



GENDER AUDIT 2024



RAM LAL ANAND COLLEGE
University of Delhi
Benito Juarez Road, New Delhi- 110021




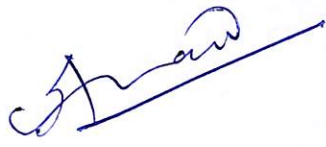
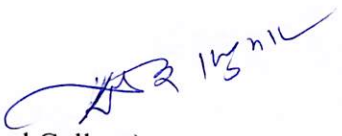
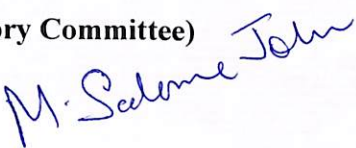






PREFACE

The pursuit of gender equality is a fundamental commitment of our institution, reflecting our core values of diversity, inclusivity, and equity. As part of our ongoing efforts to create a more equitable environment, we are proud to present the Gender Audit Report. This report is the outcome of a thorough and comprehensive examination of gender dynamics within our academic and administrative frameworks. It provides an insightful analysis of our current practices, highlighting both our achievements and the areas requiring further attention. Our aim is to identify strengths and opportunities for growth, ensuring that we continue to advance towards a more inclusive and supportive environment for all members of our community. The findings and recommendations outlined in this report will serve as a crucial template for our future initiatives. By addressing the identified gaps and building on our successes, we are committed to enhancing gender equity and fostering an environment where every individual can thrive without facing impediments related to gender. We extend our gratitude to everyone who contributed to this audit, and we look forward to working together to implement the changes necessary to achieve our vision of a fairer, more egalitarian society.



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CHAPTER 1:

Preamble: Vision and mission aligned to promote Gender Equity

Aim:

The primary aim of the Gender Audit is to systematically evaluate and understand the current state of gender dynamics within our institution. This includes assessing policies, practices, and structures to ensure they effectively promote gender equality and support an inclusive environment for all stakeholders of the academic and administrative community of the college.

Purpose:

1. **Evaluate Current Practices:** To analyse existing gender-related policies, practices, and procedures to determine their effectiveness in promoting gender equality and addressing disparities.
2. **Identify Strengths and Weaknesses:** To highlight areas where the institution is excelling in gender equality and to identify areas that require improvement.
3. **Assess Gender Representation:** To examine the representation of different genders within various levels of the institution, including academic and administrative roles, and to identify imbalances, if any.
4. **Gather Feedback:** To collect input from students, faculty, and staff regarding their experiences and perceptions related to gender equality within the institution.
5. **Develop Recommendations:** To provide actionable recommendations based on the findings, aimed at enhancing gender equity and creating a more supportive and inclusive environment.
6. **Monitor Progress:** To establish a framework for monitoring and evaluating the implementation of recommended changes, ensuring that progress towards gender equality is ongoing and measurable.

By achieving these objectives, the Gender Audit seeks to support our commitment to fostering a fair and equitable academic community where everyone has the opportunity to succeed.



Introduction to the College in brief:

Ram Lal Anand College was founded in the year 1964 by Late Shri Ram Lal Anand, a senior advocate in the Supreme Court of India, in response to the growing social demand in the sixties for providing educational opportunities at the university level. The college was initially managed by the Ram Lal Anand College Trust. It was later taken over by the University of Delhi. Since 1973, it has been run by the University of Delhi as a University Maintained Institution.

The college is located in the picturesque surroundings against the backdrop of the Aravali ranges in the neighbourhood of the South Campus of the University of Delhi and several other educational institutions. It has a vast campus, spread over ten acres of land with green lawns and elegant buildings of much sprawling architectural merit. The college has excellent infrastructure, with state-of-the-art Laboratories, Seminar room, Amphitheatre, Library, Playground and Cafeteria. The campus is Wi-Fi enabled. Being a multi-disciplinary, co-educational institution it has approximately 2700 students pursuing different courses in Arts, Commerce and Science streams. Ram Lal Anand College is administered by a statutory Governing Body as per the University Ordinances and legislated by the Executive Council of the University of Delhi. The college boasts off a highly learned and committed teaching faculty of about 109 teachers. Apart from their traditional role of disseminating knowledge, the teachers inspire and guide the students to manage different activities such as seminars, workshops, debates, theatre, cultural activities including classical music and dance programmes. Teachers are also involved in guiding students in various research and innovation projects. RLA with its wide expanse of fields and a technical support provides conducive environment for sports. The College is proud to be one of the leading affiliates of the National Cadets Corps (NCC) and National Services Scheme (NSS) with an impressive member of cadets / volunteers enrolled each academic year.



Measures in brief initiated by the Institution for promotion of gender equity:

Higher educational institutions play a decisive role in promoting gender equity by creating an inclusive environment where all individuals, regardless of gender, can thrive. This involves implementing and enforcing policies that ensure fair treatment and equal opportunities, integrating gender studies into the curriculum to challenge traditional norms, and providing support services tailored to diverse needs. By promoting diverse representation in leadership roles and fostering a campus culture of respect and understanding, Ram Lal Anand College contributes towards actively combating gender-based discrimination and harassment. Additionally, offering training and raising awareness about gender issues, through continuous initiatives taken by the college, helps cultivate an informed and supportive environment. Through various comprehensive efforts, the college not only promotes gender equity but also prepares students to contribute to a more equitable and just society. In this regard, Ram Lal Anand College has initiated several steps such as the comprehensive Gender Policy that has been established and is available on the college's website. The college also has several committees dedicated to the well-being of students particularly female students, faculty and staff, including the Grievance Redressal Committee, Anti-Ragging and Discipline Committee, Internal Complaints Committee for prevention of Sexual Harassment, Students Union Advisory Committee, Women Welfare Advisory Committee, and Mentoring Programme which primarily work with the aim of ensuring and promoting equality and unity amongst all genders and the development of students by providing them a safe space for a healthy discussion and a platform to showcase their ideas and opinions on various issues that matter in contemporary times. Information about these committees, including the names and details of their members, is displayed on the college's website and shared with students through orientation programmes conducted for each batch of freshly admitted students at the beginning of each academic year. In addition, the Gender Sensitization Committee of the college *ASMI* and Gender Champions (nominated student representatives) actively promote gender equality through various continuous initiatives like awareness drives, sensitisation programmes along with the e-journal on gender issues "*Asmi*" published every academic year. The college has also applied for creation of NCC Battalion for 52 Female Students in college through a formal application to Director General, NCC Directorate in December' 2023 and look forward to receiving positive response in near future.

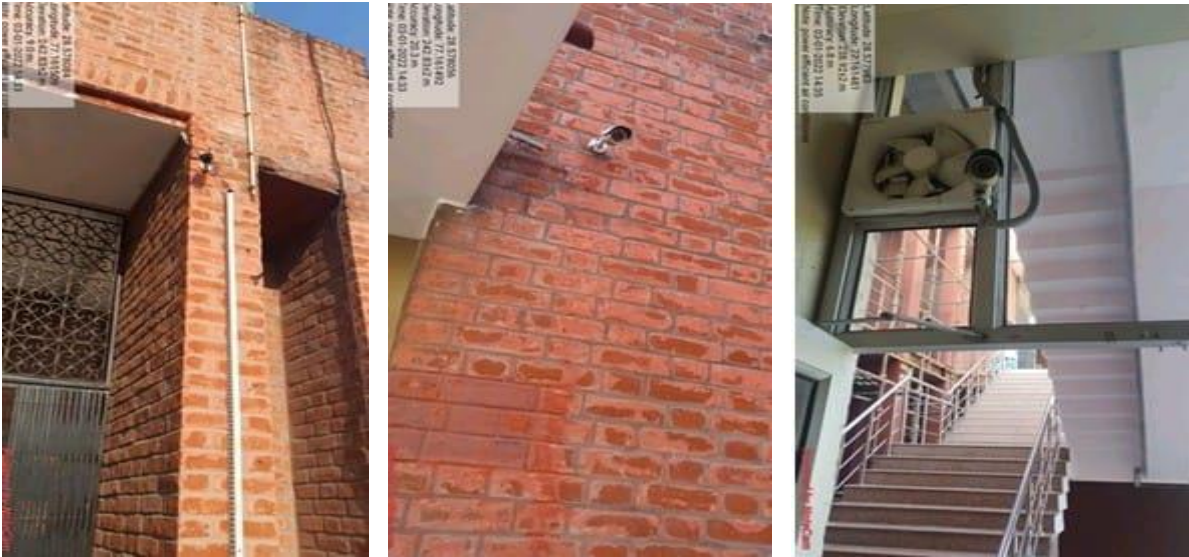


Over the last five years, the institution has taken several significant measures to promote gender equity, ensuring a safe, inclusive, and empowering environment for all students and staff. These efforts are reflected in both curricular and co-curricular activities, along with dedicated facilities and policies that support gender equity on campus. This has created an environment where all genders can thrive and contribute meaningfully to the academic community.

Further, to ensure absolute safety and security, the campus has 24x7 CCTV surveillance, dedicated female security personnel is employed, routine ID cards checking by security upon entry is regularly done; a dedicated counsellor to address emotional and social concerns of students is available on campus; girls' common room with a sanitary napkin vending machine caters to essential need of the female students; a changing room for female sports students etc. are some of the steps taken by the college.

CHAPTER 2: Overview of initiatives and infrastructural facilities

- Gender policy Instituted and displayed on website
<https://rlacollege.edu.in/pdf/Gender%20Policy.pdf>
- 119 Security Cameras functional in campus at different Locations including canteen area and parking space:



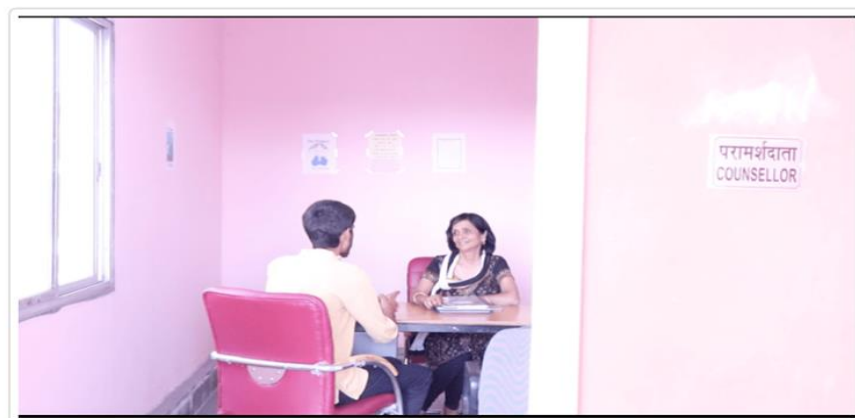
Security Cameras functional in campus at different Locations



Safety and Security:
CCTV Control panel in AO Room

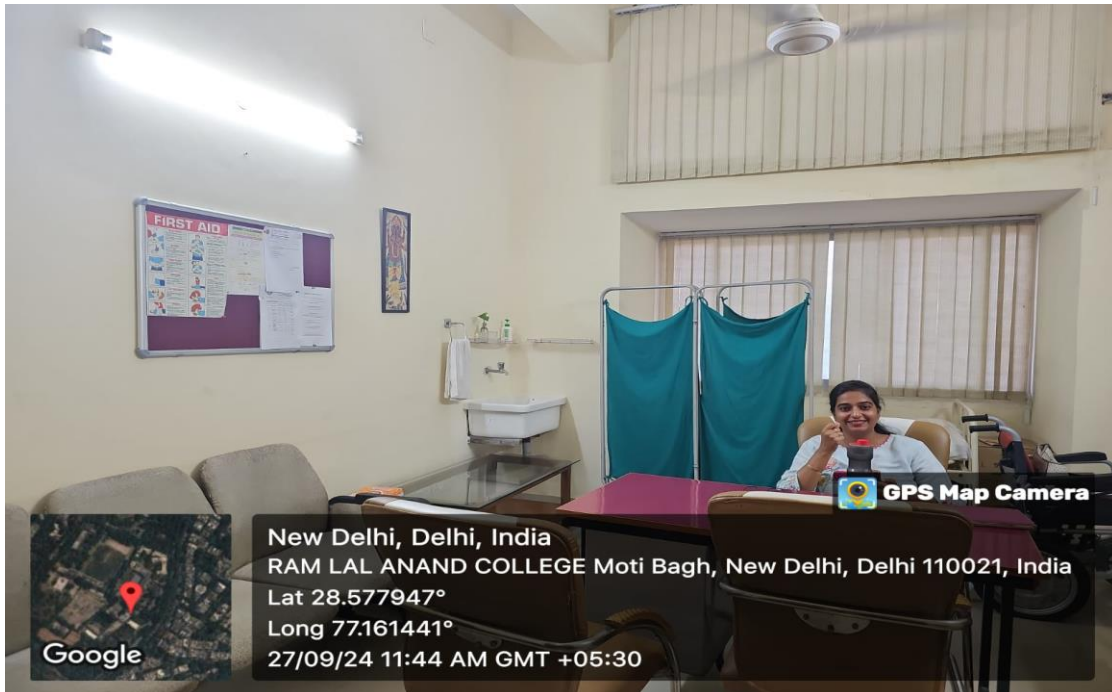
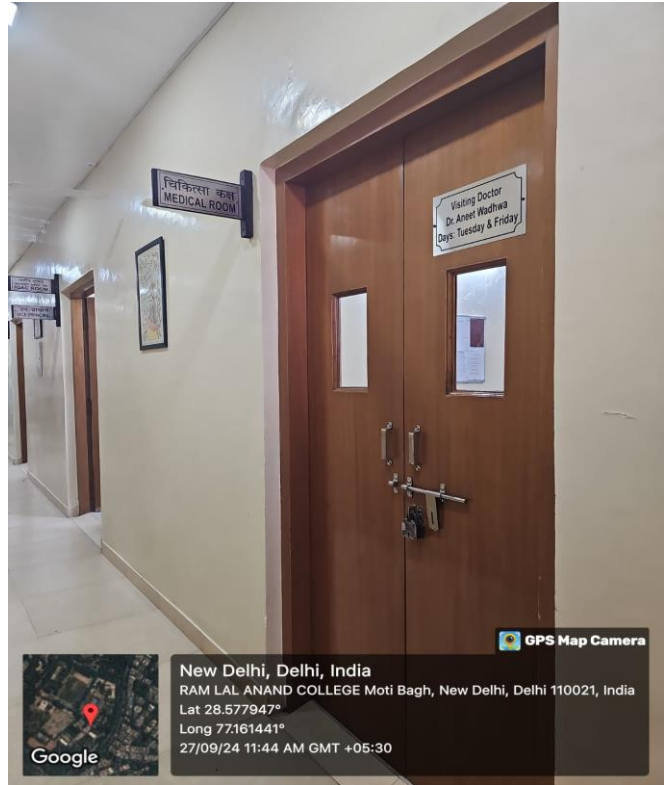
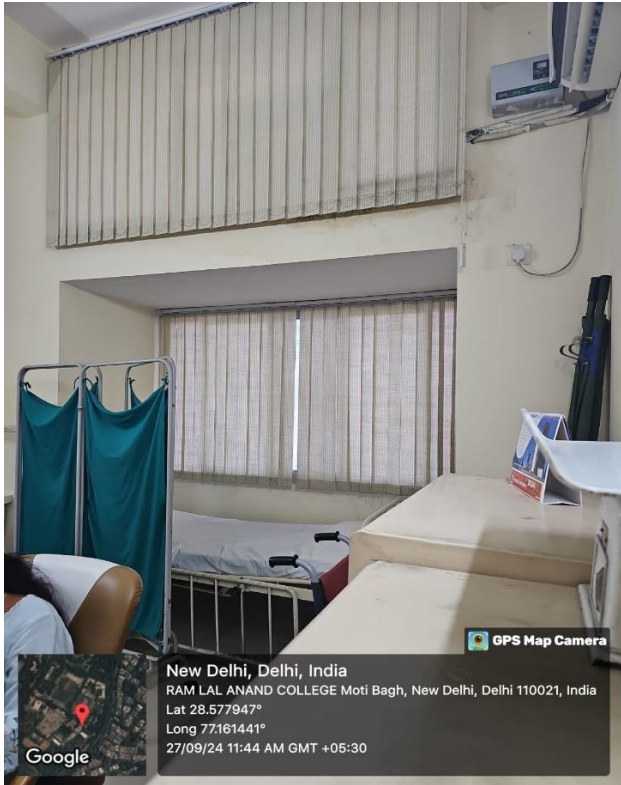


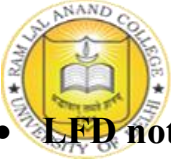
- **Security Guards** at the Gate with dedicated female security personnel.
- **Internal Complaints Committee (ICC)** under “The sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013”.
- **Women Welfare Advisory Committee** (*A Staff-Council Committee*)
- **Gender Sensitization Committee-ASMI**
- **Gender Champions** (as responsible student leaders who facilitate an enabling environment within the institution aimed at establishing and ensuring gender parity)
- **Students’ Grievance Redressal Committee.**
- **Discipline Cum Anti-Ragging Committee.**
- **Complaint box** in Girls’ Common Room and **Google Form** on college website for registering complaints.
- **A 24x7 helpline for women is prominently displayed at various locations throughout the college.**
- **Gender sensitization through curriculum.**
- **Regular Mentoring by Faculty.**
- **Dedicated Counsellor.**



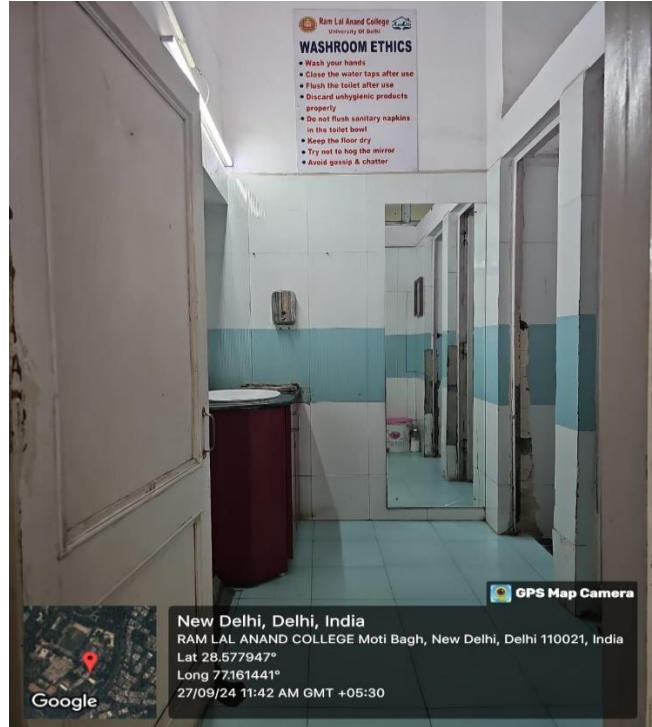


- **Medical Room** with Female visiting doctor and full-time nurse.



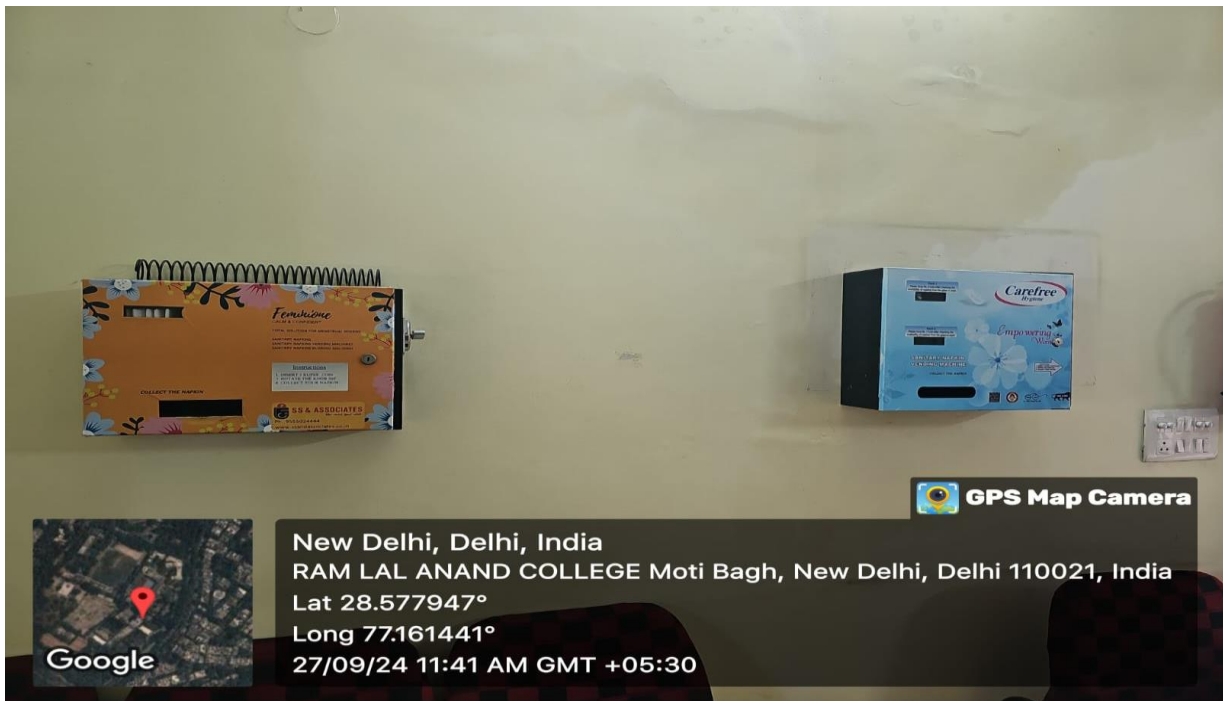


- **LED notice board** for effective communication.
- Centrally located **Girls Common Room** with all basic facilities including attached washrooms.



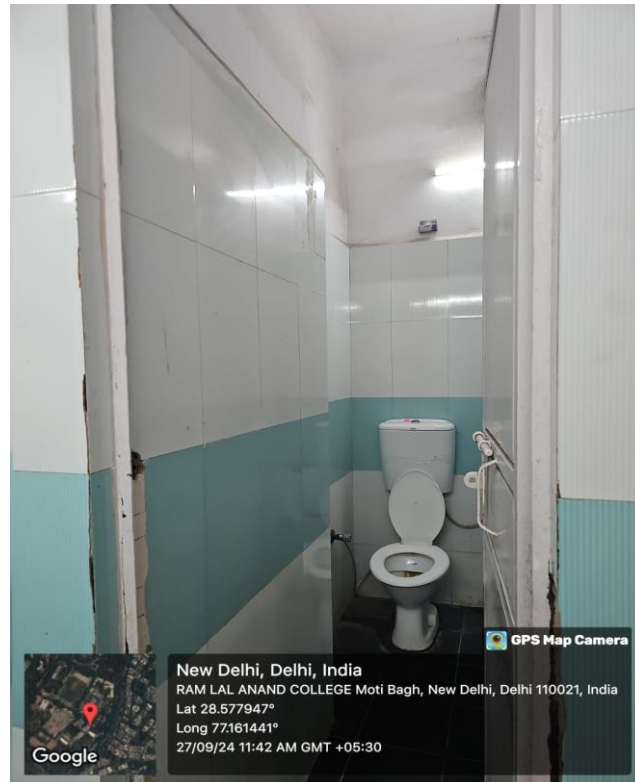


- **Sanitary napkins vending machine** installed in the Girls' Common Room as well as all washrooms for females including non-teaching staff.



- **Separate washrooms** for teaching staff, office staff, boys and girls.





The provision of separate washrooms and changing rooms for boys and girls in colleges is essential for ensuring privacy, safety, and comfort. These facilities help reduce the risk of harassment, promote gender sensitivity, and maintain hygiene standards. By acknowledging the unique needs of students based on gender, colleges create a more inclusive and supportive environment where all students can feel secure and valued, contributing to their overall well-being and dignity.



CHAPTER 3: Student Ratio by Gender

The student ratio by gender is a vital indicator for assessing and advancing gender equity within educational institutions. This metric is crucial for ensuring that opportunities are equitably accessible to all genders and for identifying areas where targeted support may be needed. Analysing gender ratio helps the college allocate resources more effectively, develop policies that address disparities, and create programs tailored to the needs of underrepresented groups. Furthermore, a balanced gender ratio enhances the diversity of perspectives on campus, enriching the educational experience for all students. Tracking these ratios over time allows the institution to monitor progress toward gender equity goals and make informed decisions to foster a more inclusive and supportive academic environment.

Gender ratio by admission figures of the last 5 years:

Table 1.1: Students on Roll

Year	Total Admissions (UG & PG)	No. of Male students	No. of Female students	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 %
2022-23	835	587	248	29.7%
2023-24	900	629	271	30.1 %

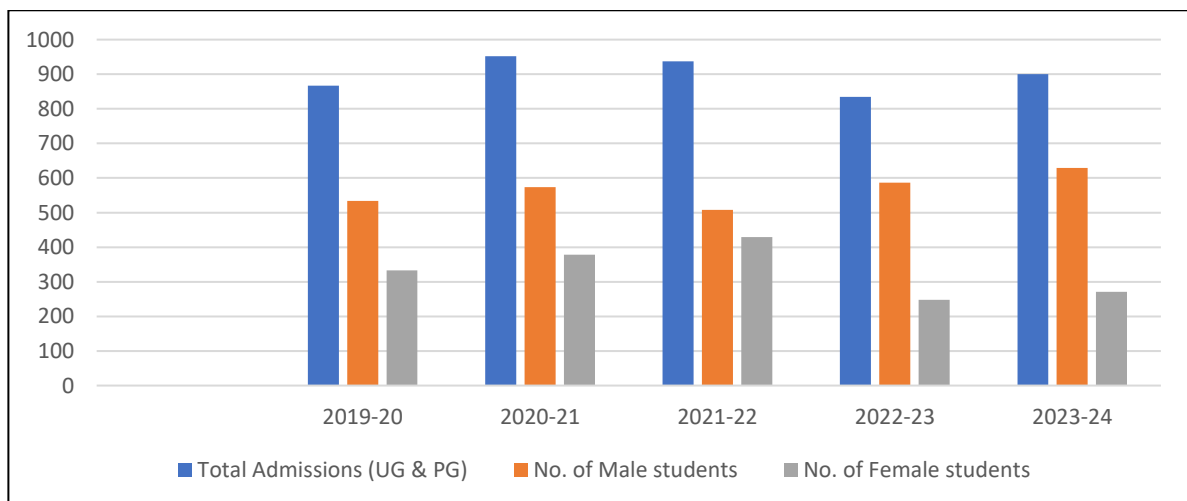
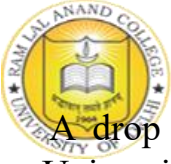


Fig. 1: Students on Roll



A drop in the percentage of female students following the CUET (Common University Entrance Test) for admissions to undergraduate courses after implementation of UGCF from the academic year 2022 onwards, indicates several underlying issues or trends that warrant attention which may include differences in access to preparatory resources, coaching, or support between genders which could influence performance outcomes, leading to imbalances in admissions. Understanding the reasons behind the drop in the gender ratio is crucial for developing targeted strategies to address any disparities. By investigating these factors, the college/university is able to work towards creating more equitable admissions processes and support systems that promote gender balance and inclusivity. In this regard, the college, in accordance with the decision of the University of Delhi, has implemented the quota for supernumerary seats for single girl child for 2024-25 admissions to enhance inclusivity, by providing special reservations under supernumerary seats. This aims to support gender equality, empowering female students, reducing economic barriers, encouraging higher education and academic ambitions of female students by providing additional opportunities for single girl children.



CHAPTER 4: Faculty ratio by Gender

A good representation of female staff in teaching as well as non-teaching positions within educational institutions holds significant value and has profound consequences. Diverse female representation in teaching roles enhances the learning environment by bringing varied perspectives and teaching styles, which can enrich students' educational experiences. It serves as a powerful role model for students, particularly young women, demonstrating that career advancement and leadership in academia are attainable. Furthermore, it fosters a more inclusive and supportive academic culture, where all voices and experiences are acknowledged and valued. On the other hand, a lack of female representation can perpetuate gender imbalances and limit students' exposure to diverse role models and viewpoints. It may also hinder efforts toward gender equity within the institution and the broader field of academia. Achieving balanced representation is crucial for promoting equity, inspiring future generations, and ensuring that educational practices and policies are inclusive and comprehensive. The college stands tall with a very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is almost at par. However, the number of women in the non-teaching staff is somewhat low. In addition, major committees of the college are usually led by women faculty members, including the Staff Council Secretary, IQAC Coordinator, Bursar, Admission Committee, Exam Deputy Superintendents, Workload and Academic Affairs Committee, Arts and Culture Committee, Career-counselling and Placement Committee, College Website Committee, Enactus, Entrepreneurship and Technology Development, Student Aid Fund & Scholarship Committee, IT Infrastructure Committee, Prospectus cum Annual Report Committee, Sugam (Differently Abled Students' Welfare) Committee, Clean Energy & Conservation Committee etc. There are more women teachers in comparison to male faculty in almost all the subjects. The College also employs female security and sanitation staff.

Gender Ratio of Teaching and Non-Teaching Staff:

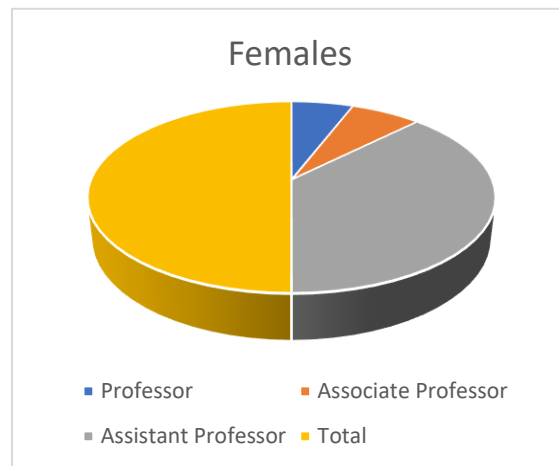
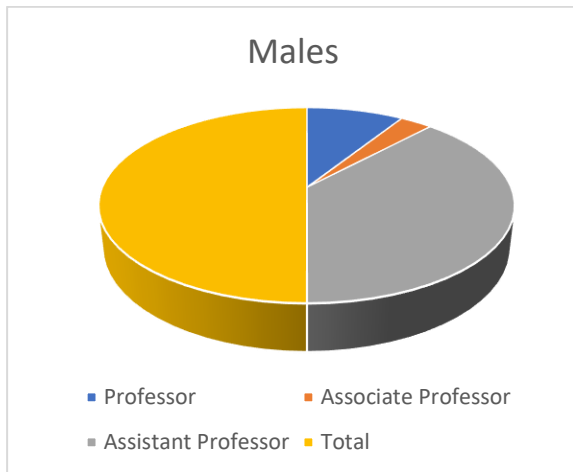
Table 2.1: Faculty Composition

Category	Total Strength (Full Time + Guest)	Males	Females	Percentage of Female
Teaching Staff	107 + 11	50	60 + 6	55.93 %
Non-teaching Staff	72	65	11	15.27 %



Table 2.2: Designation-wise gender composition of Permanent Faculty members

Designation	Males	Females	% of Male Faculty	% of Female Faculty
Professor	9	7	56.25 %	43.75 %
Associate Professor	3	8	27.27 %	72.72 %
Assistant Professor	38	45	45.78 %	54.21 %
Total	50	60	45.45 %	54.54 %



Female Faculty as Ph.D. Supervisors

A significant number of Ph.Ds. in the recent years across departments of Ram Lal Anand College are being supervised by female faculty.

Total number of PhDs from 2019 across Departments: 16

Female Supervisors: 5

Male Supervisors: 11

Percentage of Female PhD Supervisors: 31.25%

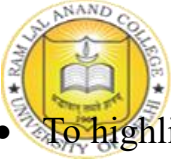


CHAPTER 5: Gender Policy of Ram Lal Anand College

Community engagement is a significant aspect of liberal education and experiential learning in institutions. It provides the critical connection with the real world. Ram Lal Anand College of University of Delhi works with the motto to ensure that the relevance of Gender Equity and Equality is accepted in the overall development process of students. 'Gender equality' means equal outcomes for women, men, and gender-diverse people. 'Gender equity' is the process to achieve gender equality. Gender equity recognizes that women and gender-diverse people are not in the same 'starting position' as men. This is because of historical and social disadvantages. Treating women, gender-diverse people and men equally might not actually be fair. In fact, it can create further disadvantage. Gender equity measures are often needed to level the playing field. The college thus following principles and measures of gender equity aims to empower women students particularly the ones coming from backward classes of society by contributing to their psychological, social, and intellectual growth. It engages students, through various workshops, seminars, panel discussions, and helps them understand and protect rights of women according to the provisions in the acts and constitution of India.

The college functions to fulfil the following objectives:

- To provide Social, Educational and Economic Empowerment to Women students.
- To create social awareness about the problems of women particularly regarding gender discrimination.
- To prevent sexual harassment and to promote general well-being of female students at the College.
- To enable students, understand Women's role in society. To develop multidisciplinary approach for the overall personality development.
- To organize activities, competitions, seminars, workshops relating to women development.
- To develop a sense of self-confidence among women students.
- Persistent sensitizing and capacity building among the female students through gender champions of the college.
- To guide students and spread awareness about Women Welfare Laws.
- To assert the importance of spiritual, economic, social, racial and gender equality.



- To highlight the importance of health, nutrition, and hygiene in women.
- To spread awareness about the requirements of girl's hygiene, health, nutrition, education, and safety among society.
- To accomplish these objectives, the college focusses on following effective measures:

SAFETY AND SECURITY OF FEMALE STUDENTS

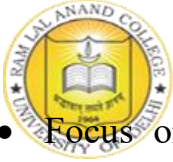
- 24x7 Helpline for female students. The details of teachers available for help are present on the college website and displayed prominently on the college walls.
- Constant monitoring of campus through CCTVs.
- Constitution of Internal Complaints Committee as per DU/UGC guidelines.
- Constitution of Women Welfare Advisory Committee.
- Girl's common room for relaxing, changing and playing indoor games.
- Women security guard at the main gate during college timings.
- Cleaning of washrooms exclusively by female housekeeping.

GENDER SENSITIZATION AND WOMEN'S EMPOWERMENT

- Constitution of Gender Sensitization Committee with student gender champions nominated/elected to spread the message of gender requirements and equality.
- Gender champions: weekly help desks, constant interaction with other students. Organization of seminars, panel discussions, interactive sessions, etc.
- Self-defence workshops.
- Awareness campaigns, Poster-making, slogan writing, wall-graffiti, story-writing, etc. Monthly Movie screenings related to gender issues.

PHYSICAL AND MENTAL WELL-BEING

- Interactive session with eminent specialist doctors, Dieticians and nutritionists.



- Focus on hygiene by installation of sanitary-pads vending machine in girl's common-room.
- Availability of Psychologist Counsellor
- Special games for girls introduced. Provision of Admissions at UG level for girls under sports quota.

EDUCATIONAL AND CAREER-OPPORTUNITIES

- College works with the motto "*Beti Bachao Beti Padao*". College encourages female students particularly the ones coming from backward classes towards higher education.
- College grants relaxation in merit cut offs for admission to women candidates in most programs offered by college.
- Aiming at economic empowerment through active careers by providing special scholarships for girl students through Endowment Funds.
- Provision of 30 scholarships in the form of Student Aid Fund exclusively for girls.
- Women topper of each class felicitated at suitable occasions.
- Best women student award in Science, Commerce and Management, and Arts and Humanities.
- Opportunity to girl students to share their views and thoughts on Gender Issues in the ejournal "Asmi".

CHAPTER 6:



Infrastructural facilities for female students and Staff

The college has good infrastructural facilities for female students and staff in the college which are absolutely essential for fostering an inclusive and supportive academic environment. These facilities include:

Safe and Accessible Spaces: The College ensures that restrooms, changing rooms, and common areas are adequately equipped, accessible, and safe for female students and staff. This includes providing well-maintained facilities with privacy and accessibility features. The Girls Common Room is an exclusive space for female students. The GCR has enough seating space with washrooms, Female attendant, Sanitary Napkin Vending Machine, magazines and facilities for indoor sports.

Secure Campus Environment: The college has implemented robust security measures, including CCTVs covering the entire campus, well-lit walkways, secure access controls, and emergency response systems, to ensure the safety of female students and staff on campus. The college ensures absolute safety through security personnel who conduct mandatory ID checks at entry gate.

Equal Access to Facilities: The college guarantees that female students and staff have equal access to all facilities, such as libraries, laboratories, and recreational areas, without any form of discrimination.

By investing in these infrastructural facilities, the college not only enhances the overall experience of female students and staff but also promotes gender equity and creates a more welcoming and supportive campus environment for everyone.

CHAPTER 7:

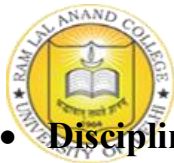
Safety measures implemented by the college for female students



- **The Internal Complaints Committee (ICC) and the Grievance Redressal Committee** of the college play a crucial role in maintaining a safe and inclusive academic environment. Their importance lies in their responsibility to address and resolve grievances related to sexual harassment, discrimination, and other forms of misconduct. By providing a formal mechanism for reporting and investigating complaints, the ICC and Grievance Redressal Committee of Ram Lal Anand College ensure that complaints and grievances are handled with fairness and confidentiality, which helps build trust among students and staff. The presence of an ICC also signifies the commitment of the college to upholding legal and ethical standards, fostering a culture of respect and accountability. Furthermore, the committee's proactive role in raising awareness, conducting training, and promoting preventive measures contributes to a healthier campus environment, where all individuals feel valued and supported. The college has a comprehensive gender policy available on its website, which outlines its commitment to gender equity. These committees work tirelessly to uphold this policy, ensuring that all students and staff are treated with respect and dignity. Information about these committees, including the names and details of their members, is displayed on the college's website/notice boards and shared with students through orientation programmes at the beginning of each academic year.

The following are the members of the Internal Complaints Committee (ICC):

1. Prof. Seema Gupta (Presiding Officer)
2. Prof. RakeshKumar (Senior Teacher)
3. Adv. Manisha Aggarwal (Outside Expert & Advocate)
4. Ms. Pragya Deshmukh (OBC Observer)
5. Mrs. Chanchal Batra (Non-teaching staff)
6. Sonali Singh (B.A.(H.) Political Science, Student Representative)
7. Khushi Vashisht (B.A.(H.) Journalism and Mass Communication (Hindi) Student Representative)
8. Dharmvir Kumar (B.A.(H.) Political Science (Student Representative)



- Discipline cum Anti-Ragging Committee** of the college plays a crucial role in ensuring a safe and respectful environment for all students, with a specific focus on addressing issues that affect female students. This committee is responsible for enforcing disciplinary measures and addressing any incidents of ragging or misconduct, which is particularly important for safeguarding female students against harassment and intimidation. It is also essential for ensuring a safe and respectful academic environment. This committee is tasked with upholding disciplinary standards and implementing measures to prevent and address instances of ragging and other forms of misconduct. The committee's functioning involves a comprehensive approach to both prevention and intervention. Firstly, the committee implements preventive measures by conducting awareness programs and displaying of information through flex boards, posters, banners at crucial places on the campus as well as putting information on the college website aimed at educating the students about the negative impacts of ragging and the importance of a respectful campus environment. These initiatives are designed to foster a culture of mutual respect and understanding. For reporting and addressing incidents, the committee provides confidential and accessible channels through which female students can report any concerns or instances of ragging or harassment. This ensures that their issues are heard and handled discreetly and with sensitivity. The committee also supports female students who may be affected by such incidents. It offers counselling and guidance to help them navigate their experiences and ensure their academic and personal well-being is maintained. When incidents are reported, the committee conducts thorough investigations to ascertain the facts and determine appropriate disciplinary actions. This includes taking swift and decisive action against those found guilty of misconduct while ensuring due process is followed. Additionally, the committee enforces anti-ragging policies and regularly reviews and updates these guidelines to adapt to emerging challenges and best practices. It also engages in proactive measures to promote a positive campus climate by organizing seminars and discussions on discipline and ethical behaviour. Through these multifaceted efforts, the Discipline Cum Anti-Ragging Committee ensures a safe and supportive environment for female students, safeguarding their right to a harassment-free educational experience while upholding the institution's standards of discipline and respect.
- The Gender Sensitization Society: ASMI** of the college is tasked with promoting gender equality and fostering a culture of respect and inclusivity across the campus.



Its objectives and functions are designed to address gender-related issues comprehensively and effectively. The mandate of the Gender Sensitization Society is to advocate for gender equality by challenging gender-based discrimination and stereotypes, ensuring that all students have equal opportunities and rights, regardless of their gender. The society is dedicated to increasing awareness and understanding of gender issues among students, faculty, and staff, fostering a more informed and sensitive campus community. Additionally, it focuses on providing support and resources for individuals affected by gender-based discrimination or violence, empowering them through educational and advocacy initiatives to promote a safer and more equitable environment. *ASMI*: Gender Sensitization Committee of the college is pledged to make the students aware about gender related issues and individual's rights irrespective of their gender identities. The name *ASMI* is significant in defining the aim of this society. The word *ASMI* means "I am or I exist." The society promotes the idea of inclusiveness and harmonious co-existence through various student centric activities such as performing arts competitions, poster and slogan writings, field survey, talks, seminars, conferences and workshops on numerous aspects of gender issues. The society has also started an *E-journal* on gender sensitization for the students to give a creative platform for their understanding of gender related issues. The various components of society consist of Gender Champions, Members and E-Journal Editors. A Speaker's Session in collaboration with NDDLSA Titled "*Sparsh- Give Care Not Scars- Ending Vitriolage- An Effort Through Legal Awareness*" is among several other programmes organised by the society. By encouraging open-minded examination of gender-related concerns, the society helps students challenge outdated norms and overcome the negative aspects of traditional beliefs.

- **Women Welfare Advisory Committee** of the college is dedicated to fostering equality and unity across all genders while promoting student development. The committee provides a safe environment for meaningful discussions and a platform for students to express their skills and perspectives on contemporary issues. It focuses on empowering female students through several programmes aimed at educating them about financial independence, women's rights, health and

hygiene, and disease prevention through lectures by distinguished speakers. The committee organizes thought-provoking competitions, wall decoration events, and open mic sessions to give students opportunities to showcase their creativity.



Student members actively engage on social media platforms such as Instagram, Facebook, and Twitter, sharing information on women's issues and celebrating the achievements of women. Additionally, the society takes up several initiatives all through the year which train and equip students in particular, the female students. These include Self-defence Training Programmes conducted in association with Delhi Police; seminars for imparting knowledge on financial independence, laws protecting rights of women, female health and hygiene, women specific diseases including cancers and their prevention through lectures by eminent speakers and many more. The Committee also conducts seminars, panel discussions on relevant issues and topics in addition to various student-centric activities. Some of the activities conducted in the recent past are: Workshop on Cybersafety and Awareness for Women; Workshop on Self Defence in association with Delhi Police; Creative writing Competition on "*Gender Equality for Sustainable Development*"; poster-making competition on "*Gender equality for a sustainable tomorrow*"; In addition, the committee along with NSS, Gender Sensitization Committee, and various departments as well as college societies conducts a number of programmes regularly to create awareness on various gender related issues which include: domestic violence, dowry, women's education, female foeticide, etc. to name a few. These include talks, street play competitions, debate competitions, Rangoli competitions etc. Through these programs and initiatives, the committee seeks to enhance the well-being and confidence of female students, while fostering a culture of respect and equal opportunity within the college community.

CHAPTER 8:

Awareness on Gender Issues: Learning through curriculum

Integrating gender sensitization into the curriculum is a pivotal step towards fostering an inclusive and equitable educational environment. By incorporating



gender studies and related topics into academic courses, institutions challenge traditional stereotypes and encourage critical discussions about gender roles and inequalities. This approach not only raises awareness about gender issues but also equips students with the knowledge to understand and address gender biases in various contexts. Courses that include gender sensitization help students develop empathy and respect for diverse perspectives, promoting a culture of equality and mutual understanding. Additionally, such curriculum elements prepare students to engage thoughtfully with gender issues in their future professional and personal lives, contributing to a more just and equitable society. The college offers several papers as part of its curriculum across various departments thereby challenging age-old stereotypes of gender and thus creating awareness about the challenges that women have historically faced and the resistance that they have heroically offered to forces of subjugation and tyranny. Some of these are mentioned below:

Programme	Course
B.A. (Honours) English	Women's Writing Post-colonial Literatures Literary Theory Dalit Writings Women and Empowerment Disability Studies Literature and Human Rights Interrogating Queerness Individual and Society Marginalities in Indian Writing Readings on Indian Diversities and Literary Movements etc.
B.A. (Honours) Hindi and Hindi Patrakarita	<i>Asmita Moolak Vimarsh aur Hindi Sahitya</i> <i>Hashiye Ka Samaj Aur Media</i>
B.A. (Honours) History	Women in Indian History Gender In Indian History
B.A. (Honours) Political Science	Feminism: Theory and Practice

CHAPTER 9: Female Faculty in Administrative Roles/Responsibility

The presence of female faculty in significant administrative roles and positions of responsibility is crucial for overall health of an academic institution. When women hold leadership and administrative positions, it not only ensures diverse perspectives in decision-making but also serves as a powerful example of gender



equality in action. Female administrators bring unique insights and approaches to governance, policy-making, and institutional development, enriching the overall functioning of the institution. Their involvement can lead to more inclusive policies and practices, better addressing the needs of all students and staff. Additionally, having women in prominent roles helps break down gender barriers, encourages aspiring female professionals, and promotes a culture where merit and capability are recognized and valued, regardless of gender. This representation ultimately strengthens the institution's commitment to equality and sets a standard for fair and progressive leadership. Ram Lal Anand College truly believes that inclusion of female faculty in significant administrative roles demonstrates its resolve to challenge traditional barriers and create an environment where all voices are valued. Ultimately, this commitment enhances the institution's reputation as a progressive and equitable leader in the academic world as well as society at large. Some of the key administrative positions of Ram Lal Anand College are held by women. Women are also members of some of the important academic, administrative, outreach, cultural, and other co-curricular committees. In addition to this, women hold some of the important administrative positions in the college, which are as follows:

- Vice Principal of the College
 - Secretary, Staff Council
 - Bursar
 - IQAC Coordinator
 - Convener, Workload and Academic Affairs Committee
 - Internal Complaints Committee (Presiding Officer)
 - Nodal Officer (Skill Enhancement Courses)
 - Anti-Ragging and Discipline Committee (Convener)
 - Admission Committee (Convener & Co-convener)
 - Art & Culture Committee (Convener)
-
- College Committee for Prevention of Defacement of Property (Convener & Co-convener)
 - Career Counselling and Placement Committee (Advisor)



- College Event Management and Function Committee (Convener)
- Gender Sensitization Committee (Convener)
- IT Infrastructure Committee (Convener)
- North East Students' Welfare Committee (Convener & Co-convener)
- Prospectus *cum* Annual Report Committee (Convener)
- Swachhata Action Plan Committee (Convener)
- Samdrishti and Srijan- College Magazine (Convener & Co-convener)
- Student Aid Fund & Scholarship Committee (Advisor & Convener)
- SC/ST/OBC/EWS/PwD Admission Cell (Convener)
- Sugam (Differently Abled Students' Welfare) Committee (Advisor)
- Women's Welfare Advisory Committee (Advisor & Convener)
- Yoga and Meditation Committee (Advisor & Convener)

CHAPTER 10: Women Achievers in the Institution

Celebrating women achievers within the institution highlights the significant contributions and successes of female students, faculty, and staff, and underscores the institution's commitment to gender equity and excellence. Recognizing these



achievements serves multiple purposes: it not only acknowledges the hard work and talent of women but also inspires others by showcasing successful role models. Highlighting these accomplishments fosters a culture of respect and encouragement, creating an environment where women are motivated to pursue their goals and aspirations. Moreover, it reinforces the institution's dedication to supporting and advancing women's roles in academia and beyond, contributing to a more inclusive and empowered community. By celebrating the accomplishments of women, Ram Lal Anand College attempts to set a standard for recognizing and valuing diverse contributions, promoting an atmosphere where all individuals can achieve their full potential. Some of our achievers in the last five years are mentioned below:

Faculty and Student Achievers (Females):

Year	Name of the Faculty	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr. Perna 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. Perna 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

2021	Prof. Perna 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
2022	Gunjan	Student	1st Position (Interjector)
2023	Nikita Pathania	Student	1st position in Doodle making competitions at Shaheed Rajguru College, Bhaskaracharya college of applied sciences
2023	Avni Agarwal	Student	1st position in Quiz-Inception'23, University of Delhi

CHAPTER 11:

Academic And Co-Curricular Engagements Focused on Gender Sensitization

The purpose of academic and co-curricular engagements focused on gender sensitization is to promote awareness, understanding, and respect for gender diversity and equality within the educational environment. These engagements aim



to increase awareness, challenge stereotypes, promote inclusivity, empower individuals, encourage policy and practice changes, and support personal development in addition to fostering a safe environment in an educational institution. Over the last five years, the college has significantly advanced gender equity through a range of curricular and co-curricular activities, supported by committees such as the Gender Sensitization Committee and the Women Welfare Advisory Committee (WWAC). These efforts have been crucial in creating a safe, inclusive, and empowering environment for all genders. The college has implemented practical measures to observe gender equity, including dedicated facilities such as a girls' common room, clean washrooms, and sanitary pad dispensers.

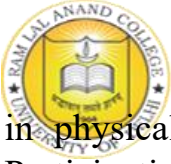
The WWAC has played a pivotal role by inviting prominent speakers and experts to contribute to gender equity initiatives. Over the years, it has organized numerous sessions, both online and offline, addressing various gender issues. True to its mission, the WWAC has conducted informative lectures, seminars, webinars, workshops, and camps, both independently and in collaboration with the Gender Sensitizing Committee of the college and Delhi Police, to enhance its impact. The focus of these activities has been on contemporary issues such as the impact of the pandemic on female labour participation, cyber safety, financial literacy, and health awareness, including mental health and breast cancer. Most prominent among these activities is the Self-Defence Training Programme organised in the college every year for female students which offer numerous benefits and aligns with broader efforts to enhance campus safety and empower women by giving them the skills and confidence to protect themselves in potentially dangerous situations. Engaging in self-defence training improves physical fitness, coordination, and overall health of female student participants and fosters a sense of community and solidarity among female students, as they share experiences and support each other during these training programmes. Overall, self-defence training supports the broader goal of creating an inclusive and secure environment for female students in particular.

Furthermore, the committee has created a platform for open dialogue and creative expression through engaging events like open wall and mic sessions, poster and logo-making competitions, and Women's Day celebrations, all of which contribute to fostering an environment of inclusion and diversity.



CHAPTER 12: Emerging Programs for Women Sports Achievers

Physical education plays a crucial role in the overall development of girls, offering a wide range of benefits that extend beyond physical health. Regular physical activity promotes cardiovascular health, muscle strength, and flexibility, which are essential for maintaining a healthy body and preventing chronic illnesses. For girls, engaging



in physical education helps establish lifelong habits of exercise and wellness. Participation in sports and physical activities helps girls develop a positive body image and greater self-confidence. It encourages them to appreciate their physical abilities and strengths rather than focusing on societal beauty standards. It is proved beyond doubt that regular physical activity can boost cognitive function, leading to better concentration, memory, and academic performance. Physical education can enhance girls' overall learning experience and success in other academic areas as well. Physical education promotes gender equality by encouraging girls to participate in sports and activities traditionally dominated by males. It empowers them to challenge stereotypes, build confidence, and advocate for their own opportunities. Additionally, it provides valuable opportunities for social interaction and the development of teamwork and leadership skills, which are crucial for both personal and professional growth. Through physical education, girls learn valuable life skills such as goal-setting, perseverance, and time management. These skills are transferable to other areas of their lives, including academics and future careers. The Department of Physical Education of Ram Lal Anand College understands this fully and ensures that dedicated and concerted efforts are made regularly to provide and improve sports facilities for female students. Considering the importance of "SPORTS FOR ALL", the organises several sports events and inter-department tournaments for female students and staff, in particular, throughout the year. The following new initiatives were taken in this respect in the last five years:

- Exclusive sports teams for female students:
 1. TABLE TENNIS (Men & Women)
 2. CHESS (Men & Women)
 3. BADMINTON (Men & Women)
 4. KHO-KHO (Men & Women)
- The college has significantly expanded the intake of female students through the sports quota.

Over the years, Ram Lal Anand College has proudly supported a dynamic group of female sportspersons and athletes, many of whom have achieved recognition at both national and state levels. Several of these female sports achievers have represented India in various national athletic and sports events, making significant strides in their fields. In the past year alone, female students have brought numerous accolades to the college, further showcasing their exceptional talent and dedication in sports and athletics.



The college promotes and provides full support to budding female athletes and sport-persons by encouraging them to participate in different at the state, national and international levels. Some of our outstanding achievers in the field of sports are mentioned below:

OUTSTANDING ACHIEVERS IN SPORTS (2019-20)

S.NO.	NAME/ PHONE NO.	GAME	ACHIEVEMENT	DATE & VENUE
3.	SHWETA TIWARI B.A (PROG.) 1 ST YEAR	Taekwondo	Participation in north zone Inter university tournament	Punjabi University, Patiala
			GOLD Medal in Inter College tournament	MPH, DU
15.	SHEELA B.A (HISTORY) I YEAR	Judo	Silver Medal in Inter College tournament	MPH, DU
16.	SONI B.A (PROG) I YEAR	Judo	Bronze Medal in Inter College tournament	MPH, DU
		wrestling	Bronze Medal in Inter College tournament	MPH, DU
20.	AKANSHA YADAV B.COM(H) III YEAR	Taekwondo	Bronze Medal in Inter College tournament	MPH, DU

OUTSTANDING ACHIEVERS IN SPORTS (2021-22)

1.	KAJAL	JUDO	Participation in North Zone Inter-University Tournament	AIU KANPUR
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OUTSTANDING ACHIEVERS IN SPORTS (2022-23)



1.	Stuti Grover B.A(H) Pol. Sci.	Judo	3 rd position In All India Inter University Tournament	LPU Jalandhar
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OUTSTANDING ACHIEVERS IN SPORTS (2023-24)

1.	Stuti Grover B.A.(Hons.) Political Science III Year	Judo	<ul style="list-style-type: none"> • 3rd Position in Khelo India Tournament • 1st Position in Delhi State Judo Championship 23-24 • 1st Position in Inter-College Tournament • 1st Position in Female Junior and Senior category in Delhi Olympics 	Lucknow Delhi North Campus Multipurpose Hall Dada Dev Judo Academy, Palam
2.	Khushi B. Sc. (Hons.) Computer Science II Year	Taekwondo	2nd Position in Inter College Tournament	North Campus Multipurpose Hall
3.	Khushi Kumari BA Political science (Hons.) 1st Year	JUDO	<ul style="list-style-type: none"> • 2nd and 3rd Position in Delhi State Judo Championship 23-24 in Junior and Senior Female Category respectively • 2nd Position in Junior Female Category in Delhi Olympics 	Delhi Dada Dev Judo Academy, Palam
4.	Sneha Kumari BA Political Science (Hons.) 3rd Year	Athletics (Race Walk)	3rd Position in Inter College Tournament	University Polo ground

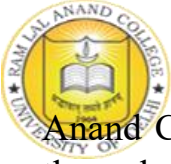
The Department of Physical Education thus, provides essential support and recognition to female students, offering tailored training, resources, and opportunities that empower women to excel in their sports careers. By focusing on their unique needs and challenges, such initiatives help bridge gaps in access and opportunities, promote gender equality in sports, and inspire the next generation of female athletes. The continued development and expansion of these programs not



only highlight the achievements of women in sports but also contribute to a more inclusive and equitable sporting environment in the college.

CHAPTER 13: EPILOGUE

The conclusion of this Gender Audit underscores the necessity for ongoing and comprehensive efforts to advance gender equity within the institution. The audit has identified both achievements and areas needing improvement, highlighting significant progress in certain areas while revealing persistent disparities that require attention. To address these challenges, it is crucial for the college to implement the audit's recommendations with a commitment to robust policies, adequate resources, and continuous evaluation. Collaboration among all stakeholders—faculty, staff, students, and administration—is essential for driving meaningful change and fostering a culture of respect and inclusivity. Ram Lal



Anand College demonstrates its commitment to sustainable gender development through various academic and co-curricular initiatives. The college is dedicated to achieving its goals with ongoing efforts in the future. Ultimately, by embracing a commitment to gender equity, the college can enhance its academic and organizational excellence and contribute to broader societal progress towards equality and social justice. The audit serves as a pivotal step towards creating a more equitable environment, emphasizing the need for sustained efforts to ensure that gender equity is fully realized and embedded in all aspects of the institution's operations.

By committing to gender equity and inclusivity, the college aims to enhance its academic and organizational excellence while contributing to broader societal progress towards equality and social justice. The college is committed to several key initiatives to advance gender equity. It pledges to promote research focused on gender and gender development, fostering a deeper understanding of these critical issues. The college also aims to create a supportive environment that encourages open dialogue and discussions on gender equality. Additionally, it assures its continued dedication to developing and implementing gender-sensitive curricula that reflect and address diverse gender perspectives. To further support these goals, the college is committed to increasing the enrolment of female students, ensuring greater representation and participation across all academic programs.

Recognizing that gender equality is a global concern and that discussions on women's rights are pivotal in numerous international campaigns, the gender audit was undertaken to address these objectives and identify strategies for creating a safer and more equitable environment for women on campus.

End of Report.