

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

**ANNUAL GENDER SENSITIZATION ACTION PLAN**

The institution ensures gender equality in both academic and non-academic activities, offering the same opportunities to students of all genders. In the recent years, there has been a growing recognition of the importance of addressing gender in academic settings and incorporating gender perspectives across various disciplines. Therefore, the concept of gender and related perspectives are introduced into the curriculum and dealt with in different courses under the UG and PG programmes. Additionally, the institution takes steps to raise awareness and sensitivity among students and staff through annual awareness programmes. The teaching departments collaborate with the Internal Quality Assurance Cell (IQAC) to organize joint initiatives involving the National Cadet Corps (NCC), National Service Scheme (NSS), Women cell and other clubs within the college.

<b>Action</b>	<b>Organized by</b>	<b>Tentative schedule</b>
Have meetings of Anti-Harassment cell, Grievance cell, Anti-Ragging cell to monitor gender equality in the Institution	IQAC and Conveners of each Committee	Two meetings per semester
Organize webinars towards gender sensitization and prevention of gender discrimination	IQAC and Women Cell	At least one programme per Semester
Promote concepts of gender equality through awareness of Human rights (special emphasis to Rights of Women)	Department of English, Department of History, Department of Psychology, NCC, and NSS	At least one awareness programme by each department
Promotion of Women Entrepreneur skills	School of Management Studies	At least one webinar
Developing peace building skills and prevention of violence	Centre for Peace Studies and Dialogue	Online certificate course on Fundamentals of Peace building

- a) The College prioritizes the **safety and security of women staff and students**, offering specific facilities to meet their needs. These provisions include:

- i) CCTV surveillance across the entire campus, with a particular focus on ensuring the safety of women staff and students.
- ii) A dedicated NCC wing for girls, known as the 7 Kerala Girls Battalion, which promotes a sense of independence and self-reliance among female students, empowering them to take responsibility for their personal development.
- iii) The NSS (National Service Scheme) of the College consists of two units, with a mandatory requirement of having a women faculty member as the Programme Officer. This ensures women students' active participation and engagement in community service activities.
- iv) Residential hostel facilities are available for women students and staff, providing a secure and comfortable living environment on campus.
- v) A special sports hostel is also provided for women sports students, with a woman faculty member serving as the main warden. This arrangement ensures that female athletes receive appropriate guidance and supervision while pursuing their sports activities.

**a. Counselling**

The need for a supportive counselling system is inevitable as far as every institution is concerned. The institution has a well-functioning Counselling Centre named BLISS (Basic Living Skills Service Centre) which caters to the emerging psychological needs of its students and staff. A woman faculty member of the Department of Psychology serves as the Co-ordinator of the Centre. The Centre is concerned with the rising mental health needs and offers counselling to students free of cost. The Centre is deeply concerned about the well-being of students, especially during the time of the COVID 19 pandemic and hence organizes mental health surveys and provision for tele-counselling. The faculty members of the Department of Psychology serve as counsellors for students in need of psychological help. The Centre also undertakes the following:

- i) Conducting assessments to evaluate various psychological aspects, including cognitive abilities, personality traits, aptitude, and other areas of interest.
- ii) Offering specialized counseling services to girl students, specifically addressing relationship issues, academic-related stress, adolescent psychological challenges, sexual functioning and awareness, and related matters.
- iii) Implementing life skills training programs for girl students, focusing on the development of ten core life skills recommended by the World Health Organization

(WHO). These skills include self-awareness, decision-making, problem-solving, creative thinking, critical thinking, effective communication, interpersonal relationships, coping with stress, empathy, and managing emotions.

The Counselling Centre aims to support girl students in enhancing their psychological well-being, empowering them to navigate various challenges, and equipping them with essential life skills for personal and academic success. (<https://uccollege.edu.in/support-systems/counseling-center/>)

**b. Common rooms:**

The campus provides dedicated common rooms for girls, which serve as spaces for recreation and lunch. These common rooms are specifically designed for female students and are equipped with attached ladies' washrooms. Additionally, there is a recreation room available for women faculty members, offering a stress-free environment and a place for teachers to rest comfortably, particularly those requiring special attention and care due to health issues.

**c. Day care centre for young children:**

The institution recognizes the needs of its faculty members, particularly women, and has established a Day Care Centre called "Kids Dale," which has been operational since 2010. Initially funded by the UGC (University Grants Commission), the Day Care Centre continues to provide valuable support to the teaching and non-teaching women staff of the institution. The center offers convenient assistance to staff members, many of whom are young mothers, by providing a close and accessible space for their infants and allowing them to nurse their babies during breaks. The Day Care Centre is staffed by two trained professionals who specialize in child management. The coordination of the center's operations is overseen by a female faculty member from the Department of Psychology.

(<https://uccollege.edu.in/support-systems/kids-dale-day-care-centre/>)

**Courses offered related to Gender sensitization**

Gender equity is given utmost priority by the Institution and it is part of curriculum of undergraduate and post graduate programmes.

Sl. No.	Programme	Course Code	Courses offered
1.	BSc Botany	BO5CRT08	Environmental Science And Human Rights

2.	BSc Chemistry	CH5CRT05	Environment, Ecology and Human Rights
3.	BCom	CO5CRT15	Environment Management And Human Rights
4.	BA Economics	EC3CRT04	Economics of Growth and Development
5.	BA Economics	EC6CRT14	Indian Economy
6.	BA English Language and literature	EN1CRT01	Methodology of Literary Studies
7.	Common Paper - English	EN2CCT03	Issues that Matter
8.	Common Paper - English	EN3CCT05	Literature and/ as Identity
9.	BA English Language and literature	EN3CRT03	Harmony of Prose
10.	BA English Language and literature	EN3CRT04	Symphony of Verse
11.	BA English Language and literature	EN4CRT05	Modes of Fiction
12.	BA English Language and literature	EN5CRT07	Acts on the stage
13.	BA English Language and literature	EN5CRT09	Indian Writing in English
14.	BA English Language and literature	EN5CRT11	Women Writing
15.	Hindi	HN1CCT01	Prose and One Act Play
16.	Hindi	HN2CCT02	Short Stories And Novel
17.	Hindi	HN3CCT03	Poetry Grammar and Translation
18.	Hindi	HN4CCT04	Drama And Long Poem
19.	BA Malayalam	ML3CMT05	Oru Ezhuthukaran /Ezhuthu Kari Mashavikutty

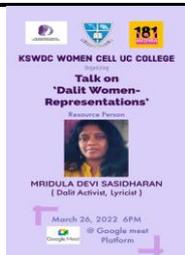
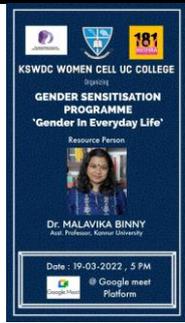
20.	BA Malayalam	ML5CRT05	Paristhithi Vijnanavum Manusyavakasa Padanavum
21.	BA Malayalam	ML6CBT01	Malayalathile Sthreerachanakal
22.	BSM	SM1CRT01	Sociology of Sports
23.	BSM	SM1CRT02	Principles and Practices of Sports Management
24.	BSM	SM2CRT04	Human Resource Management in Sports
25.	BSM	SM4CRT16	Operation Management in Sports - II
26.	BSM	SM5CRT19	Sports Law
27.	BSM	SM5CRT21	Environmental Studies & Human Rights in Sports
28.	BSc Zoology	ZY5CRT05	Environmental Biology & Human rights
29.	BSc Zoology	ZY5CRT06	Cell Biology And Genetics
30.	BSc Zoology	ZY6CRT09	Developmental Biology
31.	BSc Psychology	PY3CRT07	Living in the Social World
32.	BSc Psychology	PSYCRT 16	Psychology of Maladaptive Behaviour
33.	BSc Psychology	PSY6CRT17	Managing Behaviour in Organizations
34.	MSc Psychology	PY800403	Specializations in Clinical Psychology
35.	MSc. Psychology	PY010401	Contemporary social issues and role of psychology in social engineering

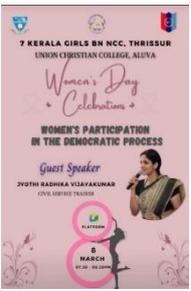
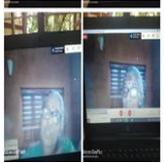
The following is a list of specific gender sensitization programmes organized by the Institution.

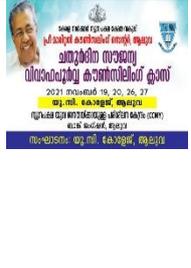
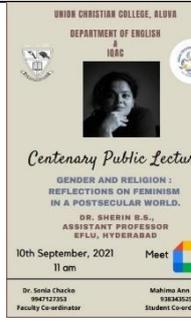
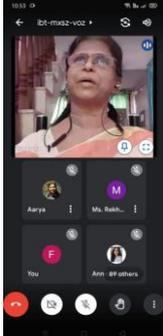
Sl No:	Date	Name of the Programme
1.	04/05/2022	Orientation programme 'Meet a Trans Person' and Self-defence training programme

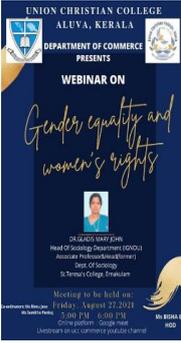
<b>2.</b>	04/05/2022	Self Defence Coaching
<b>3.</b>	26/03/2022	'Dalit women- Representation' - programme
<b>4.</b>	19/03/2022	Gender sensitization programme 'Gender in Everyday Life'
<b>5.</b>	08/03/2022	'Break the Bias' in connection with International day for Women
<b>6.</b>	08/03/2022	SIGNATURE BOARD
<b>7.</b>	08/03/2022	Webinar – "Women's Participation in the Democratic Process"
<b>8.</b>	03/03/2022	Seminar on "Gender Discourse in Contemporary Society"
<b>9.</b>	11/01/2022	Webinar on 'Hijras in Gharanas'
<b>10.</b>	10/09/2021	Webinar on 'Gender and Religion'
<b>11.</b>	19,20, 26, 27 November 2021 and 14, 15, 21, 22 December 2021	Premarital Counselling Programme for Minority Welfare
<b>12.</b>	10/09/2021	Webinar on 'Gender and Religion'
<b>13.</b>	02/09/2021	8th Susan Thomas Memorial Lecture
<b>14.</b>	30/08/2021	Webinar on 'Legal Protection for Women- Challenges and Possibilities'
<b>15.</b>	27/07/2021	Gender equality and women's rights
<b>16.</b>	12/06/2021	IP Commercialization
<b>17.</b>	12/06/2021	'LET's Talk' -An interactive webinar
<b>18.</b>	11/06/2021	Trans Inclusive Society

Gender Sensitization Activity Report from June 1, 2021 to May 31, 2022

Sl No	Date	Title of the programme	Organized by	Link to the details	Brochure	Photo
1.	04/05/2022	Orientation programme 'Meet a Trans Person' and Self-defence training programme	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/meet-a-transperson/">https://uccollege.edu.in/events/meet-a-transperson/</a>	 A brochure for an orientation programme. It features a woman's face and text: 'KSWDC WOMEN CELL UNION CHRISTIAN COLLEGE ALMA', '04 May 2022 10:00 AM', 'T. B. Anand Hill', 'Rupa Iltis Transgender Activist', and 'KSWDC Women Cell'.	 A photograph showing a group of people sitting on the floor in a room, possibly during a meeting or training session.
2.	04/05/2022	Self Defence Coaching	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/self-defence-coaching/">https://uccollege.edu.in/events/self-defence-coaching/</a>	 A brochure for a self-defence coaching session. It features a man's face and text: 'KSWDC WOMEN CELL UNION CHRISTIAN COLLEGE ALMA', 'Self Defence Coaching', '04 May 2022 1:00 PM', 'AB 1', 'Sifu Mansoor M.K. 1st Dan Black Belt Karate and Judo Trainer', and 'Tina Dwyer Judo Instructor'.	 A photograph showing a group of women in a room, some are standing and some are sitting, possibly during a self-defence coaching session.
3.	26/03/2022	'Dalit women-Representation' - programme	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/talk-on-dalit-women-representations/">https://uccollege.edu.in/events/talk-on-dalit-women-representations/</a>	 A brochure for a talk on 'Dalit Women-Representations'. It features a woman's face and text: 'KSWDC WOMEN CELL UC COLLEGE', 'Talk on "Dalit Women-Representations"', 'MRIDULA DEVI SASIDHARAN [Dalit Activist, Speaker]', 'March 26, 2022 6PM', and '@ Google meet Platform'.	 A photograph of a woman with long dark hair, wearing a yellow top, speaking into a microphone.
4.	19/03/2022	Gender sensitization programme 'Gender in Everyday Life'	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/gender-in-everyday-life/">https://uccollege.edu.in/events/gender-in-everyday-life/</a>	 A brochure for a gender sensitization programme. It features a woman's face and text: 'KSWDC WOMEN CELL UC COLLEGE', 'GENDER SENSITISATION PROGRAMME "Gender In Everyday Life"', 'Resource Person', 'Dr. MALAVIKA BINNY [Asst. Professor, KSWDC University]', 'Date: 19-03-2022, 5 PM', and '@ Google meet Platform'.	 A photograph of a woman with short dark hair, wearing a yellow top, speaking into a microphone.

5.	08/03/2022	'Break the Bias' in connection with International day for Women	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/webinar-break-the-bias/">https://uccollege.edu.in/events/webinar-break-the-bias/</a>		
6.	08/03/2022	SIGNATURE BOARD	7 Kerala NCC	<a href="https://uccollege.edu.in/events/signature-board/">https://uccollege.edu.in/events/signature-board/</a>		
7.	08/03/2022	Women's day celebration Webinar – "Women's Participation in the Democratic Process"	7 Kerala NCC	<a href="https://uccollege.edu.in/events/webinar-womens-participation-in-the-democratic-process/">https://uccollege.edu.in/events/webinar-womens-participation-in-the-democratic-process/</a>		
8.	03/03/2022	Seminar on "Gender Discourse in Contemporary Society"	Dept. of English	<a href="https://english.uccollege.edu.in/events/centenary-public-lectures/">https://english.uccollege.edu.in/events/centenary-public-lectures/</a>		
10.	11/01/2022	Webinar on 'Hijras in Gharanas'	Dept. of Psychology	<a href="https://psychology.uccollege.edu.in/news/https-www-youtube-com-watchvuygxb_apedm/">https://psychology.uccollege.edu.in/news/https-www-youtube-com-watchvuygxb_apedm/</a>		
11.	19,20, 26, 27	Premarital Counselling	Dept. of Psychology	<a href="https://uccollege.edu.in/">https://uccollege.edu.in/</a>		

	November 2021 and 14, 15, 21, 22 December 2021	Programme for Minority Welfare		events/ചതുർദിന-സൗജന്യ-വിവാഹപൂർവ്വ/		
12.	10/09/2021	Webinar on 'Gender and Religion'	Dept. of English and IQAC	<a href="https://uccollege.edu.in/events/centenary-public-lecture/">https://uccollege.edu.in/events/centenary-public-lecture/</a>		
13.	02/09/2021	8th Susan Thomas Memorial Lecture, Webinar on 'Sthreeswathwa Nirmithi Vedethihasangaliloode'	Dept. of English	<a href="https://uccollege.edu.in/events/8th-susan-thomas-memorial-lecture/">https://uccollege.edu.in/events/8th-susan-thomas-memorial-lecture/</a>		
14.	30/08/2021	Webinar on 'Legal Protection for Women-Challenges and Possibilities'	KSWDC Women's Cell, UCC	<a href="https://uccollege.edu.in/events/webinar-legal-protection-for-women-challenges-and-possibilities/">https://uccollege.edu.in/events/webinar-legal-protection-for-women-challenges-and-possibilities/</a>		

15.	27/07/2021	Gender equality and women's right	Department of commerce	<a href="https://commerce.uccollege.edu.in/uncategorized/conducted-webinar-on-gender-equality-and-womens-rights/">https://commerce.uccollege.edu.in/uncategorized/conducted-webinar-on-gender-equality-and-womens-rights/</a>		
16.	12/06/2021	IP Commercialization	Dept of Zoology & Dept of Bioscience	<a href="https://uccollege.edu.in/events/webinar-on-ip-commercialization/">https://uccollege.edu.in/events/webinar-on-ip-commercialization/</a>		
17.	12/06/2021	'LET's Talk' -An interactive webinar	KSWDC Women's Cell, UCC and Ambedkar Reading Circle	<a href="https://uccollege.edu.in/events/lets-talk/">https://uccollege.edu.in/events/lets-talk/</a>		
18.	11/06/2021	Trans Inclusive Society	Department of Commerce in association with Democratic Transgender, Federation of Kerala	<a href="https://commerce.uccollege.edu.in/events/a-webinar-on-trans-inclusive-society-">https://commerce.uccollege.edu.in/events/a-webinar-on-trans-inclusive-society-</a>		