

# GENDER SENSITIZATION

## ACTION PLAN

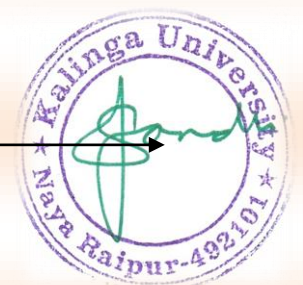
# KALINGA UNIVERSITY



**CHHATTISGARH**

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# Gender Sensitization

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The concept of gender sensitivity has been developed as a way to reduce barriers to personal and economic development created by discrimination. Gender sensitivity helps to generate respect for the individual regardless of sex. Gender sensitivity is not about pitting women against men. On the contrary, education that is gender sensitive benefits members of both sexes. It helps them determine which assumptions in matters of gender are valid and which are stereotyped generalizations. Gender awareness requires not only intellectual effort but also sensitivity and open-mindedness. It opens up the widest possible range of life options for both women and men. Kalinga University is committed to gender equality, which is evident, by the programmes it has undertaken in the past few years under broader headings.

### EDUCATIONAL VALUES AND PRINCIPLES

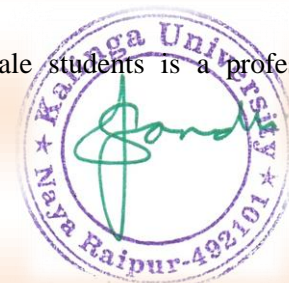
The Kalinga University Education System encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

#### Principles

- ❖ All students have the ability to achieve their full potential; being either male or female does not determine the capacity to learn
- ❖ Equality of opportunity and outcomes in education for female and male students may require that girls or boys get some preferential treatment at least for a period of time
- ❖ Strategies to improve the quality of education of female students should be based on recognition that action is required at the various levels.
- ❖ Strategies to improve the quality of education for female students should be based on an understanding that neither boys nor girls are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds

#### Equality Values

- ❖ Both female and male students in Kalinga University must value each other and be valued equally in all aspects of education
- ❖ High quality education for female students as well as for male students is a professional responsibility for all in Kalinga University



## Aims of Kalinga University for Gender Sensitization

- ❖ Educate female and male students for a satisfying, responsible and productive life, including work inside and outside the home
- ❖ Provide a curriculum which, in content, language and methodology meets the educational needs and rights of female students as well as male students
- ❖ Acknowledge and respect positive cultural values and individual differences
- ❖ Provide a curriculum which challenges unfair cultural practices and which recognises the contribution to society of the full range of women as well as the contributions of diverse groups of men
- ❖ Encourage the development of positive attitudes and behaviours in male and female students which promote social responsibility, empathy, and sensitive, equal and nonviolent relationships
- ❖ Provide a challenging learning environment which is socially and culturally supportive and physically comfortable for female as well as male students
- ❖ Prepare female students and male students for their rights to personal respect and safety and provide an environment that is safe and free from all forms of harassment and violence in the premises.
- ❖ Provide finances and personnel resources to ensure that the capabilities of male and female students are fully and equally realized
- ❖ Acknowledge that effective change and lasting improvements needed in schools will require awareness, understanding and acceptance of the educational needs of female students on the part of students, parents, teachers and administrators
- ❖ Ensure institutional support for addressing the educational needs of female students - Encourage support of parents and community members
- ❖ Ensure women are supported in areas where curriculum is the responsibility of the community both financially and materially through strategies

## Gender Equity Strategic Plan of Kalinga University

### Objectives

In preparing male and female students for satisfying, responsible and productive lives the Education System at Kalinga will:

- ❖ Develop workshops and resources and courses, which are gender inclusive in content, language, teaching and assessment methodology.
- ❖ Promote awareness of gender equity issues in all students through its training programmes
- ❖ Advise on appropriate policies, processes and gender inclusive practices
- ❖ Provide curricula enabling male and female students to develop skills attitudes and knowledge to participate fully in work in all its different situations, both unpaid and paid
- ❖ Provide curricula, which facilitate challenging learning environments, which are socially and culturally, appropriate, supportive and physically comfortable for both girls and boys.
- ❖ Conduct Training programmes on attitudes and behaviours in the education community, which promote social responsibility, empathy, sensitive and equal and non-violent relationships.
- ❖ Develop an environment designed to contribute to a safe and supportive learning environment free from all forms of sexual harassment
- ❖ Conduct workshops in Gender Equity for teachers, administrators

Ensuring that all the above objectives are included in all curricula, policies and practices of Kalinga University.



## The Programmes conducted by Kalinga University in the area of Gender Sensitization

- An Analysis on Gender Equity in India
- An Assessment of factors on Gender Discrimination
- An Analysis on Gender Basic in Research
- A Socio-Legal Study on women and minorities
- Standards and methods for research on Sex differences
- The Brain and Behavior
- Violence against Women
- Gender Bias in Occupational Epidemiology
- Structural Path Ways of Girl child abuse and Exploitation
- Gender Industrial Relations in long term care, gender, work, organisation
- A study in gender lens to employment relation
- Gender Perspectives in Cross road of Employment and Society
- A Structural Features of female employment Status
- Sex Discrimination in India and learning Nobility
- Analysis of gender-based violence in different countries
- Compare wage gap between the sexes in different countries
- Explain the purpose of gender mainstreaming
- Implications of sex differences in the human brain
- How can we teach boys and girls that they have equal rights?
- Discuss gender-neutral management practices
- Promotion of equal opportunities for men and women in sports
- What does it mean to be transgender?
- Gender inequality in work organizations
- Why is gender-blindness a problem for women?
- Women as victims of human trafficking
- Analyze the glass ceiling in management
- Impact of ideology in determining relations between sexes
- Obstacles that prevent girls from getting quality education in India
- Why are so few women in STEM?
- Major challenges women face at the workplace
- How do women in sport fight for equality?
- Women, sports, and media institutions
- Contribution of women in the development of the world economy
- Role of gender diversity in innovation and scientific discovery
- What can be done to make cities safer for women and girls?
- International trends in women's empowerment
- Sex discrimination in human resource processes and practices
- Feminism on social relations uniting women and men as groups
- Aspects of sex discrimination
- Main indications of inequality between the sexes
- Causes of sex discrimination
- Inferior role of women in the relationships



- Sex differences in education
- Can education solve issues of inequality between the sexes?
- Impact of discrimination on early childhood development
- Why do women have limited professional opportunities in sports?
- Gender discrimination in sports
- Lack of women having leadership roles
- Inequality between the sexes in work-family balance
- Top factors that impact inequality at a workplace

