcomes.
- Report on the progress of gender equity measures to relevant authorities and stakeholders.

Review and Revision

The Gender Audit and Measures for Promotion of Gender Equity policy shall be reviewed annually to ensure its relevance and effectiveness. Revisions to the policy shall be made based on feedback, audit findings, and evolving gender equity standards and practices.

CONCLUDING REMARK

By adopting this policy, ITM Gwalior reaffirms its dedication to gender equity and inclusivity. The policy's implementation will cultivate a supportive and equitable environment for all genders, promoting respect, understanding, and equal opportunities.