7.1.1 : Facilities for women on the Campus

Criteria 7.1.1: Gender Audit, Promotion of Gender Equity, Sensitization in Curricular and
Co-Curricular Activities and Facilities for Women on Campus

CCTV surveillance on the Campus

Criteria 7.1.1: Gender Audit, Promotion of Gender Equity, Sensitization in Curricular and Co-Curricular Activities and Facilities for Women on Campus
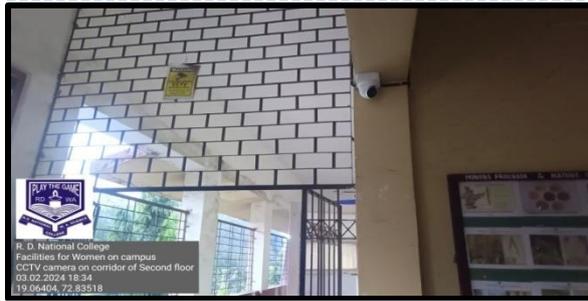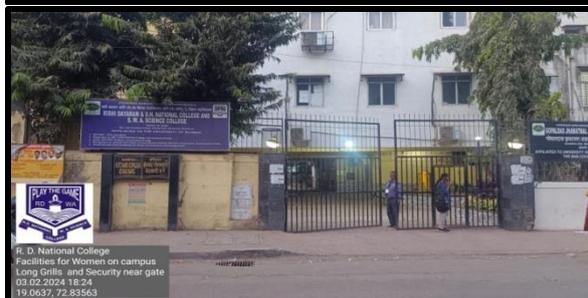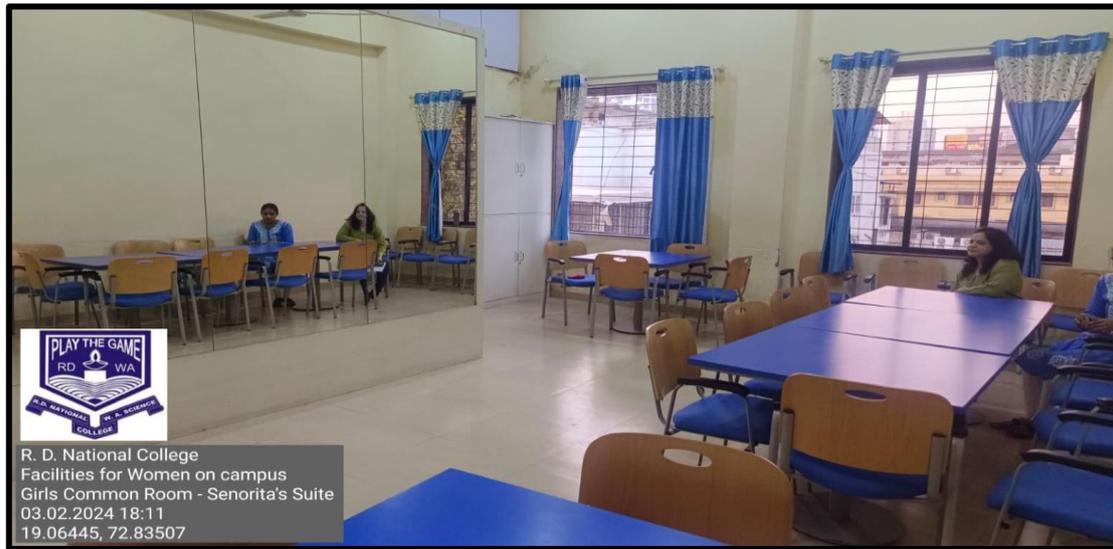
Monitoring CCTV round the Clock

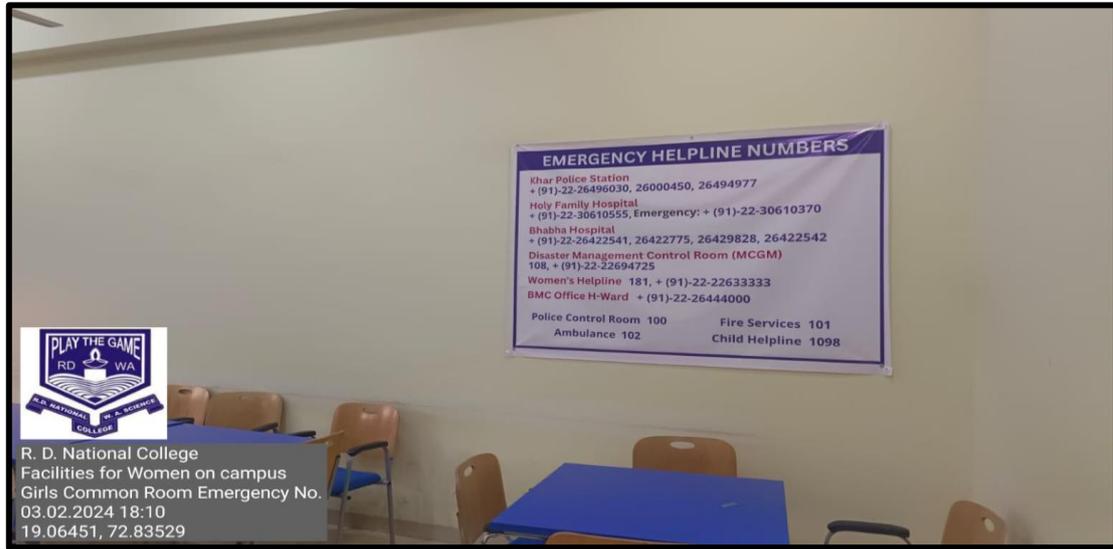**Grills and Barbwires around the Campus and Security monitoring at every entrance**

3

Criteria 7.1.1: Gender Audit, Promotion of Gender Equity, Sensitization in Curricular and
Co-Curricular Activities and Facilities for Women on Campus

Girls Common Room – Senorita Suite

Sanitary Napkin Vending machine in Girls Common Room & Staff Washroom for Ladies

Criteria 7.1.1: Gender Audit, Promotion of Gender Equity, Sensitization in Curricular and Co-Curricular Activities and Facilities for Women on Campus

2018-23

GENDER
EQUALITY

♂ = ♀

R.D. AND S.H. NATIONAL COLLEGE & S.W.A. SCIENCE COLLEGE GENDER AUDIT REPORT

CHITRALEKHA VAIDYA
VARSHASOOKT CONSULTANTS

projects.varshasookt@gmail.com   Varshasookt Consultants

INDEX

CERTIFICATE

Name of Institution: R. D. and S.H. National College & S.W.A. Science College

Date of Gender Audit Completion: 28th September 2022

Conducted By: Varshasookt Consultants

We, at Varshasookt Consultants, hereby affirm that the Gender Audit was conducted diligently and comprehensively, in line with established principles of gender equality and inclusivity. The audit encompassed a thorough examination of R. D. and S.H. National College & S.W.A. Science College's policies, practices, and cultural dynamics to evaluate its alignment with gender equality standards and identify opportunities for enhancement.

Through this audit process, valuable insights have been garnered to support R. D. and S.H. National College & S.W.A. Science College in fostering a more equitable and inclusive environment. The recommendations and insights provided by Varshasookt Consultants aim to facilitate positive change, promote diversity, and strengthen gender responsiveness within the institution.

We extend our appreciation to **R. D. and S.H. National College & S.W.A. Science College** for their cooperation and support throughout the Gender Audit process. It is our collective commitment to advance gender equality and create environments that are respectful, inclusive, and empowering for all individuals.

Given under our hand and the official seal of Varshasookt Consultants, on this **28th day of September, 2022.**

Place: Mumbai

Ms. Chitralekha Vinayak Vaidya

(Lead Auditor)

COMMITTEE MEMBERS FOR GENDER AUDIT

Dr. NEHA JAGTIANI	**:** PRINCIPAL
Mr. DINESH HIMATSINGHANI	**:** IQAC CONVENOR
Dr. MONA KEJARIWAL	**:** IQAC CO-CONVENOR
Ms. NAMRATA AJWANI	**:** INCHARGE, CRITERIA 7
Dr. RAJESH RAUT	**:** MEMBER
Dr. SUCHANDRA DUTTA	**:** MEMBER
Mr. NIKHIL DISORIA	**:** MEMBER
Dr. KRANTI DOIBOLE	**:** MEMBER
Ms. NAYANA CHAVAN	**:** MEMBER
Ms. CHITRAA SHETE	**:** MEMBER

GENDER AUDIT: AN INTRODUCTION

The word gender describes the socially constructed roles and responsibilities that societies consider appropriate for men and women. Gender equality refers to equality between men and women that does not mean 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 equality is not a women's issue but should concern and fully engage men as well as women. Equal rights are not enough. Inequality exists in our minds, in our biases and prejudices, and that remains to be fixed. If equality is the end goal, equity is the means to get there.

The gender equality symbol consists of a circle, an arrow sprouting from the top right part of the circle, a cross sprouting from the bottom of the circle, and an equal sign in the center of the circle.

Gender equity means recognizing that differences in ability mean that fairness often requires treating people differently so that they can achieve the same outcome. Gender inequality is still present in every society and remains as a huge barrier for the world. Gender inequality holds back the growth of individuals, the development of countries and the evolution of societies, to the disadvantage of both men and women. Gender equality prevents violence against women and girls. A world of gender parity can only be achieved with the active participation of all genders. Societies that value women and men as equal are safer and healthier. The gender audit is in general an internal audit from a gender perspective and it was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk-about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

1.   INTRODUCTION OF THE INSTITUTION

Rishi Dayaram & Seth Hassaram National College and Seth Wassiamull Assomull Science College, Bandra, Mumbai is one of the oldest institutes of higher education situated in the suburbs of Mumbai. The college was first established in Hyderabad (Sind), now in Pakistan, in the year 1921 with the blessings of Dr. Annie Besant and Rishi Dayaram. After partition, the then Principal of this college, Principal K. M. Kundnani, vowed to re-establish the college in Mumbai.

It is the first college to be established by the Hyderabad Sind National Collegiate Board (HSNCB) in Mumbai, in the year 1949, under the able guidance of the founder Principal of this college, K. M. Kundnani and the founder President of the HSNCB, Barrister H. G. Advani. The history of the college is an inspiration in itself and has been striving to provide best of the facilities and the courses, and has served first generation learners and minority communities for over six decades, imparting value-based community intense education.

The college is permanently affiliated to the University of Mumbai and is recognized by UGC under 2(f) and 12(b) of U.G.C. Act. Working towards its vision and mission statements, the college lays great emphasis on the all-round development of all its students. While academic excellence is encouraged and rewarded, a variety of extracurricular activities conducted by the institution enable the students to explore their capabilities and is a step towards the holistic development of the students' personality and confidence. Students of both, Junior and Degree College, participate in

academic and other activities of the college every year under the guidance of its caring and supportive staff.

Recently, the prestigious educational institution celebrated 75 years of sheer excellence not just in the field of academia but above and beyond it. R.D. & S.H. National College and S.W.A. Science College firmly believes in the ideology of nourishing not only our students but also the society. This constantly drives and encourages our team to effectuate a plethora of dynamic social, cultural, academic and environmental initiatives. Some of our significant ingenuities include the installation of a Water Recycling Plant and adopting Rainwater Harvesting; establishing and flourishing a homegrown Medicinal Garden in our campus; installing Solar Panels to promote energy conservation; organizing frequent Health Check-ups for our staff and students, setting up Covid Vaccination Drives for all our students; arranging Blood Donation Camps in the challenging and testing times on the campus to help the diseased; Offering Relief work at an Adopted Village Pansai, Dist. Raigad by the NSS Unit along with providing an Education Support Program for the people of Pansai; distribution and promotion of Khadi Masks to support the ideology of our Hon'ble Prime Minister's voice of Atmanirbhar Bharat and Vocal for Local. The College on its 75th anniversary proudly installed Smt. Jotu Kundnani Chowk on Linking Road, Bandra West.

In addition, the shift to online mode of education has been eased by several technological advancements not only for students but also for Faculty members and Support Staff. An exemplar of this technological enhancement would be training the support staff in English Proficiency; several trainings are regularly provided to faculty members based on the use of LMS platforms along with a Membership of INFLIBNET. Strategic teaching techniques are adopted by faculty members to churn out the best potential from learners amidst the unprecedented times by organizing Online Orientation sessions for first year students and via initiating E-resources like Virtual laboratory; updating the Google classroom platforms, using simulations for delivery of learning material for students; organizing Online Webinars, Workshops, Guest Lectures by industry professionals to impart their expertise, knowledge and experience; conducting examinations and much more. The establishment of a fully secured Wi-Fi enabled campus along with an advanced art, sound and editing studio add to the many feathers on our cap. The launch of a civil service Centre for students to prepare for the UPSC /MPSC examinations traces a milestone along with the DBT STAR College scheme that has strengthened academic excellence by providing several essential instruments to SIX Science Departments of the college.

The college firmly believes in laying the foundation for a credible education by insisting and encouraging experiential learning via bringing the real world closer to the students endorsing Academia – Industry Interface. Institute Innovation Council (IIC), is another scheme of MHRD, Government of India, that has been running since 2018, and in 2019 we have been provided by a 5 STAR rating for conducting activities related to innovation, Entrepreneurship, IPR and Start-ups

A dynamic approach towards uplifting the performance and churning out the best constantly has always been the prime motto of the college. A plethora of initiatives are taken by the college in order to educate students beyond academics and firmly inculcate the value of social responsibilities. The college is aware of its social responsibilities and caters to work in this direction by promoting amongst all students a culture of community service.

The college strongly believes that one of the most important aspects of higher education is to create an individual who can contribute to national growth through self-learning. Campus Induced Placement Process and Intercollegiate departmental festivals are some student-intense steps in the direction of self-learning.

The grievances of students are addressed through instruments like the Inward System, Mentor System, Tutor System, etc. A language Lab and English Proficiency courses cater to the needs of first-generation learners and students from vernacular

medium of school education. The college is a part of large conglomerate of fourteen prime educational institutions in and around Mumbai, as well as, has established networks with neighboring institutions and other institutions of repute. This helps the college in providing further avenues to its students for exposition of theory.

The students are also exposed to the world outside its curriculum by conducting of Industrial /Institutional Visits, Guest Lectures by eminent personalities and by the introduction of skill-based programs. The college has collaborations with some industries and corporate houses.

Workshops are organized on regular basis to abreast our students and faculties with the latest knowledge and to enhance their employability skills. The progressive management, the enthusiastic faculty and students who are the ambassadors of the college strongly believe in the motto of the college, "PLAY THE GAME", and are working in a direction to take the institution towards accomplishing its mission and vision statements, reflecting the ideology of our founders.

2. R.D. AND S.H. NATIONAL COLLEGE & S.W.A. SCIENCE COLLEGE GENDER POLICY

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

3.   INTRODUCTION TO GENDER AUDIT

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies, and actions formulated for the up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory gender audit and the gender integration framework.

Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation phase of the policy, program or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

KEY STEPS IN GENDER AUDIT

Planning

Field Work

Draft Report

Final Report

4.　CONSTITUTION OF GENDER AUDIT

A gender audit usually includes two dimensions as follows:

An external audit: This dimension seeks to evaluate the degree to which an organization incorporates gender considerations into its policies, programs, projects, and services in terms of their content, delivery, and evaluation. External gender audits assess the effectiveness of gender integration in promoting inclusion and benefits for both women and men impacted by the organization's initiatives. When applied to policies, programs, projects, or services, a gender audit begins by examining how thoroughly gender equality is integrated into high-level policy objectives and priorities. It then further assesses the actual implementation of policy intentions in specific endeavors (e.g., programs, projects, services). At the planning stage, a gender audit scrutinizes whether there are specific gender objectives or if gender considerations are integrated into the overall objectives of the policy, ensuring that these initiatives contribute to bridging gender gaps, promoting equal benefits for women and men, and preventing the perpetuation of inequalities.

An internal audit: This aspect pertains to the extent to which an organization promotes gender equality within its internal organizational and managerial framework, as well as in its day-to-day operations, and the impact of these efforts on achieving gender parity within the organization. An internal gender audit monitors and evaluates the advancements made in integrating gender considerations, contributes to enhancing the organization's capacity for gender equality initiatives, fosters collective organizational commitment to gender equality, and enhances organizational learning in the context of gender-related matters.

5. OBJECTIVES OF THE GENDER AUDIT EXERCISE

• To assess measures in place for the safety and security of all genders.

• To assess the efficiency, accessibility, unbiasedness, and confidentiality of the Women Development Cell for Grievances and their Redressal.

• To assess initiatives for creating awareness about gender equity.

• To develop and enhance the self-confidence and self-esteem of female students, women faculty, and staff in the college.

• To protect students, especially from ragging and sexual harassment, with an awareness of the mechanism for raising a complaint through the systems in place, with the help of staff, seminars, posters, etc.

• To examine the work of a certified consultant responsible for personal development and confidence-building among students.

• To measure initiatives aimed at encouraging female students to take on leadership roles in programs that foster confidence and instill leadership qualities in them.

• To collaborate with IQAC, Anti-ragging Committee, Discipline Committee, and Internal Complaint Committee for the creation of gender sensitization.

• The audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs, and organizational performance, and vice versa.

The main objectives of the Gender Audit are as follows:
a) To understand the gender balance in the institution.
b) To gauge gender perceptions among stakeholders.
c) To reflect on and map out a road and goals for gender action.

6. GENDER AUDIT METHODS

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability, and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, and position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

7. GENDER-WISE DISTRIBUTION OF STAFF

A gender-sensitive institute aims to create and broaden prospects and belief models related to gender. A gender-sensitive organization responds equally to all genders with specific interests, without any presumption. Gender is a major factor in institutional governance and leadership, taking steps to ensure gender equality.

An audit of gender-sensitive features in the institution yielded the following notable points:

- Clean and hygienic sanitation facilities, in the form of separate toilets for students and staff, are provided in the common area. Separate toilets for male and female faculty are also available.

- A Ladies Common Room is provided on the 2nd floor of the main building.

- CCTV cameras, being monitored, are installed at strategic locations within the campus, especially in the library, laboratory, cabins, open spaces, and all gates.

- The Women Development Cell, IQAC, and departments conduct gender sensitization programs regularly for the students.

8. GENDER BALANCE WITHIN THE INSTITUTION

Gender balance is the fair ratio of male and female representation in terms of the number of students in various programs, as well as within the staff structure. The goal is to address the unequal access to resources and opportunities for women, resulting in diminished capabilities and hindering their empowerment and access to development initiatives.

The Gender Audit Team reviewed and analyzed the working environment, finding that the college operates in an atmosphere where all genders have equal access opportunities to achieve all-round development. Gender equity necessitates providing girls and women with a full range of activity and program choices that meet their needs, interests, and experiences. The college's motto emphasizes the overall personality development of all students. In alignment with gender equality, various facilities are provided for girls. The NSS unit for both boys and girls meticulously develops their character and instills qualities such as comradeship, discipline, leadership, a secular outlook, and a spirit of adventure. This unit particularly focuses on recognizing the outstanding achievements of girls.

Lectures by eminent personalities on various topics are held to further develop the personality of the students, with a special emphasis on gender equality. Women-centric workshops, covering topics such as safety, hygiene, mental health, and initiatives towards equal treatment of all genders, have been organized. In the last 5 years, 24 such programs were conducted to raise awareness among girls about their rights and responsibilities. The college has established an Anti-Ragging Committee and a Women Development Cell. Girl students have achieved significant success in Cultural Activities and Sports, bringing glory and recognition to both them and the college through their participation in Youth Festivals and various competitions. Scrutiny of

student responses revealed that the majority believes the gender equity in the college is adequate.

8.1. GENDER-WISE DETAILS OF TOTAL STUDENTS IN THE COLLEGE

Table No 1-

The gender distribution in the college for the academic year 2019-23 indicates a fairly balanced representation, with 44.5% male students and 55.5% female students. This balance is positive and suggests a diverse student body.

Gender wise Details of Students in the College				
Sr. No	Year	Total	Male	Female
1	2022-23	4030	1793	2237
2	2021-22	3978	1704	2274
3	2020-21	3928	1725	2203
4	2019-20	3497	1545	1952
5	2018-19	3190	1415	1775

GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE
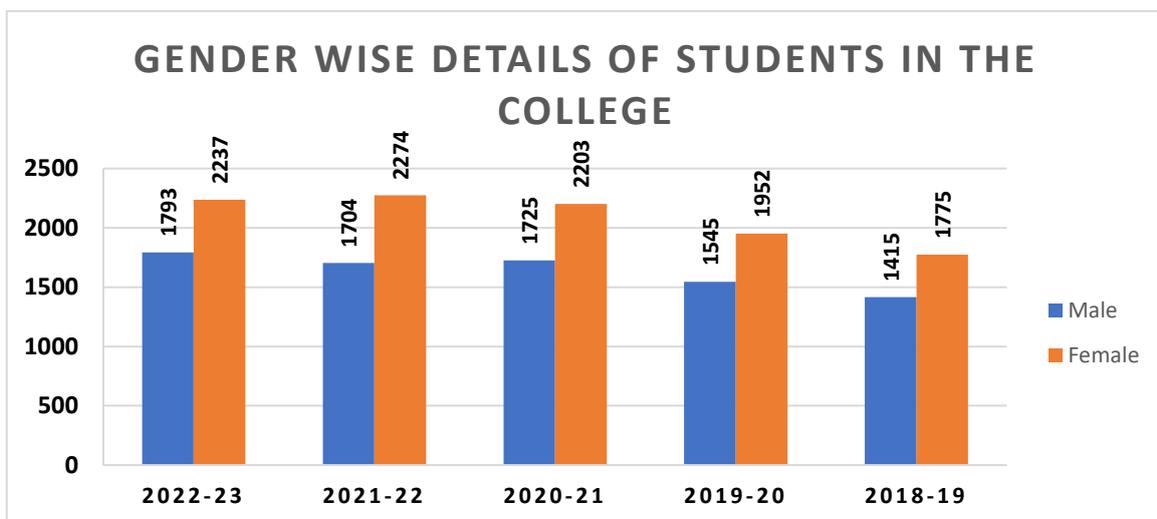
8.2. GENDER-WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE

Table No 2-

The data indicates a slightly higher representation of female teaching faculties compared to their male counterparts. While the overall gender distribution in the AIDED section of the college is relatively balanced.

Gender-wise Details of Total Teaching Faculties in the College (AIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	35	15	20
2	2021-22	35	15	20
3	2020-21	37	16	21
4	2019-20	40	17	23
5	2018-19	41	17	24

GENDER WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE (AIDED)

8.3. GENDER-WISE DETAILS OF TOTAL TEACHING STAFF IN THE COLLEGE (UNAIDED)

Table No 3

The gender audit reveals a notable gender disparity within the UNAIDED teaching staff of the college, with a higher representation of female staff members.

Gender-wise Details of Total Teaching Faculties in the College (UNAIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	31	8	23
2	2021-22	31	9	22
3	2020-21	33	10	23
4	2019-20	40	10	30
5	2018-19	37	9	28

Gender wise Details of Total Teaching Faculties in the College (UNAIDED)

8.4. GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (AIDED)

Table No 4

The data indicates a significant gender disparity among the non-teaching staff in the AIDED section, with a notably higher representation of male staff members. Understanding the root causes of this imbalance is crucial for promoting gender equity.

Gender-wise Details of Total Non-Teaching Staff in the College (AIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	70	63	7
2	2021-22	72	64	8
3	2020-21	77	69	8
4	2019-20	79	70	9
5	2018-19	80	71	9

Gender wise Details of Total Non-Teaching Staff in the College (AIDED)

	2022-23	2021-22	2020-21	2019-20	2018-19
Male	63	64	69	70	71
Female	7	8	8	9	9

8.5. GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (UNAIDED)

Table No 5

The data indicates a significant gender disparity among the non-teaching staff in the UNAIDED section, with a notably higher representation of male staff members. Understanding the root causes of this imbalance is crucial for promoting gender equity.

Gender wise Details of Total Non-Teaching Staff in the College (UNAIDED)				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	41	37	4
2	2021-22	38	36	2
3	2020-21	35	33	2
4	2019-20	37	35	2
5	2018-19	38	35	3

Gender wise Details of Total Non-Teaching Staff in the College (UNAIDED)

	2022-23	2021-22	2020-21	2019-20	2018-19
Female	4	2	2	2	3
Male	37	36	33	35	35

8.6. GENDER-WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE (AIDED)

Table No 6

The gender audit reveals a slight gender imbalance among teaching faculties in the AIDED section of the college, with a higher representation of female staff.

Gender wise Details of Total Teaching Faculties in the College (AIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	35	15	20
2	2021-22	35	15	20
3	2020-21	37	16	21
4	2019-20	40	17	23
5	2018-19	41	17	24

GENDER WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE (AIDED)

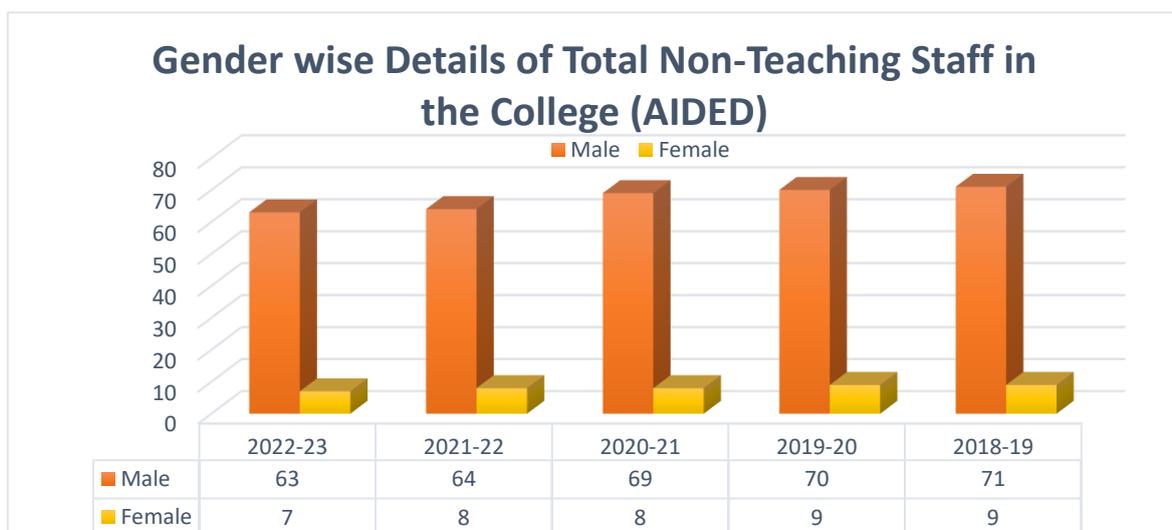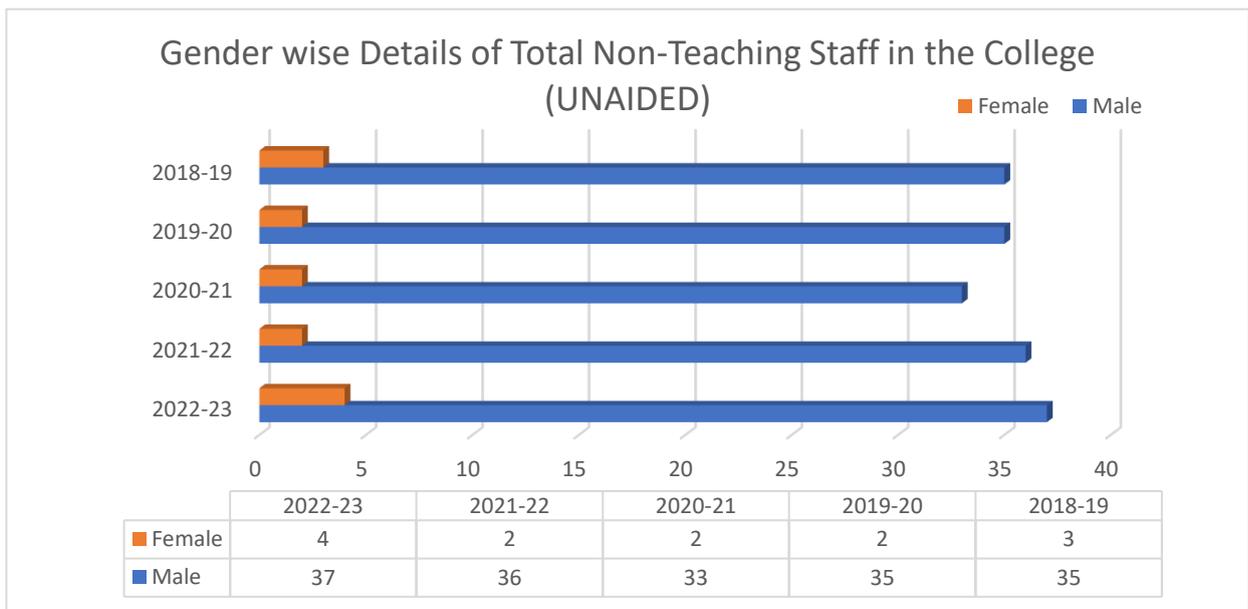|	2022-23	2021-22	2020-21	2019-20	2018-19
Male	15	15	16	17	17
Female	20	20	21	23	24

8.7. GENDER WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE (UNAIDED)

Table No 7

The data highlights a significant gender disparity among teaching faculties in the UNAIDED section, with a considerably higher representation of female staff. Identifying the factors contributing to this disparity is crucial for fostering gender equity within the teaching staff.

Gender wise Details of Total Teaching Faculties in the College (UNAIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	31	8	23
2	2021-22	31	9	22
3	2020-21	33	10	23
4	2019-20	40	10	30
5	2018-19	37	9	28

GENDER WISE DETAILS OF TOTAL TEACHING FACULTIES IN THE COLLEGE (UNAIDED)

	2022-23	2021-22	2020-21	2019-20	2018-19
Male	8	9	10	10	9
Female	23	22	23	30	28

8.8. GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (AIDED)

Table No 8

The data indicates a substantial gender disparity among non-teaching staff in the AIDED section, with a notably higher representation of male staff members.

Gender-wise Details of Total Non-Teaching Staff in the College (AIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	70	63	7
2	2021-22	72	64	8
3	2020-21	77	69	8
4	2019-20	79	70	9
5	2018-19	80	71	9

GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (AIDED)

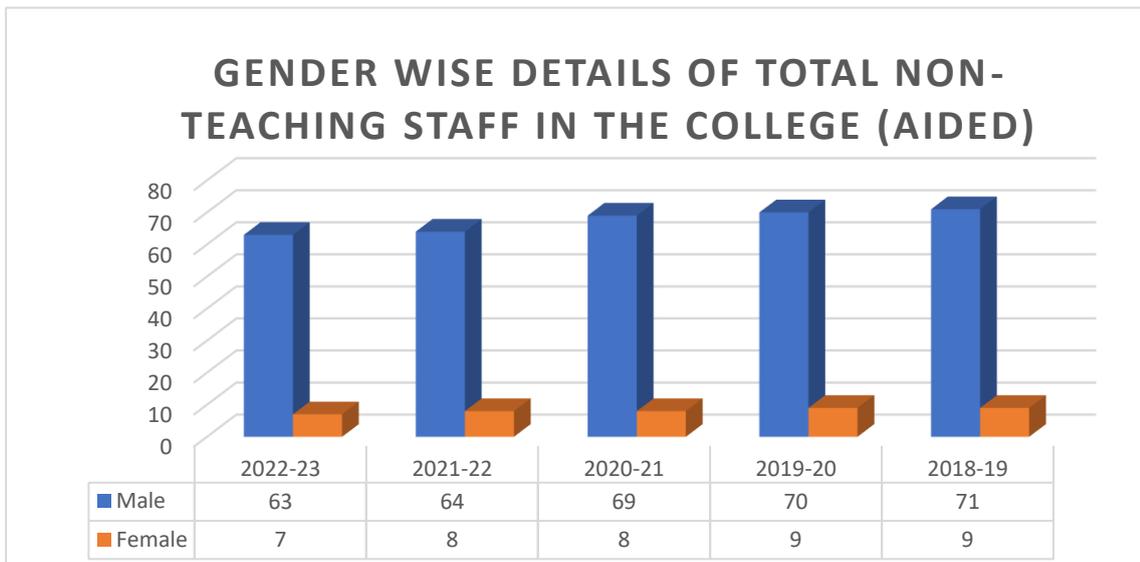|	2022-23	2021-22	2020-21	2019-20	2018-19
Male	63	64	69	70	71
Female	7	8	8	9	9

8.9. GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (UNAIDED)

Table No 9

The data indicates a substantial gender disparity among non-teaching staff in the UNAIDED section, with a notably higher representation of male staff members.

Gender wise Details of Total Non-Teaching Staff in the College (UNAIDED)				
Sr. No	Year	Total	Male	Female
1	2022-23	41	37	4
2	2021-22	38	36	2
3	2020-21	35	33	2
4	2019-20	37	35	2
5	2018-19	38	35	3

GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE COLLEGE (UNAIDED)

	2022-23	2021-22	2020-21	2019-20	2018-19
Female	4	2	2	2	3
Male	37	36	33	35	35

8.10. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BA

Table No 10

The data indicates a significant gender disparity among students in the BA program, with a notably higher representation of female students.

Gender wise Details of Students in the College - BA				
Sr. No	Year	Total	Male	Female
1	2022-23	699	166	533
2	2021-22	742	164	578
3	2020-21	684	150	534
4	2019-20	542	121	421
5	2018-19	451	92	359

Gender wise Details of Students in the College - BA

8.11. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BCOM

Table No 11

The gender audit reveals a relatively balanced gender distribution among students in the BCom program, with a slightly higher representation of male students.

Gender wise Details of Students in the College - **BCOM**				
Sr. No	Year	Total	Male	Female
1	2022-23	784	405	379
2	2021-22	827	423	404
3	2020-21	805	421	384
4	2019-20	650	329	321
5	2018-19	556	268	288

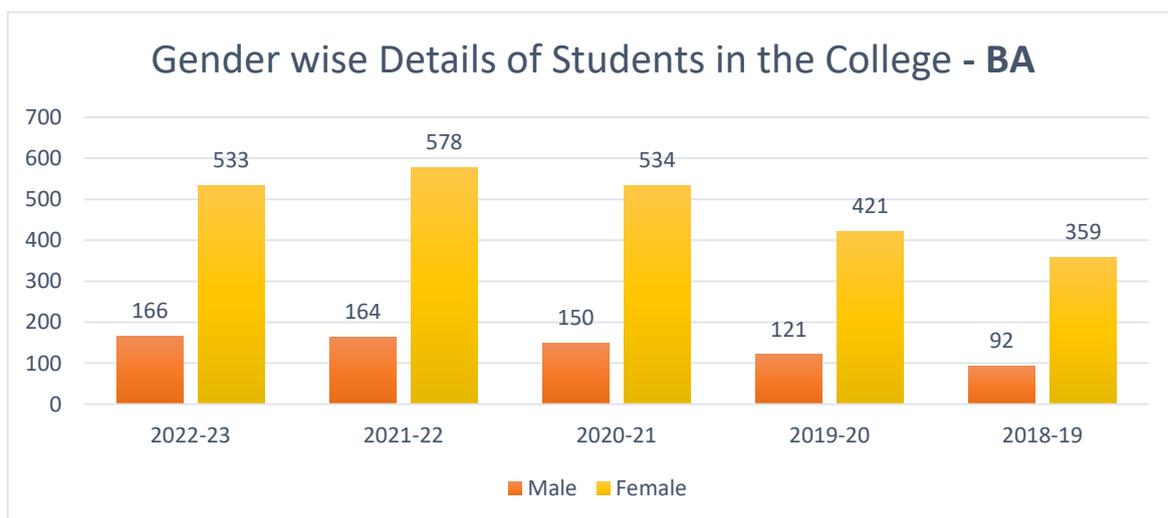Gender wise Details of Students in the College - BCOM
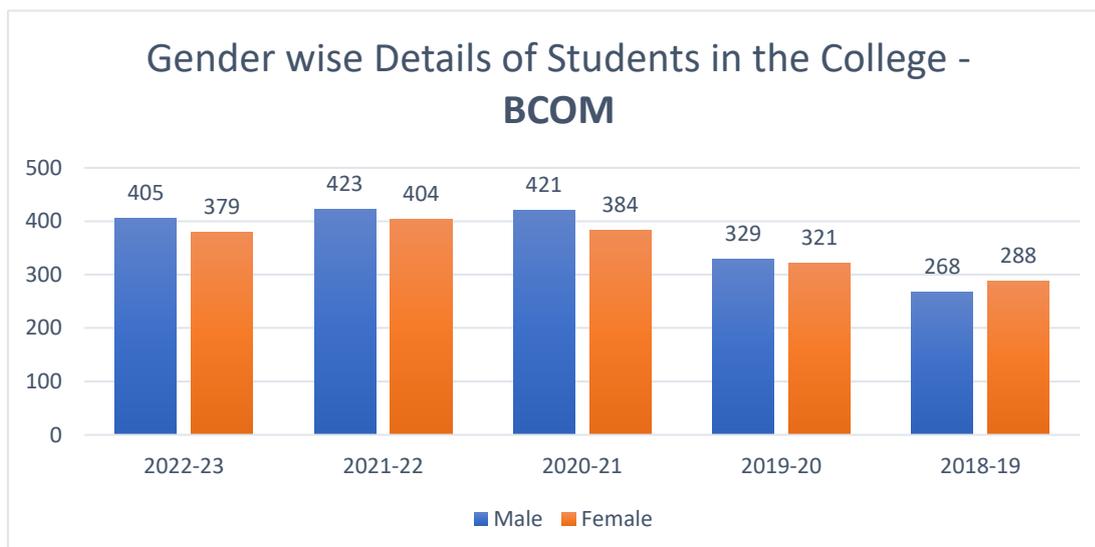
8.12. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BSC

Table No 12

The data indicates a noticeable gender disparity among students in the BSc program, with a higher representation of female students.

Gender wise Details of Students in the College - BSC				
Sr. No	Year	Total	Male	Female
1	2022-23	378	158	220
2	2021-22	374	146	228
3	2020-21	467	197	270
4	2019-20	414	181	233
5	2018-19	412	180	232

Gender wise Details of Students in the College - **BSC**

8.13. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BAMMC

Table No – 13

The data indicates a slight gender disparity among students in the BAMMC program, with a slightly higher representation of female students.

Gender wise Details of Students in the College - **BAMMC**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	381	169	212
2	2021-22	356	155	201
3	2020-21	254	123	131
4	2019-20	378	156	222
5	2018-19	371	160	211

Gender wise Details of Students in the College - BAMMC

8.14. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BAF

Table No-14

The gender audit reveals a slight gender disparity among students in the BAF program, with a slightly higher representation of female students.

Gender wise Details of Students in the College - **BAF**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	318	139	179
2	2021-22	279	113	166
3	2020-21	215	91	124
4	2019-20	214	95	119
5	2018-19	207	100	107

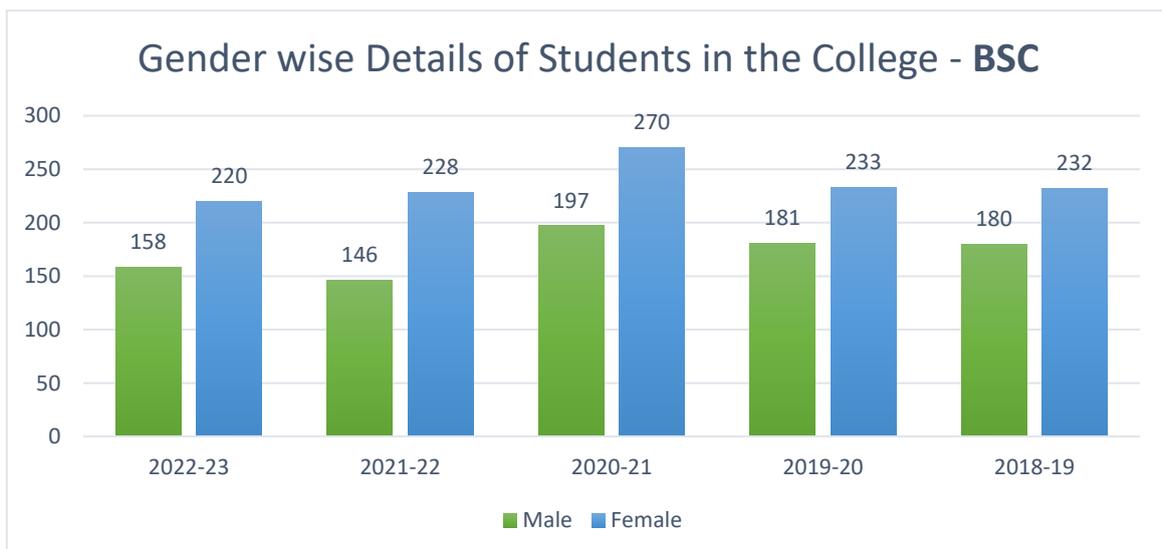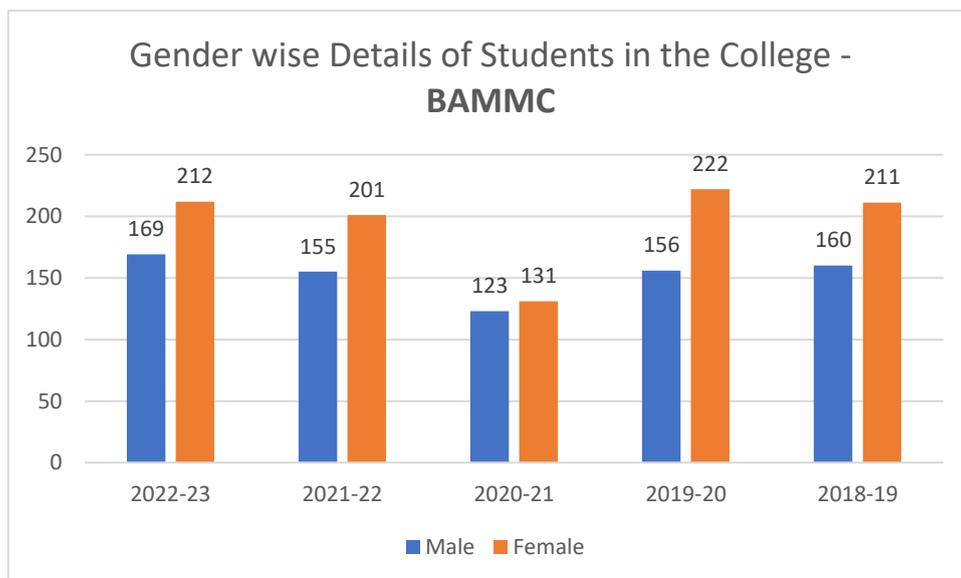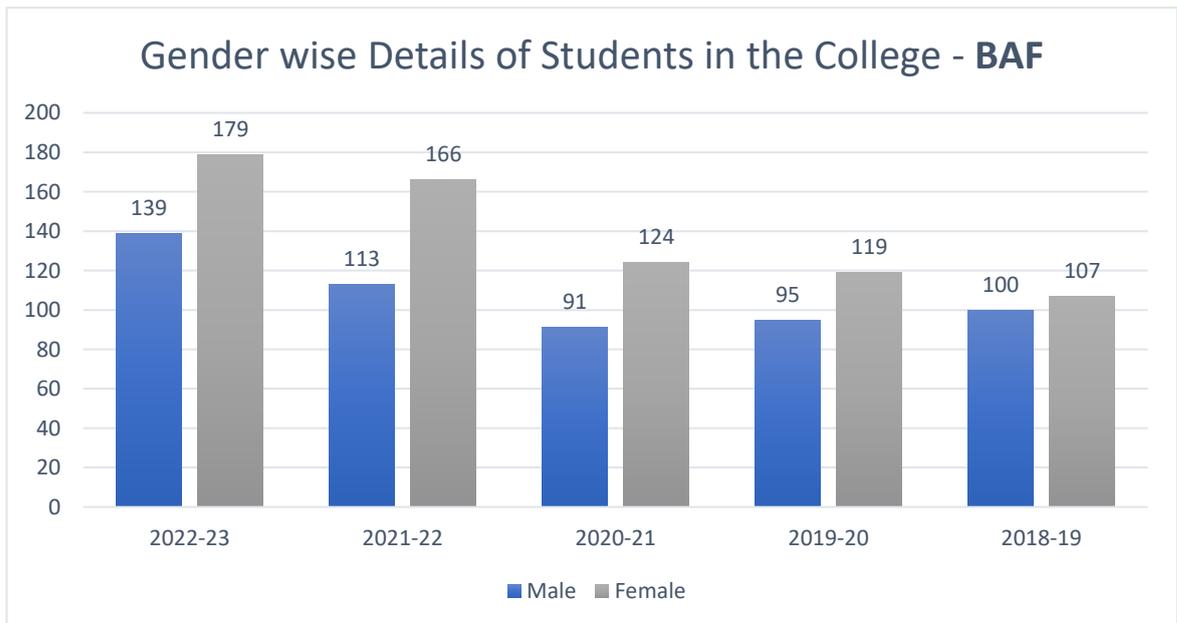Gender wise Details of Students in the College - **BAF**

8.15. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BMS

Table No-15

The data indicates a slight gender disparity among students in the BMS program, with a slightly higher representation of male students.

Sr. No	Year	Total	Male	Female
Gender wise Details of Students in the College - **BMS**
1	2022-23	523	278	245
2	2021-22	464	241	223
3	2020-21	419	235	184
4	2019-20	409	242	167
5	2018-19	402	251	151

Gender wise Details of Students in the College - **BMS**

	2022-23	2021-22	2020-21	2019-20	2018-19
Female	245	223	184	167	151
Male	278	241	235	242	251

8.16. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – BIOTECH

Table No-16

The data indicates a significant gender disparity among students in the BIOTECH program, with a notably higher representation of female students.

Gender wise Details of Students in the College - **BIOTECH**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	101	21	80
2	2021-22	108	26	82
3	2020-21	115	27	88
4	2019-20	105	27	78
5	2018-19	101	23	78

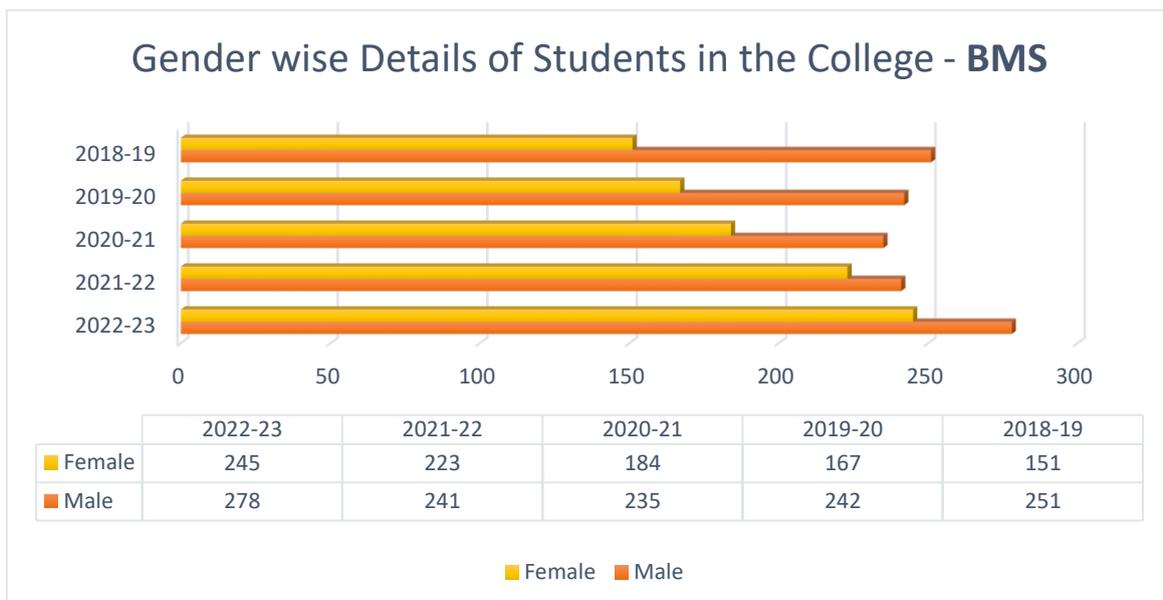Gender wise Details of Students in the College - **BIOTECH**

8.17. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - COMP SC

Table No-17

The data indicates a significant gender disparity among students in the COMP SC program, with a notably higher representation of male students.

Gender wise Details of Students in the College - **COMP SC**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	186	144	42
2	2021-22	190	158	32
3	2020-21	190	155	35
4	2019-20	177	136	41
5	2018-19	165	121	44

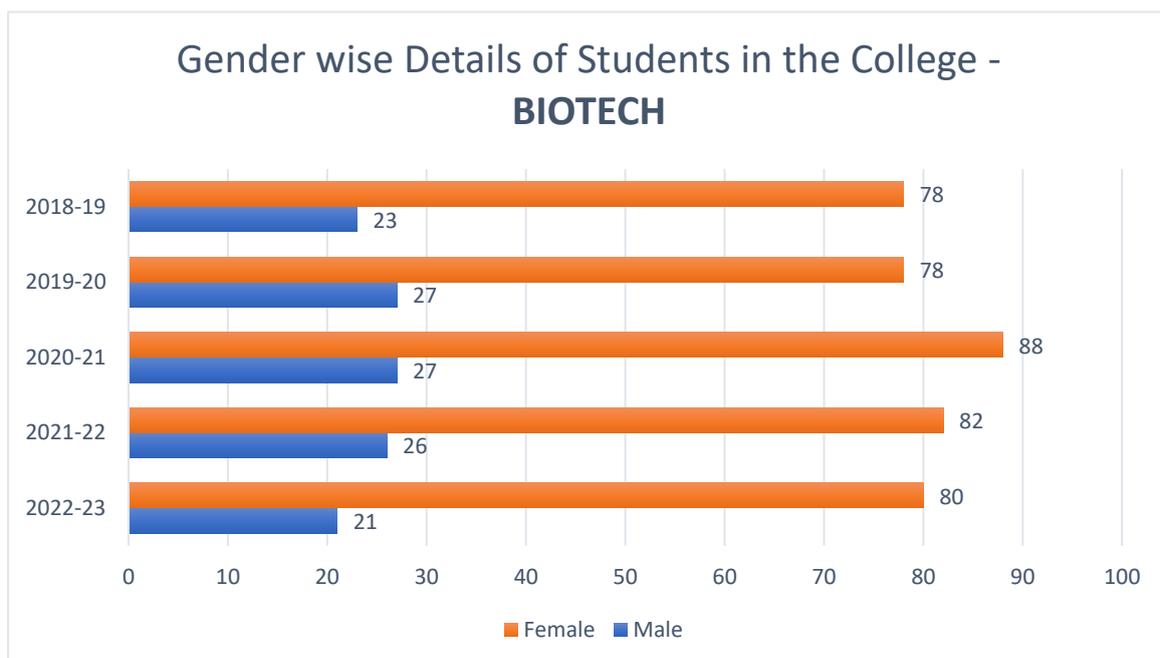Gender wise Details of Students in the College - COMP SC

8.18. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE – IT

Table No-18

The data indicates a significant gender disparity among students in the IT program, with a notably higher representation of male students.

Gender wise Details of Students in the College - **IT**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	208	161	47
2	2021-22	199	156	43
3	2020-21	195	146	49
4	2019-20	180	123	57
5	2018-19	180	122	58

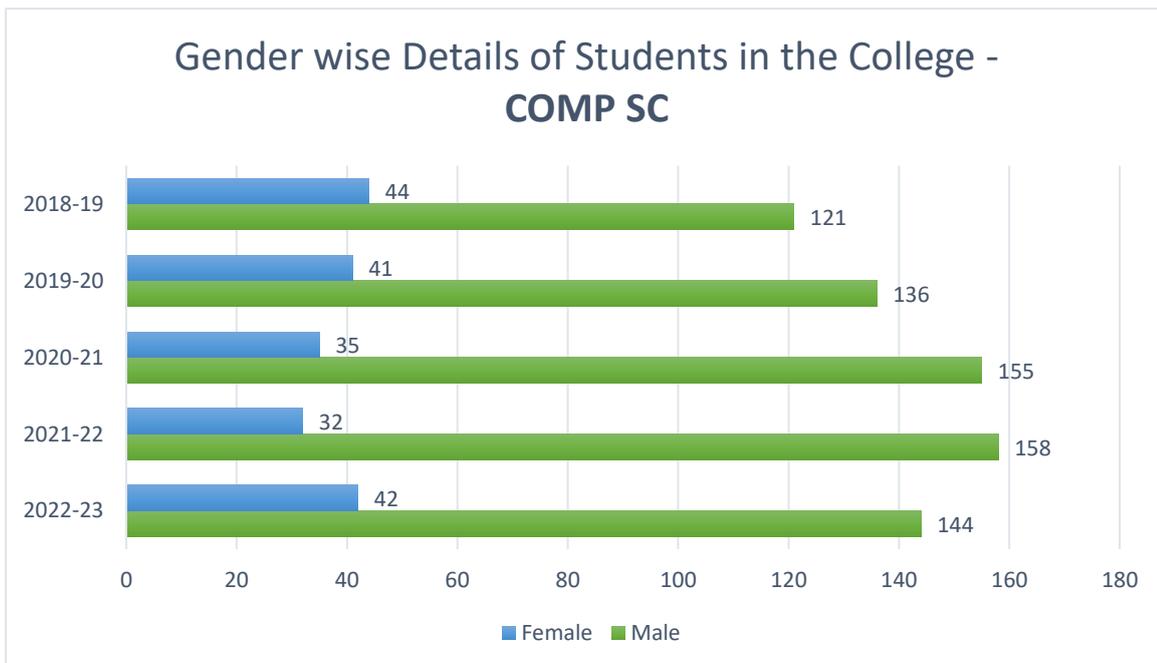Gender wise Details of Students in the College - **IT**
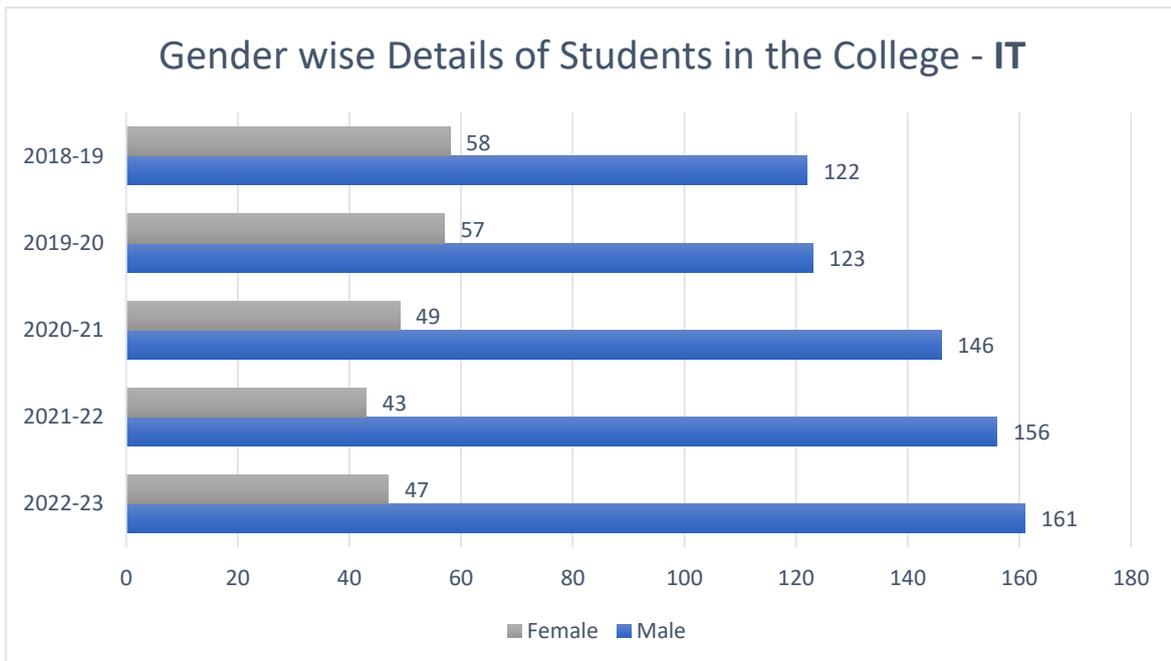
8.19. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MA-ENG

Table No-19

The data indicates a significant gender disparity among students in the MA-ENG program, with a notably higher representation of female students.

Gender wise Details of Students in the College - **MA-ENG**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	66	7	59
2	2021-22	76	6	70
3	2020-21	91	10	81
4	2019-20	83	9	74
5	2018-19	52	3	49

Gender wise Details of Students in the College - **MA-ENG**

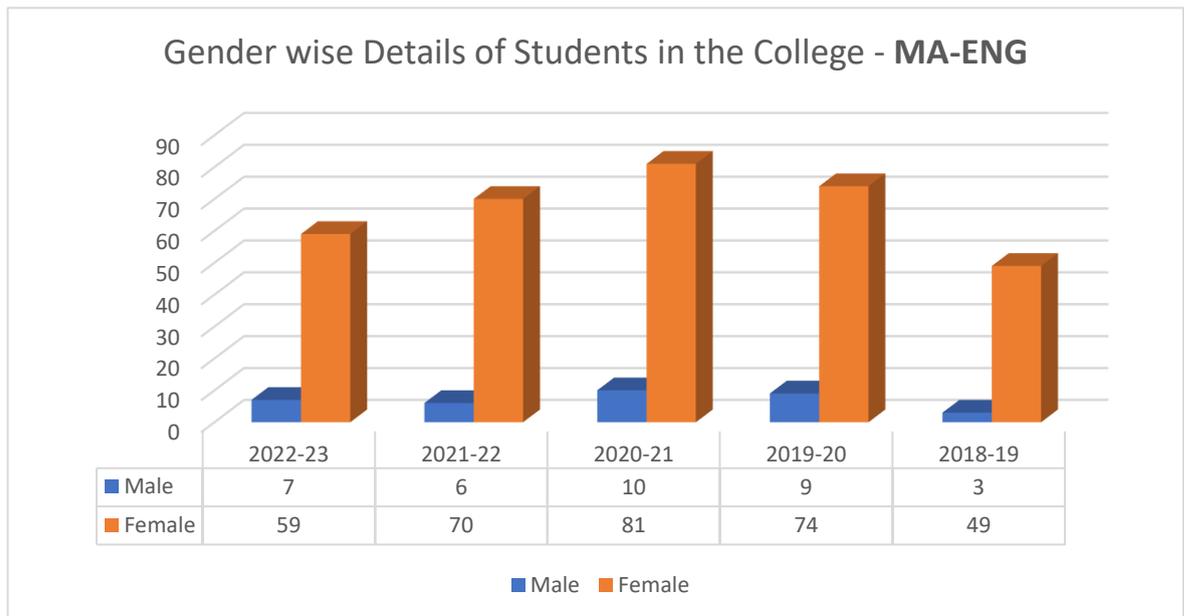|	2022-23	2021-22	2020-21	2019-20	2018-19
Male	7	6	10	9	3
Female	59	70	81	74	49

8.20. GENDER-WISE DETAILS OF STUDENTS IN THE COLLEGE - MA-PSY

Table No-20

The data indicates a significant gender disparity among students in the MA-PSY program, with a notably higher representation of female students.

Sr. No	Year	Total	Male	Female
Gender wise Details of Students in the College - **MA-PSY**				
1	2022-23	118	11	107
2	2021-22	126	9	117
3	2020-21	116	7	109
4	2019-20	112	10	102
5	2018-19	99	8	91

Gender wise Details of Students in the College - **MA-PSY**

	2022-23	2021-22	2020-21	2019-20	2018-19
Male	11	9	7	10	8
Female	107	117	109	102	91
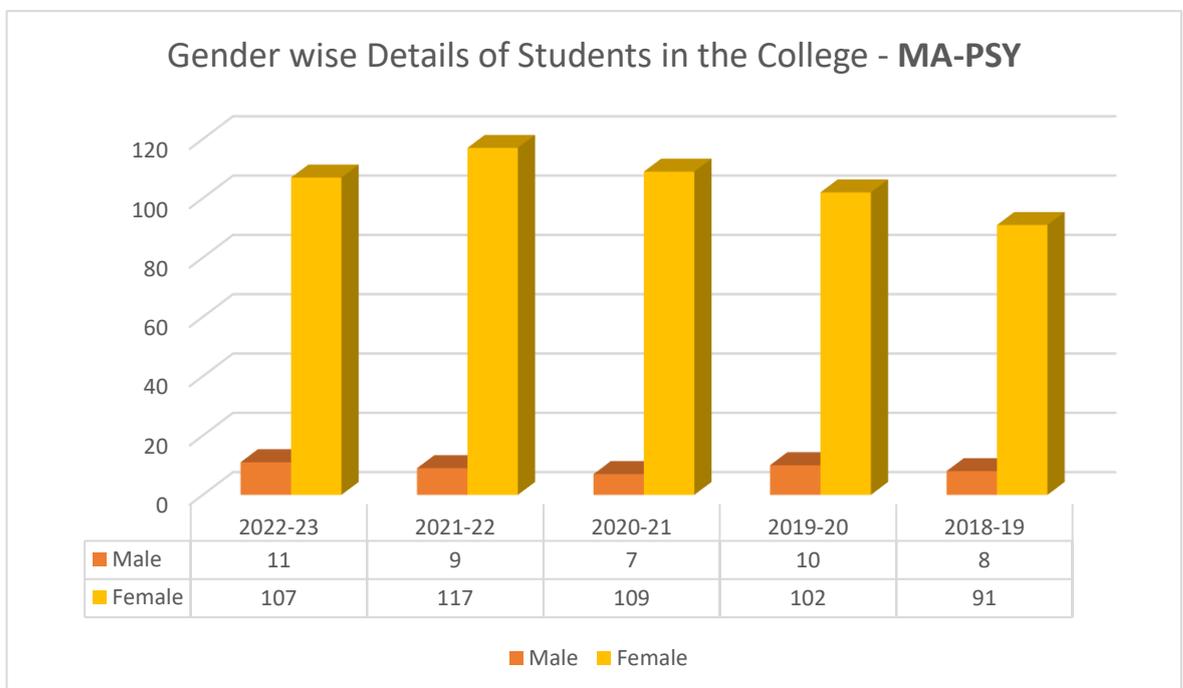
8.21. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MA-EMA

Table No-21

Gender wise Details of Students in the College - **MA-EMA**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	52	21	31
2	2021-22	49	18	31
3	2020-21	55	23	32
4	2019-20	65	31	34
5	2018-19	40	13	27

Gender wise Details of Students in the College - **MA-EMA**

	2022-23	2021-22	2020-21	2019-20	2018-19
Male	21	18	23	31	13
Female	31	31	32	34	27
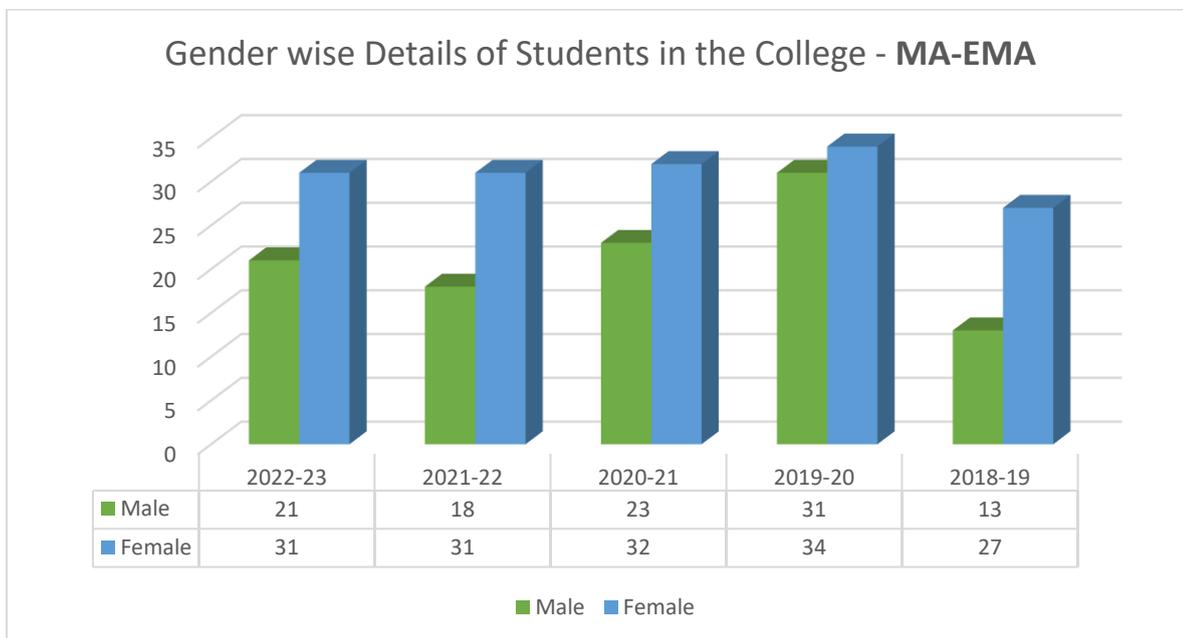
8.22. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc PHY

Table No-22

The data shows a balanced enrollment of male and female students in the MSc PHY program, which is commendable for promoting gender equity in a traditionally male-dominated field.
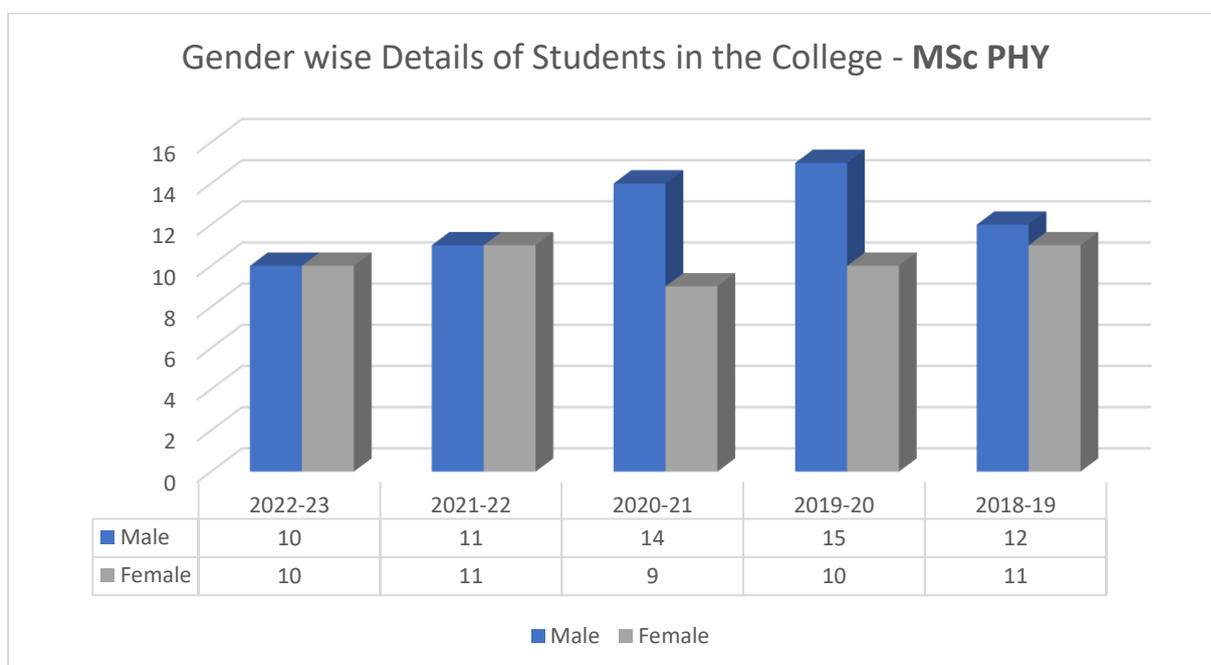
Gender wise Details of Students in the College - **MSc PHY**				
Sr. No	Year	Total	Male	Female
1	2022-23	20	10	10
2	2021-22	22	11	11
3	2020-21	23	14	9
4	2019-20	25	15	10
5	2018-19	23	12	11

Gender wise Details of Students in the College - **MSc PHY**

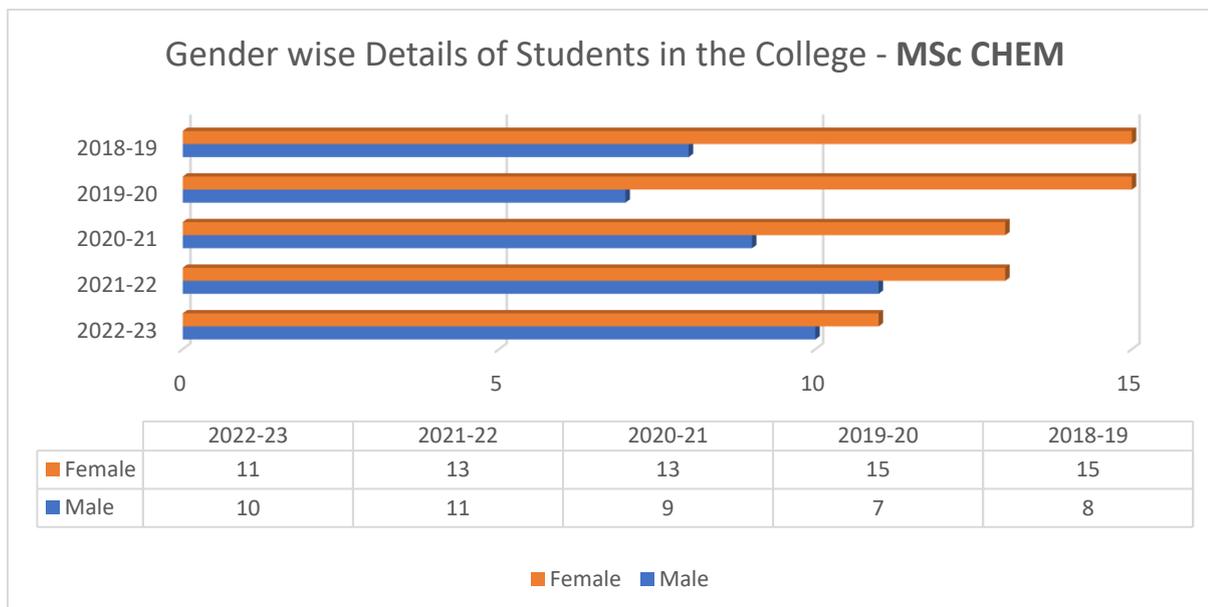|	2022-23	2021-22	2020-21	2019-20	2018-19
Male	10	11	14	15	12
Female	10	11	9	10	11

Male   Female

8.23. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc CHEM

Table No-23

The data shows a significant gender disparity among students in the MSc CS program, with a much higher representation of male students.

Gender wise Details of Students in the College - **MSc CHEM**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	21	10	11
2	2021-22	24	11	13
3	2020-21	22	9	13
4	2019-20	22	7	15
5	2018-19	23	8	15

Gender wise Details of Students in the College - **MSc CHEM**

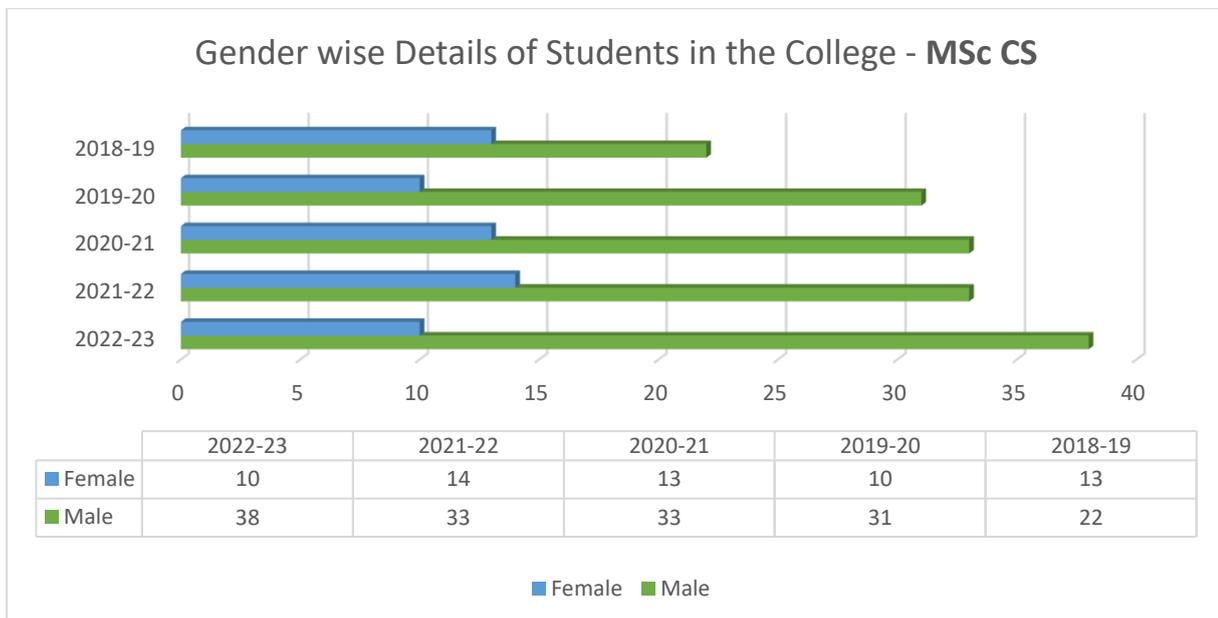|	2022-23	2021-22	2020-21	2019-20	2018-19
Female	11	13	13	15	15
Male	10	11	9	7	8

8.24. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc CS

Table No-24

Gender wise Details of Students in the College - **MSc CS**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	48	38	10
2	2021-22	47	33	14
3	2020-21	46	33	13
4	2019-20	41	31	10
5	2018-19	35	22	13

Gender wise Details of Students in the College - **MSc CS**

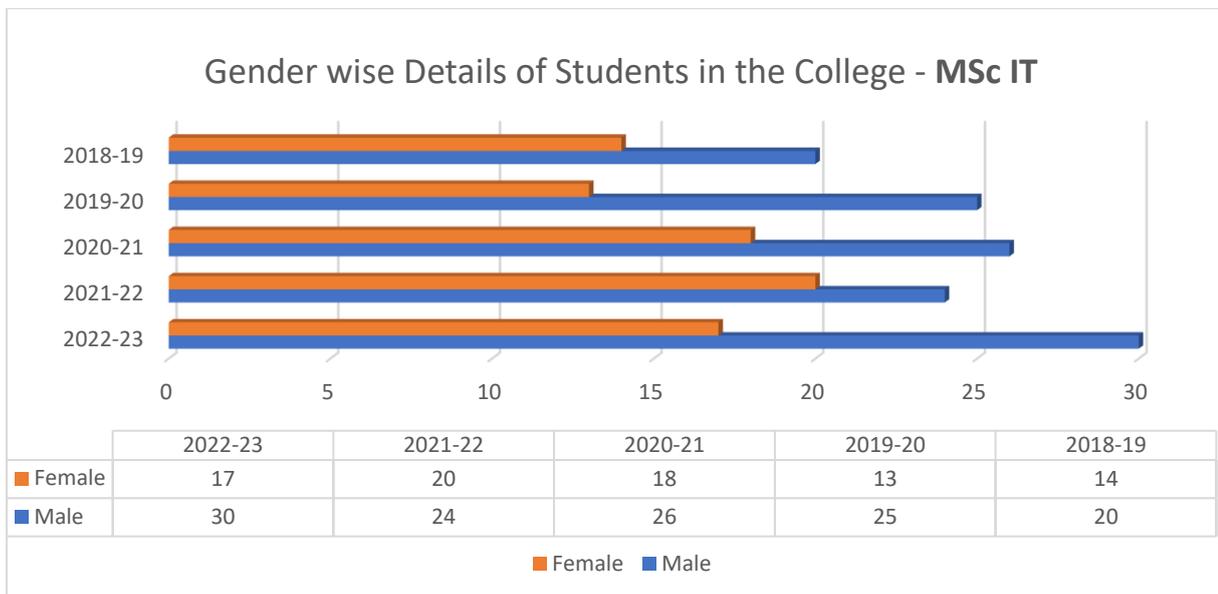|	2022-23	2021-22	2020-21	2019-20	2018-19
Female	10	14	13	10	13
Male	38	33	33	31	22

8.25. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc IT

Table No-25

Gender wise Details of Students in the College - **MSc IT**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	47	30	17
2	2021-22	44	24	20
3	2020-21	44	26	18
4	2019-20	38	25	13
5	2018-19	34	20	14

Gender wise Details of Students in the College - **MSc IT**

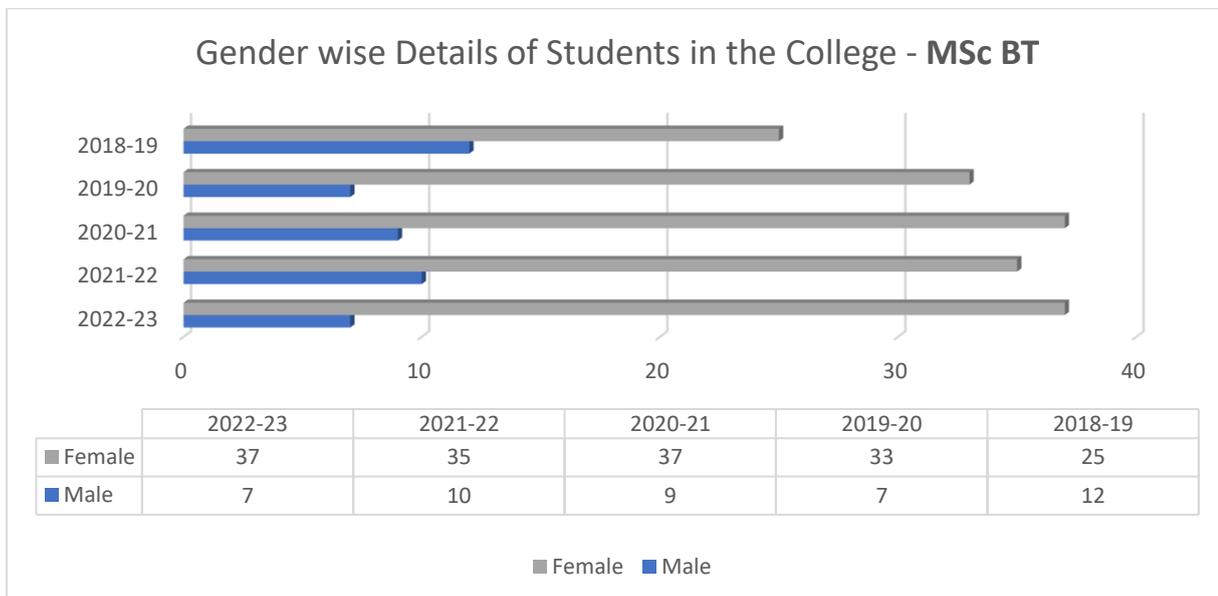|	2022-23	2021-22	2020-21	2019-20	2018-19
Female	17	20	18	13	14
Male	30	24	26	25	20

8.26. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc BT

Table No-26

Gender wise Details of Students in the College - **MSc BT**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	44	7	37
2	2021-22	45	10	35
3	2020-21	46	9	37
4	2019-20	40	7	33
5	2018-19	37	12	25

Gender wise Details of Students in the College - **MSc BT**

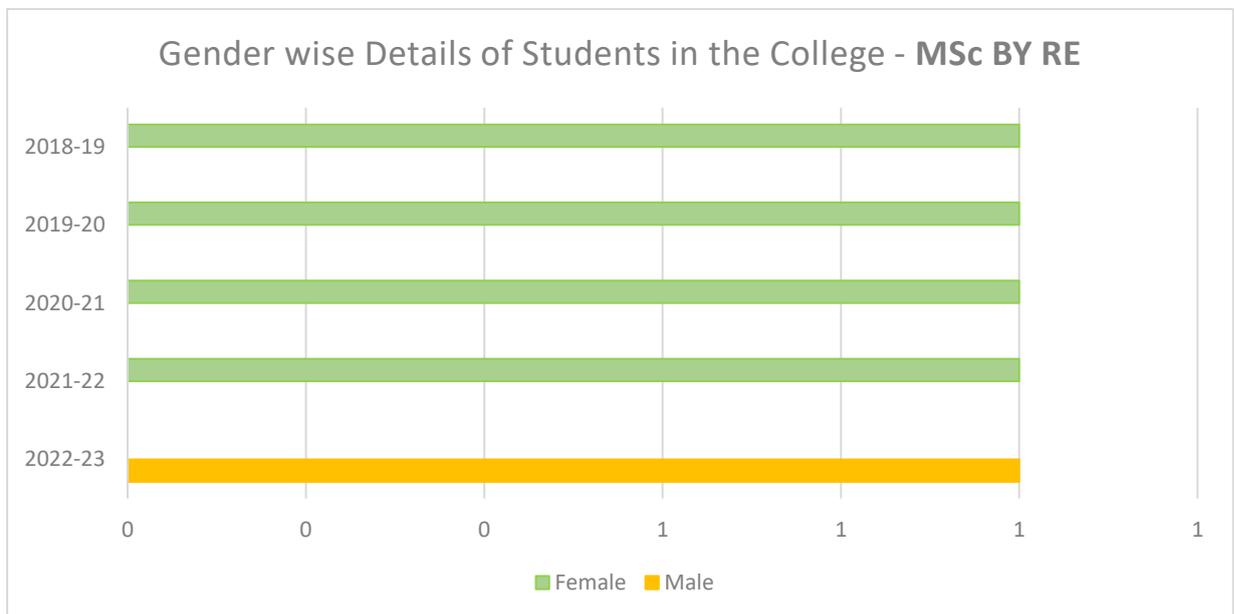|	2022-23	2021-22	2020-21	2019-20	2018-19
Female	37	35	37	33	25
Male	7	10	9	7	12

8.27. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc BY RE

Table No-27

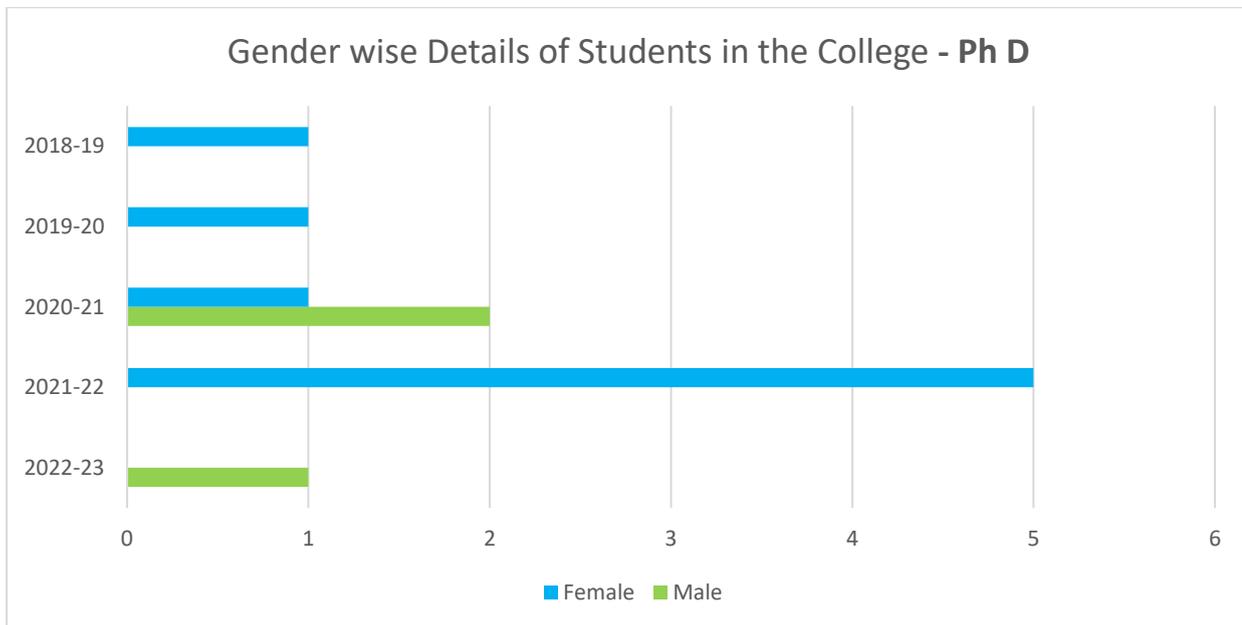| Gender wise Details of Students in the College - **MSc BY RE**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	1	1	0
2	2021-22	1	0	1
3	2020-21	1	0	1
4	2019-20	1	0	1
5	2018-19	1	0	1

Gender wise Details of Students in the College - **MSc BY RE**

8.28. GENDER-WISE DETAILS OF STUDENTS IN THE COLLEGE - Ph D

Table No-28

Gender wise Details of Students in the College - **Ph D**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	1	1	0
2	2021-22	5	0	5
3	2020-21	3	2	1
4	2019-20	1	0	1
5	2018-19	1	0	1

Gender wise Details of Students in the College **- Ph D**

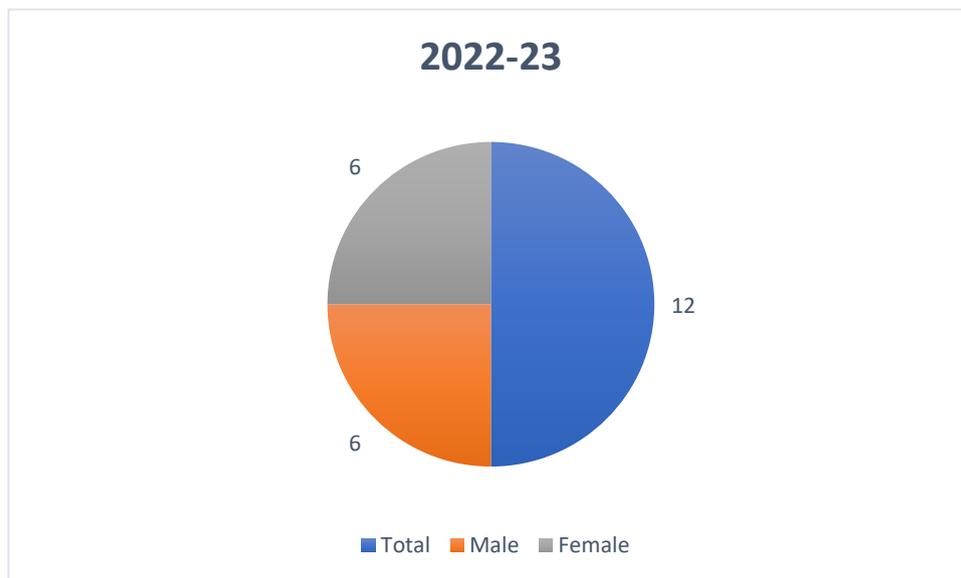# 8.29. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MCOM (BM)

Table No-29

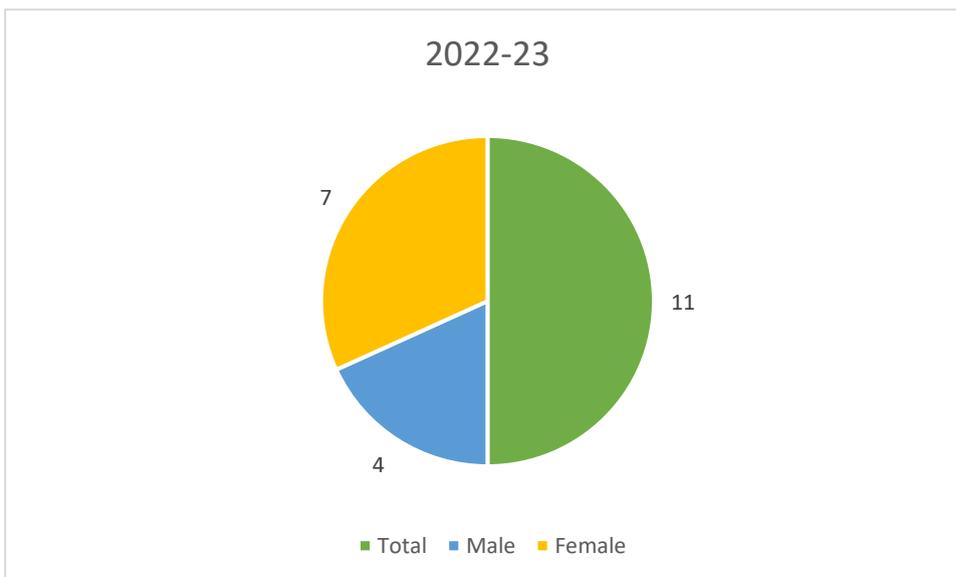| Gender wise Details of Students in the College - **MCOM (BM)**				
Sr. No	Year	Total	Male	Female
1	2022-23	12	6	6

2022-23

8.30. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MCOM (ADVANCE ACCOUNTING)

Table No-30

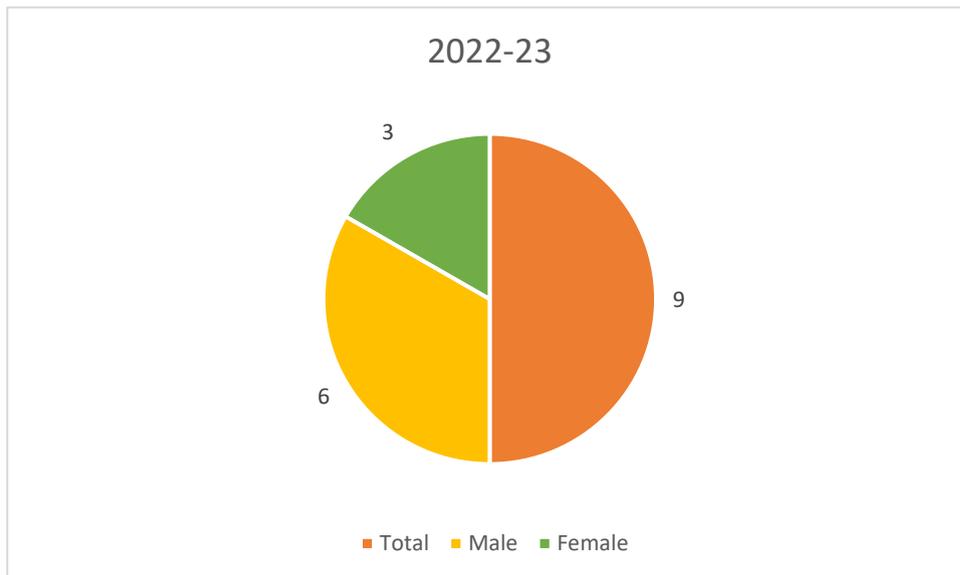| Gender wise Details of Students in the College - **MCOM (ADVANCE ACCOUNTING)**				
Sr. No	Year	Total	Male	Female
1	2022-23	11	4	7

2022-23

8.31. GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE - MSc DATA SC

Table No-31

Gender wise Details of Students in the College - **MSC DATA SC**				
Sr. No	**Year**	**Total**	**Male**	**Female**
1	2022-23	9	6	3

2022-23

9. GENDER SENSITIZATION INITIATIVES

By establishing various committees such as the Women Development Cell, Grievances Committee, and Anti-Ragging Committee, while also providing adequate facilities for girls, the college maintains gender equality.

The following initiatives have been implemented by the college to enhance the convenience of female students:

1. **Ladies Common Room (Senorita Suite):** There is adequate space in the Ladies Common Room and facilities such as clean washroom, silence & privacy, sanitary pad vending machine is maintained for girls.
2. **Girls Washroom:** Clean and Hygienic washrooms for girls are positioned at two different places in the college with abundant water supply.
3. **Drinking Water:** Water coolers and water purifiers have been provided for all at the college campus.
4. **Report on Stand up against Street Harassment**

10. NUMBER OF GENDER EQUITY PROMOTION PROGRAMS ORGANIZED BY THE INSTITUTION DURING THE LAST FIVE YEARS

For Academic Year 2018-19

Sr. No	Title of the program	Date From	Date To	No of Female Participants	No of Male Participants	Total No of Participants
1	Self Defence Training to Girls	8th August 2018	8th August 2018	27	0	27
2	Empowering Women through Sports	08th March 2019	08th March 2019	100	0	100
3	Gender Sensitization programme	08th March 2019	08th March 2019	40	5	45

For Academic Year 2019-20

Sr. No	Title of the program	Date From	Date To	No of Female participants	No of Male Participants	Total No of participants
1	Gender Equality awareness programme on eve of daughter's day	21st September 2019	21st September 2019	314	288	602

For Academic Year 2020-21

Sr. No	Title of the program	Date From	Date To	No of Female Participants	No of Male Participants	Total No of Participants
1	Webinar on Women in Leadership defence	8th August 2021	01st August 2018	90	0	90
2	Webinar on Women Day celebration by Dept of Psychology to honour womens	08th March 2021	08th March 2021	100	0	100
3	Online Campaign for Women empowerment and gender equality on social media	08th March 2021	15th March 2019	60	30	90
4	The Bizzenture Ad (Maybelline Ad – Lipstick for all), by BMS department			4	1	5

For Academic Year 2021-22

Sr. No	Title of the program	Date From	Date To	No of Female participants	No of Male Participants	Total No of participants
1	Webinar on Menstrual Hygiene Management, in association with RGNIYD: Information workshop on menstrual Hygiene	12th August 2021	12th August 2021	98	0	98
2	Launch of the initiative to vaccinate the transgenders Community on the auspicious occasion of 75th Independence Day in association with Tweet Foundation	15th August 2021	15th August 2021	15 Transgender		15
3	Department of Bachelor of Management Studies under the aegis of Internal Quality Assurance Cell (IQAC) organized a seminar on the topic of "Stand up against	25th October, 2021	25th October, 2021	90	60	150

	Street Harassment" in the Hybrid Mode					
4	Adoption of Circle on Linking Road, Launch of statue to Promotion and Sensitization of Girl Child Education and 75th College Anniversary Event NSS Unit, R.D. and S.H. National College	11th December, 2021				
5	Awareness Webinar on Menstrual Hygiene Management, self-awareness and training	11th February 2022	11th February 2022	24	0	24
6	MALANG BMS annual fest with "EXPLORE THE WORLD". It has an event "A WALK IN TIME" it had a theme of GENDER EQUALITY.	28th February 2022	1st March 2022	223	241	464
7	International Women's Day: NSS District Mumbai Suburban Zone-1 Coordinated by NSS Unit,	08 March, 2022	08 March, 2022	22	13	35

	R.D. National College and an event to felicitate female students for their achievements.					
8	NSS Leadership Program on Women Self Defence Training and Nirbhaya Squad Awareness - Women's Day Leadership training on Self Defence and Awareness on Nirbhaya Squad at R.D. and S.H. National College, where 378 participants were present.	08 March, 2022	08 March, 2022	280	0	280
9	Gender Rewrite - Competition on Gender equality: Twist the Frame at R.D. and S.H. National College	10 March, 2022	10 March, 2022	380	0	380
10	Awareness on Menstrual Hygiene and Distribution of Sanitary pads to Women of Karnjewadi, Adivasi wadi	15th February 2022	17th February 2022	140+26	0	166

	and Siddarth Nagar	
11	Nirbhaya Squad Awareness Event at Carter Road: In association with Mumbai Police Nirbhaya Squad Supported by R.D. National College and Rizvi College	12 March, 2022
12	Inter-Collegiate Festival of Psychology Department – Psychomagicum 2022 "Mind and Mayhem" Embracing the chaos within – in its third Segment arranged a panel discussion "The Even-handed Panel" to sensitize students about gender equity.	14 March, 2022
13	Psychomagicum 2022 "Mind and Mayhem" Embracing the chaos within – in its Fifth Segment arranged a	15 March, 2022

ramp walk for members of LGBTQ Community headed by Shama Ji to sensitize students about gender equity.			

For Academic Year 2022-23

Sr. No	Title of the program	Date From	Date To	No of Female participants	No of Male Participants	Total No of Participants
1	The Seminar on Menstrual Hygiene in association with Whisper was organized by the Women's Development Cell & the Department of Management Studies of the R.D & S.H. National College & S.W.A. Science College	13th February 2023	13th February 2023	60	0	60
2	Women's Day Celebration with Celebrity Chef Rakhi Vaswani	08th March 2023	08th March 2023	34	26	60
3	Installation of two New Sanitary Pad Vending Machine in the College			47		47

ACTIVITIES –

Launch of the initiative to vaccinate the Transgender Community on the auspicious occasion of 75th Independence Day in association with Tweet Foundation

FELICITATING COVID WARRIORS

Unsung heroes: Over 56 Covid-19 warriors, including frontline health workers, police officers, BMC staff, NGOs and National Service Scheme (NSS) volunteers, were felicitated on the occasion of the 75th Independence Day by R D National College, Bandra, and HSNC board for their contribution. Also, 15 transgender persons of Garima Greh Shelter Home were administered the vaccine under an initiative by National College, along with Tweet Foundation and Lifeline Hospital. - Ronald Rodrigues

FREE PRESS Mon, 16 August 2021
https://epaper.freepressjournal.in/c/62509037

R. D. National College
Sanitary napkin dispenser in girls common room
07.08.2023 13:03
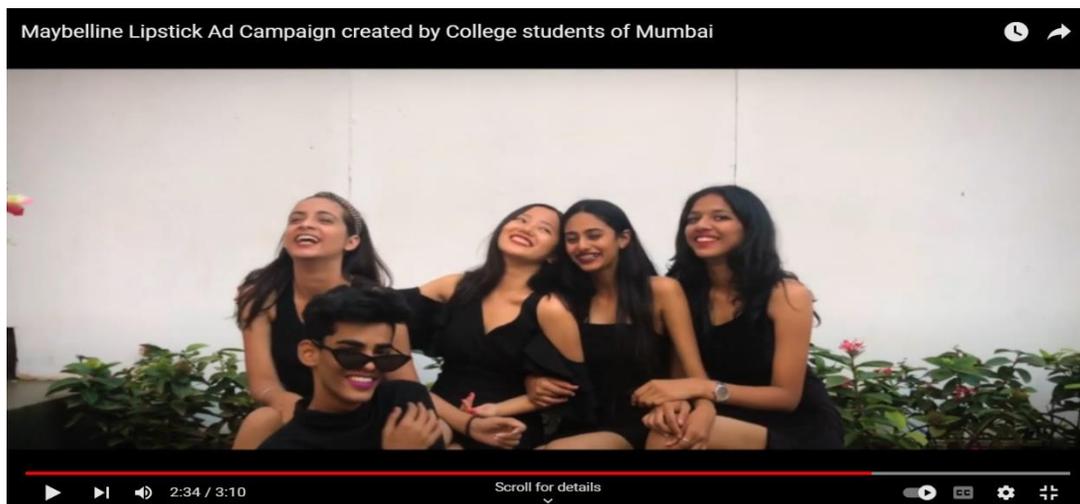19.0644, 72.83515
Linking Rd, Khar, Khar West, Mumbai00050

Adoption of Circle on Linking Road, Girl Child Education and 75th College Anniversary Event NSS Unit, R.D. and S.H. National College

The Bizzenture Ad (Maybelline Ad – Lipstick for all), by BMS department focusing on inclusion of transgenders

Nirbhaya Squad Awareness Event at Carter Road: In association with Mumbai Police Nirbhaya Squad Supported by R.D. National College and Rizvi College

Nirbhaya Squad Event

12th March, 2022

Carter Road, Bandra (w)

The Mumbai Police conducted an Inauguration ceremony of Nirbhaya Squad. It is an initiative to safeguard the women in any sort of uncomfortable situations or danger around the city. "103" is the dialing number for Nirbhaya Squad.

The NSS Volunteers of RD National College & Rizvi College supported and helped in organizing the event with the Mumbai Police. Women achievers from various fields were felicitated throughout the event. The women frontline workers too were involved and felicitated in the event.

International Women's Day: NSS District Mumbai Suburban Zone-1 Coordinated by NSS Unit, R.D. National College and an event to felicitate girl students for their achievement.

Leadership program on Women's Day celebration

8th March, 2022

National College, Bandra (w)

On the occasion of International Women's Day which is celebrated on 8th March , our NSS Unit organised an event to felicitate achivements of girl students of our college. The event consisted of few games and fun activities for girls where girl volunteers of other colleges were invited.

Every students were given participation certificate of the event.

11. PROGRESS TOWARDS GENDER EQUITY

"Gender equality, the equality among all genders, implies that all genders possess equal rights, responsibilities, and opportunities. Gender equity refers to the fair treatment of all genders based on their respective needs, encompassing either equal treatment or treatment that, though different, is considered equivalent in terms of rights, benefits, obligations, and opportunities."

– United Nations Educational, Scientific and Cultural Organization (UNESDOC).

The college is committed to advancing the welfare of female staff and students, recognizing the distinct needs and power dynamics between women and men. Efforts are made to identify and address these differences, aiming to rectify imbalances through equal or equivalent treatment in terms of rights, benefits, obligations, and opportunities. The institution not only organizes various activities to promote gender sensitization among female students and staff but also strives to inspire them to lead dignified lives with self-respect.

There is a noticeable increase in the strength of students, particularly girls, in both undergraduate (UG) and postgraduate (PG) programs. Enrolment figures reflect this difference, with more girls opting for higher studies, resulting in a higher female student population. Notably, the success rate among female students surpasses that of their male counterparts. Girls actively participate in co-curricular and extra-curricular activities, including cultural programs and sports organized by the institution. Within the regular teaching staff, there is a higher representation of females compared to males in our institute.

12. CONCLUSION

Building upon the positive findings and conclusions drawn from the gender audit analysis, it is evident that the college is on a commendable trajectory toward fostering a gender-sensitive and inclusive environment. The acknowledgment of gender equity goals and objectives within policies and programs reflects a foundational commitment to equality at the institutional level.

The absence of reported problems related to gender criteria among the staff is indicative of a workplace culture that values diversity and is responsive to the needs of all individuals, irrespective of gender. The commitment demonstrated by both management and staff in promoting gender equality, coupled with observed gender-sensitive behavior, underscores a shared understanding of the importance of creating a supportive and inclusive learning and working environment. The identified strengths and opportunities provide a solid foundation for further development in achieving a balanced gender representation within the college community. The proactive approach to addressing weaknesses by suggesting gradual changes in value setups exemplifies a strategic and forward-thinking mindset.

A notable achievement highlighted in the analysis is the increasing enrollment of girls from all sections of society. This not only signifies progress in breaking gender barriers but also reflects the college's commitment to providing educational opportunities to a diverse student population. Importantly, the absence of gender-related complaints is a positive indicator of a campus culture that values and respects the experiences of all individuals, regardless of gender. This is a testament to the success of current initiatives and practices in creating a safe and inclusive space for everyone.

With a strong willpower and commitment to gender justice evident throughout the analysis, the college stands poised to make a significant impact on a national level. By leveraging its strengths, addressing identified weaknesses, and seizing opportunities for further improvement, the college can continue to be a beacon of gender equity within the educational landscape.

In conclusion, the findings of the gender audit affirm that the college is moving in the right direction, and with sustained dedication, it has the potential to emerge as a model institution for promoting gender balance and justice in the country. The success achieved thus far is a testament to the collective efforts of the college community and sets the stage for even greater advancements in the future.

13. RECOMMENDATION

In the coming years, the college should aim to –

- Enhance female representation in decision-making bodies by augmenting the number of women in leadership positions.
- Expand the range of co-curricular and extra-curricular activities to engage both male and female students and staff.
- Encourage active involvement of female students in sports activities aligned with their preferences.
- Conduct awareness programs focusing on the legal rights of women.

Conducting a gender audit in a college setting can be a valuable process to assess and enhance gender equality. Here are some recommendations that can be implemented in a college:

Enhance Diversity in Leadership	Review and Update Policies	Implement Gender-Sensitive Curriculum	Strengthen Support Services
Improve Campus Safety	Promote Gender Awareness Training	Regular Climate Surveys	Address Recruitment Disparities
Foster Inclusive Extracurricular Activities	Accessible and Inclusive Facilities	Promote Work-Life Balance	Regular Gender Audit Updates

1. **Enhance Diversity in Leadership:**
Develop and implement initiatives to increase the representation of underrepresented genders in leadership roles, including faculty, department heads, and administrative positions.

2. **Review and Update Policies:**
Conduct a comprehensive review of existing policies to identify and eliminate any gender biases. Ensure that anti-discrimination policies are clear and effectively communicated.

3. **Implement Gender-Sensitive Curriculum:**
Collaborate with faculty to integrate gender-sensitive content across academic programs. Provide training and resources to support educators in creating inclusive and diverse curriculum materials.

4. **Strengthen Support Services:**
Expand and promote support services that specifically address the needs of different genders, including counseling services, mentorship programs, and career guidance.

5. **Improve Campus Safety:**
Assess and enhance security measures to ensure the safety of all genders on campus. This includes well-lit pathways, security personnel training, and the availability of emergency resources.

6. **Promote Gender Awareness Training:**
Establish mandatory gender awareness training programs for students, faculty, and staff to foster a more inclusive and respectful campus culture.

7. **Regular Climate Surveys:**
Implement regular climate surveys to gauge the perception of gender equality on campus. Use the feedback to make data-driven decisions and track progress over time.

8. **Address Recruitment Disparities:**
Develop strategies to address any gender disparities in recruitment processes. Ensure that recruitment efforts are inclusive and actively seek to diversify the applicant pool.

9. **Foster Inclusive Extracurricular Activities:**
Encourage and support student organizations that promote diversity and inclusion. Ensure that extracurricular activities are accessible and welcoming to students of all genders.

10. **Accessible and Inclusive Facilities:**
Review and improve campus facilities to ensure accessibility and inclusivity for individuals of all genders. This includes restroom facilities, changing rooms, and common areas.

11. **Promote Work-Life Balance:**
Implement policies that support work-life balance for faculty and staff, considering the unique challenges faced by different genders. This may include flexible scheduling options and family-friendly policies.

12. **Regular Gender Audit Updates:**
Institutionalize regular gender audits, ensuring that the process is ongoing. Periodically assess the effectiveness of implemented recommendations and adjust strategies as needed.

Here are some recommendations tailored to support and enhance the experiences of women in a college setting:

1. **Leadership Development for Women:**
Implement programs and initiatives to empower women in leadership roles. Provide mentorship opportunities, and leadership training, and create pathways for women to assume key administrative positions.

2. **Equal Pay and Employment Opportunities**:
Conduct a thorough review of salary structures and ensure pay equity. Implement policies and practices that promote equal opportunities for hiring, promotion, and career advancement for women.

3. **Promote Women in STEM and Non-traditional Fields:**
Develop targeted recruitment and retention strategies to increase the representation of women in science, technology, engineering, mathematics (STEM), and other traditionally male-dominated fields.

4. **Enhance Campus Safety for Women:**
Address safety concerns specific to women on campus by improving lighting, security measures, and transportation options. Provide resources and training on personal safety.

5. **Networking and Professional Development Opportunities:**
Facilitate networking events, conferences, and workshops that provide women with opportunities to build professional connections, enhance skills, and advance their careers.

6. **Address Gender-Based Violence:**

Develop and implement policies to prevent and address gender-based violence on campus. Provide resources for reporting incidents and support services for survivors.

7. **Celebrate Women's Achievements:**

Create platforms to recognize and celebrate the achievements of women in academia. Showcase success stories, organize events, and promote a culture of appreciation for women's contributions.

8. **Accessible Menstrual Hygiene Products:**

Ensure the availability of affordable and easily accessible menstrual hygiene products on campus to support the well-being of women students and staff.

9. **Women's Health and Wellness Programs:**

Implement health and wellness programs that focus on issues such as reproductive health, mental health, and overall well-being, addressing the unique needs of women.

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