



GENDER AUDIT 2019-2022



RAM LAL ANAND COLLEGE
University of Delhi



PREFACE

In our continued pursuit of fostering an inclusive and equitable environment, the Gender Audit Report of Ram Lal Anand College seeks to assess and reflect upon the institutional practices, policies, and cultures through the lens of gender sensitivity and equality. This report serves as a critical evaluation of the ways in which our institution upholds its commitment to gender inclusivity and provides a space for identifying both progress and areas of improvement.

At its core, the Gender Audit is more than a mere assessment; it is an essential instrument for promoting a more balanced and respectful environment where all genders feel equally valued and empowered. By highlighting the existing structures that support or hinder gender equity, we aim to contribute to the creation of an academic and professional community where diversity is celebrated and inclusion is the norm.

This report is also a call to action, urging us to recognize the challenges that remain and to embrace the steps needed to address them. We hope it will serve as a guiding document for future initiatives and policies that encourage a more gender-sensitive approach to institutional governance, teaching, learning, and community engagement.

With this, we reaffirm our commitment to advancing gender justice, ensuring that our institution not only complies with but actively promotes the principles of equality, fairness, and empowerment. We are confident that through collective action and conscious effort, we will continue to evolve into a more equitable and compassionate academic community.

Ram Lal Anand College is steadfast in its commitment to equity and equal opportunity, striving to provide quality education to all students, irrespective of their diverse backgrounds. In line with this mission, the College undertook a Gender Audit to assess its practices through a participatory methodology.

To conduct this study, two visits were made to Ram Lal Anand College, where interactive sessions were held with the faculty, staff, and students on campus. With the full cooperation of the principal, faculty, and students, a thorough inspection of various facilities and infrastructure was carried out, evaluating them from a gender perspective.



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Additionally, relevant records and documents provided by the College office were carefully reviewed. Drawing on the extensive data collected through these interactions and observations, this report provides a thorough and insightful Gender Audit, detailed in the sections that follow.



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About the College

Ram Lal Anand College, founded in 1964 by the esteemed Supreme Court advocate Late Shri Ram Lal Anand, was established to address the growing demand for higher education in India during the 1960s. Initially managed by the Ram Lal Anand College Trust, the institution was later taken over by the University of Delhi in 1973 and has since been run as a university-maintained institution.

Nestled in the serene surroundings of the Aravali hills, the college boasts a sprawling ten-acre campus, equipped with cutting-edge facilities. Its infrastructure includes state-of-the-art laboratories, a well-appointed seminar room, an amphitheatre, a well-stocked library, playgrounds, and a vibrant cafeteria. The campus is fully Wi-Fi enabled, offering students a modern learning environment.

As a multidisciplinary and co-educational institution, Ram Lal Anand College provides a wide array of academic courses in the Arts, Commerce, and Science streams, catering to approximately 2,700 students. The college is proud of its highly qualified and committed faculty, consisting of educators who not only impart knowledge but also mentor students in various activities such as seminars, workshops, debates, theatre, and cultural programs, including classical music and dance. Faculty members also play an active role in guiding students through various research and innovation projects.

Ram Lal Anand College encourages holistic development through its robust support for extracurricular activities. The institution's vast grounds and technical facilities create an ideal environment for sports and physical activities. Additionally, the college is a prominent affiliate of the National Cadet Corps (NCC) and the National Service Scheme (NSS), enrolling a large number of cadets and volunteers each year. These initiatives help foster leadership, discipline, and a strong sense of community among students, making Ram Lal Anand College a hub of academic excellence, cultural enrichment, and social responsibility.



Infrastructural Facilities Promoting Gender Equity

Ram Lal Anand College is committed to fostering a safe, inclusive, and equitable environment for all students and staff. The college has taken several infrastructural measures to ensure gender sensitivity and the well-being of its community members, including the following:

- **Gender Policy:** A clearly defined Gender Policy has been instituted, which is available for public access on the college website.
- **Security Measures:** The campus is monitored by functional security cameras placed strategically in various locations, including the canteen and parking areas, ensuring the safety of students and staff. Additionally, security guards, including dedicated female security personnel, are stationed at the main gate to ensure campus security.
- **Committees for Gender Equity:** Several committees have been established to uphold gender equity, including the **Internal Complaints Committee (ICC)** in accordance with “The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013,” the **Women Welfare Advisory Committee**, the **Gender Sensitization Committee (ASMI)**, and Gender Champions who act as responsible student leaders promoting gender parity.
- **Grievance Redressal Mechanisms:** The college has set up an Anti-Ragging cum Discipline Committee, and provides access to complaint boxes, as well as a Google Form on the college website for lodging complaints.
- **Counselling and Medical Facilities:** A dedicated counsellor and a medical room with a female visiting doctor and a full-time nurse are available on campus to cater to the health and well-being of the students, especially women.
- **Girls' Common Room:** The centrally located Girls' Common Room is equipped with essential amenities, including attached washrooms and a sanitary napkin vending machine available in all female restrooms, including those used by non-teaching staff.
- **Separate Washrooms:** To ensure privacy and comfort, separate washrooms are available for teaching staff, office staff, boys, and girls.



Gender ratio by admission figures:

YEAR	TOTAL ADMISSIONS	MALE	FEMALE	PERCENTAGE OF FEMALE STUDENTS
2019-20	867	534	333	38.4 %
2020-21	952	574	378	39.7 %
2021-22	937	508	429	45.78 %

The gender ratio data for Ram Lal Anand College spanning the years 2019 to 2022 reveals a commendable advancement toward gender equity in student admissions. In the academic year 2019-20, female students accounted for a modest 38.4% of total admissions. However, this figure demonstrated a promising upward trajectory, rising to 39.7% in 2020-21 and further surging to an impressive 45.78% in 2021-22. To foster gender equity, the college offers a 1% relaxation in the merit cut-off for female candidates seeking admission to various undergraduate programs every year.

This consistent increase in female representation not only signifies the college's dedicated efforts to cultivate a more inclusive and equitable environment for women in higher education, but it also highlights a transformative shift in societal attitudes toward gender inclusivity. The near 46% representation of female students in the 2021-22 academic year stands as a pivotal milestone, suggesting that the institution is not merely addressing the gender gap but actively working to bridge it, fostering a more balanced and representative academic community.

Such a trend is reflective of the college's unwavering commitment to ensuring equal opportunities for students across all genders. It encapsulates the spirit of diversity and inclusivity, as the institution strives to create a rich tapestry of voices and perspectives within its academic sphere. The progress made in recent years is not just a statistic; it is a testament to the college's resolve in empowering women and promoting gender equity, ultimately contributing to a more equitable society.



Initiatives for Gender Equity at Ram Lal Anand College

- **Inclusive Environment:** The college strives to create an inclusive atmosphere where individuals of all genders can thrive through the implementation and enforcement of equitable policies.
- **Curriculum Integration:** Gender studies are incorporated into the curriculum to challenge traditional norms and encourage critical thinking on gender issues.
- **Support Services:** Tailored support services are provided to meet the diverse needs of students, fostering a supportive community.
- **Leadership Representation:** The college promotes diverse representation in leadership roles to inspire equitable practices across the institution.
- **Campus Culture:** A culture of respect and understanding is actively cultivated to combat gender-based discrimination and harassment.
- **Training and Awareness:** Continuous initiatives focused on training and raising awareness about gender issues help create an informed and supportive environment.
- **Comprehensive Gender Policy:** A detailed Gender Policy has been established, accessible on the college's website, outlining the institution's commitment to gender equity.
- **Dedicated Committees:** Several committees focused on student well-being, especially for female students, include:
 - Anti-Ragging and Discipline Committee
 - Internal Complaints Committee for the Prevention of Sexual Harassment
 - Women Welfare Advisory Committee
 - Mentoring Programme



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- **Information Dissemination:** Details about these committees, including member names and functions, are available on the college website and shared during orientation programs for newly admitted students.
- **Gender Sensitization Initiatives:** The Gender Sensitization Committee, and nominated student representatives, known as Gender Champions, promote gender equality through:
 - Awareness Drives
 - Sensitization Programmes
 - Publication of an e-journal on gender issues titled “Asmi” each academic year.
- **Holistic Development:** These efforts reflect the institution’s commitment to providing a safe, inclusive, and empowering environment for all genders, enabling meaningful contributions to the academic community through both curricular and co-curricular activities.



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Gender Policy of Ram Lal Anand College

Community engagement is a vital element of liberal education and experiential learning, fostering essential connections to the real world. At Ram Lal Anand College, part of the University of Delhi, the commitment to promoting gender equity and equality is integral to the holistic development of students.

Key Concepts:

- **Gender Equality:** This refers to achieving equal outcomes for women, men, and individuals of diverse gender identities.
- **Gender Equity:** The process of attaining gender equality, recognizing that women and gender-diverse individuals do not begin from the same starting point as men due to historical and social disadvantages. Merely treating everyone the same can perpetuate inequities; thus, gender equity measures are necessary to level the playing field.

The college embraces these principles to empower women students, especially those from marginalized backgrounds, by fostering their psychological, social, and intellectual growth. Through a range of workshops, seminars, and panel discussions, students are educated on their rights as guaranteed by Indian laws and the Constitution.

Objectives:

- **Empowerment:** Provide social, educational, and economic empowerment for women students.
- **Awareness:** Raise awareness of women's issues, particularly concerning gender discrimination.
- **Safety:** Prevent sexual harassment and promote the overall well-being of female students on campus.
- **Understanding:** Help students comprehend women's roles in society and develop a multidisciplinary approach for personal growth.



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- **Development Activities:** Organize competitions, seminars, and workshops focused on women's development.
- **Confidence Building:** Foster self-confidence among female students.
- **Capacity Building:** Implement ongoing sensitization and capacity building through student-led gender champions.
- **Legal Awareness:** Educate students about women welfare laws.
- **Equality Advocacy:** Promote spiritual, economic, social, racial, and gender equality.

Effective Measures for Achieving Objectives:

Safety and Security of Female Students:

- **24/7 Helpline:** A dedicated helpline for female students, with contact information for teachers available on the college website and prominently displayed around campus.
- **CCTV Surveillance:** Continuous monitoring of the campus through CCTV cameras.
- **Internal Complaints Committee:** Established according to DU/UGC guidelines.
- **Women Welfare Advisory Committee:** Formed to address women's issues and needs.
- **Facilities:** A girls' common room for relaxation, changing, and indoor games, along with a woman security guard stationed at the main gate during college hours.
- **Hygiene Standards:** Washrooms are cleaned exclusively by female housekeeping staff.

Gender Sensitization and Women's Empowerment:

- **Gender Sensitization Committee:** Comprising student gender champions who advocate for gender equity and awareness.



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- **Engagement Activities:** Gender champions facilitate weekly help desks and interactions with fellow students, organizing seminars, panel discussions, and interactive sessions.
- **Workshops:** Conduct self-defence workshops and awareness campaigns, including poster-making, slogan writing, and monthly film screenings on gender issues.

Physical and Mental Well-Being:

- **Health Initiatives:** Interactive sessions with specialists, including doctors, dieticians, and nutritionists.
- **Hygiene Facilities:** Installation of sanitary pad vending machines in the girls' common room.
- **Counselling Services:** Access to psychological counselling for emotional and mental well-being.
- **Sports Opportunities:** Introduction of special games for girls and provisions for admissions under the sports quota.

Educational and Career Opportunities:

- **Educational Promotion:** Upholding the motto "*Beti Bachao Beti Padhao*," the college encourages female students, especially those from marginalized backgrounds, to pursue higher education.
- **Admission Benefits:** Relaxation of merit cut-offs for female candidates in most programs offered by the college.
- **Scholarships:** Provision of special scholarships for girl students through Endowment Funds and 30 scholarships from the Student Aid Fund exclusively for girls.
- **Recognition:** Women toppers in each class are honoured at various occasions, and awards are given for outstanding female students in disciplines such as Science, Commerce, Management, and Arts and Humanities.



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- **Platform for Expression:** Opportunities for female students to express their views and thoughts on gender issues in the e-journal "Asmi."

The Internal Complaints Committee (ICC) in colleges is a vital mechanism aimed at addressing issues related to sexual harassment and ensuring a safe and inclusive educational environment for all students and staff. The Internal Complaints Committee (ICC) and the Anti-ragging *cum* Discipline Committee at Ram Lal Anand College are essential in fostering a safe and inclusive academic atmosphere. Their significance stems from their role in addressing and resolving issues related to sexual harassment, discrimination, and other forms of misconduct. By establishing a formal mechanism for reporting and investigating complaints, these committees ensure that grievances are managed with fairness and confidentiality, which in turn builds trust among students and staff.

The presence of the ICC reflects the college's commitment to upholding legal and ethical standards, thereby promoting a culture of respect and accountability. Additionally, the committee's proactive efforts in raising awareness, conducting training, and implementing preventive measures enhance the campus environment, making it a place where every individual feels valued and supported.

The college has a comprehensive gender policy available on its website, detailing its commitment to gender equity. These committees diligently uphold this policy, ensuring that all students and staff are treated with dignity and respect. Information regarding the committees, including the names and details of their members, is prominently displayed on the college's website and notice boards, as well as communicated to students during orientation programs at the start of each academic year. The following are the members of the Internal Complaints Committee (ICC):

1. Prof. Seema Gupta (Presiding Officer) (Dept. of Statistics)
2. Prof. Rakesh Kumar (Department of History)
3. Prof. Vandana Gupta (Department of Microbiology)
4. Adv. Manisha Aggarwal (Outside Expert & Advocate)
5. Mrs. Chanchal Batra, Section Officer (Admin.)
6. Mrs. Sunita Sharma, Senior Assistant (Accounts)
7. Apurva Singh, B.A. (Hons.) English III Year
8. Dhruv Bhadouria B.A. (Prog.) II Year
9. Aryan Nagar, B.A. (Hons.) History III Year



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The Gender Sensitization Committee at Ram Lal Anand College, plays a pivotal role in raising awareness about gender-related issues and challenging deep-seated biases. Each year, approximately 150 students become members of the Society, engaging in a variety of activities designed to educate and involve the student body in discussions surrounding gender equity.

A standout initiative is the annual festival "Swikaar," which encourages exploration of gender issues through creative expressions such as declamation, poetry, poster-making, and storytelling. Complementing these efforts is ASMI's lecture series titled "Rising Above Gender Roles," where accomplished women and transgender individuals from various fields share their personal and professional journeys, offering valuable insights into overcoming gender-specific challenges.

Even during the COVID-19 pandemic, ASMI maintained its commitment to advocacy through virtual programs that addressed evolving gender roles within the context of lockdowns, ensuring that the conversation around gender sensitivity remained prominent, particularly within families. Furthermore, ASMI's involvement in SPARSH, a program supporting survivors of acid attacks, underscores its dedication to combating societal prejudices and fostering dignity and respect for all individuals.

In accordance with University Grants Commission (UGC) guidelines, ASMI selects five Gender Champions each year. These champions serve as advocates and role models, committed to challenging discriminatory practices and nurturing a campus culture that celebrates diversity and inclusivity. Additionally, ASMI has established an E-journal, providing a platform for students to voice their perspectives on gender issues, thereby empowering them to engage critically with societal norms and contribute meaningfully to the broader discourse on gender equity. The members of the committee are:

1. Dr. Shruti Anand (Convener)
2. Ms. Deepshikha Kumari (Co Convenor)
3. Dr. Ritu Vats
4. Dr. Kuldeep Singh Chauhan
5. Ms. Misha Sabreen

The Women Welfare Advisory Committee at the college is committed to promoting equality and unity among all genders while supporting student development. It creates a safe environment for meaningful discussions and provides a platform for students to express their talents and viewpoints on contemporary issues. The committee emphasizes the empowerment of female students through various programs designed to educate them about financial independence, women's rights, health and hygiene, and disease prevention, featuring lectures from distinguished speakers. It also organizes interactive competitions, wall decoration events, and open mic sessions, providing students with opportunities to display their creativity.



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Student members are active on social media platforms such as Instagram, Facebook, and Twitter, where they share information about women's issues and celebrate women's achievements. Throughout the year, the committee undertakes several initiatives aimed at training and equipping female students. These include self-defence training programs conducted in collaboration with Delhi Police, as well as seminars focused on financial independence, laws protecting women's rights, female health and hygiene, and the prevention of women-specific diseases, including cancers, delivered by eminent speakers.

Moreover, the committee conducts seminars and panel discussions on relevant topics alongside various student-centric activities. Recent initiatives include workshops on cybersafety and awareness for women, self-defence training in collaboration with Delhi Police, a creative writing competition on “Gender Equality for Sustainable Development,” and a poster-making competition themed “Gender Equality for a Sustainable Tomorrow.”

In collaboration with the National Service Scheme (NSS), the Gender Sensitization Committee, and various departments and college societies, the committee regularly organizes programs to raise awareness about gender-related issues, including domestic violence, dowry, women's education, and female foeticide. Activities include talks, street plays, debates, and rangoli competitions. Through these programs and initiatives, the committee aims to enhance the well-being and confidence of female students while fostering a culture of respect and equal opportunity within the college community. The following are the members of the Women Welfare Advisory Committee:

1. Prof. Vandana Gupta (Convener)
2. Dr. Sudha Chaudhary
3. Ms. Seema Joshi
4. Mr. Taha Yasin
5. Dr. Pragya Shankar



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Promoting awareness through the curriculum and co-curricular activities:

The college offers a variety of courses under both the LOCF and UGCF-NEP frameworks, such as *Individual and Society*, *Readings on Indian Diversities and Cultural Movements*, *Women's Writing*, and *Feminism*. These courses are designed to challenge traditional gender stereotypes and encourage critical thinking about the social and historical challenges women have faced. Through these subjects, students gain an understanding of how women have resisted oppression and fought against forces of subjugation throughout history. By exploring diverse narratives and cultural movements, the curriculum seeks to cultivate a deeper awareness of gender issues, promote equality, and inspire students to actively engage in addressing contemporary gender-related challenges. This academic framework not only enhances students' knowledge but also equips them with the tools to contribute to a more just and inclusive society.

In addition to their ongoing efforts, the Internal Complaints Committee (ICC), National Service Scheme (NSS), Women Welfare Advisory Committee (WWAC), Gender Sensitization Committee, and various departments and college societies at Ram Lal Anand College have consistently organized a wide array of programs aimed at raising awareness about critical gender-related issues. These include pressing topics such as domestic violence, dowry, women's education, and female foeticide, which are vital in promoting understanding and sensitivity within the college community.

The initiatives undertaken by these committees are designed to engage students actively and foster an environment of dialogue and reflection. Activities such as informative discussions and workshops provide platforms for students to learn about the historical and social contexts of these issues, encouraging them to think critically about gender equality and social justice.

Moreover, creative avenues such as street play competitions allow students to express their perspectives and raise awareness through performance art, making complex issues more relatable and accessible to their peers. Debate contests further stimulate critical thinking and discourse on gender issues, empowering students to articulate their views and engage in constructive dialogue.

Rangoli competitions, rooted in cultural expression, not only showcase artistic talent but also serve as a medium for students to convey messages related to gender equality and women's empowerment. These varied activities work in tandem to create a vibrant campus culture that emphasizes respect, understanding, and inclusivity.

Through these comprehensive programs, the college not only raises awareness about gender-related issues but also cultivates a sense of responsibility among students to advocate for change and support one another in creating a more equitable society.



Ultimately, these efforts contribute to the broader goal of fostering an environment where all individuals are valued and empowered to realize their full potential.

Promoting Gender Equity: Teaching Faculty and Staff

The representation of women within both the teaching and non-teaching staff at the college is commendable. The gender ratio among faculty members is notably positive, with a significant number of female teachers contributing to the academic environment. Although the proportion of women in non-teaching roles is slightly lower, this may be influenced by the specific nature of the positions and the socio-economic backgrounds of the individuals filling these roles.

On a positive note, women hold significant positions within the higher administrative staff, indicating a commitment to gender equity at all levels of governance. For instance, the Internal Quality Assurance Cell (IQAC) is led by Prof. Purna Diwan, Prof. Mukta Datta Mazumdar is the Staff Council Secretary, while Ms. Chanchal Batra serves as the Administrative Officer, exemplifying women's leadership in the institution.

Women are not only present in various subjects but are also particularly active in the sciences, demonstrating their capability and contributions across disciplines. Additionally, female faculty members participate enthusiastically in all staff council committees, serving as staff advisors for a range of co-curricular societies, which enhances the holistic development of students.

Furthermore, the college prioritizes gender diversity by employing female security and sanitation staff, ensuring that women are represented in all facets of the college community. This comprehensive involvement across different sectors not only promotes an inclusive environment but also encourages female students to aspire to diverse roles and responsibilities within the academic and administrative frameworks of the college. By fostering a supportive atmosphere where women are actively engaged and recognized, the college is taking meaningful steps toward advancing gender equality and empowerment.



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Women's Participation in Student Union and Cultural Activities

At Ram Lal Anand College, female students play a vibrant and active role in co-curricular societies, often stepping into key leadership positions. A significant number of girl students hold core leadership roles within various student societies and academic departments, reflecting their enthusiasm and commitment to the college's cultural and academic life.

In recognition of the importance of gender representation, the college has reserved the position of Vice-President in the Students' Union specifically for a female student, ensuring their voice is central to the union's activities. While female participation in broader political activities within the college, such as student elections, could see improvement, the college administration is dedicated to encouraging and increasing their engagement in this arena.

However, in departmental societies, female students demonstrate strong interest and willingness to take on leadership roles. Many of them actively and enthusiastically contest elections for these positions, and currently, a number of female students hold the offices of President and Vice-President in both departmental and co-curricular societies. This not only highlights their leadership capabilities but also underscores the college's supportive environment, which fosters female empowerment and encourages their active involvement in all facets of college life.

By promoting gender equity in leadership, Ram Lal Anand College is creating a space where female students can confidently step into roles that shape both their academic journey and the larger college community.



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Notable Women Achievers in the Institution

Honoring the achievements of women within the institution illuminates the profound contributions and successes of female students, faculty, and staff, while reinforcing the institution's steadfast commitment to gender equity and excellence. Recognizing these accomplishments serves multiple purposes: it not only celebrates the dedication and talents of women but also inspires others by presenting them with empowering role models. By showcasing such successes, the institution fosters a culture of respect and encouragement, cultivating an environment where women feel motivated to pursue their goals and ambitions. Furthermore, this recognition affirms the institution's dedication to uplifting and advancing women's roles both in academia and beyond, nurturing a more inclusive and empowered community. Through the celebration of women's accomplishments, Ram Lal Anand College sets a benchmark for acknowledging diverse contributions, fostering an atmosphere where all individuals are empowered to reach their fullest potential.

Faculty and Student Achievers (Females):

Year	Name of the Faculty	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr. Prerna Malhotra	Assistant Professor	Award for Excellence in the field of Academics Dr. Kanwal Singh Memorial Award.
2019	Dr. Archana Gaur	Associate Professor	Shakti Achievement Award as a part of 12 th National Women Excellence Award 2019 on 25th November 2019.
2020	Dr. Prerna Malhotra	Assistant Professor	Best Paper Presenter at National Conference on SDG
2020	Dr. Pooja Bansal	Assistant Professor	Certificate of Excellence Performance by Dept. Of Applied Science, The Northcap University, 17 May, 2020 Excellence Award Certificate in Maths Rates Quiz
2019	Dr. Pooja Bansal	Assistant Professor	Young Achiever Award, Institute of Scholars



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2021	Prof. Prerna Diwan	Professor	Best Teacher Award for Academic year 2021-22 By Microbiologists' Society of India.
2021	Muskan Kumari	Student	First Prize (Inter College Mathematical Festival) State Level
2021	Komal Choudhary	Student	Second Position (Mathematics Academic Society) State Level
2021	Harshita Gogia	Student	Third Position (Annual Mathematical Fest)
2021	Diya Pandey	Student	Singing (National Level)
2021	Diya Pandey	Student	Article Writeup (National Level)
2021	Anchal Dhiman	Student	2nd prize, Quiz competition organized under project Sociowood, Rotary club of DSC- 13th Sep 2020 (National Level)
2021	Saloni Jain	Student	1st prize, Micro'grid- Crossword series organized by Microbiologist Society, India-Delhi Unit (National Level)
2021	Khushi Gelera	Student	Scribble It (Story Writing Competition by NMIMS SHIRPUR) - 1st prize (National Level)
2021	Saijal Bajaj	Student	National Level Online Quiz Competition on World Environment Day (95% marks) NSS, Aggarwal College Ballabgarh (National Level)
2022	Shivanya Narang	Student	2nd position Biz Hatch Business Plan Competition
2022	Chandni Bano	Student	Self-made poetry 1st Position, University of Delhi



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Gender-Inclusive Co-curricular Activities

At RLAC, gender awareness is actively fostered through a diverse array of co-curricular activities. The Gender Sensitization Committee (ASMI) and the Women Welfare Advisory Committee (WWAC), both pivotal staff council bodies, are committed to uplifting marginalized genders by spearheading numerous awareness initiatives. Each year, over 100 students volunteer to join these committees, working alongside office bearers and Gender Champions who are continually trained and empowered to contribute meaningfully to various events. In addition, numerous other societies and departments regularly organize programs that address the challenges and inequalities surrounding gender identity, striving to cultivate a more inclusive and equitable environment for all.

A short overview of events organized by **Gender Sensitization Committee**:

SESSION	EVENT DETAILS	LINK	SESSION	EVENT DETAILS	LINK
2020-21	1. Orientation and Oath Ceremony 23 Nov & 29 Dec'20	https://rlacollege.edu.in/pdf2021/asmi/asmi%20report2020-21.pdf	2021-22	1. Orientation Programme Sept'21	https://rlacollege.edu.in/pdf2021/asmi/2%20ASmi%20Report%202021-22%20(1).pdf
	2. Online Story Telling Session Themed on Gender Parity 31 Mar'21			2. Inter-university Research Paper Presentation on "Covid Pandemic and its Impact on Gender" 7 th Oct'21	
	3. Logo Making & Creative Writing Competition on Gendered Colour and Language: A Social Construct' Nov'20			3. Rising Above Gender Roles: Lecture by Minakshi Pahuja on 7 th Oct' 21	
	4. Webinar on "Gender Sensitization and Sexual Harassment of Women at Workplace". 22 June'21			4. A Talk by Prof Aqsa Sheikh on Transgender Identity	



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SESSION	EVENT DETAILS	LINK
2022-2023	1. Orientation Programme 12'Nov 22	https://rlacollege.edu.in/pdf/2021/asmi/2%20Asmi%20Report%202021-22%20(1).pdf
	2. Poster making and Creative writing Competition on "Gender Equality for a Better Future" 19th Jan'23	
	3. Sparsh- GIVE CARE NOT SCARS- ENDING VITRIOLAGE- AN EFFORT THROUGH LEGAL AWARENESS in collaboration with NDLSA 7 th Feb'23	
	4. Sweekar Fest' Competition on Best Picture, Open Mic on Gender Realities and Game Stalls: <u>Sebsitization</u> through fun activities	

Events organized by Women Welfare Advisory Committee:

SESSION	EVENT DETAILS	LINK	SESSION	EVENT DETAILS	LINK
2020 - 2021	1. Digital Logo Making Competition for official logo for Women Welfare Advisory Committee. 4th-8th Oct'20	https://rlacollege.edu.in/pdf/WWAC_AnnualReport2020-21%20(1).pdf	2021 - 2022	1. Intra College Cartoon/ Collage/ Slogan/ Poster Making Competition on "Role of Women in India's Independence" 16th Aug'21	https://rlacollege.edu.in/pdf/2021/WWAC_Report_2021.pdf
	2. Webinar on "Impact of Pandemic on Female Labour Participation" by Dr. Gitanjali Chaturvedi 20th Oct'20			2. Webinar on Breast Cancer Awareness by Dr. Subha Sinha 19th Oct'21	
	3. Webinar on "Be Your Own Lakshmi - Financial Literacy Programme" by Sikha Mittal			3. Intra College Online Session on "Elimination of Violence Against Women" 25th Nov'21	
	4. Webinar on "Gender Sensitization and Sexual Harassment of Women at Workplace" in collaboration with the Department of Political Science			4. Webinar on Mental Health 30th Jan'22	
	5. Self-defense Workshop in collaboration with Delhi Police 28Feb-7th Mar'22				
	6. Women's Day (Intra College Open Mic & Wall Competition) 8th Mar'22				
	7. Intra College Poster Making Competition on "Gender Equality for a Sustainable Tomorrow", 10th Mar'22				
	8. Online & Offline Activity on Sexual Awareness Month April'22				



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SESSION	EVENT DETAILS	LINK
2022 - 2023	1. T-Shirt Designing Competition on Women in Independent India 16th Aug'22	https://rlacollege.edu.in/pdf/WAC_Annual_Report_2022-23%20final.docx.pdf
	2. Equity Day Seminar on Importance of Being Financially Independent by Mrs Nandita Krishan & Mrs Aakansha Bhargava 29th Aug'22	
	3. Self-defense Workshop in collaboration with Delhi Police 10-14th Oct'22	
	4. Wall Decoration on International Day of Violence Against Women 9th Dec'22	
	5. Seminar on Cancer Awareness by Dr. Shruti Bhatia & Dr. Rakesh Jain Health Checkup Camp 10th Jan'23	
	6. Seminar on Financial Independence by Raghuvver Nath 29th Mar'23.	



Conclusion of the Gender Audit Report

The Gender Audit 2019- 2022 conducted at Ram Lal Anand College illuminates the institution's unwavering dedication to cultivating an inclusive and equitable environment for all students and staff members. The extensive infrastructural facilities, policies, and initiatives detailed in this report reveal substantial strides towards achieving gender equity. The establishment of a well-defined Gender Policy, alongside robust security measures and the formation of dedicated committees such as the Internal Complaints Committee and the Gender Sensitization Committee, underscores the college's proactive stance in addressing gender-related concerns.

The significant rise in female student representation—from 38.4% in the academic year 2019-20 to an impressive 45.78% in 2021-22—signals a noteworthy shift towards inclusivity and diversity within the academic milieu. This trend transcends mere statistics; it reflects a broader societal transformation in attitudes toward gender equity and highlights the college's concerted efforts to empower women, particularly those hailing from marginalized backgrounds.

Moreover, Ram Lal Anand College's commitment to gender sensitization through the integration of gender studies in the curriculum, the promotion of diverse leadership roles, and the provision of various support services further enriches the holistic development of its students. The institution's continuous initiatives, including workshops, seminars, and awareness campaigns, play an essential role in enlightening students about gender issues and their inherent rights, thereby nurturing a culture of respect and understanding.

In summation, the insights gleaned from this Gender Audit reaffirm Ram Lal Anand College's resolve to foster a safe, supportive, and empowering atmosphere for all genders. As the college persists in implementing and refining its gender equity initiatives, it not only sets a benchmark for other educational institutions but also lays the groundwork for a more inclusive future. While the progress achieved thus far is commendable, the pursuit of genuine gender equity remains an ongoing journey. By steadfastly upholding these principles, Ram Lal Anand College enriches its academic community and makes significant contributions to the broader advancement of gender equality in society.



Recommendations

In light of the findings from the Gender Audit at Ram Lal Anand College, the following recommendations are proposed to further enhance the institution's commitment to gender equity and to build upon the commendable progress already made:

1. **Enhancement of Gender Policy Awareness:** While a well-defined Gender Policy is in place, efforts should be intensified to ensure that all students and staff are thoroughly informed about its provisions. Regular workshops and information sessions could be organized to reinforce the policy's importance and implications.
2. **Expansion of Gender Sensitization Training:** The college should consider implementing mandatory gender sensitization training for all incoming students, faculty, and administrative staff. This training can help cultivate a deeper understanding of gender issues and promote an inclusive campus culture.
3. **Strengthening Grievance Redressal Mechanisms:** It is crucial to continually evaluate and enhance the effectiveness of existing grievance redressal mechanisms. Providing anonymous reporting options and regular follow-ups can ensure that complaints are handled sensitively and effectively, fostering greater trust among students.
4. **Increased Support for Female Students:** To further empower female students, the college could establish mentorship programs that connect them with successful alumnae and professionals in their fields of study. This initiative can provide guidance, support, and inspiration for career development.
5. **Diversifying Leadership Opportunities:** The institution should actively promote female representation in leadership roles, not only within student bodies but also in faculty committees and administrative positions. Creating more leadership development programs specifically for women can facilitate this goal.
6. **Regular Monitoring and Reporting:** The college should institute a regular monitoring system to assess gender equity initiatives and their outcomes. Annual reports detailing progress and challenges faced in achieving gender parity would enhance transparency and accountability.



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7. **Engagement with External Experts:** Collaborating with gender studies experts and organizations can provide valuable insights and resources to enrich the college's initiatives. Inviting guest speakers and hosting conferences on gender issues can elevate awareness and education on campus.
8. **Promotion of Gender-Focused Research:** Encouraging faculty and students to engage in gender-focused research projects can contribute to a deeper understanding of gender dynamics within the educational context and beyond. The findings can inform policy and practice within the institution.
9. **Expanding Wellness and Counseling Services:** The college should enhance its mental health and counseling services, ensuring that they are adequately equipped to address the unique challenges faced by students of diverse gender identities. Regular mental health awareness campaigns could further destigmatize seeking help.
10. **Community Outreach Programs:** Engaging with the local community to promote gender equity and awareness can create a broader impact. Organizing outreach programs that involve students can enhance their understanding of societal issues and encourage civic responsibility.

By adopting these recommendations, Ram Lal Anand College can continue to strengthen its efforts toward gender equity, creating a more inclusive and supportive environment for all members of its academic community. Through sustained commitment and innovative practices, the college can set a compelling example for other institutions striving to achieve similar goals.

End of Report.