

## 7.1 Institutional Values and Social Responsibilities

**7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.**

### B. Measures for Gender Equity

Sr. No	Title of the programme	Date and Duration	Academic Year
1	Importance of Gender Sensitization & selection of Gender Champions	During induction Oct 2022	2022-2023
2	Training to gender champions	During induction Oct 2022	
3	Movie Review	During induction Oct 2022	
4	International Men's day celebration	19th Nov 2022	
5	Poster competition	8th march 2023	
6	Assertive communication	Feb-23	
7	Wellness and stress management	Feb-23	
8	International Women's day celebration	8th march 2023	
9	Importance of Gender Sensitization & selection of Gender Champions	During Induction	2021-2022
10	Training to gender champions	During Induction	
11	Movie Review	During Induction	
12	Session on gender equality	During Induction	
13	Quiz	During Induction	
14	Poster Competition	As per academic calender	
15	Peer group discussion	As per academic calender	
16	Importance of Gender Sensitization & selection of Gender Champions	05-06-2020	2020-21
17	Training to the gender champions	15-06-2020	
18	Movie Review	18-06-2020	
19	Session on Gender equality	15-07-2020	
20	Quiz	21-08-2020	
21	Interview with eminent personalities	28-09-2020	
22	Session on "Human Rights"	21-09-2020	
23	Case study Discussion	07-10-2020	
24	Peer group discussion	09-12-2020	
25	Importance of Gender Sensitization at MBA@IICMR	18-09-2019 to 18-09-2019	2019-2020

26	Nomination and selection of Gender Champions and Training to the Gender Champions at MBA@IICMR	20-09-2019 to 20-09-2019	
27	Peer group discussion about Gender equality at MBA@IICMR	20-09-2019 to 09-11-2019	
28	Job fair ( Equal opportunities to all) at MBA@IICMR	08-01-2020 to 08-01-2020	
29	Young Inspiration Network (Sakal Activity) at MBA@IICMR	21-01- 2020 to 21-01-2020	
30	Nirbhaya Kanya Abhiyan ( at Rama Krishna More college SWC)	21-01-2020 to 21-01-2020	
31	GD on Principles of Gender Equality at MBA@IICMR	22-01-2020 to 22-01-2020	
32	Life Skill Development Activity-Men's work or Women's work(Mala and Toran making)	26-06-2019 to 26-06-2019	
33	Outdoor Management Training	24-08-2019 to 24-08-2019	
34	Significance of Gender Sensitization and selection of Gender Champions	13-08-2019	
35	Importance of Gender sensitization selection of Gender Champions	13-08-2018	2018-2019
36	Training to the gender	18-08-2018	
37	Peer group discussion	14-10-2018	
38	Women empowerment & Social Security	29-01-2019	
39	Self awareness on health and hygiene	08-02-2019	
40	Self Defense : Need of the hour	20-02-2019	
41	Rangoli Competition	11-03-2019	
42	Cake Making Workshop	05-03-2019	

## Annual Gender Equity and Sensitization Action Plan 2022-2023




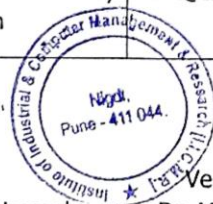
Audyogik Tantra Shikshan Sanstha's  
**Institute of Industrial and Computer Management and Research(IICMR)**  
 Approved by AICTE, Permanently Affiliated to SP Pune University,  
 Recognized by DTE, Government of Maharashtra, NAAC Re-accredited  
 Ranked Platinum Category by AICTE-CII for Industry Linked Technical Institute  
 Awarded Best Management Institute for Industry Interface by CEGIT

### MBA@IICMR

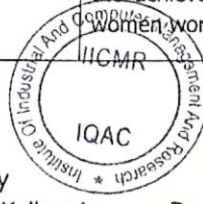
#### Annual Gender Equity and Sensitization Action Plan

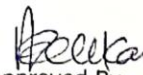
Sr. No	Particulars	Participants	Purpose	Proposed Date
1	Gender Sensitization Awareness Programme and Selection of Gender Champions	Aspiring Managers taking New Admission for the course	To foster awareness and understanding of gender sensitivity and inclusivity	Induction Programme- October 2022
2	Training to Gender Champions	Aspiring Managers taking New Admission for the course	To equip them with Institute inclusive practices.	Induction Programme- October 2022
3	Movie Review	Aspiring Managers taking New Admission for the course	To spark meaningful discussions and commitment to gender equality	Induction Programme- October 2022
4	International Men's Day Celebration	Budding Managers of MBA@IICMR	To commemorate the achievements of Men worldwide	19th November 2022
5	Poster Competition	Budding Managers of MBA@IICMR	To foster recognition, advocacy, and inclusion in the pursuit of gender equality across all spheres.	October 2022
6	Assertive Communication	Budding Managers of MBA@IICMR	To groom Personal and Professional Interactions"	February 2023
7	Wellness and Stress Management	Budding Managers of MBA@IICMR	To nurture Holistic Well-Being	February 2023
8	International Women's Day Celebration	Budding Managers of MBA@IICMR	To commemorate the achievements of women worldwide	8th March 2023

  
 Prepared By  
 Dr. Madhura Deshpande  
 Co-Ordinator Gender Champions



  
 Verified By  
 Dr. Manisha Kulkarni  
 HOD, MBA@IICMR



  
 Approved By  
 Dr. Abhay Kulkarni  
 Director, IICMR

## Annual Gender Equity and Sensitization Action Plan 2021-2022



Audyogik Tantra Shikshan Sanstha's  
Institute of Industrial and Computer Management and Research(IICMR)

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### MBA@IICMR

#### Proposed Activity Calendar Gender Champion Academic Year 2021-22

Name of the Activity: Gender Champion

S/n	Title/ Topic of the Session	No. of Hrs. Required	Proposed Date
1	Importance of Gender Sensitization & selection of Gender Champions	2	During Induction
2	Training to the gender champions	2	During Induction
3	Movie Review	4	During Induction
4	Session on Gender equality	2	During Induction
5	Quiz	1	During Induction
6	Poster Competition	3	As per academic calendar convenience
7	Peer group discussion	3	As per academic calendar convenience

Prepared by

Dr. Madhura Deshpande  
Co Ordinator  
Gender Champions

Verified by

Dr.(Adv.) Manisha Kulkarni  
HOD, MBA@IICMR

Approved by

Dr. Abhay Kulkarni  
Director, IICMR



Dr. Abhay Kulkarni  
Director  
DIRECTOR  
Institute of Industrial & Computer  
Management & Research (I.I.C.M.R.)  
Dept. Pune - 411 044

Ref.: MBA@IICMR/ Activity Calendar/2022-23

## Annual Gender Equity and Sensitization Action Plan 2020-2021

ATSS-IICMR  
**Gender Sensitization Action Plan**  
Academic Year 2020-2021

Sr.No	Name of the activities	Participants	Action Plan	Tentative Date
1	Importance of Gender Sensitization & selection of Gender Champions	New students	Awareness about Gender equity and need for sensitization	June 2020
2	Training to the gender champions	Gender Champions	Making them aware about the importance of respect towards all genders	June 2020
3	Session on Gender equality	All Students	Showing movie towards the Gender Sensitization	July 2020
4	Peer group discussion	All students	Increasing awareness and improvement in though process	August 2020

Prepared by

*Dr. Manik Rajopadhye*  
Dr. Manik Rajopadhye  
Coordinator ,  
Gender champions

Guided by

*Adv. Manisha Kulkarni*  
Adv. Manisha Kulkarni  
HOD, MBA@IICMR

Approved by

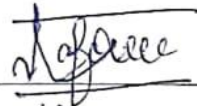
*Dr. Abhay Kulkarni*  
Dr. Abhay Kulkarni  
Director, IICMR  
DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



**Annual Gender Equity and Sensitization Action Plan 2019-2020**

ATSS –IICMR  
**Activities conducted for Gender Sensitization**  
 Quarterly report for the year 2019-2020  
**From 18<sup>th</sup> Sep 2019 to 9<sup>th</sup> Nov, 2019**

Date of the activities	Name of the activities	Detail about the activities
18 <sup>th</sup> Sep, 2019	Importance of Gender Sensitization & selection of Gender Champions	A session on " <b>Importance of creating gender champions</b> " at institutional level was informed to all the new students by student Development officer Adv. Manisha Kulkarni during induction. She explained guidelines received from U.G.C. regarding establishing gender champions under article 15 of Indian constitution and the process of selection, eligibility criteria for becoming gender champions'. Students were instructed to give their names for becoming gender champions.
20 <sup>th</sup> Sep, 2020	Training to the gender champions	A Leadership development program was conducted for the gender champions and leaders of different committees with an objective to develop their leadership skill and motivate them for organizing and implementing various events under different committees of the institute.
From 20 <sup>th</sup> Sep To 9 <sup>th</sup> Nov, 2019	Peer group discussion	Every week girl students along with the gender champions discuss about issues and challenges of gender inequality in the girls room during lunch. Similarly boys also discuss about the basic ethics, values and respect to be given to the girl students in groups. Both the discussions are facilitated by gender champions and guided by nodal teachers.

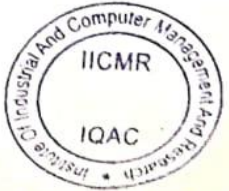
Signature of Gender Champion :- 

Signature of Nodal Teacher :- \_\_\_\_\_

Signature of Director :- 

Date 9<sup>th</sup> Nov 2019

Place Pune

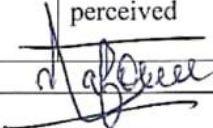


ATSS –IICMR

**Activities conducted for Gender Sensitization**

Quarterly report for the year 2019-2020  
**From 20<sup>th</sup> January to 16<sup>th</sup> March, 2020**

Date of the activities	Name of the activities	Detail about the activities
22/01/2020	Published & Circulate	Principles of Gender Equality
17/02/2020	'Enhancing Assertive Communication	Students were introduced about how to give and accept feedback positively, and to understand difference between constructive criticism and insults.. She also shared methods of giving feedback to juniors and colleagues, Handling feedback with the Sandwich method, Professional Grooming, Body Language using it assertively., Business Etiquettes, Handshakes, Body language, Using Body Language and voice to your advantage, Telephone and Mobile Etiquettes, Listening Skills, Global Culture and Dining Etiquettes, How to mould once personality to show how one should be perceived

Signature of Gender Champion :- 

Signature of Nodal Teacher :- \_\_\_\_\_

Signature of Director :- 

Date 16<sup>th</sup> March 2020

Place Pune



**Annual Gender Equity and Sensitization Action Plan 2018-2019**

ATSS –IICMR  
**Activities conducted for Gender Sensitization**  
 Quarterly report for the year 2018-2019  
**From 13<sup>th</sup> August to 14<sup>th</sup> October,2018**

Date of the activities	Name of the activities	Detail about the activities
13 <sup>th</sup> Aug,2018	Importance of Gender Sensitization & selection of Gender Champions	A session on " <b>Importance of creating gender champions</b> " at institutional level was informed to all the new students by student Development officer Adv.Manisha Kulkarni during induction She explained guidelines received from U.G.C. regarding establishing gender champions under article 15 of Indian constitution and the process of selection, eligibility criteria for becoming gender champions'.Students were instructed to give their names for becoming gender champions.
18th Aug,2018	Training to the gender champions	A Leadership development program was conducted for the gender champions and leaders of different committees with an objective to develop their leadership skill and motivate them for organizing and implementing various events under different committees of the institute
From 18 <sup>th</sup> Aug To 14 <sup>th</sup> Oct,2018	Peer group discussion	Every week girl students along with the gender champions discuss about issues and challenges of gender inequality in the girls room during lunch .Similarly boys also discuss about the basic ethics , values and respect to be given to the girls students in groups. Both the discussion are facilitated by gender champions and guided by nodal teachers.

Signature of Gender Champion :- [Signature]  
 Signature of Nodal Teacher :- [Signature]  
 Signature of Director :- [Signature]

Date 22/3/19  
 Place Pune





ATSS –IICMR

**Activities conducted for Gender Sensitization** Quarterly  
report for the year 2018-2019

**From 20<sup>th</sup> January to 16<sup>th</sup> March, 2019**

Date of the activities	Name of the activities	Detail about the activities
29 <sup>th</sup> Jan, 2019	Women empowerment & Social security	Mrs. Nilima Pawar has taken a session on 'Women empowerment & Social security'. Girls have a right to feel safe and be safe where they live and learn. She has shared tips through many examples about social security for girls. She has also highlighted the social media security for girls. She briefed rules which need to be followed while using facebook, instagram, whatsapp such social media websites. Students have enjoyed the session very much.
08 <sup>th</sup> Feb 2019	Self-awareness on health and hygiene	Mrs. Shriya Balang gave a brief talk on Self-awareness on health and hygiene. She has shared tips on healthy food habits. She has explained about problems faced by girls like PCOD and other hormonal imbalances. She has answered many queries of the students related to Healthy diet and exercise routines.
20 <sup>th</sup> Feb. 2019	Self Defense: Need of the hour	Girls have a right to feel safe and be safe where they live and learn. Ms. Pallavi Shende gave the tips about self-defense. She has shown the demo of Karate techniques which could be used to protect themselves in any dangerous situation. Girl students have practiced these safety techniques.
11 <sup>th</sup> March 2019	Rangoli Competition	In association with student Development council, under ARKO (A Club established by the student under SDC) a rangoli competition was organized with an objective to motivate students to treat girls with dignity and respect and to foster an friendly environment to both girls and boys. Winners of the competition were awarded with a trophy and certificates.

