

ARYABHATTA COLLEGE, GSC REPORTS (2015-2021)

Convenor: Prof. B. Mangalam

Members: Dr. Deepika Goel
Dr. Neetu Jai Singhani
Dr. Sangeeta Kumari
Dr. Rashmi Rai
Dr. Naveen K. Jain
Ms. Namita Singh

Activities of Gender Sensitisation Committee (July 2015- June 2016).

1. Organised a one- day awareness programme on 'Pre-marital Relationships and Early Divorce'. It was conducted by the **NGO, South-West Delhi Women's Association**. Students from many disciplines participated in the discussion.
2. Two faculty members of college- Dr Neetu Jai Singhani from the department of Hindi and Dr Rajiv Ranjan from department of Political Science participated in a one- day workshop on 'Gender sensitisation and implementation of the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013' jointly organised by the **Women's Studies and Development Centre** in collaboration with the **Internal Complaints Committee, University of Delhi**. This was held on 3rd November 2015.



Activities of Gender Sensitisation Committee (July 2016 - June 2017).

1. The Gender Sensitisation Committee held interactive discussion amongst students drawn from different disciplines to spread awareness on gender parity. The committee elected two **Student Mentors** who initiated discussions under the supervision of the convenor on issues related to stalking, acid attacks and sexual assaults on minors of both genders. Students actively took part in these discussions strengthening the ongoing process of gender sensitisation. We hope to widen the base of target audience to include teaching and non-teaching staff in the coming years.



**DEPARTMENT OF HISTORY
ARYABHATTA COLLEGE
UNIVERSITY OF DELHI**

**INVITES YOU TO A SEMINAR ON
SOCIAL CONSTRUCTION OF GENDER
IN
ANCIENT AND EARLY MEDIEVAL INDIA**

SPEAKERS

**JAYA TYAGI - REPRESENTATION OF WOMEN
IN PURANIC TRADITIONS**

**R. MAHALAKSHMI - WOMEN AND GODDESSES
IN EARLY INDIA**

**SHALINI SHAH - GENDERED CONSTRUCTION
OF THE FEMALE BODY: A STUDY OF THE
SANSKRIT TEXTS**

**DATE: 7th MARCH 2017
VENUE: SEMINAR ROOM
TIME: 10:00 AM**



2. Social Construction of Gender in Ancient and Early Medieval India.

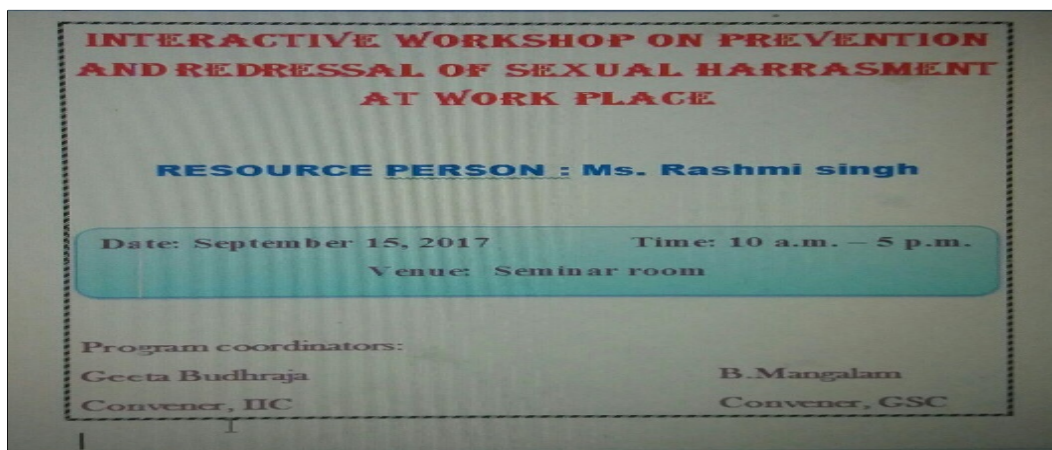
The Department of History, Aryabhatta College organised a seminar on 7th March 2017 on social construction of Gender in ancient and early medieval India. Faculty and Student members of the GSC attended the seminar and inter-acted with the Speakers. Sensitisation through curriculum related work was undertaken by the **GSC in collaboration with the History Department** of our college. Professor R Mahalakshmi, CHS/SSS/JNU, Professor Jaya Tyagi, Department of History, DU and Associate Professor Shalini Shah, Department of History, DU were the speakers who talked about different views pertaining to gender issues in ancient and early medieval Indian history and how it impinges on present context as far as gender is concerned. The seminar was informative and made lively and interactive by the faculty members of different disciplines.





Activities of Gender Sensitisation Committee (July 2017- June 2018)

1. The ICC and GSC of the college organised a one- day interactive workshop for the members of the committee, the teaching staff represented by the TICs, heads of administration, accounts and the library staff on September 15,2017 on Prevention and Redressal of Sexual harassment at Workplace. The resource person was Ms. Rashmi Singh.



2. The Student Council and the GSC organised an interactive sensitisation programme on 23 October, 2017 in the Seminar Room on Prevention of Child Sexual Abuse and Sexual Harassment at College Campus for the benefit of students of BMS, BBE and Economics Departments. The resource persons were trained counsellors from the NGO, Tanvi Ahuja Foundation.



3. **TEDx Aryabhata and the GSC** organised a two - day awareness campaign on issues pertaining to the girl child on January 23-24, 2018. A talk on Women's Leadership and the Glass Ceiling was held. A vending machine for sanitary napkins and an incinerator were installed in the girl's common room of the college. This was sponsored by a public sector organisation. A cycle rally was held on 24th Jan 2018 at the North Campus, DU to spread awareness on



Gender equity and prevention of sexual harassment.

Activities of Gender Sensitisation Committee (July 2018- June 2019) & The ICC (2018-2020).

1. Gender Sensitisation Committee organised a Nukkad Natak on Sexual Harassment and Legal Aid, **in collaboration with the Delhi Police** on 21.08.2018 at the Taregana Block. Black Pearl Arts Laxmi Nagar performed the Street Play to a large audience of students and faculty.






2. Gender Sensitisation Committee organised a Talk on Sexual Harassment at Workplace and Modalities of Redressal by Dr. Seema Singh, Asst. Prof, **Campus Law Centre**, Delhi University on 27th September, 2018. The Talk was informative and was made lively and interactive by the students who attended in large numbers. The speaker dwelt upon the laws and modalities of seeking redressal in cases of sexual harassment at workplace. She presented Case-Studies to educate and sensitise the participants. Our students of both genders interacted with the speaker, raised questions and clarified their doubts pertaining to the issues raised. It was a fruitful interaction and students benefitted from her domain knowledge.






3. The Department of English in collaboration with the Gender Sensitisation Committee organized a special lecture and a workshop conducted by Dr. Bonnie Sue Zare and her team of students from Virginia Tech (USA) who visited Aryabhata College as part of an international collaboration. The lecture and the workshop were held on 15 January 2019. Dr Zare is an Associate Professor of Women's and Gender Studies at Virginia Tech. Her research focuses on discourse of identity, feminism and activism in contemporary India and in South Asian women's fiction. Under Dr Zare's supervision, the Virginia team members, Alana Calhoun, Eryn Peters, Hayley Oliver, Ashley Mattson, Payton Johnson, Jordan Faulkner, Kelsey McGregor and Rebecca Sutton conducted the Workshop on Bystander Intervention Program to Prevent Gender and Sexual Violence. The members of the Gender Sensitizing Committee of the College also put up a dramatic performance by students from multiple disciplines on the different aspects of gender-based violence in domestic and public spaces. The role of the bystander was highlighted in the prevention and resolution of sexual harassment. The performance was much appreciated by the audience including the American guests.





ARYABHATTA COLLEGE
University of Delhi

The English Literary Society and Gender Sensitization Committee
cordially invites you for
Special lectures on Toni Morrison's *Beloved*
and
'Bringing in the Bystander' Workshop
(a programme for prevention of sexual violence)



Dr. Bonnie Zare
Associate Professor, Women's and Gender Studies
Virginia Tech, USA



Hayley Oliver
Virginia Tech, USA

Date: 15 January 2019 (Tuesday), 12:30 PM, Seminar Room





4. Gender sensitising committee in collaboration with NSS unit of the college and Delhi Police, organised a week-long self-defence workshop for women from 02 March 2019 – 08 March 2019. This workshop was motivated by the idea of enabling women in their everyday life to face alarming situations with skill. Training camp attempted to educate the young girls about basic techniques of quick responses against any physical danger. The group was trained by a special trainer sent by the Delhi Police while the committees cooperated in facilitating the requirements for the resource person.





5. On 7 March 2019 **Gender Sensitising Committee** in collaboration with **NSS** unit of the college did a lecture series with the **NGO Gracia Raina Foundation** and **Apollo Hospital**. Gracia foundation conducted a seminar with its panel of gynaecologist, psychologist and oncologist to sensitise men towards women health, with a special focus on menstrual needs and health complications of women. Apollo Hospital brought in doctors for a lecture on the awareness of breast cancer among women. The lectures were well received by students and faculty from across disciplines.





6. Gender Sensitisation Committee organised a Talk on **Position of Women and the Girl Child in the Mewati Community** by noted Hindi novelist Mr. Bhagwandass Morwal on 27th March 2019. Students and teachers from all disciplines attended the Talk.





7. **Internal Complaints Committee (ICC)** of the college (2018-20) in **collaboration with the GSC** conducted a POSH workshop for the non-teaching staff of the college on 18th December, 2018. This workshop was the first in the series planned for the non-teaching, teaching staff and students of the college. The workshop aimed to create awareness about the Sexual Harassment of Women at work place (Prevention, Prohibition and redressal) Act, 2013. The Act is an extension of the Vishaka Guidelines issued by the Hon'ble Supreme Court in 1997. The aim was to create understanding about what is workplace and what kind of unwelcome behaviour or acts constitutes sexual harassment at work place based on real life scenarios. The workshop outlined the responsibilities of both the employer and the employees. It also explained who can complaint and what should be the contents of the complaint and the repercussions of malicious complaints. The session enlightened the participants on the purview of the act and also sensitised them. The workshop was conducted by Monica Gupta, Advocate, litigation expert proficient in practice with regular court appearance in matters before the Delhi High Court, and various district courts in Delhi, Trainer for Prevention of Sexual Harassment (POSH) workshops.

8. ICC conducted a workshop for the members of the student council on 24th January, 2019. Advocate Mrs. Jaya Goyal and Mrs. Aparajita Amar conducted an awareness and sensitisation workshop for the students. The awareness and sensitisation workshop dealt with various elements to help them understand the definition of sexual harassment, what constitutes sexual harassment, and the redressal mechanism for sexual harassment. The workshop elements are as follows:

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- (a) Introducing the history of the law- Bhanwari devi; Vishakha guidelines.



- (b) Difference between harassment and sexual harassment.
- (c) Gender Sensitisation under the Saksham Report.
- (d) Definition and Redressal of Sexual harassment under the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, The Indian Penal Code iii. The Sexual Harassment at Workplace Act SHLC- Sexual Harassment Law Compliance Advisory.

9. During 2019-20, the Internal Complaints Committee at Aryabhata college collaborated with JPAL (Lateef Poverty Action Lab at MIT (Massachusetts Institute of Technology)) through Karmini Sharma, a PhD scholar at University of Warwick (United Kingdom). The collaborated project aimed to understand tools to tackle sexual harassment and aims to undertake surveys with students in the age group of 18 to 21 years of age to understand prevalence rates, correlates of sexual harassment and impact of sexual harassment awareness. This project focuses on sexual harassment in educational institutions. Sexual harassment and abuse on campus can cost universities millions of dollars not only in fighting lawsuits, but also in reduced alumni donations and prospective admissions. Ms. Sharma submitted a report to the college in December 2020 that draws on the data collected via surveys collected with informed consent of students over the academic year 2019-2020.

10. There were two rounds of the surveys, base line and end line. Some students were also provided with detailed sexual harassment awareness trainings by the collaborating NGO Safe city. For Aryabhata college, a total of 1334 students were covered in the baseline survey, with 849 men and 485 women. All 13 courses spread over 39 classes were covered between September and October 2019. This period also involved delivery of detailed sexual harassment awareness trainings. Sexual harassment awareness training was provided to a total of 870 students in collaboration with an internationally recognised NGO, Safe city. The surveys were undertaken after obtaining informed consent from each student. Less than 2% of the students refused to do the surveys. Finally, only those students were covered who were present in the class at the time of the unannounced surveys. The findings of the report are as follows:

- (a) Nearly 16% of the women report that they have faced some physical form of sexual harassment. Acts included in low and intermediate intensity events were also highly common at 44 to 47% respectively.
- (b) Around 12% of sexual harassment incidents of low intensity type, 8% of medium intensity type and 3% of extreme intensity type of sexual harassment



events were perpetrated by someone from within college over the period of two months. Majority of perpetration comes from someone outside college. However importantly perpetration from inside college comes from someone female students knew or would most likely come in contact with on a repeated basis and may potentially be more harmful. Since the trainings in this project were provided to men, we can especially speak to the sexual harassment by women's peers.

(c) As expected for this age group, prevalence rates are much higher for women (40%) than men (9%).

(d) Majority of the women students report facing sexual harassment on their way to college. This is much higher than prevalence during college events for own or other colleges. Despite that, note that sexual harassment within college may be more harmful since there may be repeated interactions between perpetrators and victims creating repeated exposure for women. It is important to note that since female students report harassment mostly on their way to college, it may be important to think about safer means of public transportation for female students.

(e) Majority of the students report sharing incidents with their close family or friends (57%) while only 5% share with any formal authority. This shows that having informal support networks may be particularly important for students to share sexual harassment incidents. This is more important given that nearly 40% male students and 25% female students come from outside Delhi without family support.

(f) Around 27% of the students were able to identify ICC as the formal authority for redressal of sexual harassment complaints. However, the rest, nearly 70% of the students, perceive women development cell or the gender sensitisation committee as the formal authority. This clearly indicates a greater need for awareness amongst the student population of the college.


11. The college invited Ms Karmini Sharma to present the results of her study and survey to the teachers and students of the college. This presentation was given virtually on 28th July 2020 which was attended by the Principal and the teaching staff of the college.

Activities of the Gender Sensitisation Committee (July 2019 - June 2020)

1. **A workshop on Life Skills and Social Negotiations** was organised by Gender Sensitisation Committee on 1.11.2019. It was well attended and was inter-




active in format. Slides and videos were shown on the subject. Story -sharing, role - play, dance and narrativisation were the key features of the workshop. It is interesting to note that the **Resource Person**, Ms. Nandita Prakash, an **Educationist and Counsellor** is an alumna of our college.



**Gender Sensitisation Committee
conducts a workshop on
LIFE SKILLS AND SOCIAL NEGOTIATIONS**

BY-MS NANDITA PRAKASH



01 November 2019 | Friday | 2:00-3:30pm
venue--seminar room
Aryabhatta college DU
All are invited







2. A Webinar on the online violence against women hosted by Gender Sensitisation Committee on 14 May 2020 on Zoom app. The speaker was Dr. Sujata, who is a Poet, Novelist, Blogger and Academician. Many students attended the same and an interactive discussion followed the Talk.



**GENDER SENSITISATION COMMITTEE
OF
ARYABHATTA COLLEGE**

HOSTS A WEBINAR ON THE
TOPIC

**ONLINE VIOLENCE
AGAINST WOMEN:
NEED FOR GENDER
SENSITISATION**

SPEAKER: DR. SUJATA
(POET, NOVELIST,
BLOGGER, ACADEMIC)

**11:00 AM TO 12:00 PM
14 MAY, 2020**



**DR. MANOJ SINHA
(PRINCIPAL)**



**DR. B. MANGALAM
CONVENOR**

Activities of Gender Sensitisation Committee (July 2020- June 2021)

1. Gender Sensitisation Committee in collaboration with Project Transformation, Aryabhatta Chapter organised sensitisation program for students from different disciplines during the Pandemic on the online mode as follows: -

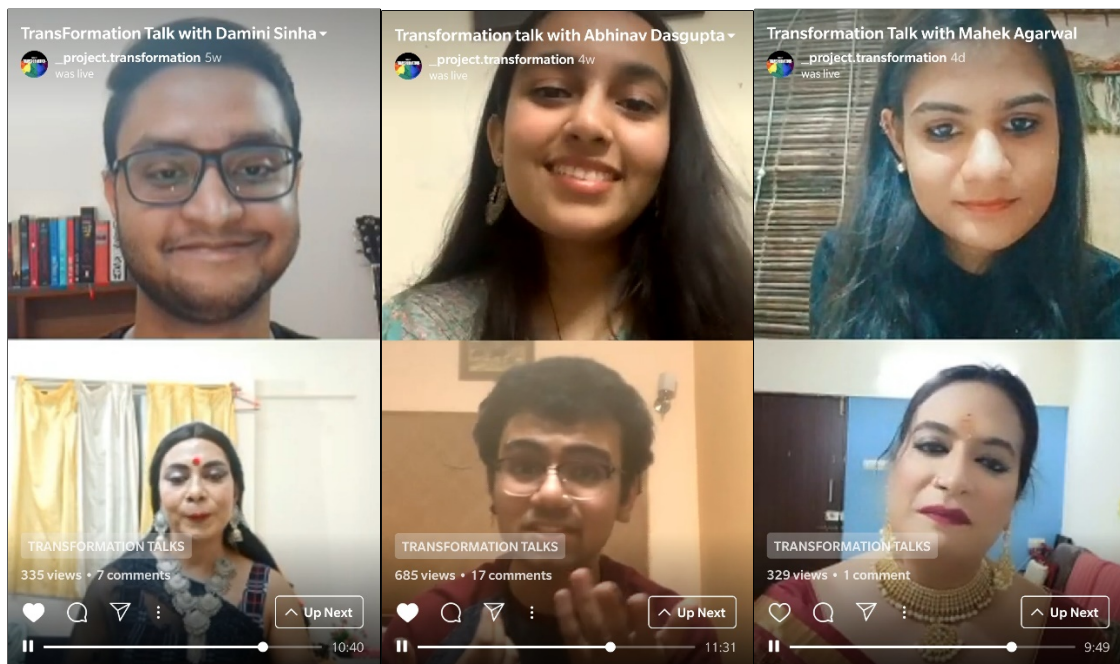
(a) Volunteered for RISE job fair for inclusive Employment by Pride Circle at The Lalit, Delhi. (February 2020).



(b) Attended Inclusive Employment Workshop by Pride Circle at Microsoft Office, Gurgaon (February 2020).



(c) **Transformation Talks (Awareness Dialogue events), June 2021.** LGBTQIA+ Activism and Workplace Inclusion by Akassh K Aggarwal (Activist) – 12 June,2021. LGBTQIA+ Activism by Reena Rai (Founder of Miss TransQueen India) – 19 June,2021.- Trans Mental Health and Career in Film Industry by Naavya Singh (Actress) – 23 June,2021 - Underprivileged Trans Communities by Naaz Joshi (Miss Universe Diversity 2020) – 7 July- Art and Identity by Damini Sinha (Trans activist) – 25 September,2020- Art and Identity by Abhinav Dasgupta (LGBTQIA+ artist) – 27 September,2020 - Trans activism and life in India by Mehak Aggarwal (TEDx Speaker) – 23 October,2020 - Historical Relevance of the LGBTQIA+ community in India by Riju Roy (Chef, ITC) – 24 June,2021- Social Entrepreneurship and LGBTQIA + Allyship by Reena Rai (Founder of Deepa Ardhanareshwar Foundation) – 27 June, 2021 Indian Perception towards Queer Bodies by Ankit Bhuptani (Activist and UN delegate) – 28 June,2021- Trans Rights and Opportunities in India by Navya Singh (Actress and Model) **29 June,2021.**



(d) **Sensitisation Workshops.** Orientation and Trial Run for CDF, Aryabhatta College with Dr. B Mangalam (English Dept., Aryabhatta College) on 31st January2020.

(e) **Sensitisation programmes were conducted in collaboration with** - NSS, Atma Ram Sanatan Dharma College, Society group in Udaipur - The Page Turners Book Club, Aryabhatta College - Entrepreneurship Cell, Aryabhatta College - Friend and Family Circle of CDF, Aryabhatta College – Rangmanch, Dramatics Society, Aryabhatta College- Placement Cell, Aryabhatta College- Wavetrix Dance Crew, Aryabhatta College- Ritva, Aryabhatta College.

Kanishka is presenting

Tanya DhinGra and 25 more

7:06 PM

Sensitization Workshop

CHANGE STARTS FROM YOU

PROJECT TRANSFORMATION

An initiative by Project Transformation

Meeting details

Microphone, Video, Camera icons

Raise hand, Turn on captions, Kanishka is presenting

Kanishka is presenting

Sajal Khandelwal and 12 more

7:34 PM

Sensitization Workshop

CHANGE STARTS FROM YOU

PROJECT TRANSFORMATION

An initiative by Project Transformation

Transformation's Sensitization Workshop

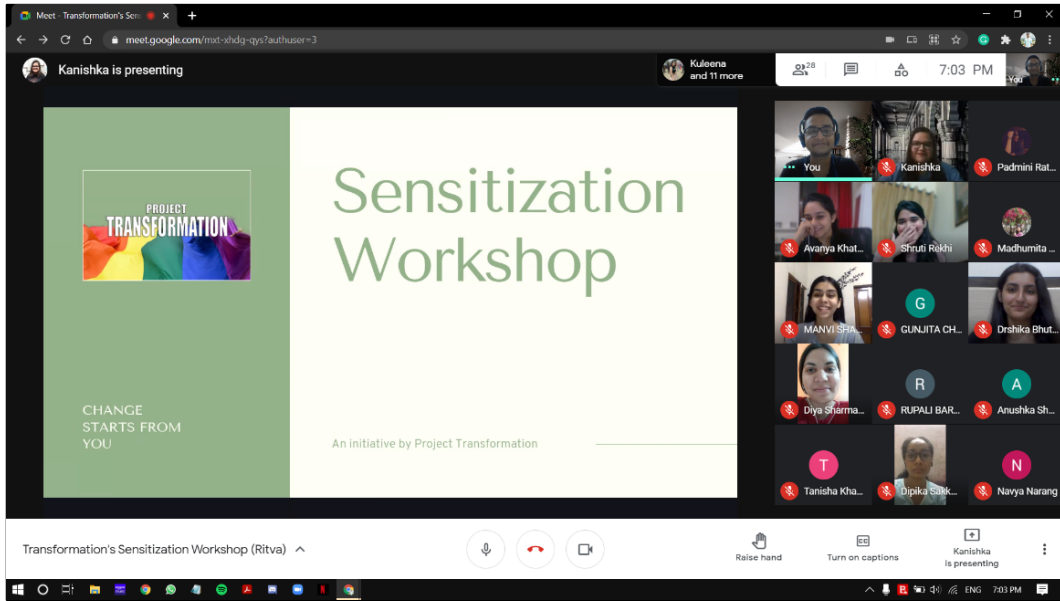
Microphone, Video, Camera icons

Raise hand, Turn on captions, Kanishka is presenting

6:08 PM

Microphone, Video, Camera icons

Raise hand, Turn on captions, Present now



(f) **Webinar in Queer Literature** with Dr Debolina Dey (Dept. of English, Ramjas College) and Rajorshi Das (Research Scholar, University of Iowa) on 04 October 2021.





(g) Launched our own Spotify podcast – Transformation Talks.

(h) Campaigns Conducted. Queer Art Promotion Campaign (25th August – 4th October 2020) - Indian Queer History Campaign (1st March – 24th March 2020) Quick Look, Queer Women of India, Queer Movements in Indian Cinema, Indian Queer Literature, Indian Queer Community Post-Independence, Queer Movements in India - Become an Ally Campaign (4th February – 19th March 2020) Pronouns, Coming Out Awareness, Terms and Terminologies, Drag and Queer Performance Art, Queer Representation in Media, LGBTQIA+ Legal Rights in India, Asexual Awareness





OTHER MEDIA.







(i) The above activities were conducted in the **online mode** to meet the challenges of the **Pandemic times** (May 2020-June 2021). Students were engaged creatively during this difficult period by the GSC. Their **sensitisation** is sure to equip them to face the situation in the real world when the universities shift to regular/physical mode of teaching and learning.