



## Gender Equity Committee

### About

“Gender Equity, between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO) Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

### Roles & Responsibilities:

Gender Equity is a global issue, and discussions on women’s emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.

- There shall not be any kind of discrimination on the basis of Gender.
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion



- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

### **Functions and Duties:**

1. To find out the areas where gender imbalance exists and the factors behind it
2. To establish good gender balance in decision-making processes in all areas of the college activities.
3. To suggest measures for bridging the gender gap.
4. To Foster gender Equity in all aspects of the college community.
5. To see the work and capacity for prevention of sexual harassment at the college

### **Strategies for Promoting Gender Equity:**

Promoting gender equity in education can be achieved through a variety of strategies. Some strategies include:

#### **1. Gender-responsive teaching and learning**

Gender-responsive teaching and learning involves using teaching methods and curriculum that are inclusive and responsive to the diverse needs of all students, including girls and boys. This can include using gender-sensitive language and images, providing girls and boys with the same opportunities and resources to succeed, and providing education on gender Equity and healthy relationships.



## **2. Inclusive education policies and practices**

Inclusive education policies and practices involve creating an environment where all students feel valued and respected, regardless of their gender, race, ethnicity, or socioeconomic background. This involves providing language and cultural support, providing accommodations for students with disabilities, and creating a safe and inclusive learning environment.

## **3. Engaging communities and families in promoting gender equity in education**

Communities and families play a critical role in promoting gender Equity in education. By engaging with families and communities, schools can work to address cultural and economic barriers that prevent girls from attending school. This usually involves working with families to provide girls and boys with the necessary resources to attend school. Likewise, working communities to promote cultural change and eliminate practices that discriminate against girls.

## **4. Addressing socio-economic factors**

Addressing socio-economic factors such as poverty, living in rural areas and lack of infrastructure, can increase access to education for girls and boys. This can be achieved by providing:

- scholarships
- building schools in rural and remote areas
- providing safe transportation for girls and boys to school



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**Sinhgad Technical Education Society**

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## **5. Investing in teacher training**

Investing in teacher training can ensure that teachers are equipped with the knowledge, skills, and resources to provide a quality education for all students, regardless of their gender.

Additionally, teacher training in addressing school-related gender-based violence will help to create a safer and more inclusive learning environment for female and male students. By providing teachers with the appropriate training and resources, they will be better equipped to recognize and address gender-based violence in the school environment and provide support for affected students. This not only creates a safer and more inclusive learning environment for all students, but also helps to break the cycle of gender-based violence and promote gender Equity in education.



### **Measures initiated by the Institution for the promotion of gender equity:**

The management provides equal opportunities to all, irrespective of class, creed, gender etc. It is carried out in following ways:

- Special programs such as ‘Celebration of International Women’s Day’, ‘Awareness on Sexual Harassment’, ‘Health Awareness Program’ etc. are arranged for girl students and women faculty members on regular basis within the campus
- Institute provides equal opportunity for all to participate in administrative, co-curricular and extracurricular activities. The Institute also deposes women faculty members for orientation courses. Faculty members are nominated in different academic and administrative committees without any discrimination (gender, caste, religion).
- Special programs are organised for Girl Students. Such programs help the girl students to become stronger on emotional grounds as well as on physical grounds. The girls also participate in Sports and represent the Institute at various levels in various sport events.
- The institute gives equal opportunities to boys and girls to work as team leaders in various students’ activities and allows them to become members of the students' council at institute level, which is formed at the beginning of every academic year.
- At present around 70% of faculty members are women employees and approximately 35% students are girl students in the institute. This shows a healthy percentage and representation of women in the Human Resources of the Institute.
- Girl students are encouraged to apply for different schemes / scholarships from various regulatory bodies, corporate and NGOs, etc. They are also



encouraged to participate in sports events like Cricket etc. to showcase their talent.

- Five out of Seven heads of department are women. In addition, in all the institutional and departmental committees, women faculty members are assigned with important portfolios.
- The institute is a co-educational institute and always strives to maintain a safe and secure environment for all the women staff and girl students.
- Creating a safe environment in the institute is the key responsibility of security officers who are deployed 24x7 hours at different entry points of the institute. The security officers deployed at the gate allow the students, visitors and staff after the verification of Identity cards.
- Institute has CCTV surveillance throughout the campus. CCTV is continuously monitored by Security personnel at the estate office, making the campus safe. CCTVs are also deployed at the Girls' Hostel ensuring safety of the girls residing in the Hostel.
- Proper lighting arrangements are provided throughout the campus at all key locations, classrooms and common facilities.
- There are separate gents and ladies wash rooms on each floor which are cleaned every day and hygiene is maintained



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## Gender Equity Committee Photo



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## Gender Equity Committee Members

Sr.No.	Name of the Member	Designation	Contact No
1	Dr. Vaibhav V. Dixit, Principal	Principal	91-9822777265
2	Dr. Sharad S. Mulik, Professor	Dean Academics	91-9850992250
3	Dr. Swati Vijay, Asso. Professor	Dean MBA	91-9860383390
4	Dr. Sachin Kulkarni, Asst. Professor	Coordinator	91-8308742043
5	Ms. Shivai Aher, Asst. Professor	Member- E&TC Dept.	91-9766818490
6	Ms. Asmita Bhogade, Asst. Professor	Member- Comp. Dept.	91-9403982999
7	Ms. Kashmiri Jayakar, Asst. Professor	Member- IT Dept.	91-9096297645
8	Mrs. Ankita Bhonde, Asst. Professor	Member- Civil Dept.	91-9503622728
9	Dr. Manjeet Kaur, Asst. Professor	Member- FE Dept.	91-9899697240
10	Mrs. Swati Patil, Asst. Professor	Member- MBA	91-9767750674
11	Dr. Prakash Jadhav, Asst. Professor	Member- Mech. Dept.	91-8073237043





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## Student Committee Members

Sr. No.	Name	Department	Mobile No.
1	Ms. Aishwarya Pharande	Mechanical Engg.	9822864107
2	Mr. Ranjeet Phalake	Mechanical Engg.	7620206760
3	Ms. Apeksha Deshmukh	Information Technology	9284795606
4	Mr. Jayesh Deshmukh	Information Technology	8625900256
5	Mr. Bhargav Potdar	Electronics & Telecommunication Engg.	9307132008
6	Ms. Saniya Upendra	Electronics & Telecommunication Engg.	9923899621
7	Mr. Nihal Bagwan	Civil Engg.	8446548804
8	Ms. Pranoti Pakhare	Civil Engg.	8390522929
9	Mr. Sahil Bisht	Computer Engg.	7757844522
10	Ms. Akshata Chopade	Computer Engg.	7020700955
11	Ms. Sanika Chaudhari	First year Engg.	8767580922
12	Mr. Yash Bhame	First year Engg.	7020184324
13	Mr. Harshal Kshatriya	MBA	8668463204
14	Mrs. Vaibhavi Pandey	MBA	8080461294



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## **List of Activities under Gender Equity Committee**

1. Haemoglobin Check-up 2022
2. International Women's Day 2022
3. Women Health Check-up 2022
4. POSCO Act 2021 and Gender Equity 2021
5. Women Safety Awareness 2020
6. International Women's Day Celebration 2019
7. "Women Empowerment"- Women's Day 2018



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## Gender Equity Scheme

# HEMOGLOBIN CHECKUP

National Service Scheme Unit of RMD Sinhgad Technical Institutes Campus, Warje, Pune has organized Hemoglobin Checkup Program on 08<sup>th</sup> March 2022. Hemoglobin Checkup is organized under the guidance of Principal of RMD Sinhgad Technical Institutes Campus, Warje Prof. (Dr.) V. V. Dixit Sir and Dean Academics Prof. (Dr.) Sharad Mulik Sir.

NSS Unit Program Officer Prof. Dnyaneshwar Ghuge along with NSS Institute Coordinator Prof. Saurabh Parhad has successfully coordinated this Hemoglobin Checkup event. Other staff of RMD Sinhgad was also present for the event which includes Prof. Sudhir Nikam, Mr. Sanjay Navle etc along with the students, teaching and non-teaching staff of the institute.



Shot on OnePlus  
By Mr. Vedaathak

Hemoglobin Checkup



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Hemoglobin Checkup Team with the Faculties





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Lamp lighting ceremony of Hemoglobin Checkup Program



Inauguration of Hemoglobin Checkup Program



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# INTERNATIONAL WOMEN'S DAY

National Service Scheme Unit of RMD Sinhgad Technical Institutes Campus, Warje, Pune has organized Online Yoga Training Session on the occasion of International Women's Day on 08<sup>th</sup> March 2022 as per the directives of SPPU and Department of NSS SPPU. The International Women's Day is celebrated by our NSS volunteers in Virtual Manner. Two NSS volunteers Ms. Dnyanda Jain and Ms. Nikita Bhoskar has given speech on Empowerment of Women in our society. They have given a brief history of Women's Day celebration across the world. They both have discussed the various ways to improve the women's condition.

Virtual International Women's Day is organized under the guidance of Principal of RMD Sinhgad Technical Institutes Campus, Warje Prof. (Dr.) V. V. Dixit Sir and Dean Academics Prof. (Dr.) Sharad Mulik Sir. NSS Unit Program Officer Prof. Dnyaneshwar Ghuge along with NSS Institute Coordinator Prof. Saurabh Parhad has successfully organized this Virtual International Women's Day. Other staff of RMD Sinhgad was also present for the online Yoga Training event which includes Prof. Sudhir Nikam, Mr. Sanjay Navale etc along with the students, teaching and non-teaching staff of the institute.



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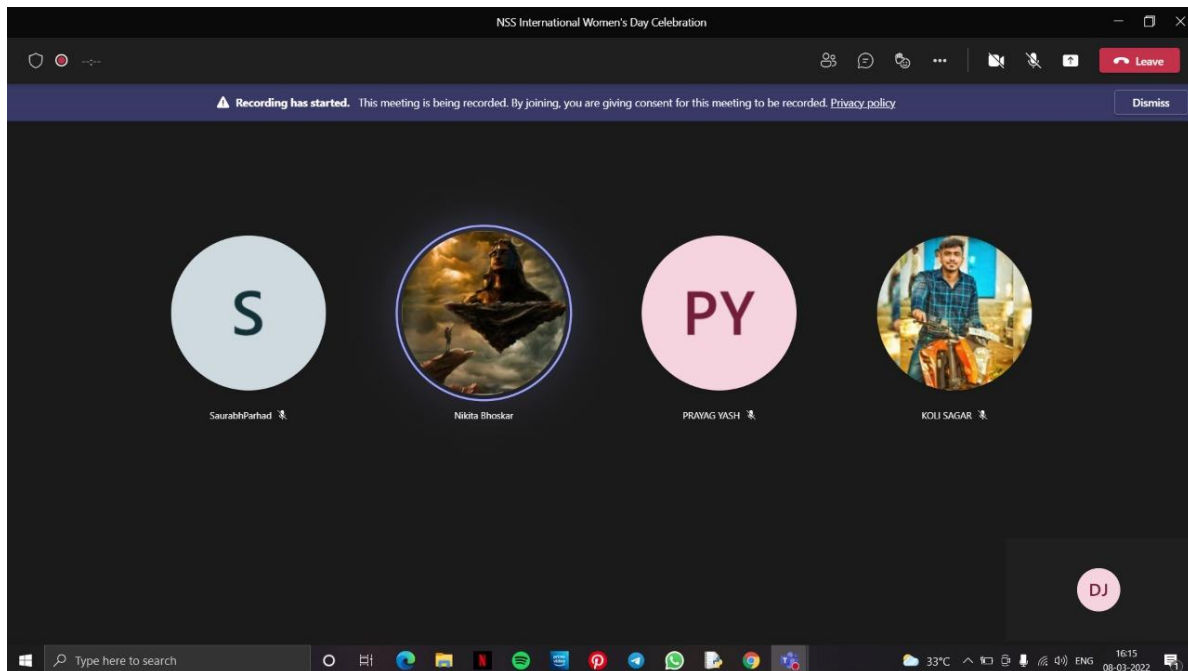
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Poster Made by NSS volunteers on the occasion of International Women's Day



Participants attending Virtual International Women's Day

Part



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## Gender Equity Scheme

# WOMEN HEALTH CHECKUP

National Service Scheme Unit of RMD Sinhgad Technical Institutes Campus, Warje, Pune has organized Women Health Checkup Program on 22<sup>th</sup> March 2022. Women Health Checkup is organized under the guidance of Principal of RMD Sinhgad Technical Institutes Campus, Warje Prof. (Dr.) V. V. Dixit Sir and Dean Academics Prof. (Dr.) Sharad Mulik Sir.

NSS Unit Program Officer Prof. Dnyaneshwar Ghuge along with NSS Institute Coordinator Prof. Saurabh Parhad has successfully coordinated this Women Health Checkup event. Other staff of RMD Sinhgad was also present for the event which includes Prof. Sudhir Nikam, Mr. Sanjay Navle etc along with the students, teaching and non-teaching staff of the institute.



Women Health Checkup Program





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**Gender Equity Scheme**

# **POSCO ACT 2021 & GENDER EQUITY**

## **SEMINAR**

National Service Scheme Unit of RMD Sinhgad Technical Institutes Campus, Warje, Pune with collaboration with Sakshi NGO has organized Online POSCO Act 2021 and Gender Equity on 09<sup>th</sup> August 2021. The Guest Speaker of the Online POSCO Act 2021 and Gender Equity Dr. Aditi Kishore Madam. She has been a part of Sakshi Ngo for many years. She has shown the how the child sexual abuse is done, how to recognize one, how to report the abuse and how to overcome it by different ways. .

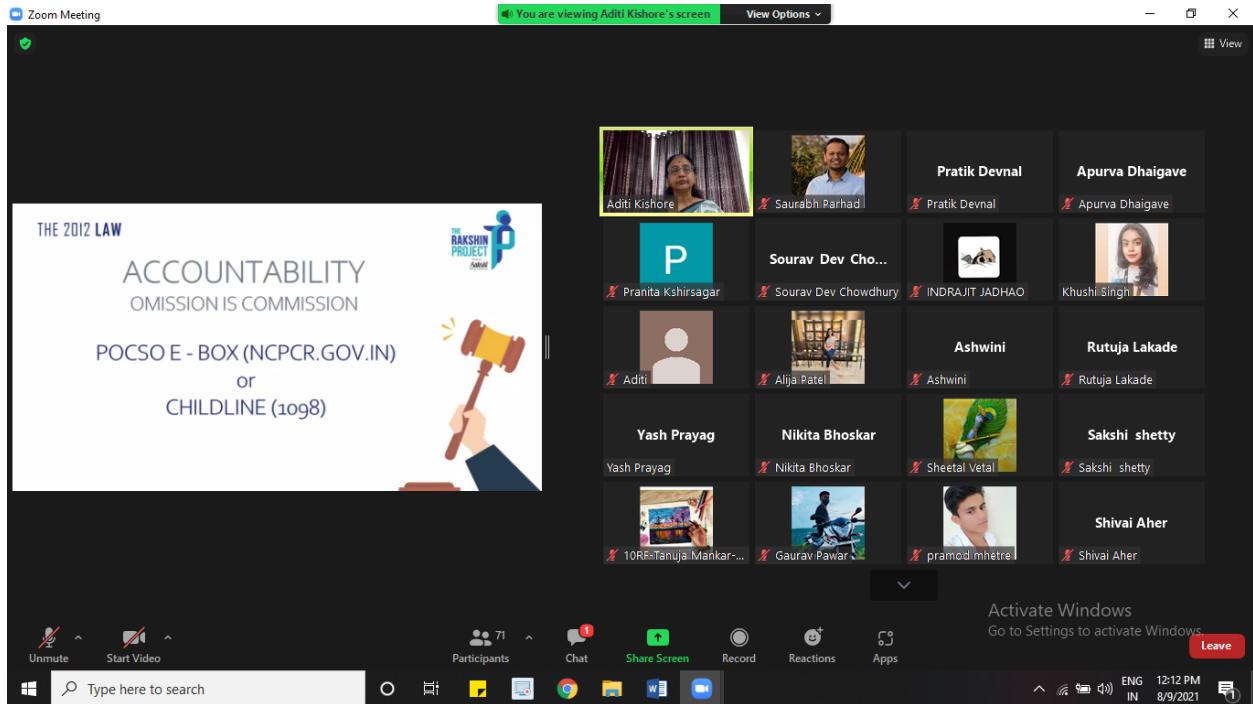
Online POSCO Act 2021 and Gender Equity is organized under the guidance of Principal of RMD Sinhgad Technical Institutes Campus, Warje Prof. (Dr.) V. V. Dixit Sir and Dean Academics Prof. (Dr.) Sharad Mulik Sir along with Dean RMDSSOMS Dr. Swati Vijay Madam.

NSS Unit Program Officer Prof. Dnyaneshwar Ghuge along with NSS Institute Coordinator Prof. Saurabh Parhad has successfully organized this Online POSCO Act 2021 and Gender Equity seminar. Other staff of RMD Sinhgad was also present for the online Yoga Training event which includes Prof. Vishal Bidve Prof. Sudhir Nikam, Mr. Sanjay Navale etc. along with the students, teaching and non-teaching staff of the institute.

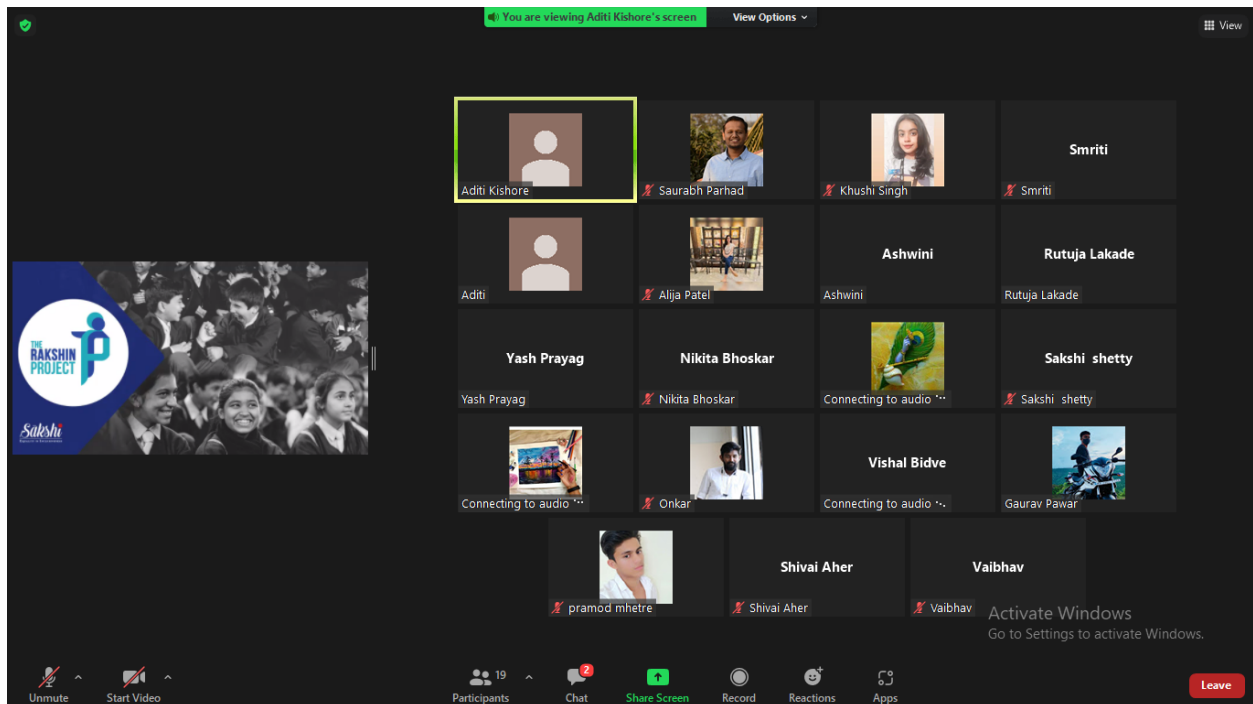


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Online POSCO Act 2021 and Gender Equity Session

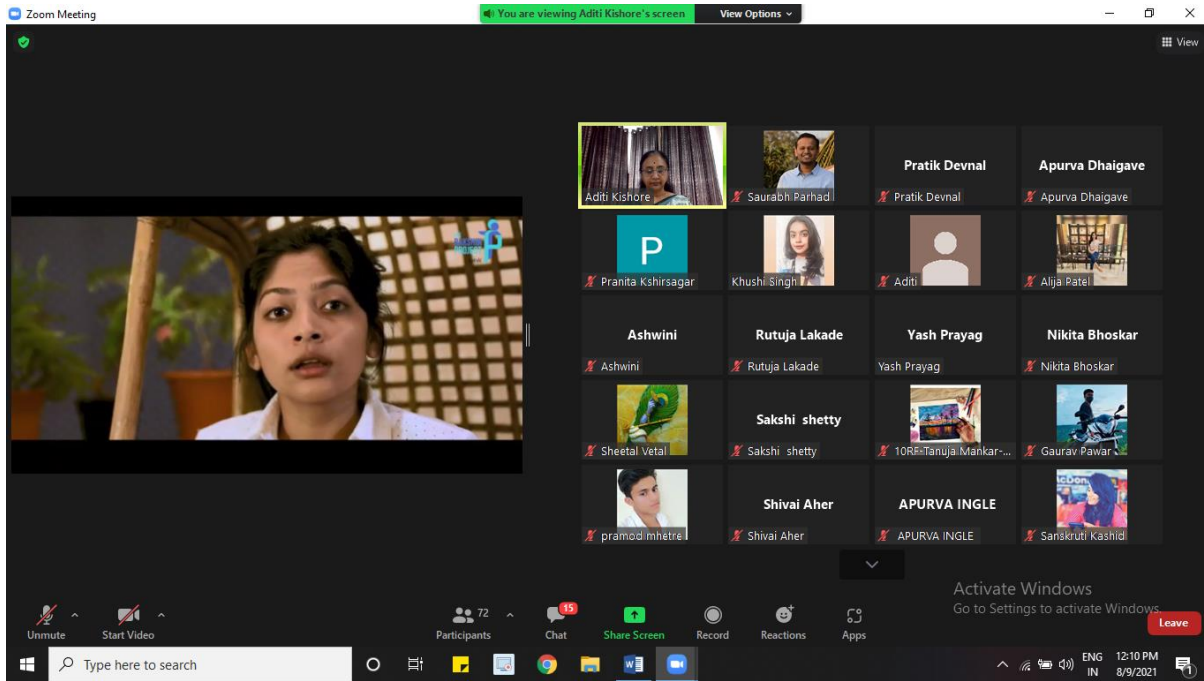


Participants attending Online POSCO Act 2021 and Gender Equity

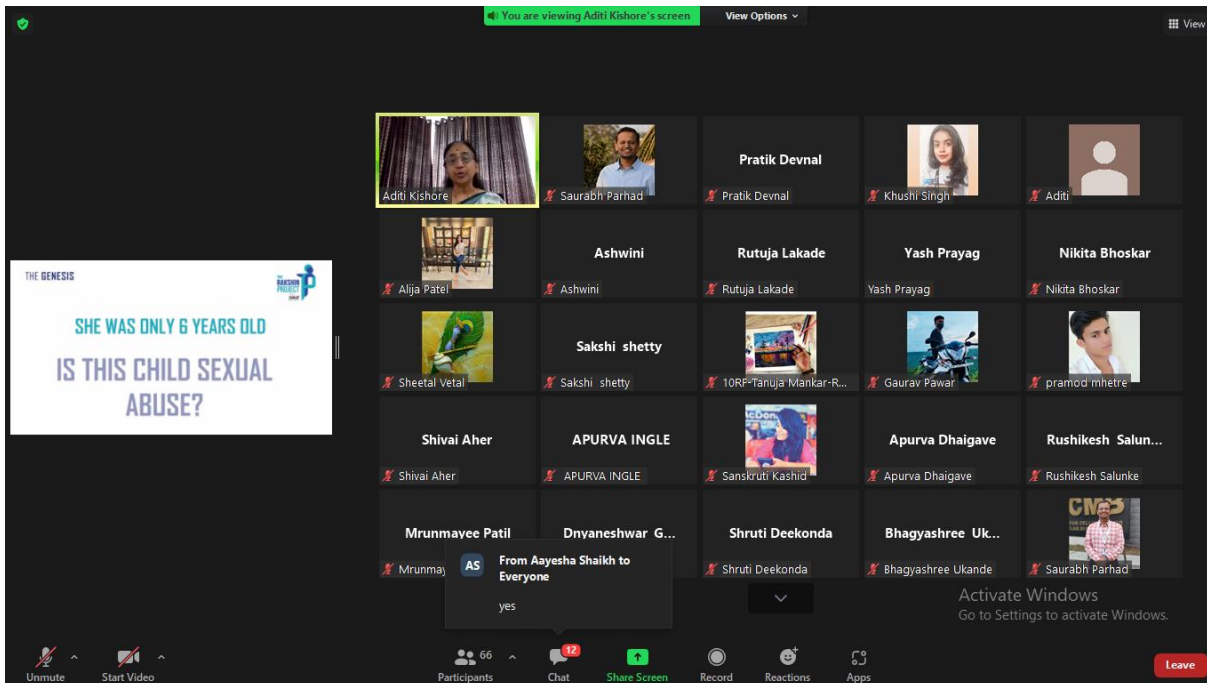


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Speaker while showing an informative video during the session



Speaker Dr. Aditi Kishore Madam while giving the seminar



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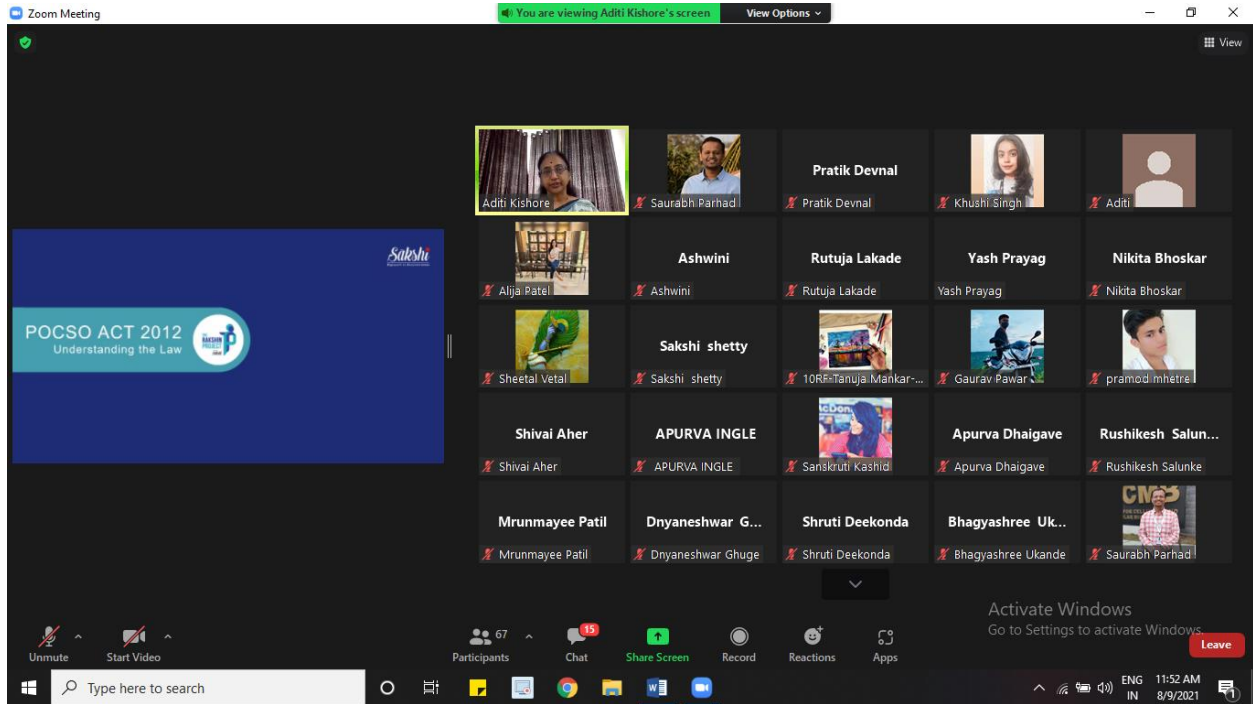
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Students while attending the program



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## Gender Equity Scheme

# WOMEN'S SAFETY AWARENESS

National Service Scheme Unit of RMD Sinhgad Technical Institutes Campus, Warje, Pune has organized the Women's Safety Awareness Program at RMD Sinhgad Technical Institutes Campus, Warje Pune on 17<sup>th</sup> January 2020. The program has organized to make girl students and ladies staff understand the importance of their safety in today's world. The session is organized by Warje Police Station Team under Police Inspector, Warje Police Station, Pune City. They have taken the women's safety training and taught our students the basics of defense and how to act in the case of emergency.

The Women's Safety Awareness is done under the guidance of Principal of RMD Sinhgad Technical Institutes Campus, Warje Prof. (Dr.) V. V. Dixit Sir and Dean Academics Prof. (Dr.) Sharad Mulik Sir. NSS Unit Program Officer Prof. Dnyaneshwar Ghuge along with Prof. Saurabh Parhad (NSS Institute Coordinator) has successfully organized this Women's Safety Awareness. Prof. Vishal Bidve has taken over for vote of thanks. Office Superintendent Mr. Sanjay Navale has managed the resources needed for the smooth conduction of the programs. Other staff and Departmental NSS Coordinators of RMD Sinhgad were also present which includes, Prof. Sudhir Nikam, Prof. Vinita Galande etc.





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Police Team while giving defense Lessons



Police Team while giving attacking lessons



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### Gender Equity Scheme

# WOMEN'S DAY CELEBRATION

On this occasion National Service Scheme (NSS) Unit of RMD Sinhgad Technical Institutes Campus organized **Women's Day Celebration on 08<sup>th</sup> March 2019**. We coordinated ladies staff box cricket competition organized by Computer department under the Prof. Vina Lomte (HOD, Comp. Dept.) and short session by Prof. Archana Chirmade on need of women empowerment for NSS volunteers



Women's Day Celebration on 08<sup>th</sup> March 2019

## Report on “Women Empowerment 2018”

### Details of Event:

- **Topic:** Women Empowerment
- **Conducted on :** IT Department
- **From :** Prof. Sweta Kale (HOD IT)
- **Conducted for SE/TE/BE:** SE/TE/BE (Girls and Ladies staff)
- **Date of Workshop:** 8/03/2018.      **Time:** 11:00 PM to 2:00 PM
- **Purpose:** To Change Women’s Viewpoints.
  
- **Objectives:** To promote women's sense of self-worth, their ability to determine their own choices, Their right to influence social change for themselves and others.





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- **About activity**

RMD Sinhgad Technical Institute Campus Department of Information Technology, organized Women Empowerment on the Occasion of “Women’s Day 2018” Batch students on 8th May, 2018 from 11:00 am to 2:00 pm. This function was conducted in the seminar hall of RMDSSOE IT Department. All the students attended the Function and enjoyed a lot. Function began with the Saraswati Pooja and felicitation of Prof. Sweta kale mam (Head of Department (I.T)). Later there was HOD mam Speech to Addressed the Women issues in our Society, she has explained various different of Women rights movement in history. Also provide guidance to change women perspective to see any matters in our society how education can work to get more efficient to survive, All the students and faculties shared their views and experience about Women’s Day. Program was nicely organized and conducted by the Students.



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## Photographs:



Inauguration



Teaching Faculty



Student Participated