



Gender Audit of Daulat Ram College 2018-2020

1.0 Introduction and Gender Policy 2018-2020

Daulat Ram College is a prestigious women's college engaged in imparting liberal education to women. The college is enshrined in its motto "**Salvation through knowledge**" i.e. to disseminate knowledge in science, commerce and liberal arts among girls to make them empowered women capable of bringing social change. At the college, we ensure that students are trained to respect all genders, support inclusion and sustainable development. The college remains committed to educating, engaging, and instilling the right values among students for furthering national developmental goals.

Vision

The gender policy of Daulat Ram College lays out a set of guidelines and principles established by the institution to ensure a safe, inclusive, and equitable environment for all individuals, regardless of their gender identity or expression. It aims to promote gender equality, prevent discrimination, and support the rights and well-being of all members of the college community.

For its Students

As a policy, the college-

- Aims to provide empowering on-boarding experience to college campus, with best in class safety including well-lit walkways, access security and CCTV's surveillance.



- Is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as **Internal Complaints Committee** and **Grievance Redressal Committee** for reporting incidents, conducting investigations, and offering support to survivors.
- Is committed to provide ample opportunities for female students to take on leadership roles in student organizations, clubs, and academic societies. The college has a **Students' Council** formed of representatives of all Courses to organize programmes throughout the year to create awareness about the role to be played by the student community to bring about gender sensitization.
- Supports gender impartiality and women's empowerment. This is achieved through leadership development programs, scholarships, and opportunities for women to engage in research, sports, and other co-curricular activities.
- Provides equal opportunities for all, creating positive social norms to encourage inclusivity. Empowers students and harnesses their true potential for sustainable and gender-responsive development.
- Certifies that campus facilities, such as hostel, restrooms, gymnasium, canteen, medical room are designed to meet the specific needs of women.
- Is committed to handle the concerns of the students by making available an on-call counselor.

For its Employees, Daulat Ram College:

- Promotes a working environment where all employees are treated with respect and dignity. Harassment and discrimination based on gender are prohibited and there is zero tolerance towards these.
- Parity in opportunities removing biases of gender, religion, and ethnicity.
- Recognizes and respects the gender identity and expression of all employees.
- Provides parental leave, including maternity, paternity, and adoption leave, and ensures that it is available to all employees on an equal basis, regardless of gender. The female employees based on government guidelines avail CCL.
- Facilitating resources (including workshops) to increase awareness of an equitable workplace and removing biases.



2.0 Objectives and Scope

- To assess and check institutionalization of gender equality into the college as an organization, including in their policies, programmes, projects and provision of services.
- To help the college identify and understand gender patterns within its composition, processes, organizational culture and management of human resources and in the design and delivery of policies and services.
- To identify critical gender gaps and challenges and make recommendations of how they can be addressed through improvements and innovations.

3.0 Methodology

To accomplish its objectives, this audit comprised discussions with a variety of stakeholders, a review of relevant documentation, and a physical inspection.

1. Review the organisational readiness to a gender audit- obtaining the commitment of top management and within the organisation itself to gender equality principles, technical capacity and competences on gender mainstreaming.
2. Creation of gender audit team and definition of gender audit policy that is implemented within the organisation.
3. Desk review and analysis of the organisation's key documents.
4. Consultation through interviews, focus group discussions, self-assessments and surveys. Consultation aimed to complement information collected through the desk review and analysis to gather further evidence.
5. Tabulation and analysis of the collected data.
6. Sharing and discussing the main findings with the stakeholders before the final report is presented.

GENDER SENSITIVE FEATURES OF THE COLLEGE



Women's Development Cell

The Women's Development Cell of the Daulat Ram College (Pragati) is committed to enable young women to review their lives and achieve their aspirations in a mutually supportive environment. Women Development cell conducted various events keeping in view the simple fact that every woman can dream big.

- Women Development Cell- Pragati organized a writing, editing and proof-reading contest. Students penned down their insightful thoughts about women's development issues.
- Women Development Cell organized a One-day National Seminar in association with Indian Association of Mass Communication on "Employment opportunities and Challenges in Media for the Youth".
- Women Development Cell also organized a Career Counseling Workshop conducted by Jamboree. It provided students the much required guidance and emphasized upon the need to recognize the individuality in us in terms of needs, skill sets and educational background.
- In Collaboration of Red Carpet, WDC organized a seminar for the students on Entrepreneurship and Digital Marketing. It aims at preparing them for their future careers by giving them a glimpse of the commercial world of startups and marketing.
- An MoU was signed between WDC and PALNA Orphanage with the aim to provide educational support to the underprivileged children during January-December, 2018.
- An online Poetry Competition on the topic 'UNHEARD' was organized which invited entries from poem writing enthusiasts.
- Organized a workshop on detangling the Taboo of PCOD and how Chair Yoga can help fight evils that metropolitan life has to offer. It empowered girls in college by demonstrating how basic breathing exercises, self-care can prevent PCOD. It was followed by a campaign about menstruation awareness and allowed girls to talk about it openly.
- WDC organized a seminar on data science as an alternative career option.





Gender Champion Cell

Gender Champion Cell conducted various outreach programs for gender awareness including slogan writing, poster making, nukkad natak, short films, discussion and workshop.

- Ms. Swarana Kanta Sharma Principal Judge Family Court, Delhi gave a talk on "Women Empowerment: Is it still relevant?". She said that each time when a woman stands up for herself, without claiming it, she stands up for all women!
- An informative workshop on "Online safety for working women" was organized along with DRCTA. It was conducted by Dr. Rakshit Tandon, a cyber-security consultant at IAMAI. He familiarized the audience with the Cyber Laws of India and constantly reiterated that "Privacy is our constitutional right".
- Gender Champion Cell also organized an Inter college Wall painting Competition on 19th February, 2020. The theme for the competition was "Women as Icons". Through paintings the event emphasized how women are holding powerful positions in different fields and making significant contributions in the society, acting as the epitome of power and strength.
- In an interactive workshop by Dr. Rakshit Tandon, students and teachers were informed about all possible forms of online crimes and tactics to avoid them and also ways to seek redressal in case of an unfortunate situation.



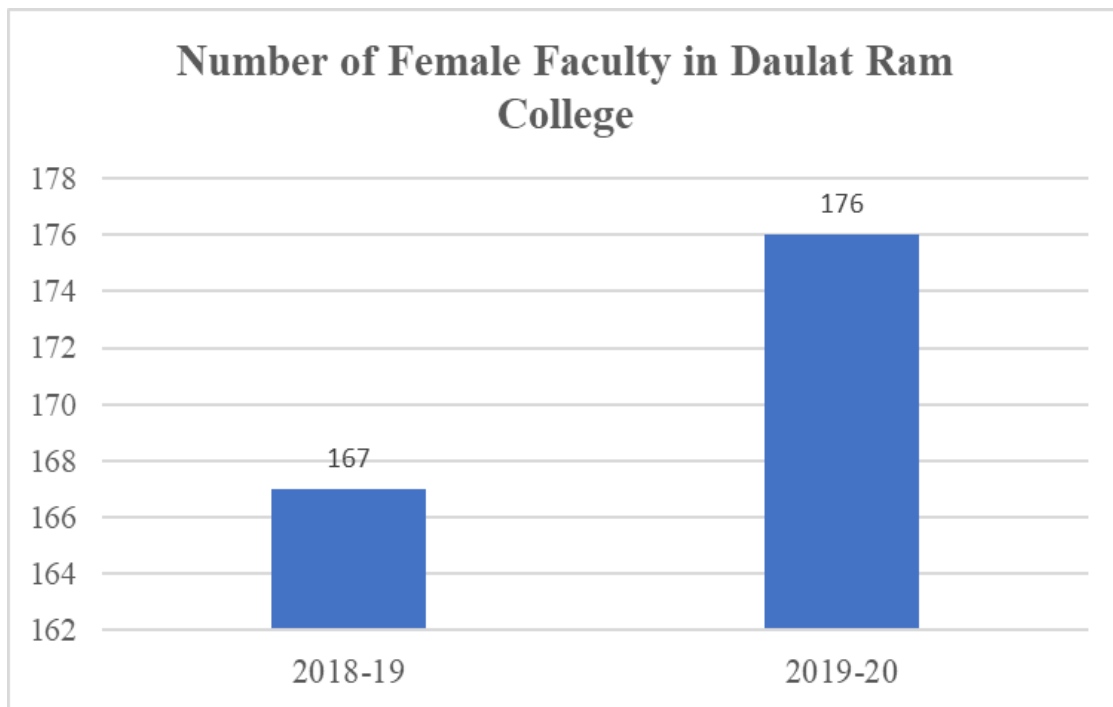
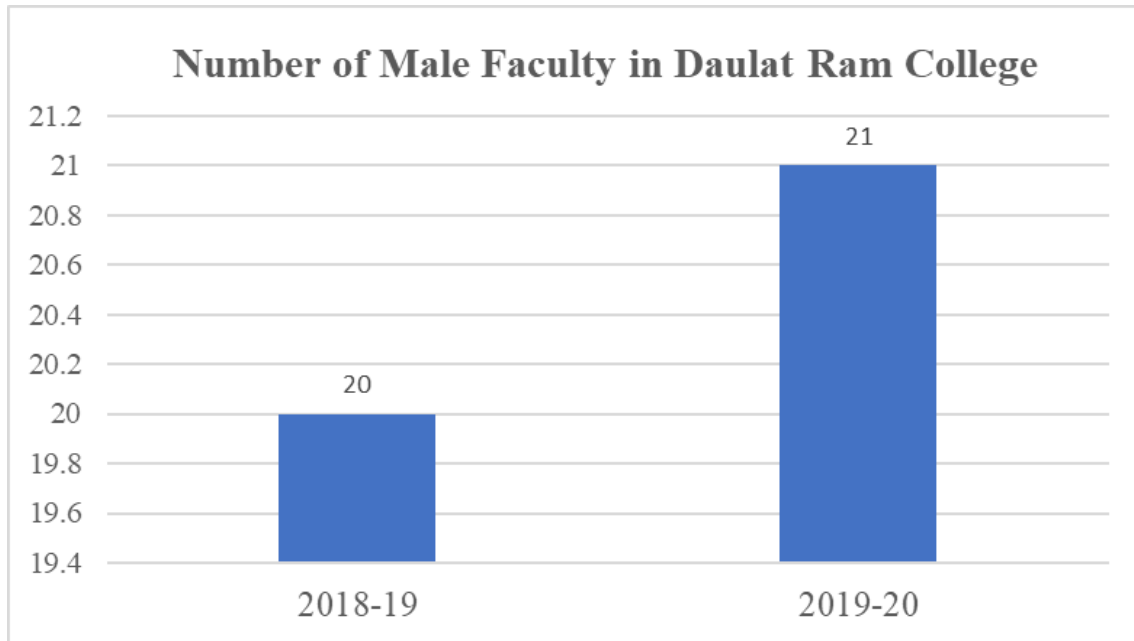
NSS- National Service Scheme

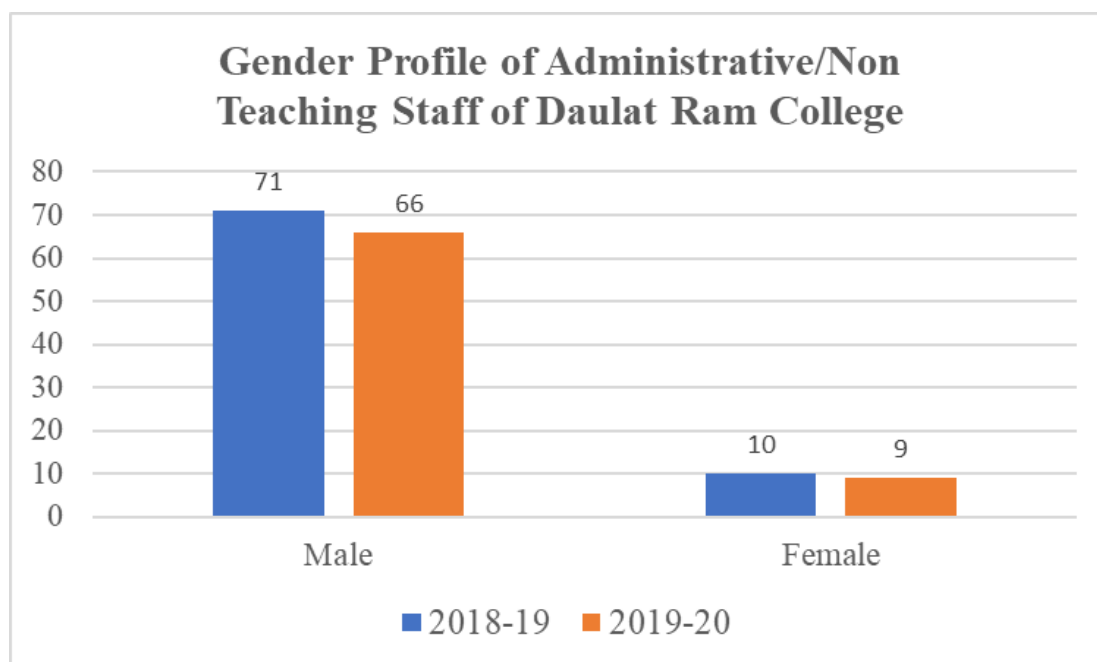
The NSS unit of the college is vivacious and enthusiastic which aims at involvement of undergraduate students on a voluntary basis in various activities of social service and national development which makes a contribution to socio-economic progress of the students.

- A training workshop by Delhi Police on women safety mobile app ‘Himmat’ was organized for catering to the safety working women. A ten-day self-defense workshop was successfully organized to empower the college girls to fight crime against women (NSS)
- NSS volunteers went to CP for actively participating in mass movement of ‘Rape Roko India’.
- NSS Volunteers visited ‘Bachon ka Ghar’, ‘Bachiyon ka Ghar’, ‘Kilkari’ orphanage for children with stationary and toiletries donated by the college student.



Gender Profile of the College





Gender Related activities by different department, cells and societies of the college

S.No.	Name of the Activity	Nature of the Activity	Date
1.	Training on women safety mobile app	Workshop	February, 2018
2.	Rape Roko India	Participation in mass movement	March, 2018
3.	Poster making competition on 'Women of India'	Competition	
4.	'Ab Bass' on women empowerment	Play	8 th March 2018
5.	Writing, editing, proof reading contest	Competition	1 st August, 2018



6.	Employment opportunities and Challenges in Media for the Youth	Seminar	10 th August, 2018
7.	Career Counseling	Workshop	28 th August, 2018
8.	Entrepreneurship and Digital Marketing	Seminar	26 th September, 2018
9.	Women Empowerment: Is it still relevant	Workshop	9 th March, 2019
10.	'Ab Bass' on women empowerment	Play	October, 2019
11.	Feminist Economics	Annual Economic Outlook	4 th November, 2019
12.	Sexual Health and Hygiene	Session	6 th November, 2019
13.	Detangling the Taboo of PCOD	Workshop	5 th Febraury, 2020
14.1	Online Safety for working Women	Workshop	9 th February, 2020
15	Wall Painting on theme Women as Icons	Competition	19 th February, 2020
16.	Gender and Gender Spectrum	Informative talk	
17.	"Pigs Can Fly: Forbidden Sex and Desire to Dissent"	Informative talk	

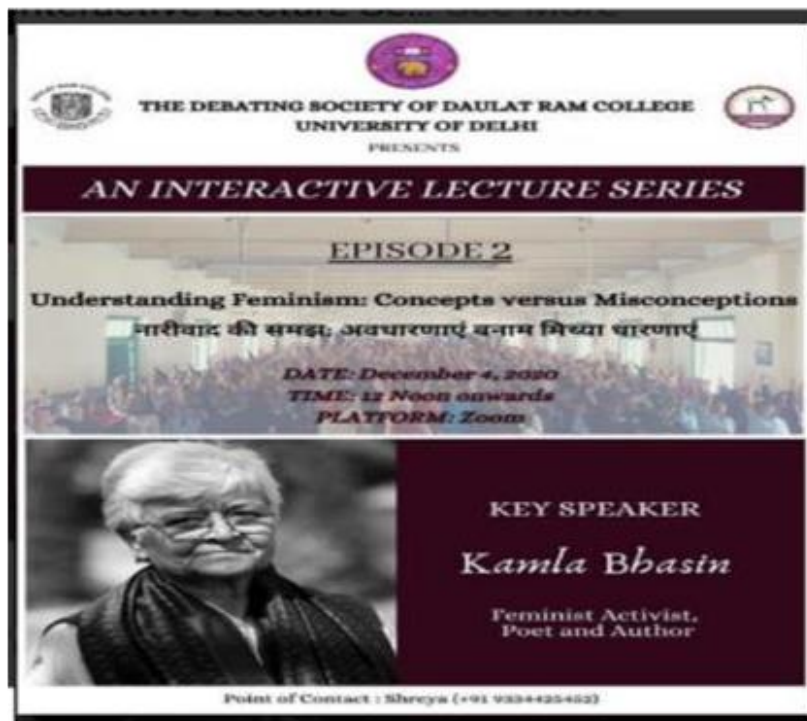


Debating Society

The society initiated a Lecture Series on topics of immense importance from the perspective of debating which saw the presence of noted personalities from diverse fields as key speakers. The series was open for all the students of DRC.

The First Episode was organized on October 17th, 2020 on Indian women's safety and their participation in the bureaucracy over the years and was graced by IPS **Sanjukta Parashar**, SP NIA and first lady IPS officer of Assam from Assam cadre.

The Second Episode on Understanding Feminism: Concepts versus Misconceptions was organized on December 4, 2020 and was graced by **Kamla Bhasin**, Feminist Activist, poet and author. The webinar was attended by around two hundred students and was also streamed for in-house students on Google Meet and for others on Facebook.



Poster for the second episode on “Understanding Feminism: Concepts versus Misconceptions”, organized on December 4, 2020.

AWARDS

Prof. Savita Roy, Principal



- Excellence Award by Gandhi Bhavan (2019)
- Excellence Award given by Ministry of HRD and Pandit Deen Dayal Upadhaya Smriti (2019)
- Green Earth Award by Ministry of Environment Forest and Climate Change Environment and Climate Change (2019)

Dr. Meetu Khosla

- UGC travel grant for International Conference in Canada (2018)
- ICSSR grant for organising International Conference in Delhi (2018)

Dr. Sarita Nanda

- Excellence Award by Ministry of HRD and Pandit Deen Dayal Smriti Manch (2019)
- Green Earth Award by Ministry of Environment (2019)
- Second Best Oral Presentation by ISSRF (2019)
- Best Oral Presentation Award by ESDA (2020)

Dr. Anju Jain

- Best Poster Award by DBT and DST (2019)

Dr. Megha Jain

- Best Paper Award by IIT Delhi (2018)

Dr. Onkar Mangla

- Excellent Paper Award by Institute of Technology Bhubaneswar (2018)

Salient Findings, Conclusions and Recommendations:

COURSES	PAPERS	CODE
B.A (H) Political Science	Understanding Political Theory	12321101
	International Relation and World	12321303



	History	
	Your Laws, Your Rights	12323901
	Governance: Issues and Challenges	12325906
	Colonialism and Nationalism in India	12327905
	Human Rights in a Comparative perspective	12327902
	Development Process in India and Social Movement	12327903
	Feminism: theory and Practices	12327907
	संशल मीडिया	12053303
B.A (H) Hindi	अडममतामलू काडमशश	12057503
B.A (H) English	Contemporary India- Women and Empowerment	12035905
	Individual and Society	12035915
	Women's Writing	12031501
	Partition Literature	12037610
B.A (H) Sanskrit	Individual family and Community in Indian Social Thought	12135910
	Indian Social Institutions and Polity	12131303
B.A (P)	Issues in World History-I (the 20 century)	62313517



	Women in Indian History	62315515
	Sustainability and Development	62295601
	Democratic Awareness through legal literacy	62323501
	Democracy and Governance	62327602
	Human Rights, Gender and Environment	62325602
	Conflict and peace building	62323601
M. A Political Science	Gender Studies	PS-IDC 107
	Politics in India	PS-C 105
	Environment	PS-IDC 207
	Human Rights: Challenges and Concerns	PS-IDC 208
	Social Conservatism in India Comparative Perspective	PS-E 14
	Social Exclusion: Theory and Practice	PS-E 15
	Gender in International Relations	PS-E 17
	State and Society in Pakistan	PS-E 18



	Social Movement and Revolution	PS-E 24
	The Politics of Identity in Comparative Perspective	PS-E 30
M.A Hindi	रामायण िएँमहंाभारत	EC-H303
	अडममताःिअंधारणा और डसद्वंांत	4091
	ेह्णी-अडममता और डहंं िी साडहय	4092

4.0 Key Findings:

Based on the provided knowledge, the highlights of Daulat Ram College's Gender Audit 2018-2020 are as follows:

1. The college has a gender policy in place that aims to promote gender equality, prevent any kind of discrimination, and support the rights and well-being of all members of the college community, staff and students alike.
2. The college provides empowering on-boarding experience in college campus, with best in class safety including well-lit walkways, access security and CCTVs surveillance.
3. The college is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as Internal



Complaints Committee (ICC) and Grievance Redressal Committee for reporting any undue incidents, conducting effective investigations, and offering appropriate support to survivors. This is being implemented by being open-minded, professionally curious, and identifying and following all lines of enquiry.

4. The college provides equal opportunities for all, creating positive social norms to encourage and promote inclusivity. It empowers students and harnesses their true potential for sustainable and overall gender-responsive development.

5. The college has a Women Development Cell (Pragati) that is committed to enabling young women to review their lives and achieve their aspirations in a mutually supportive environment. The cell conducts various events to create awareness about various development issues of women.

6. The college has a Gender Champion Cell that conducts a variety of outreach programs for gender awareness including slogan writing, poster making, nukkad natak, short films, discussions on relevant issues, workshops and inter-college competitions.

Overall, the Gender Audit aims to assess and check institutionalization of gender equality into the college as an organization, including in their policies, programs, projects, and provision of services. It helps the college identify and understand gender patterns within its composition, processes, organizational culture, and management of human resources in the design and delivery of policies and services.

5.0 Recommendations:

To ensure a strong implementation of gender audit, the following recommendations can be considered:

1. Review the organizational readiness to a gender audit: Obtain the commitment of top management and within the organization itself to gender equality principles, technical capacity, and competencies on gender mainstreaming.



2. Create a gender audit team and define a gender audit policy that is implemented within the organization.
3. Conduct a desk review and analysis of the organization's key documents.
4. Consultation through interviews, focus group discussions, self-assessments, and surveys. Consultation aimed to complement information collected through the desk review and analysis to gather further evidence.
5. Tabulate and analyze the collected data.
6. Identify critical gender gaps and challenges and make recommendations of how they can be addressed through improvements and innovations.
7. Ensure that the gender audit team is diverse and includes members with expertise in gender issues.
8. Develop a comprehensive communication plan to ensure that all stakeholders are aware of the gender audit process and its objectives.
9. Provide training and capacity building to staff and management on gender mainstreaming and gender-sensitive policies and practices.
10. Ensure that the gender audit process is transparent and that the findings and recommendations are shared with all stakeholders.

By following these recommendations, organizations can ensure a strong implementation of gender audit and promote gender equality and inclusivity within their operations.

6.0 Conclusions:

- The report outlines the process and methodology of a gender audit conducted at Daulat Ram College, a women's college in India.
- The audit was conducted through various discussions with all the stakeholders, reviewing relevant documentation, and a meticulous physical inspection.



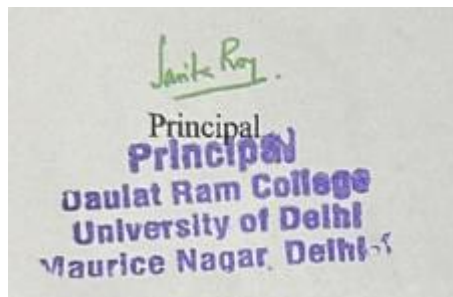
- The report also highlights the gender-sensitive features of the college, such as the Women Development Cell and the Gender Champion Cell, which conduct various outreach programs for gender awareness and empowerment.
- Overall, the report provides a comprehensive analysis of the college's commitment to gender equality and its efforts to create a safe, inclusive, and equitable environment for all individuals, regardless of their gender identity or expression.
- The recommendations made in the report can help the college identify critical gender gaps and challenges and work towards addressing them through improvements and innovations.



Declaration

I agree with all the recommendations and observations mentioned in this report.

Signed by:



Principal

Report Prepared by: IQAC Cluster India



Auditor - Prof. (Dr.) Namita Rajput



Chairman - Mr. Peeyush Pahade

