



# Gender Audit Certificate



THIS CERTIFICATE IS AWARDED TO:

*St. Xavier's Institute of Education (Autonomous) ,  
Mumbai*

This acknowledges your successful completion of  
the Gender Audit as per the NAAC guidelines for the  
Academic Year 2023-2024

## External Audit Team

**DR. KAMINI REGE**

*Professor*

*Dept. of Human Development,  
College of Home Science,  
Nirmala Niketan, Churchgate,  
Mumbai.*

**MS. LINDA DHAKUL**

*Assistant Professor,*

*Internal Committee Member,  
St. Xavier's College (Empowered  
Autonomous Institute)  
Mumbai.*

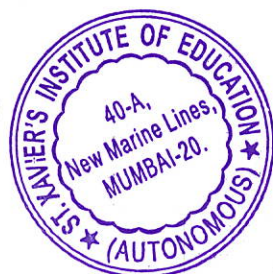
**DR. ANDREA COUTINHO**

*Professor-Designate*

*Principal,*

*St. Xavier's Institute of Education (Autonomous)*

*Churchgate, Mumbai.*



25th November 2025



Glorious Years of Joyous, Creative Teacher Education  
St Xavier's Institute of Education (Autonomous)

**ST. XAVIER'S INSTITUTE  
OF EDUCATION  
(AUTONOMOUS)**

# **GENDER AUDIT REPORT**

## **2023 – 2024**

**INTERNAL AUDIT REPORT**

*Submitted on 25th November, 2025*





# ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS), MUMBAI

2023-2024

## GENDER AUDIT REPORT

2023-2024



This report must be supported with the Gender Development Portfolio file which consists of evidences of the programs conducted in the year 2023-2024

Report compiled by Prof. Dr. Vini Sebastian, GDC Coordinator for the year 2023-2024



## **ACKNOWLEDGEMENT**

We thank the Principal, Dr. Andrea Coutinho for the opportunity provided to us to conduct this gender audit for the academic year 2023-2024. A sincere thanks to our Manager, Fr. Dr. Arul John Bosco, SJ representative of our Management.

A sincere appreciation to all the gender development cell faculty coordinators and the student members for all the work carried out during the year. A sincere appreciation to all the faculty members, support staff and students for their participation in this audit.

The data were analysed by all the three faculty coordinators:

Data from students : Prof. Dr. Vini Sebastian

Data from faculty : Prof. Dr. Shadab Paloji

Data from support staff : Ms. Nishi Kumar

We thank our external members for helping us frame the questionnaire and giving us an idea of the gender audit process. A sincere thanks to Dr. Kamini Rege, Dr. Karuna Gokarn, Ms. Linda Dhakul.



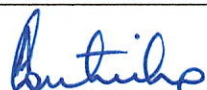
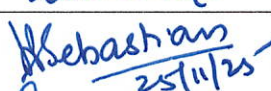
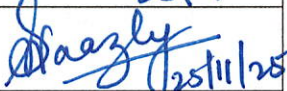
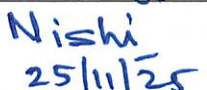
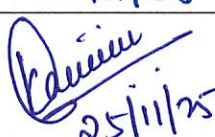


## GENDER AUDIT REPORT SUBMISSION 2023-2024

The Gender Audit Report for the year 2023-2024 is submitted on 25<sup>th</sup> November, 2025 by the Gender Development Cell Faculty Coordinators.

The suggestions and action plans in the report are generated from the data collected from the students, faculty and support staff of the institution.

Certified by Gender Audit Team members:

| Name                             | Designation                                                                    | Signature with Date                                                                                        |
|----------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Dr. Andrea Coutinho              | Principal and Chairperson of Gender Development Cell                           |                       |
| Dr. Vini Sebastian               | Professor and Convenor of Gender Development Cell                              | <br>25/11/25          |
| Dr. Shadab Paloji                | Professor and Member of Gender Development Cell                                | <br>25/11/25          |
| Ms. Nishi Kumar                  | Assistant Professor and Member of Gender Development Cell                      | <br>Nishi<br>25/11/25 |
| Dr. Kamini Rege (Expert Member)  | Professor, Dept. of Human Development, College of Home Science Nirmala Niketan | <br>25/11/25          |
| Ms. Linda Dhakul (Expert Member) | Assistant Professor, St. Xavier's College (Empowered Autonomous Institute)     | <br>25/11/25          |

Date of Submission : 25<sup>th</sup> November, 2025



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## 1. About the college



St. Xavier's Institute of Education (Autonomous) is the oldest Government aided, Christian minority Teacher Education College for the course (B.Ed., and Ph.D.) affiliated to the University of Mumbai and recognized by the National Council for Teacher Education (N.C.T.E.). Besides, it has various courses and extension services for students, teachers and the society. St. Xavier's Institute of Education (Autonomous) is a Christian minority College, established and administered by the Jesuit Mumbai Province of the Society of Jesus.

Before the Institute came to be located in the present premises at Churchgate, it started out in the premises of St. Xavier's College in June 1953. In 1953, when the Institute was granted affiliation to Bombay University, Fr. Angel Solagran started the B.Ed. Degree Course. He was the architect and founder of SXIE and SXBA and its first Superior and Principal. In 1955, it took over the Dip. Ed. Course from St. Xavier's College and for a long time was the only college affiliated to the Bombay University to run this course, till its discontinuance by the University in 1977.

The B.Ed Degree Course is a full time two–year Course. It combines theory with practical and includes regular lectures, practice teaching, lesson observation, community work, internship programme, preparation of instructional materials & teaching aids and project work. computer literacy, physical fitness, emotional health and the use of educational technology are also included.



The College has completed 70 years as a Teacher Education College par excellence, with alumni ranging from Principals of various colleges, a Vice Chancellor of Mumbai University and Heads of Department of Education. The College aims at imparting Quality Teacher Education and all round development. The College stands for academic excellence and the development of skills, and strives after character formation based on the love of God and the service of man. It seeks to educate citizens distinguished for their integrated development and sincere commitment to God and country, leading lives that are socially meaningful.

**Ref : <https://ww2.sxie.info/home>**

### **VISION OF THE INSTITUTE:**

**“JOYOUS AND CREATIVE TEACHER EDUCATION”**

### **MISSION OF THE INSTITUTE:**

***“TO PROVIDE QUALITY EDUCATION FOR EMPOWERMENT AND ENLIGHTENMENT TO CREATE A JUST AND HUMANE SOCIETY AND STRIVE TO BUILD A WORLD OF FAITH, FREEDOM AND FELLOWSHIP FOR GOD'S GREATER GLORY ”***

## **2.PROCESS OF GENDER AUDIT:**

The Institution followed the following procedure for Gender Audit:

### **Phase 1 : Preparation of the Gender Audit template and google form for data collection**

- Discussion on the need and objectives for Gender Audit
- Referencing on the different Gender Audits of different institutions
- Discussion with the External committee members and inviting suggestions
- Preparation of the Gender Audit template
- Approval of the Gender Audit template by the internal and external members
- Preparation of google forms for data collection from students, non teaching and faculty.

### **Phase 2 : Data Collection for Gender Audit**

- Administration of the google form to the students – Instructions were given, Google form was posted in the whatsapp group of the students. Faculty coordinators were present in the class while students submitted their google forms. Care was taken that all students submitted their google forms.
- Administration of the google form to the faculty - Instructions were given, Google form was posted in the whatsapp group of the faculty. Dr Shadab Paloji animated this process. Care was taken that all faculty submitted their google forms.
- Administration of the google form to the non teaching staff - Instructions were given, Google form was posted in the whatsapp group of the institution where all non teaching staff are present. Ms. Nishi Kumar animated this process. Care was taken that all faculty submitted their google forms. Translation to Marathi was also facilitated if required.

### **Phase 3: Data Analysis**

- Data of the students was compiled and report was made by Prof. Dr. Vini Sebastian
- Data of the faculty was compiled and report was made by Prof. Dr. Shadab Paloji
- Data of the non teaching staff was compiled and report was made by Ms. Nishi Kumar
- Data of the security guards was compiled and report was made by Ms. Nishi Kumar.

### **Phase 4 : External Members visit**

- Data Validation by external members
- Suggestions for improvement
- Action Plan for the year 2024-2025

### **3.OBJECTIVES OF THE GENDER AUDIT :**

1. To identify the perceptions of the SXIE (A) stakeholders about Gender Equity
2. To focus on the concerns of the stakeholders about Gender policies, facilities etc..
3. To assess the impact of programs conducted by the Gender Development Cell (Potentia)
4. To develop organizational plans and programs for Gender Equity

#### **4. GENDER DEVELOPMENT CELL OF S.X.I.E.**

The Gender Development Cell of S.X.I.E. consists of student volunteers, faculty coordinators and Principal as the Chairperson. There is a faculty coordinator appointed who animates the programs of the Gender Development Cell.

The members of POTENTIA for this year 2023-2024 were the following :  
Principal and Chairperson : Dr. Andrea Coutinho

Faculty Coordinator of Potentia : Prof. Dr. Vini Sebastian



Faculty Members : Prof. Dr. Shadab Paloji and Ms. Nishi Kumar

Student Coordinators(SY) :  
Priya Collaso  
Umar Shaikh  
Maria Misquitta  
Arpit D'Mello



Student Coordinators (FY) :

Nidhi Makwana  
Sionna D'Cunha  
Jaclyn Rocha  
Erica Almeida  
Binita Mathews  
Jason Samuel  
Athira Nair  
Kriteeka Pandya  
Melinda Gonsalves  
Praveen Minj  
Saidunissa Shaikh  
Raizel Rebello



LEARNING MANAGEMENT SYSTEM USED FOR POTENTIA :  
Students were encouraged to upload their materials – reports, minutes and photos on the LMS.

The screenshot displays the Canvas LMS interface for a course titled "POTENTIA- GENDER DEVELOPMENT CELL B.Ed.". The top navigation bar includes links for "Stream", "Classwork", "People", and "Grades", along with icons for calendar, announcements, and settings. The main header features a large group photo of the course members, with the course title and a "Customize" button overlaid. On the left sidebar, there are sections for "Meet" (with a "Generate link" button), "Class code" (displaying "7uo4lid"), and "Upcoming" (showing "No work due soon" and a "View all" link). The main content area is titled "Saved announcements (1)" and contains a single announcement by Nishi Kumar from July 20. The announcement includes two Google Docs links: one for "feedback of the film festival" and another for "feedback - support staff - Gender Audit". Below the announcement, it shows "1 class comment" by Nishi Kumar dated July 20, 18th January 2024. A help icon (?) is visible in the bottom right corner of the main content area.

Stream Classwork People Grades

POTENTIA- GENDER DEVELOPMENT CELL  
B.Ed.

Meet  
Generate link

Class code  
7uo4lid

Upcoming  
No work due soon  
View all

Saved announcements (1)

V Announce something to your class

Nishi Kumar  
Jul 20 (Edited Jul 20)

<https://docs.google.com/document/d/1LY7Xwpi1TGVVJ1C1D.JXjnYmVtNoA0w31jxb-hnKwCCY/edit?usp=sharing> - feedback of the film festival

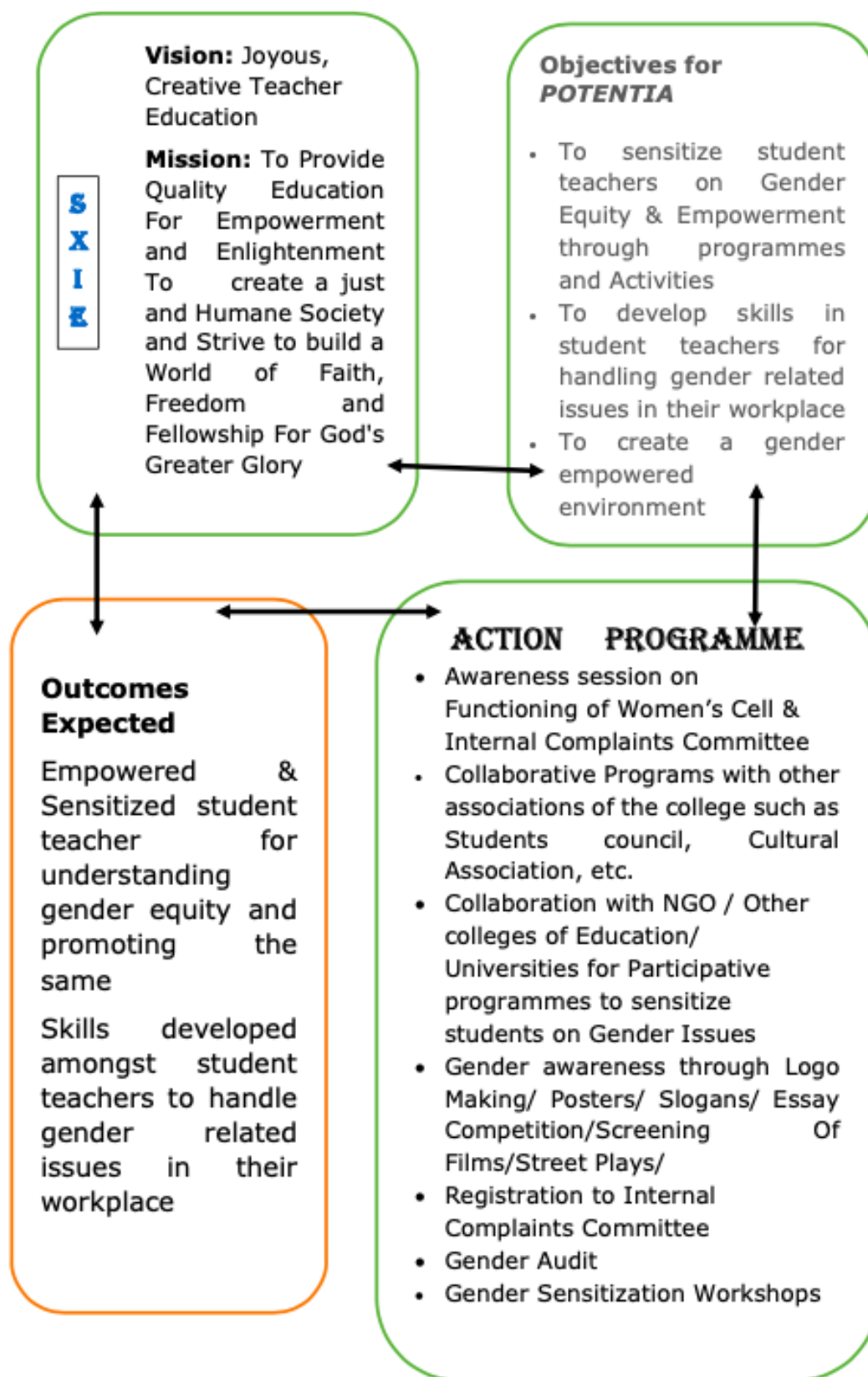
<https://docs.google.com/document/d/1kHbqJIGbbQNm4H1B8CVxln0mJaab5DVY/edit?usp=sharing&ouid=107832762020642261684&rtfpof=true&sd=true> feedback - support staff - Gender Audit

1 class comment

Nishi Kumar Jul 20  
18th January 2024

## 5. OBJECTIVES OF POTENTIA:

The objectives of POTENTIA are as follows:



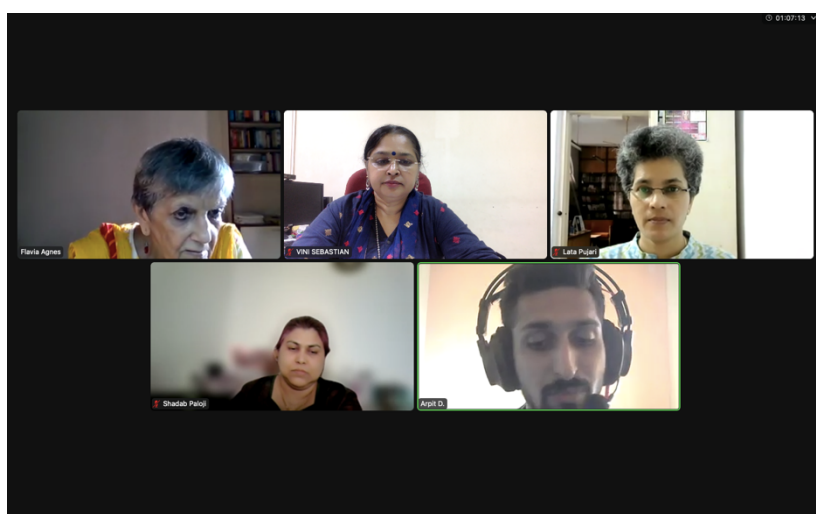
## 6. MEMORANDUM OF UNDERSTANDING :

The Gender Development Cell Potentia works in collaboration with Sophia Centre for Women's Studies and Development with Dr. Lata Pujari and Dr. Dipti Anil

## 7. PROGRAMMES CONDUCTED BY THE GENDER DEVELOPMENT CELL IN THE YEAR 2023-2024

The Programmes held in the academic year 2023- 2024 are as follows:

### OCTOBER 12 : INTERNATIONAL DAY OF THE GIRL CHILD RESOURCE PERSON : Adv. Flavia Agnes



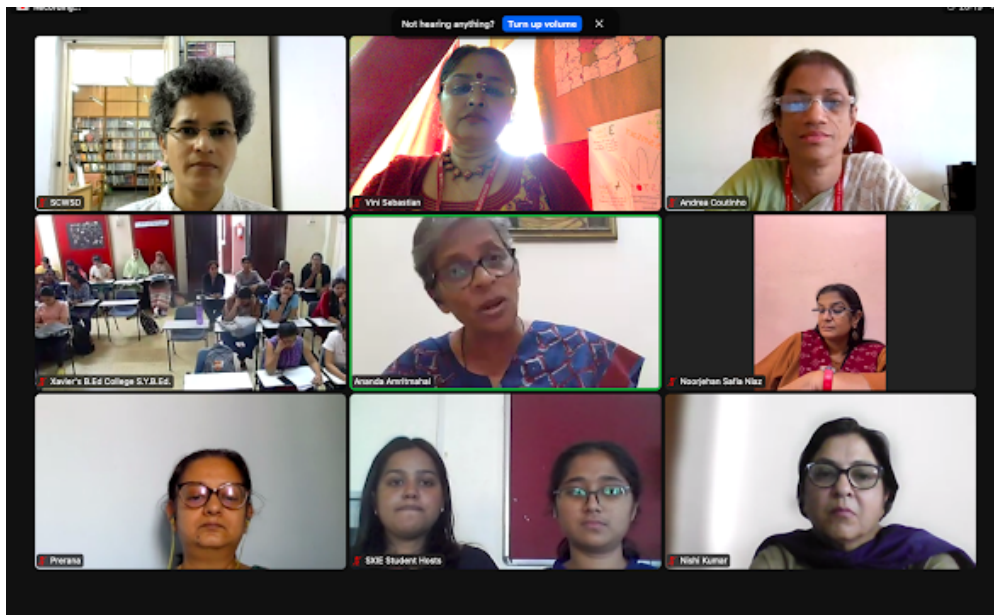
Report : Appendix 1

### NOVEMBER 25, 2023: INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN

RESOURCE PERSONS: Dr. Noorjahan Safia Naaz and Ms. Perna Desai



Report : Appendix 2



## **PARTICIPATION IN KASHISH FORWARD : A QUEER FESTIVAL - ASIA'S largest LGBTQ Film Festival in Sophia college**

**Sophia College (Autonomous), Mumbai**  
in association with  
**KASHISH Arts Foundation**  
presents a  
**RUSA supported symposium**

**KASHISH FORWARD:**  
A Queer film festival

**SAVE THE DATE:**  
Thursday, January 18, 2024  
1:00-4:00 pm  
Sophia Bhabha Auditorium

**ORGANIZED BY:**  
Students' Social Reform Initiative  
with  
Sophia Queer Collective

**ENTRY FREE. OPEN TO EVERYONE.**

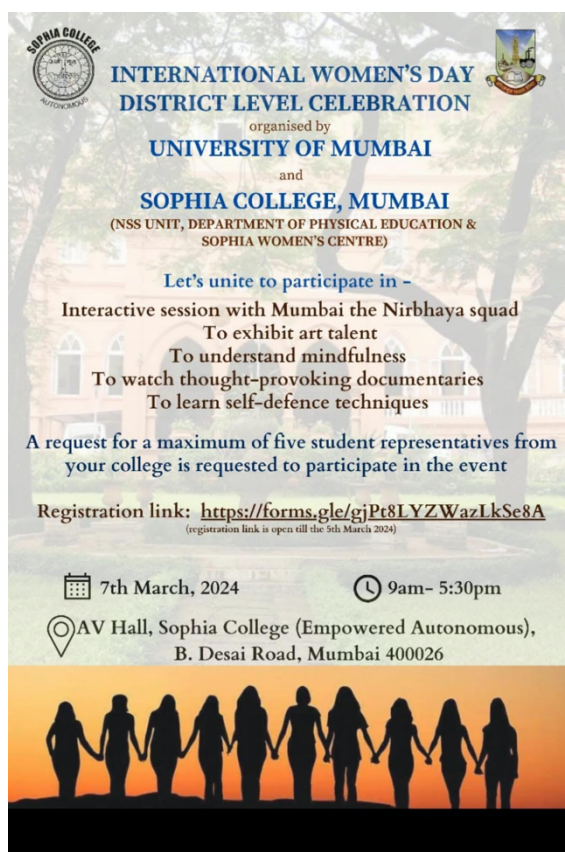
The KASHISH Forward at Sophia College, held as a part of Mumbai Queer Pride on January 18, 2024 at Sophia College.

The aim of the film screening event is to spread awareness and sensitizing the college students, faculty and public about LGBTQ+ issues.

Report: Appendix 3



## **INTERACTION WITH NIRBHAYA SQUAD:**



Organised by University of Mumbai and Sophia College, Mumbai (NSS Unit, Department of Physical Education and Sophia's Women's Centre) on 7<sup>th</sup> March, 2024

Venue : AV Hall, Sophia College (Empowered Autonomous)

SXIE (A) : 2 students participated, 1 Male and 1 Female student.

Report : Appendix 4



The students were trained in Self Defence techniques and they shared their experience.

7 Mar 2024 16:37:27  
Bhulabhai Desai Marg  
Cumballa Hill  
Mumbai  
Konkan Division  
Maharashtra

## **INTERNATIONAL WOMEN'S DAY (celebrated on March 11, 2024)**



The International Women's Day was celebrated along with Sophia college on the theme : Women's Leadership : Opportunities and Challenges

Students from St.Xavier's Institute of Education (Autonomous) and Sophia College attended the Online session.

Refer Appendix 5

**8.Internal Complaints Committee 2023-2024** : The following points were explained to the students : Members/Objectives/Mechanisms of awareness and tackling gender issues/Awareness of Vishaka Guidelines -Sexual Harassment at the workplace

***Members of the Internal Complaints Committee 2023-2024 are as follows: Appendix 13***

Chairperson : Principal

Members of Gender Development Cell : Dr. Vini Sebastian, Dr. Shadab Paloji, Ms. Nishi Kumar

NGO connect : Ms. Priya Dongre

Student Representatives :

S.Y.B.Ed.: Arpit D'Mello, Umar Shaikh, Maria Misquitta, Priya Collaco,

F.Y.B.Ed. - Nidhi Makwana, Sionna D'Cunha, Jaclyn Rocha, Erica Almeida

### **Other Committees and Cells of the college :**

Grievance Redressal cell/Equal Opportunity cell/Anti Ragging cell : These cells are present in the institution and all procedures are given to the students. The students are made aware of the working of these committees

## **9.GENDER ANALYSIS 2023-2024:**

### **GENDER WISE DISTRIBUTION IN EMPLOYEES OF THE INSTITUTION**

Male – M, Female - F

| <b>Designation</b>                      | <b>M / F</b> |
|-----------------------------------------|--------------|
| Principal                               | F            |
| Manager                                 | M            |
| Faculty (6)                             | F            |
| Faculty (1)                             | M            |
| Librarian                               | F            |
| Library Attendant                       | M            |
| Head Clerk                              | F            |
| Junior Clerks (2)                       | M            |
| Office Assistant                        | F            |
| Support staff in the Ladies Common Room | F            |
| Support staff (3)                       | M            |
| Security Guards (5)                     | M            |

The institution has a balance in the male and female genders in the appointment of the employees

### **GENDER WISE DISTRIBUTION OF THE B.Ed. BATCH 2022-2024**

| RELIGION  | BOYS | GIRLS | TOTAL |
|-----------|------|-------|-------|
| CHRISTIAN | 2    | 28    | 30    |
| ISLAM     | 1    | 6     | 7     |
| MUSLIM    | 0    | 4     | 4     |
| HINDU     | 0    | 6     | 6     |
| PARSI     | 0    | 1     | 1     |
|           | 3    | 45    | 48    |

### **GENDER WISE DISTRIBUTION OF THE B.Ed. BATCH 2023-2025**

| RELIGION  | BOYS | GIRLS | TOTAL |
|-----------|------|-------|-------|
| CHRISTIAN | 7    | 23    | 30    |
| ISLAM     | 0    | 2     | 2     |
| MUSLIM    | 0    | 2     | 2     |
| HINDU     | 0    | 13    | 13    |
| JAIN      | 0    | 2     | 2     |
|           | 7    | 42    | 49    |

It has been observed that the female students are more than the male students in the teaching profession. Every year there are more female students than the male students.

**GENDER ANALYSIS IN STATUTORY BODIES** : The college has been granted autonomy in the year 2022. Since then the college has created statutory bodies for its governance. The appointment of the members of these statutory bodies is done in coordination with the Management.

**GOVERNING BODY**

| Men | Women | Total |
|-----|-------|-------|
| 7   | 4     | 11    |

**COLLEGE DEVELOPMENT CELL**

| Men | Women | Total |
|-----|-------|-------|
| 6   | 8     | 14    |

**ACADEMIC COUNCIL**

| Men | Women | Total |
|-----|-------|-------|
| 3   | 12    | 15    |

**BOARD OF STUDIES**

| Men | Women | Total |
|-----|-------|-------|
| 4   | 13    | 17    |

**INTERNAL QUALITY ASSURANCE CELL**

| Men | Women | Total |
|-----|-------|-------|
| 5   | 11    | 16    |

**FINANCE COMMITTEE MEETING**

| Men | Women | Total |
|-----|-------|-------|
| 3   | 2     | 5     |

**Analysis** : The institution has a good participation of the male and female gender in the governance of the institution. The staff meeting is also participative, with the agenda being contributory to a democratic decision making at the staff meeting.

**GENDER SENSITIVE INFRASTRUCTURE/DISPLAYS/PROGRAMS**

- i. **AWARENESS** : Charts were made by students to make everyone aware of the different acts and policies. It was displayed on the notice boards for viewing . Assemblies display gender related themes, where reflection on issues related to gender are discussed.
- ii. **SOCIALISATION**: Ladies Common room for girls and Boys Common Room for Boys are provided. The college doesnot have any provision for the third gender. However the college is open to admitting the transgender students in the institution. The admission form has the option where the students can declare their gender.
- iii. **SAFETY**: CCTV cameras are provided on every floor and in the classrooms for protection. Lighting on every floor is ensured for safety. Intercom system is



provided in the building-college office, staff room, library for quick communication. Intercom is also provided in the lift. Security guards are provided at the entrance of the building. They check the identity of the people coming in and going out of the building. The support staff on the 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> floors are also vigilant. Lady attendant is especially provided for girls.

- iv. **HEALTH:** Cleanliness is maintained in all floors as well as the toilets. Separate toilets for girls and boys are provided. Sanitary pad vending machine is installed in the Ladies Common Room. Regular sessions on health related topics are conducted by the Health cell. A health check up was organized. First Aid box is provided with common medication for headaches, and other small ailments.
- v. **CONNECTING WITH AUTHORITIES:** Grievance cell, Internal complaints committee are active in the college. Inclusion policy will be drafted for inclusion.
- vi. **GOOD AMBIENCE :** Good infrastructure is provided in the classroom for learning. Multipurpose classroom and Auditorium is used for display of talents. Internet facilities are provided in every floor, and students can access the college wi fi on the fifth floor.
- vii. **SUPPORT FOR WELL-BEING:** Counsellor service is provided by the college where students can discuss their problems and get solutions. Mentoring is provided by the faculty members regularly. Parent Interact program is organized and parents interact with mentors and share the problems of their ward if any. Faculty members coach and guide the students for teaching skills and develop each student keeping in mind their ability. Child care leave was provided to female employees for taking care of their own children's studies and preparation for the HSC and SSC exams. Scholarships are provided to students under government schemes. All students are encouraged for indoor and outdoor games as well as participation in sports day events irrespective of their genders.
- viii. **READING FACILITY:** Library has a separate section on gender studies and has 64 books in the section "Women Studies and Gender". The faculty and the librarian encourage students to read those books.
- ix. **SYLLABUS:** The Gender, School and Society paper in Semester 1 is done through a lot of activities in order to sensitize students about gender issues. Creating and Inclusive school, a paper in the B.Ed. program also provides incite into gender issues.

**Conclusion** : The Institution stands for gender inclusivity and constantly strives for gender equity. The programs and practices in the institution promote gender empowerment. The college realizes its vision and mission through its programs and ensures participation of all genders.



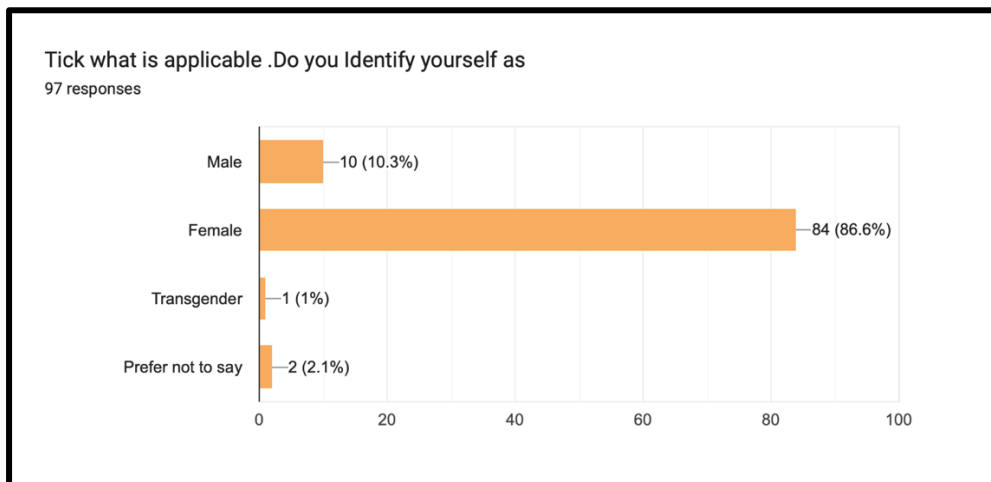
# **ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS) 2023-2024**

*TARGET GROUP – 97 FIRST YEAR AND SECOND YEAR B.ED STUDENTS*

*| CONDUCTED BY THE GENDER DEVELOPMENT CELL FOR THE YEAR 2023-2024*

## **GENDER DISTRIBUTION**

**GRAPH S1**  
**GENDER DISTRIBUTION**



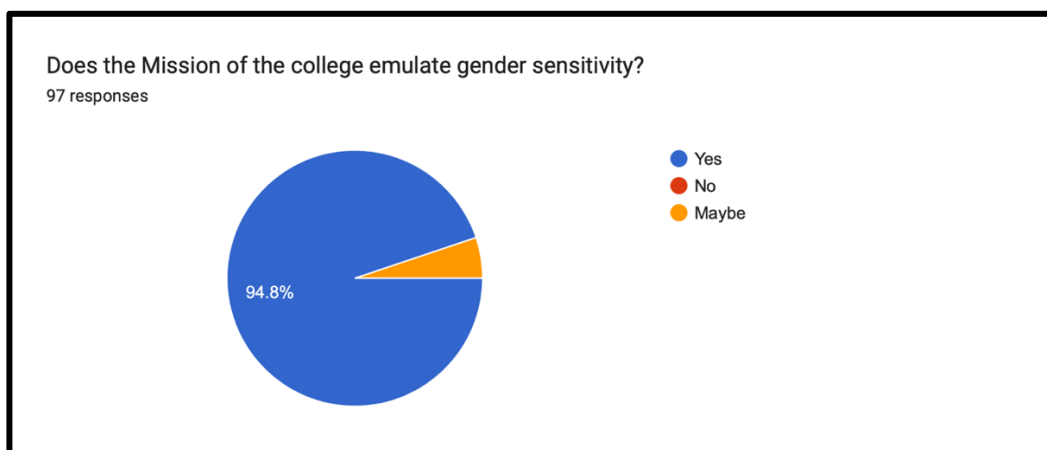
It is observed that one student has identified herself as a transgender, this was rectified later by the student, who then identified herself as female, 2 students have selected the option prefer not to say. The institution must therefore extend sensitivity in dealing with these students. It is also seen that there are more female students in the B.Ed. group than male students, so there are more facilities for the female gender provided in the institution.

## **MISSION OF THE COLLEGE & GENDER SENSITIVITY**

The mission of the college is :

*" TO PROVIDE QUALITY EDUCATION FOR EMPOWERMENT AND ENLIGHTENMENT  
TO CREATE A JUST AND HUMANE SOCIETY AND STRIVE TO BUILD A WORLD OF  
FAITH, FREEDOM AND FELLOWSHIP FOR GOD'S GREATER GLORY*

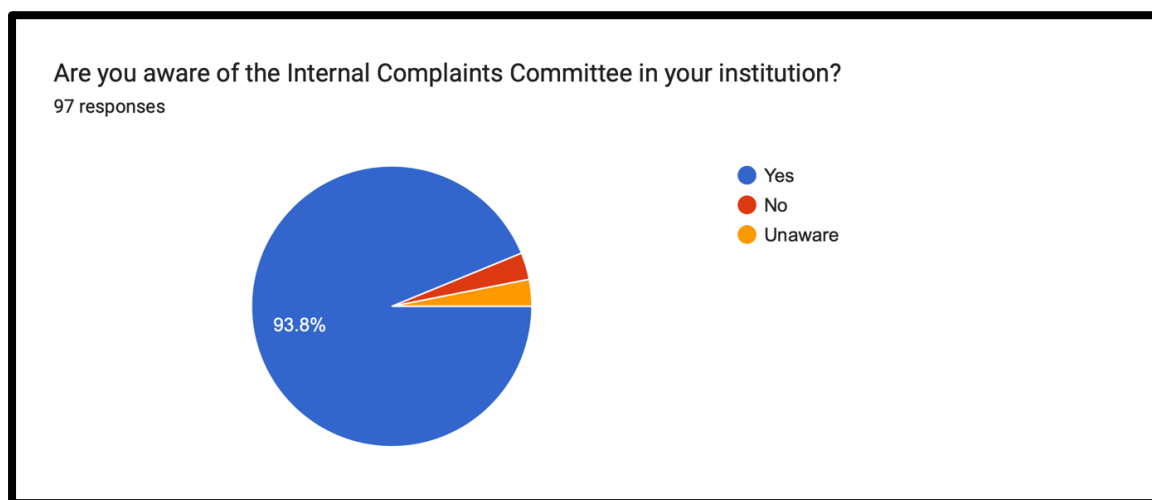
**GRAPH S2**  
**MISSION OF THE COLLEGE**



95% of the students acknowledge that the Mission of the college emulates gender sensitivity. The components in the mission which highlight gender sensitivity are – Empowerment, Enlightenment, Just and Humane society.

### **INTERNAL COMPLAINTS COMMITTEE**

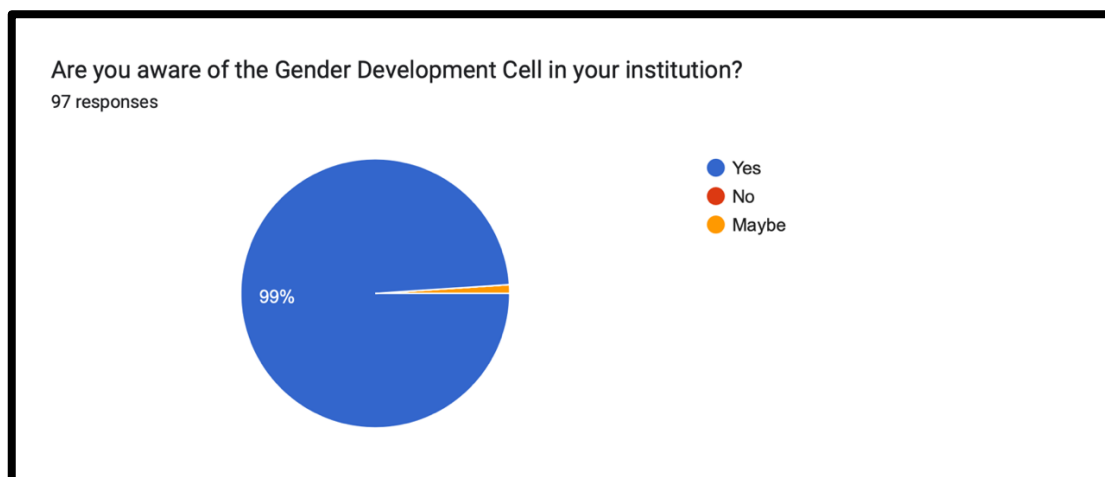
**GRAPH S3**  
**INTERNAL COMPLAINTS COMMITTEE**



Only 94% of the students are aware of the Internal Complaints Committee in the institution. There are 6% of the students are not aware of the ICC and they must be made aware through continuous awareness programs .

### **GENDER DEVELOPMENT CELL:**

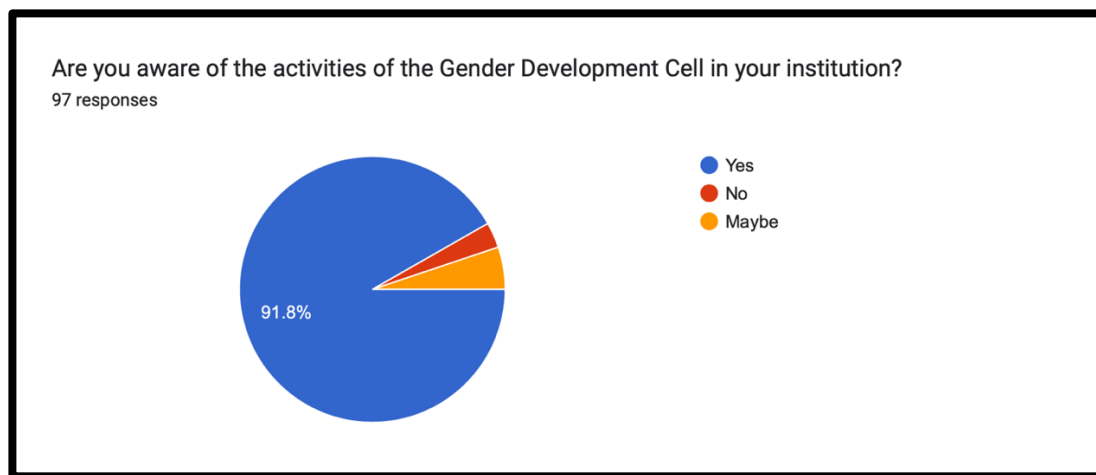
**GRAPH S4**  
**GENDER DEVELOPMENT CELL – A**





Almost all students are aware of the Gender Development cell in the institution. The programs listed by the students in the open ended question reveal that there was active participation of the students in the programs conducted by the Gender Development cell.

**GRAPH S5**  
**GENDER DEVELOPMENT CELL - B**



92% of the students are aware of the Gender Development cell activities in the college.

The programs conducted by the Gender Development cell of the college are the following :

July 11, 2023 – World Population Day

October 11, 2023 – International Day of the Girl Child

November 25, 2023 – Elimination of Violence against Women

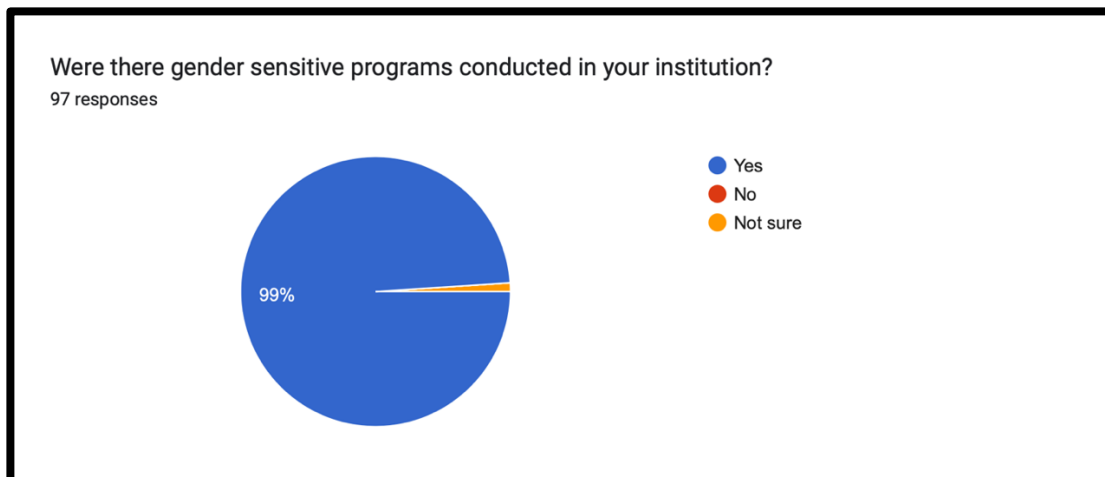
March 8, 2024 – International Women's Day

92% of the students have participated in the following programs

- July 11 World Population Day
- Oct 11 Girl Child Day
- Nov Elimination of Violence against Women
- March 11 International Women's Day
- KASHISH Film Festival
- Street Plays and Assemblies

## **GENDER SENSITIVE PROGRAMS**

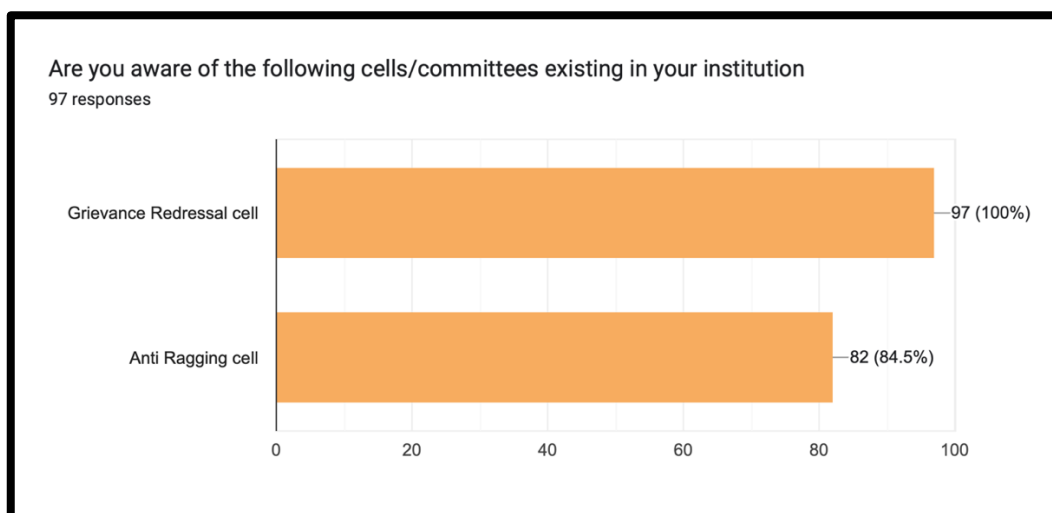
**GRAPH S6**  
**GENDER SENSITIVE PROGRAMS**



The Gender Cell of the college conducts the gender sensitive programs in the institution. The programs were well attended by the students. 99% of students agreed that such programs were conducted for the students.

## **CELLS AND COMMITTEES IN THE INSTITUTION**

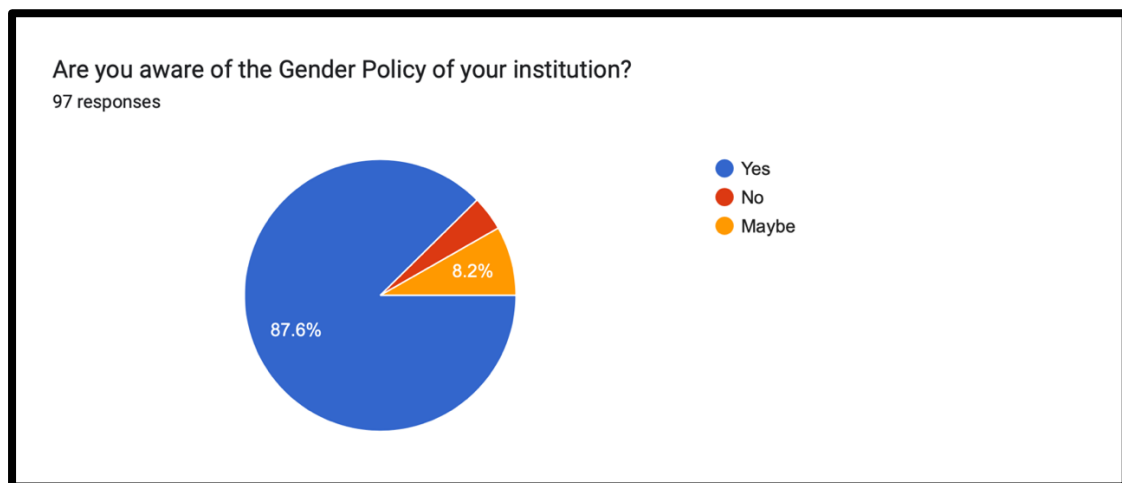
**GRAPH S7**  
**GENDER DEVELOPMENT CELL - B**



The awareness of the existence of the GRIEVANCE CELL is 100% and of & ANTI RAGGING CELL is 85%. The institution needs to have awareness programs about these cells. The Grievance cell of the college takes up student grievances related to all areas including gender related grievances. The Anti Ragging cell is set up in the college as per the UGC Regulations and aims at zero ragging in the institution. Students are made aware of Anti Ragging policies and also made to sign an undertaking on Anti Ragging.

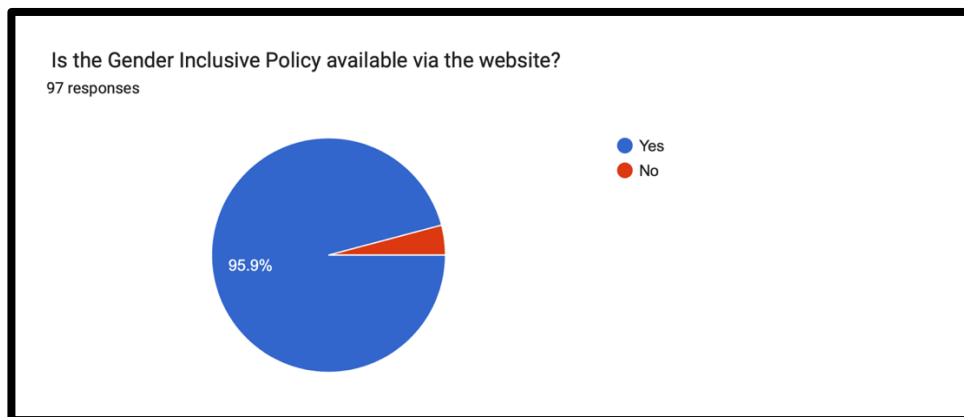
### **GENDER POLICY OF THE INSTITUTION**

**GRAPH S8**  
**GENDER POLICY - A**



Only 87% of the students have claimed that they are aware of the Gender Policy in the institution which is placed on the college website. 5% of the students have stated that there is no gender policy of the institution. The institution can have more activities for awareness.

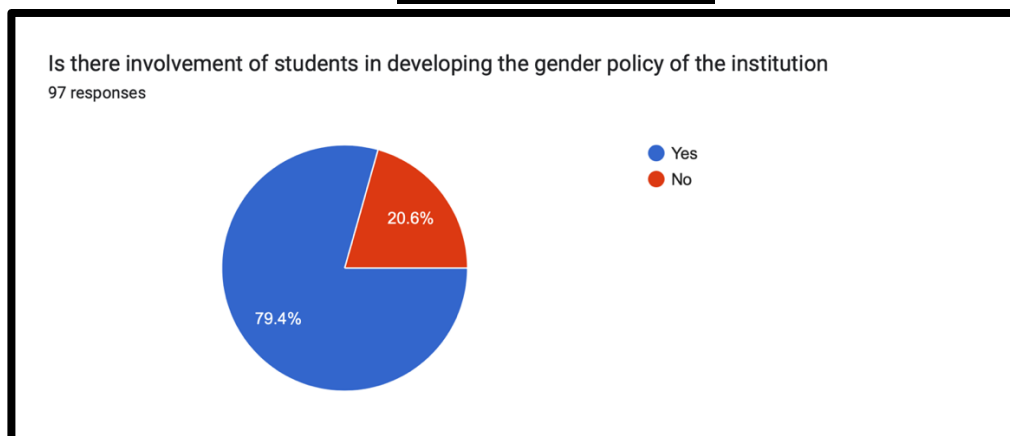
GRAPH S9  
**GENDER POLICY - B**



Gender Inclusive Policy is not separately mentioned on the college website, so students are not aware of this policy, 96% of the students have said yes they are aware, this could be because of the programs the institution conducted for the awareness of gender related issues.

**INVOLVEMENT OF STUDENTS IN DEVELOPING GENDER POLICY**

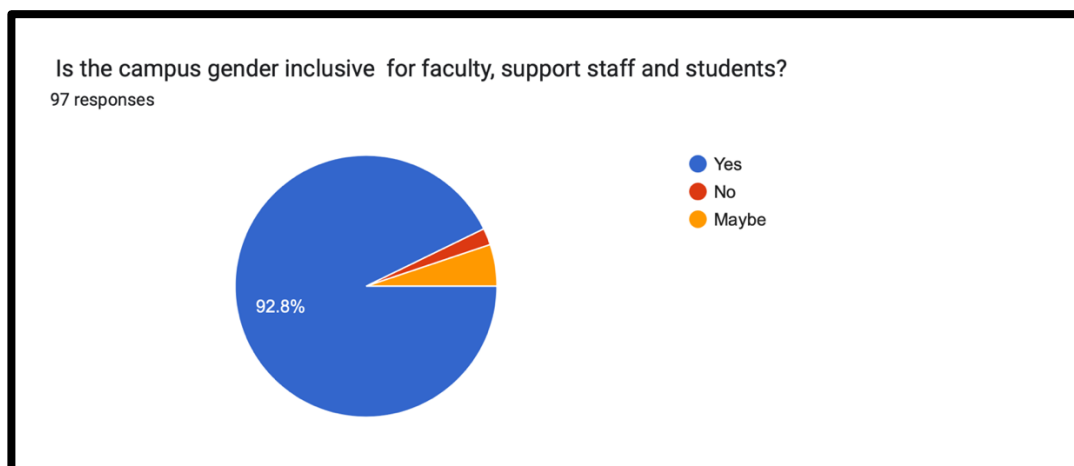
GRAPH S10  
**GENDER POLICY - C**



Only 79% of the students feel that they were involved in the formation of the gender policy of the college. There is no policy in the college website titled gender policy but the features of gender equity and access would be seen in other policies.

## **GENDER INCLUSIVE CAMPUS**

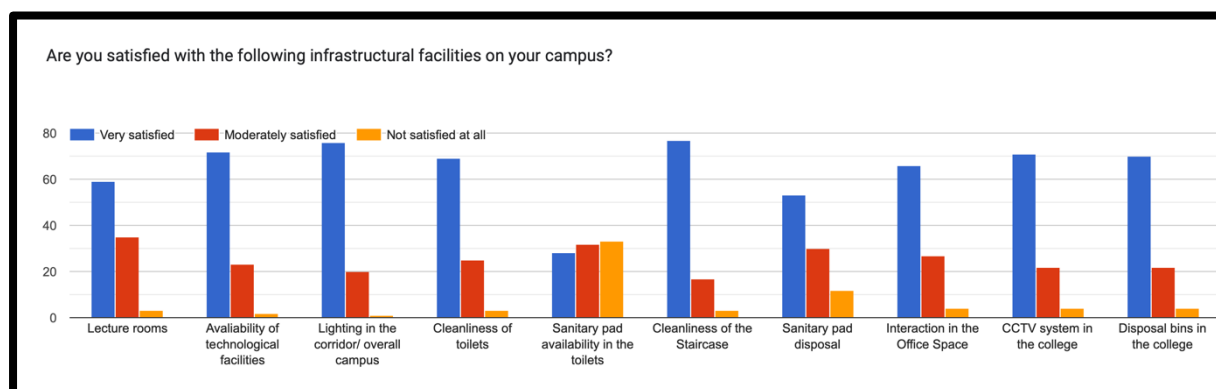
**GRAPH S11**  
**GENDER INCLUSIVE CAMPUS**



93% of the students felt that the college campus is gender inclusive. 1% of the students have not confirmed that the campus is gender inclusive and 6% are undecided. The institution must obtain suggestions to make the campus more gender inclusive. The campus has provision for fair opportunities for all, indoor sports facilities that is offered to all, inclusive programs, good lighting and seating arrangements for all, proper communication and good flow of information.

## **GENDER & INFRASTRUCTURAL FACILITIES**

**GRAPH S12**  
**GENDER INFRASTRUCTURAL FACILITIES-A**



### **Student Satisfaction analysis of Infrastructural Facilities :**

The table below analyses the satisfaction levels. The Remarks column indicates the interpretation of the quantitative results.

**Table S1**



**Percentage Student Satisfaction**

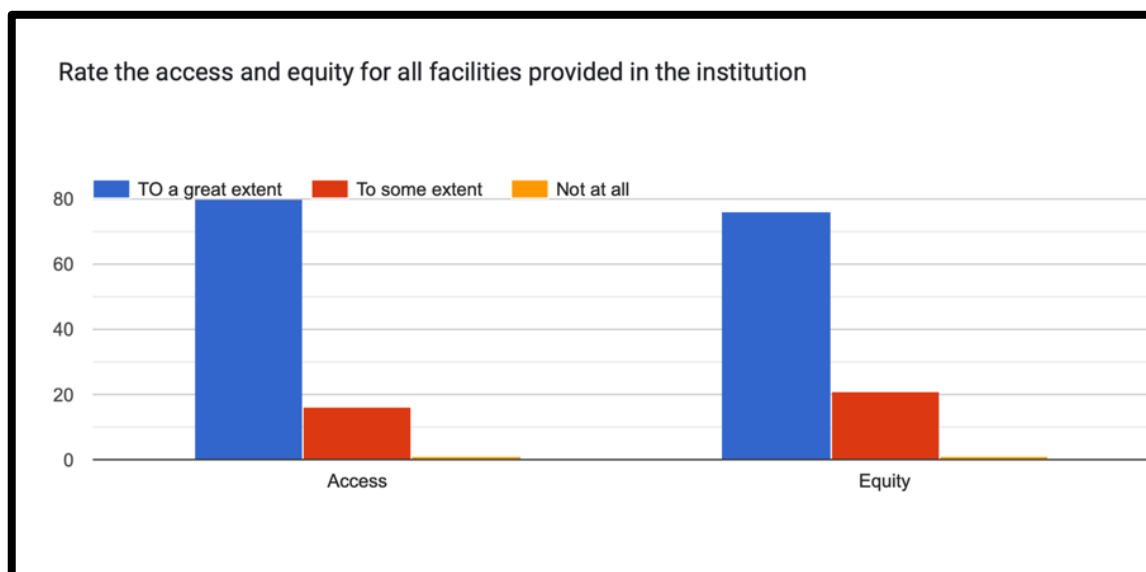
| <b>Criteria</b>                          | <b>Very Satisfied</b> | <b>Moderately Satisfied</b> | <b>Not satisfied</b> | <b>Remarks</b>                                                                                                                     |
|------------------------------------------|-----------------------|-----------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Lecture rooms                            | 61                    | 36                          | 3                    | 36% of the students are either moderately satisfied or not satisfied.                                                              |
| Availability of Technological facilities | 74                    | 24                          | 2                    | 26% students have not expressed their full satisfaction regarding the availability of technological facilities in the institution. |
| Lighting in the corridor/Overall campus  | 78                    | 21                          | 1                    | 22% of the students are not fully satisfied with the lighting in the corridor/overall campus area.                                 |
| Cleanliness of toilets                   | 71                    | 26                          | 3                    | 29% of the students are not fully satisfied with the cleanliness of the college toilets.                                           |
| Sanitary pad available in the toilets    | 29                    | 35                          | 36                   | There is discontent about the availability of sanitary pads in the institution.                                                    |
| Cleanliness of the staircase             | 79                    | 18                          | 3                    | 21% of the students are not fully satisfied with the cleanliness of the staircase.                                                 |
| Sanitary pad disposal                    | 55                    | 31                          | 14                   | There are 45% of the students who are not satisfied about the disposal                                                             |
| Interaction in the Office space          | 68                    | 28                          | 4                    | 32% of the students are not fully satisfied with the interaction in the office space.                                              |
| CCTV system in the college               | 73                    | 23                          | 4                    | 27% of the students are not fully satisfied with the CCTV system in the college                                                    |

| Criteria                     | Very Satisfied | Moderately Satisfied | Not satisfied | Remarks                                                                           |
|------------------------------|----------------|----------------------|---------------|-----------------------------------------------------------------------------------|
| Disposal bins in the college | 72             | 23                   | 5             | 28% of the students are not fully satisfied with the disposal bins in the college |

Most students fall into the category of very satisfied and moderately satisfied, which means that the facilities provided are adequate and students have been using them to their satisfaction. These facilities are provided irrespective of the gender identity. A Ladies common room and the Gents Rest room is also available in the institution. The sanitary pad availability and its disposal must be taken care of by the institution.

### **ACCESS AND EQUITY FOR ALL FACILITIES**

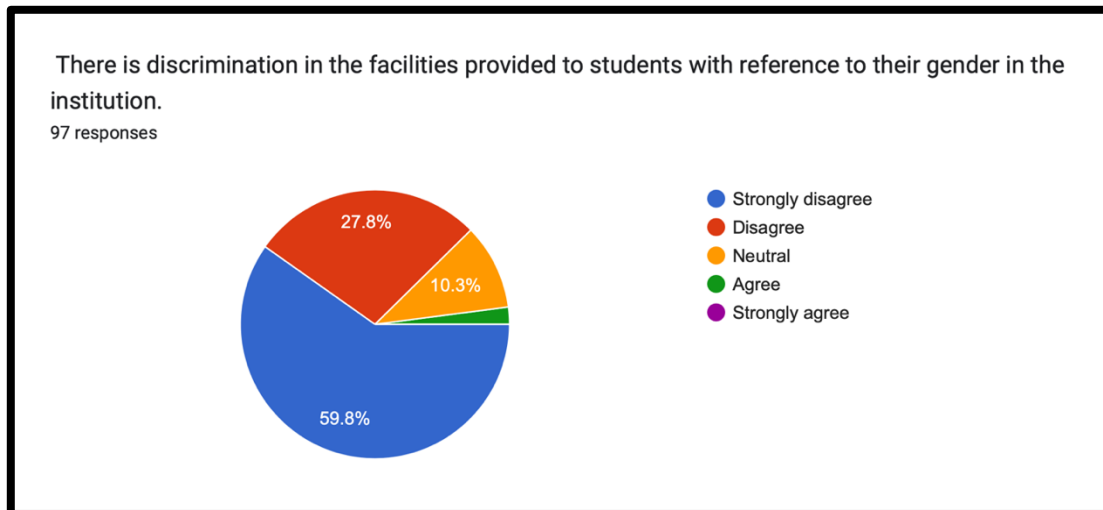
**GRAPH S13**  
**GENDER INFRASTRUCTURAL FACILITIES - B**



When access and equity are considered the access is rated by 80% students 'to a great extent' but when it comes to equity 76% experience it. Thus it is seen that access and equity of the facilities provided to the students need to be looked into.

## **DISCRIMINATION IN THE FACILITIES PROVIDED**

**GRAPH S14**  
**GENDER INFRASTRUCTURE - C**



88% of the students have reported that there is no discrimination in the facilities provided with reference to their gender, 10% were neutral and 2% of the students agreed with this statement. With 12% of the class neutral and agreeing to the statement, the institution must check the reasons why the students feel the discrimination.

## **INTERPERSONAL RELATIONSHIPS**

**GRAPH S15**  
**GENDER INTERPERSONAL RELATIONSHIPS**

Rate the quality of interpersonal relationships with other students

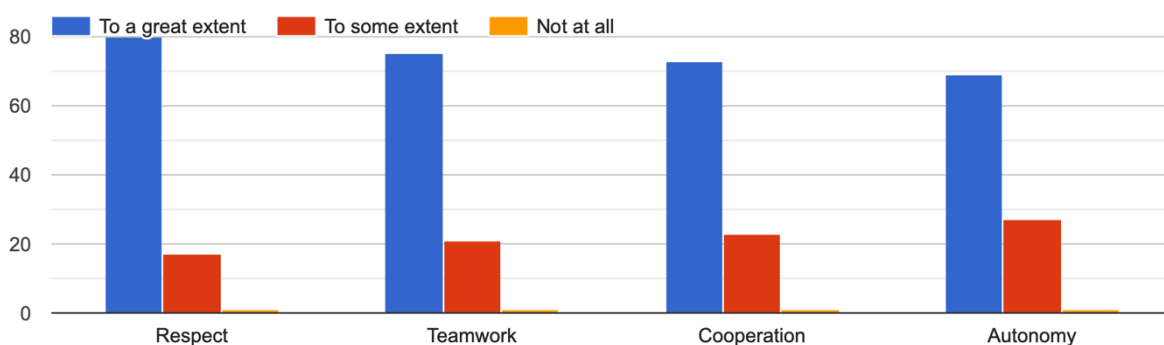


Table S2

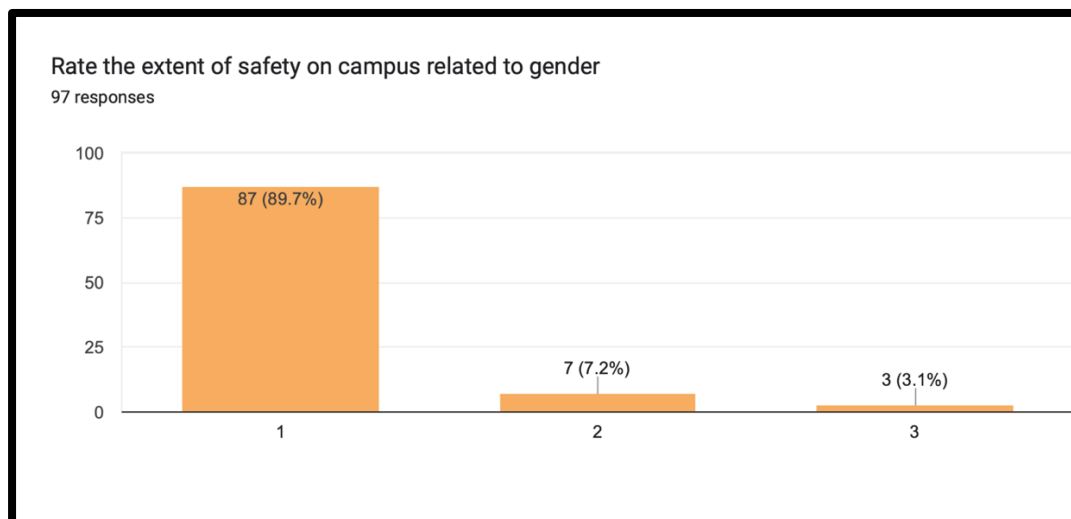
**PERCENTAGE OF RESPONSES**  
**Variables of Interpersonal Relationships**

| Criteria    | To a great extent | To some extent | Not at all |
|-------------|-------------------|----------------|------------|
| Respect     | 82                | 17             | 1          |
| Teamwork    | 77                | 22             | 1          |
| Cooperation | 75                | 24             | 1          |
| Autonomy    | 71                | 28             | 1          |

The percentage of students with ‘To some extent’ is approximately ranges from 17% -28%. This data reveals that the institution has to work more on the above criteria.

**SAFETY ON CAMPUS**

**GRAPH S16**  
**CAMPUS SAFETY**

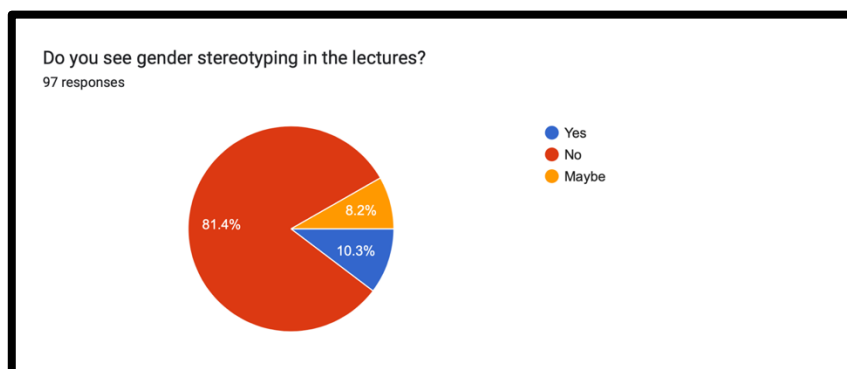


Only 90% of the students find the campus very safe. 7% of the students find it moderately safe and 3% do not consider the campus safe. The institution could ensure that all students find the campus safe.

## **GENDER STEREOTYPING IN THE CURRICULUM**

### **1. LECTURES**

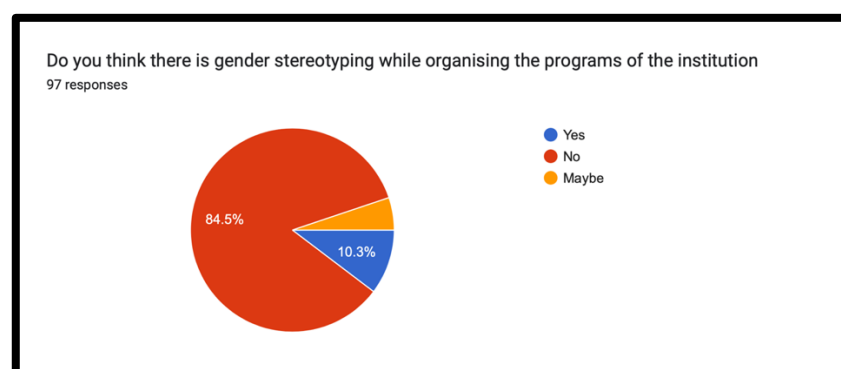
**GRAPH S17**  
**GENDER STEREOTYPING - A**



10% of the students felt that there was gender stereotyping during lectures and 8% of the students did not want to take a stand on this question. The lectures must be examined and faculty could be made aware of certain ways of teaching and examples that they give in the class as well as their dealing with students of different genders. 81% of the students stated that there is no gender stereotyping during lectures.

### **2. PROGRAMS**

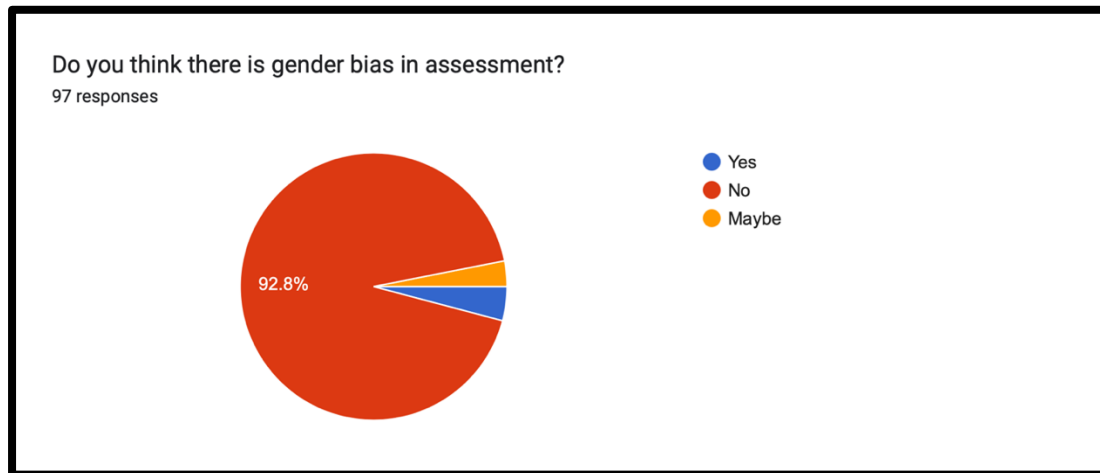
**GRAPH S18**  
**GENDER STEREOTYPING – B**



10% of the students felt that there is gender stereotyping in the programs conducted by the institution while 5% of the students do not want to take a stand on this question. Only 85% of students have testified that there is no gender stereotyping in the programs conducted by the institution.

### **3.ASSESSMENT:**

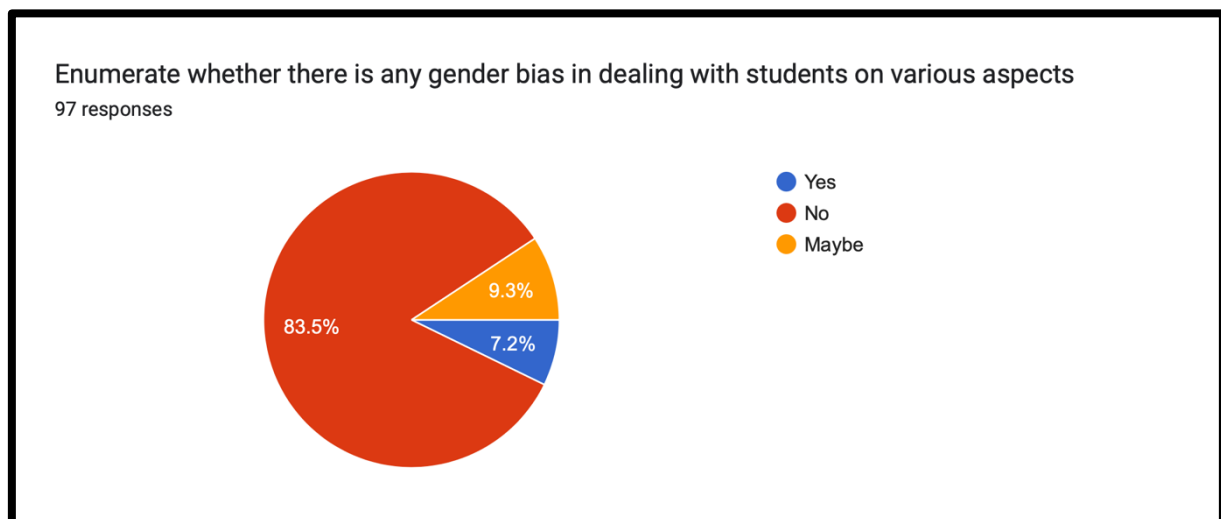
GRAPH S19  
**GENDER BIAS – ASSESSMENT**



93% of the students find no gender bias in assessment, 4% of the students felt that there is gender bias in assessment and 3% did not take a stand on this question. The assessment procedures must be bias free.

### **4.DEALING WITH STUDENTS**

GRAPH S20  
**GENDER BIAS – DEALING WITH STUDENTS**



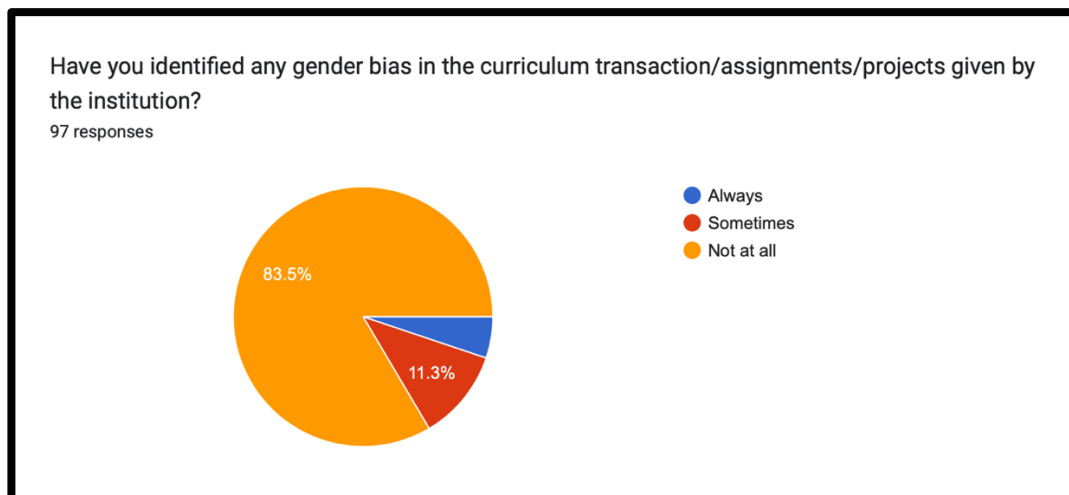
Only 84% of the students have felt that there is no gender bias in dealing with students on various aspects whereas 7% of the students do feel that there is a gender bias, 9% of the students have not taken a stand on this question. It is important to check this aspect as the teacher education program cannot be conducted without the teacher – pupil interaction, as it



has a heavy internship component which requires dealing with lot of student issues, along with this activities like community work, assignments, projects, and other activities of internal assessment.

#### 4. CURRICULUM TRANSACTION/ASSIGNMENTS/PROJECTS

GRAPH S21  
GENDER BIAS – CURRICULUM TRANSACTION

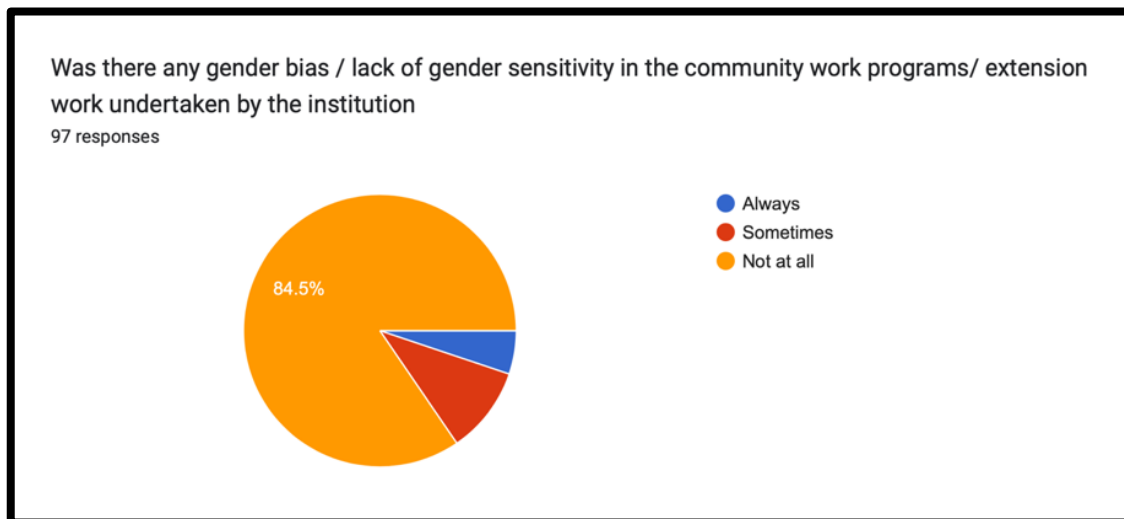


5% of the students have perceived gender bias in the curriculum transaction and 11% of the students have stated that sometimes there is gender bias while 84% of the students have not experienced gender bias in the curriculum transaction. 16% of the students have identified gender bias in various internal assessment activities.

## 5. COMMUNITY WORK AND EXTENSION PROGRAMS

GRAPH S22

### GENDER BIAS – COMMUNITY WORK AND EXTENSION PROGRAMS

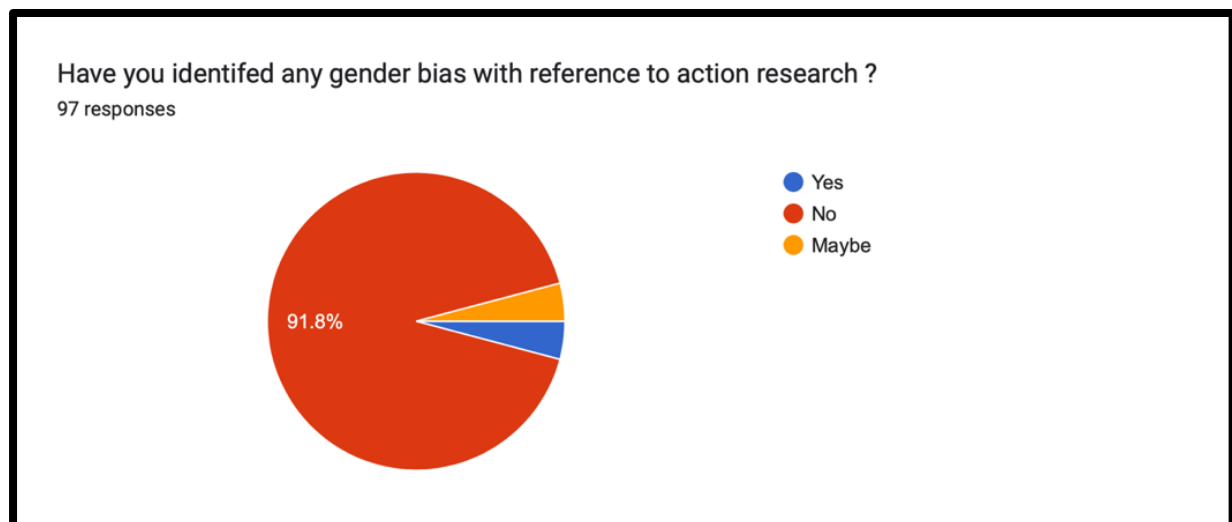


85% of the students have not experienced gender bias in the community work programs and extension programs organised by the institution, but 5% of the students have reported gender bias always and 10% sometimes. This means that these programs must be implemented free of gender bias, institutional checks must be done for zero gender bias.

## 6. ACTION RESEARCH

GRAPH S23

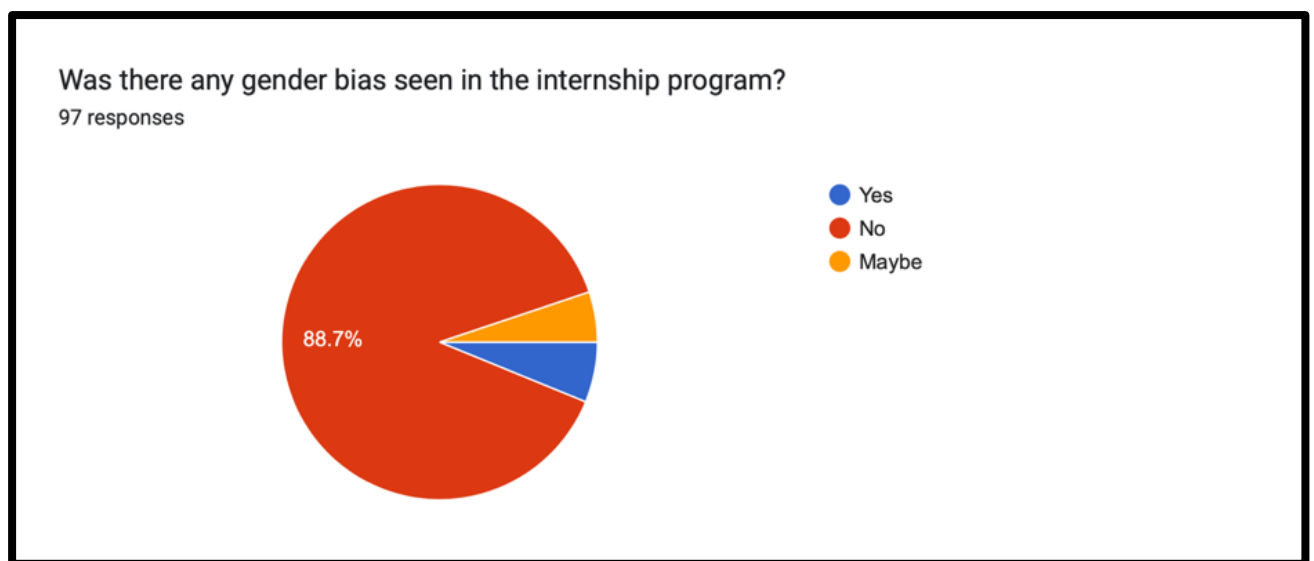
### GENDER BIAS – ACTION RESEARCH



4% of the students have experienced gender bias in action research and 4% stated that there could be a possibility of gender bias in action research but not sure. 92% of the students have not experienced gender bias in action research work.

## 7. INTERNSHIP

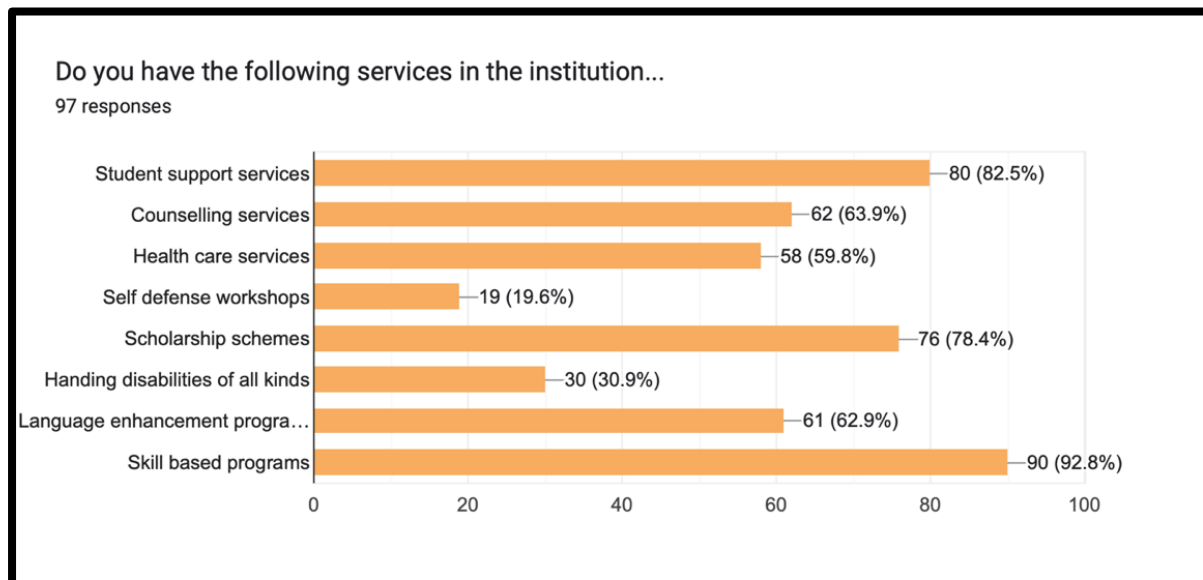
GRAPH S24  
GENDER BIAS - INTERNSHIP



89% of the students have reported that internship is free from gender bias but there are 6% of the students who have confirmed gender bias in the internship program, and 5% have reported that there could have been a possibility of gender bias in the internship program. Thus the internship program also has to be examined for gender bias and how it affects the students.

## 8. STUDENT SERVICES

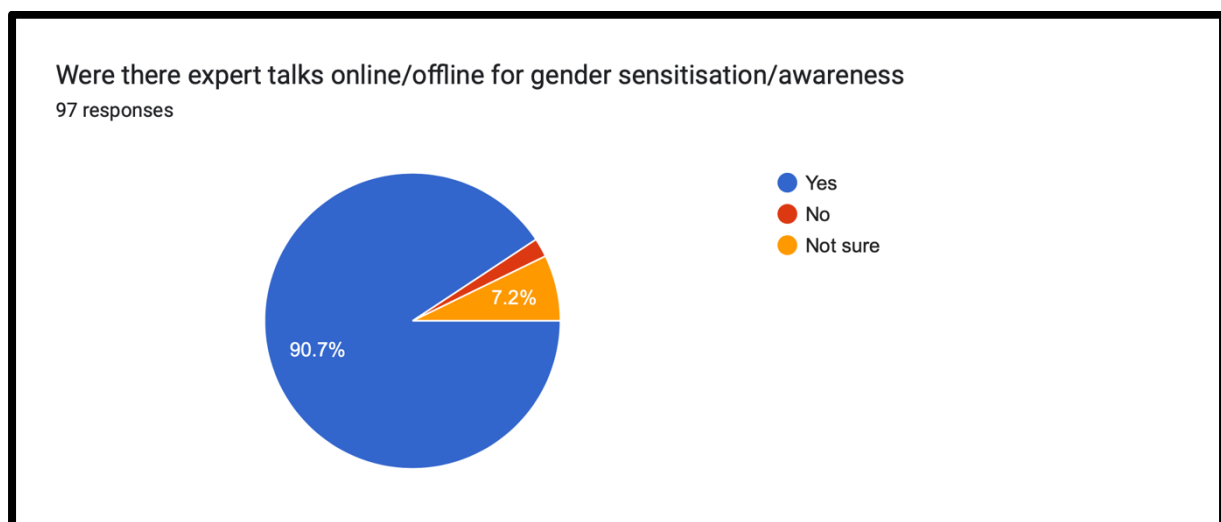
GRAPH S25  
STUDENT SERVICES



The data shows that the institution must work on all areas, but more specifically on counselling services, health care services, self defense workshops, handling disabilities, language enhancement programs.

## 9. EXPERT TALKS FOR GENDER SENSITISATION/AWARENESS

GRAPH S26  
GENDER AWARENESS PROGRAMS



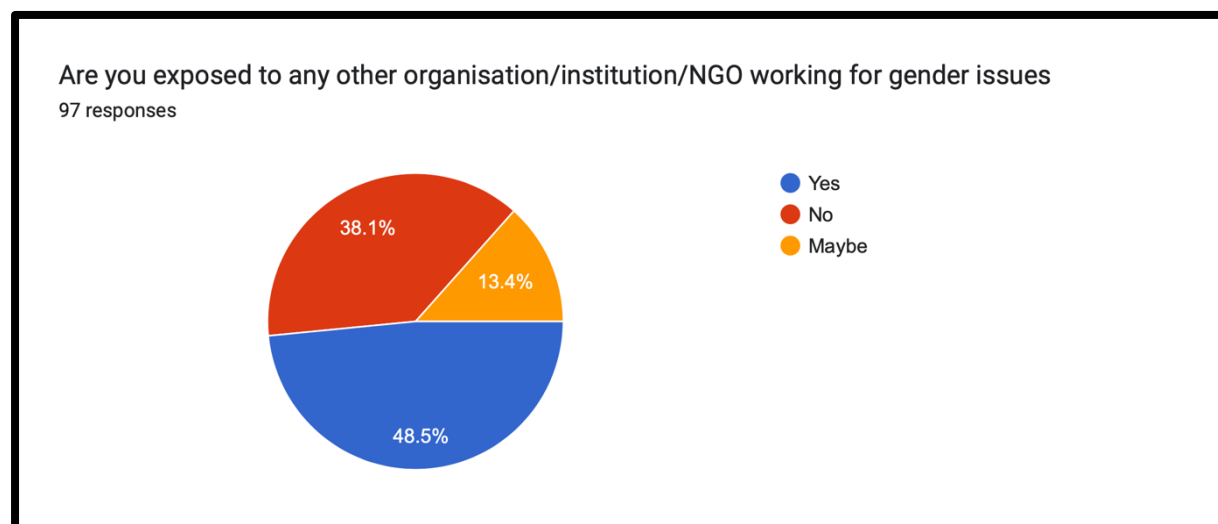
91% of the students have agreed that there were gender sensitisation programs conducted in the institution. 7% of the students are not sure whether gender sensitisation/awareness

programs were conducted. 2% of the students state that such programs were not conducted by the institution. This means that more such programs could be conducted.

## **10.EXPOSURE TO OTHER ORGANISATIONS**

GRAPH S27

### **EXPOSURE TO OTHER ORGANISATIONS**

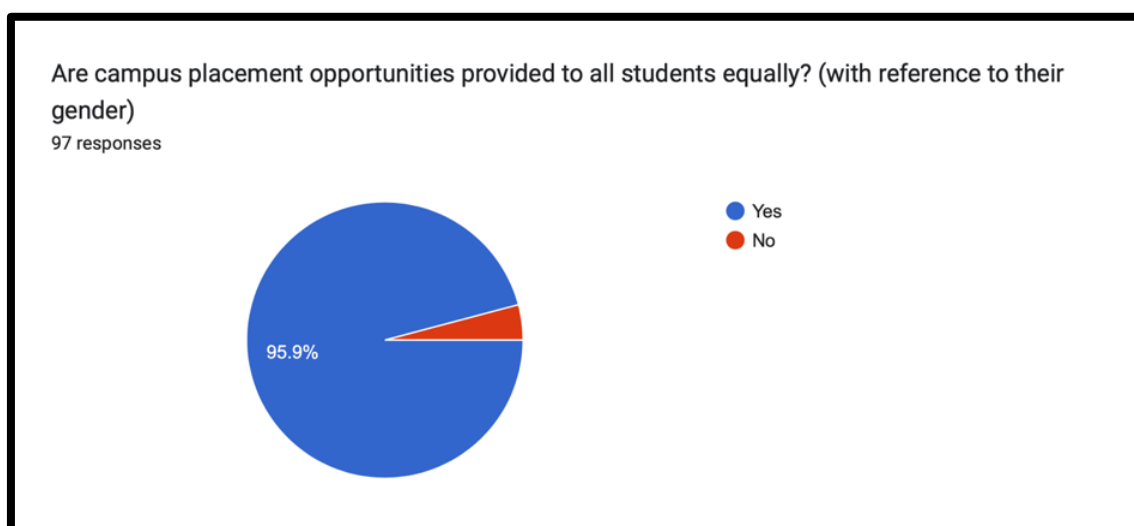


The institution has an MOU with Sophia Centre for Women's Studies and Development and also an association with Young Women's Association of India. 49% students have confirmed that they are exposed to different organisation/institution/NGO working for gender issues.

## **11.CAMPUS PLACEMENT OPPORTUNITIES:**

GRAPH S28

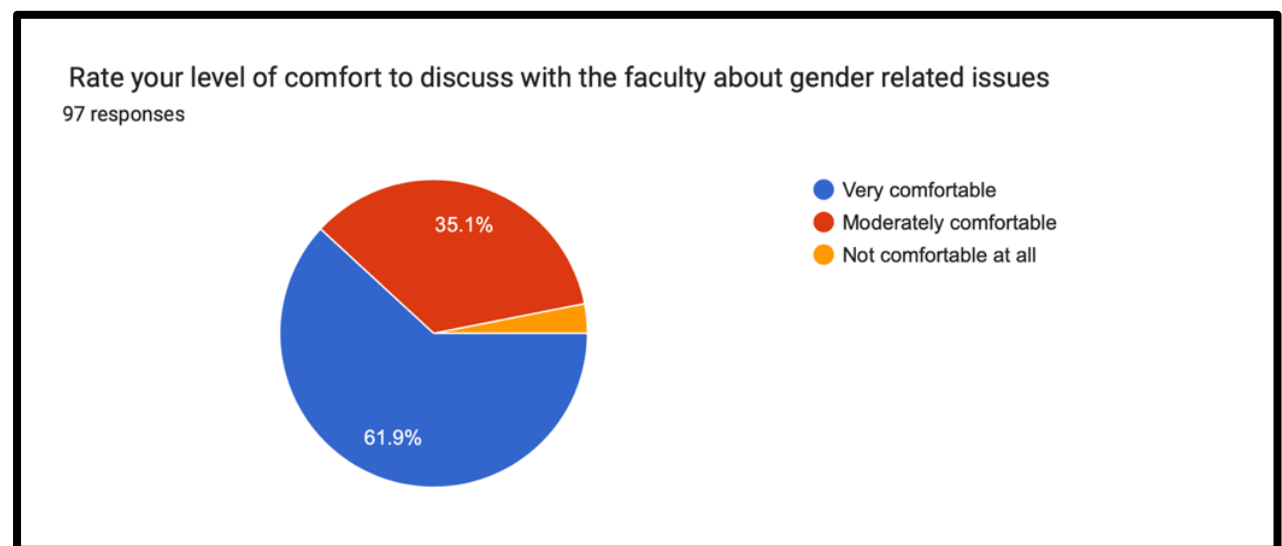
### **CAMPUS PLACEMENT OPPORTUNITIES**



96% of the students have reported that students are treated equally with reference to placement opportunities, 4% of the students do not agree that there is equality regarding campus placement. This must be seriously looked at as it concerns the students' future prospects.

## **12.FACULTY DISCUSSIONS**

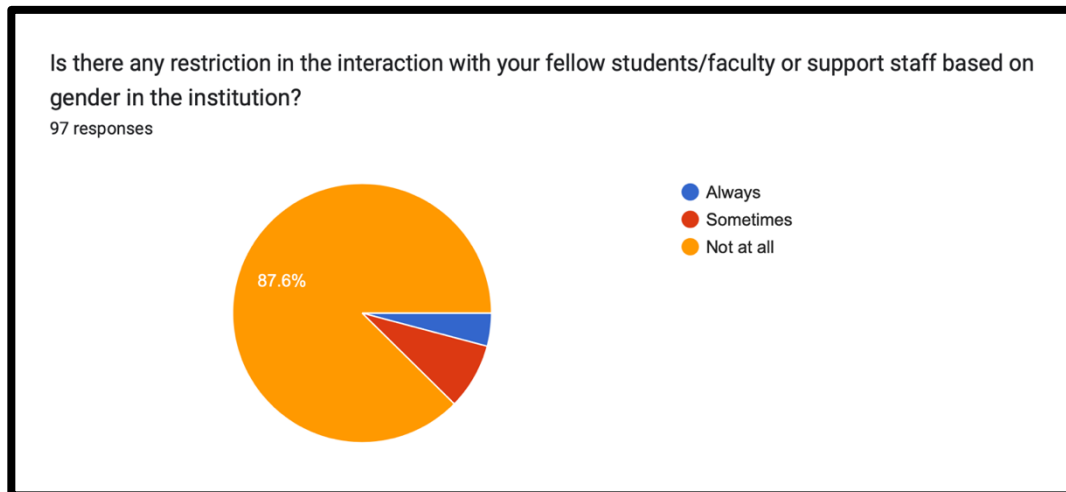
GRAPH S29  
**FACULTY DISCUSSIONS**



Only 62% of the students are very comfortable with the faculty when it comes to discussions on gender related issues. The other 35% of the students are not very comfortable. 3% of the students are not comfortable at all. This creates a gap between the faculty and the students.

### **13. INTERACTION WITH YOUR FELLOW STUDENTS/FACULTY OR SUPPORT STAFF**

**GRAPH S30**  
**GENDER INTERACTION**



88% of the students do not experience any restriction while talking about gender issues or topics related to gender with the fellow students, 4% of the students have perceived the restrictions whenever the topic of gender is discussed and 8% of the students have felt the same sometimes during their discussions. An open climate must prevail while such discussions are taking place.

### **14.SUGGESTIONS FROM STUDENTS:**

- Organise self defense workshops(5)
- More clarity on concepts of third gender and LGBTQ+ needed
- Counselling sessions must be held at appropriate times(2)
- Technology must be updated
- Have better menstrual hygiene facilities (3)
- There should be sanitary pads in the girls washroom.
- Install sanitary pads dispenser in the ladies washrooms
- We can celebrate days assigned for men such as International Men's Day which is not as focused on in our institution as Women's day
- Kindly conduct interactive sessions wherein students are given equal opportunity to share their viewpoints.
- More practical event/seminar will be welcome (2)



- Improve health care facilities
- More information about the anti ragging cell
- Group discussions regarding gender related issues . Or debate in class
- Organize creative gender related events to spread gender sensitisation in an interactive and practical manner
- Better chairs
- Boys room access is very limited for boys.

#### **15. PROPOSED ACTION PLAN:**

- Orient the faculty and support staff about implications of gender bias on students
- Toilet facilities to be reviewed for menstrual hygiene and other facilities for female students
- More discussions on gender through meaningful programs for better awareness
- More programs required in teamwork, cooperation, respect and autonomy
- Greater awareness on the Anti Ragging cell required
- All programs to be audited for gender bias and faculty awareness to deal in an unbiased way with students of different gender must be encouraged.
- Gender Inclusive Policy must be made by the institution.
- The networking of SXIE(A) with other institutions must be made known to all students.
- The services offered by the institution must extend to all students effectively.



**ST. XAVIER'S INSTITUTE OF  
EDUCATION (AUTONOMOUS)**

**2023-2024**

# *FACULTY GENDER AUDIT*

*2023-2024*

## **ANALYSIS OF THE FACULTY GENDER AUDIT**

The Gender audit data was collected from the faculty members including the principal. The major categories of questions in the data are:

### **1. Demographic Information -**

- Gender Identity

### **2. Awareness & Policies**

- Awareness of college mission on gender sensitivity
- Awareness of Internal Complaints Committee
- Awareness of Gender Development Cell and its activities
- Awareness of various institutional committees and policies

### **3. Participation & Engagement**

- Participation in Gender Development Cell programs
- Awareness of campus placement opportunities with gender equality

### **4. Perception of Gender Sensitivity**

- Comfort discussing gender issues with faculty
- Identification of gender bias in curriculum, assignments, or projects
- Gender bias in community work, research, and internship programs
- Restrictions in interactions based on gender

### **5. Discrimination & Institutional Practices**

- Perceived discrimination in faculty management decisions
- Gender bias in portfolio assignments

### **Suggestions for Improvement**

- Open-ended feedback for institutional gender sensitivity enhancements

### **Takeaways from the Faculty Gender Audit Responses: (QUALITATIVE)**

#### **1. Gender Distribution:**

In this case, the majority of respondents were female (8), while only 1 male participated.

#### **2. Awareness of Gender Policies and Committees:**

Around 100% (9 out of 9) of the respondents were aware of the mission of the college on gender sensitivity, the Internal Complaints Committee, and the GDC.

#### **3. Participation in GDC Programs:**

Among the participants, various programs were mentioned:

- Celebration of Women's Day
-

- Kashish International Film Festival
- Workshops on Gender Sensitivity
- Program against Gender-Based Violence

#### **4. Perceived Gender Bias in Institutional Activities:**

- 6 out of 9 participants identified gender bias in Curriculum.
- 8 out of 9 participants perceived gender bias in Community Work.
- 8 out of 9 identified gender bias in Research.
- Satisfaction with Internship Programs was moderate, with 2 respondents expressing moderate satisfaction, but 7 were happy with it.

#### **5. Perceived Discrimination in Faculty Matters:**

- 7 out of 9 voices of assurance state there is no gender-based discrimination in faculty management systems.
- One respondent felt "Not satisfied at all" regarding portfolio assignments.

#### **6. Comfort in Discussing Gender Issues:**

- 7 respondents felt very comfortable discussing gender issues.
- However, one respondent answered "No," while one was "unsure" of that fact and said, "Maybe."

#### **Conclusion:**

While wide awareness existed about the gender policy, concerns were raised regarding gender bias in the curriculum, research, and community work.

Faculty were broadly satisfied with gender inclusiveness in management but expressed doubt in respect to portfolio assignments.

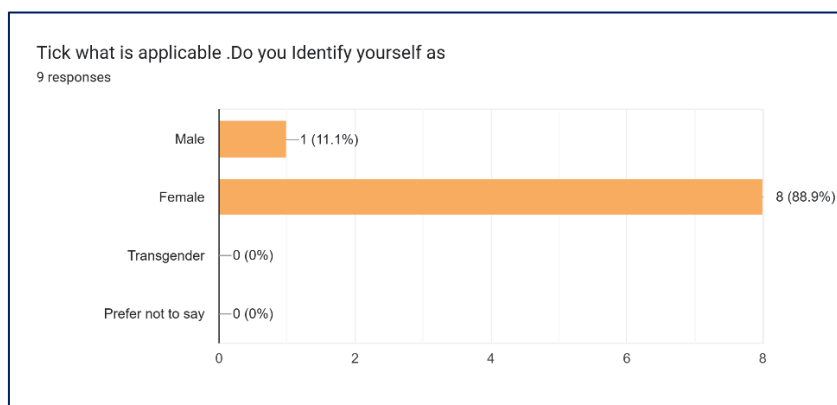
Gender discussions are mostly welcomed, but there are some reservations present in a few faculty members.

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The following data as represented in the visual form -

## **GENDER DISTRIBUTION**

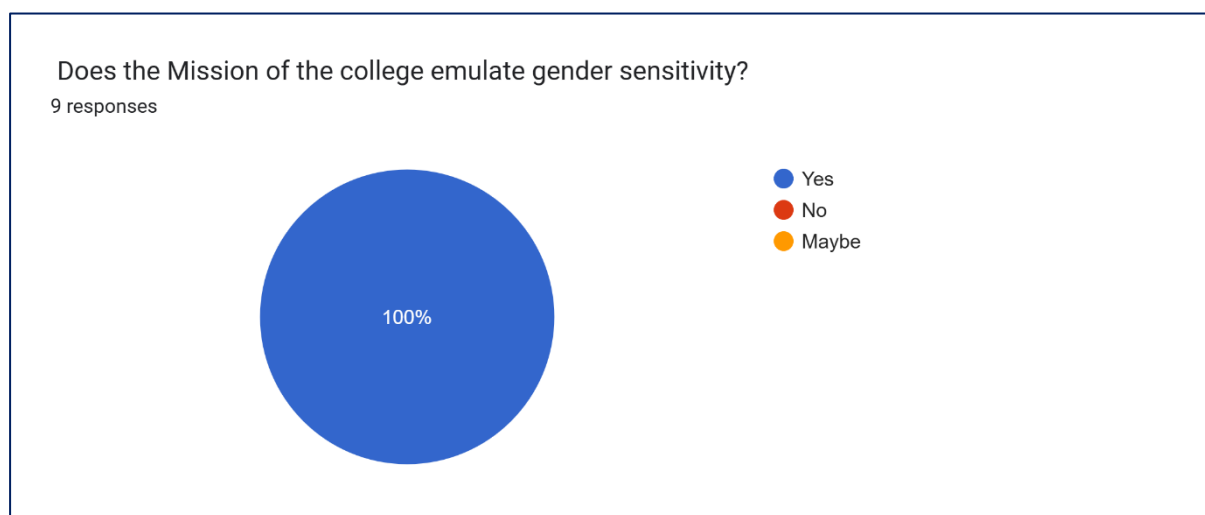
**GRAPH F1**  
**GENDER DISTRIBUTION**



The above data has been collected from total 9 faculty including the Principal . There are 8 (88.9%) females and 1(11.1%) male.

## **MISSION OF THE COLLEGE & GENDER SENSITIVITY**

**GRAPH F2**  
**GENDER – MISSION OF THE COLLEGE**



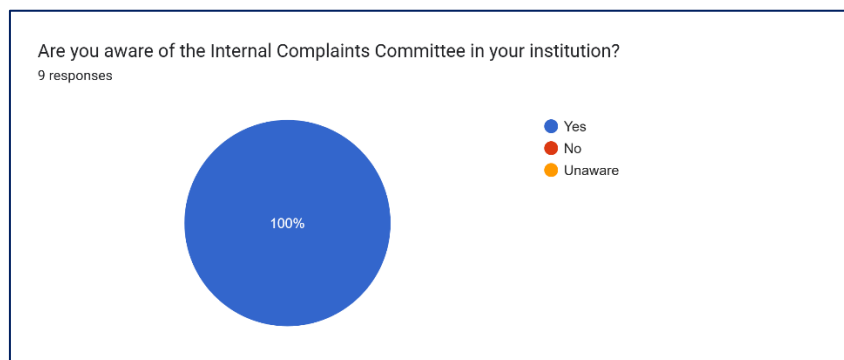
The mission of the college is :

" TO PROVIDE QUALITY EDUCATION FOR EMPOWERMENT AND ENLIGHTENMENT TO CREATE A JUST AND HUMANE SOCIETY AND STRIVE TO BUILD A WORLD OF FAITH, FREEDOM AND FELLOWSHIP FOR GOD'S GREATER GLORY "

100% staff have the opinion that mission of the college emulate gender sensitivity. The components in the mission which highlight gender sensitivity are – Empowerment, Enlightenment, Just and Humane society.

## **INTERNAL COMPLAINTS COMMITTEE**

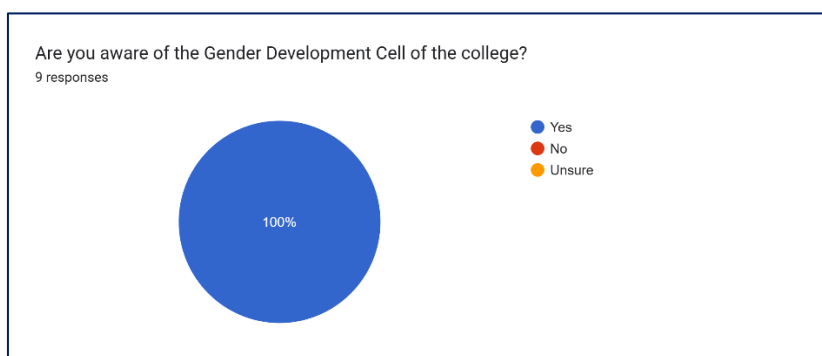
**GRAPH F3**  
**INTERNAL COMPLAINTS COMMITTEE**



100% of the staff is aware about the Internal Complaints Committee in the institution.

## **GENDER DEVELOPMENT CELL**

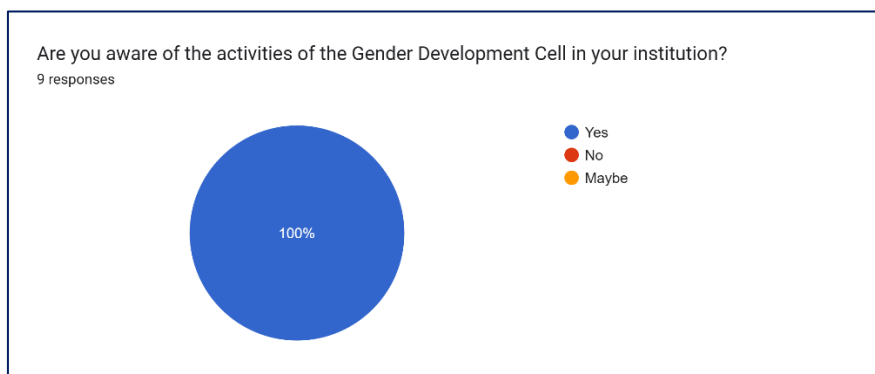
**GRAPH F4**  
**GENDER DEVELOPMENT CELL-A**



100% of the staff is aware about the Gender Development Cell in the institution.

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### GRAPH F5 **GENDER DEVELOPMENT CELL - B**



100% of the staff is aware about the activities of the Gender Development Cell in the institution.

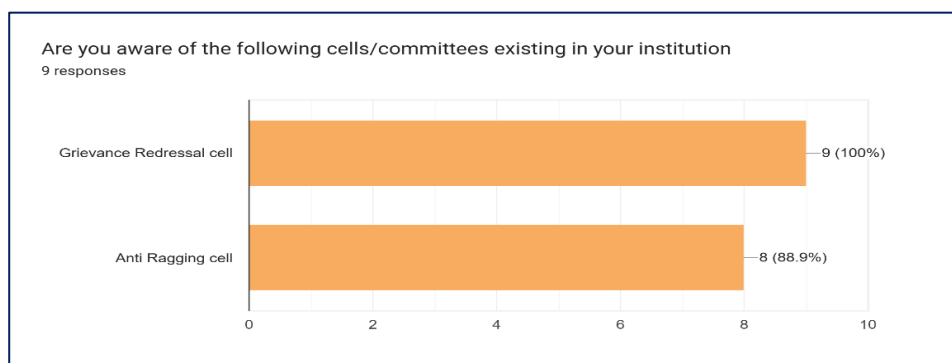
### **GENDER SENSITIVE PROGRAMS**

The following programs of the Gender Development Cell were listed by the staff –

KASHISH, Women's Day, World Population Day, Elimination of violence against women , International Girl Child Day, orientation to students regarding awareness of POCSO and other facilities for women from the government, Women's Day Celebration, Program on Men against violence to women, themes on gender sensitivity and empowerment were organised with student participation, The B.Ed. Syllabus has GSS (Sem-I) and School Gender Inclusion (Sem-IV) as courses. Kashish International Film Festival Potentia-Women's Day 2024 program Yoga and Health program 2024 Feedback session on Gender Inclusivity, Program on Men against violence to women, women's day, orientation to students regarding awareness of POCSO and other facilities for women from the government.

### **CELLS AND COMMITTEES IN THE INSTITUTION**

#### GRAPH F6 **CELLS AND COMMITTEES IN THE INSTITUTION**

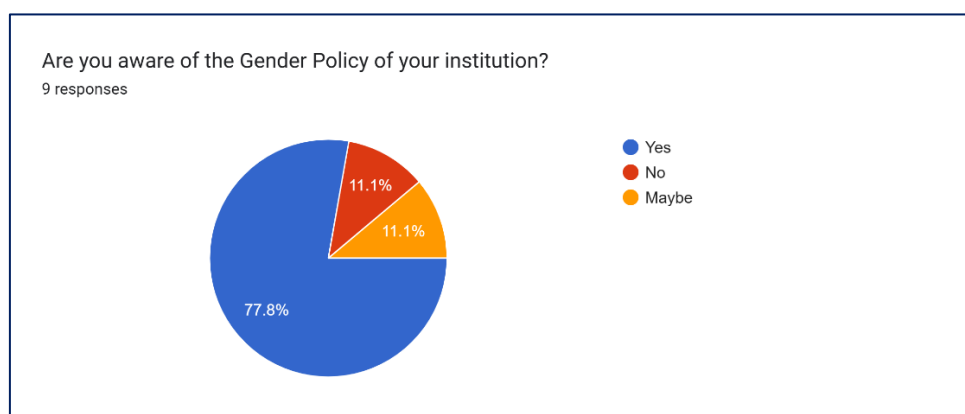




- 100% are aware of the Grievance Redressal Cell
- 87.5% are aware of the Anti – Ragging Cell 12.5 have no opinion. Thus, the information of Anti-ragging cell needs to be provided / circulated from time to time amongst the staff members. The Anti Ragging cell is set up in the college as per the UGC Regulations and aims at zero ragging in the institution. Students are made aware of Anti Ragging policies and also made to sign an undertaking on Anti Ragging.

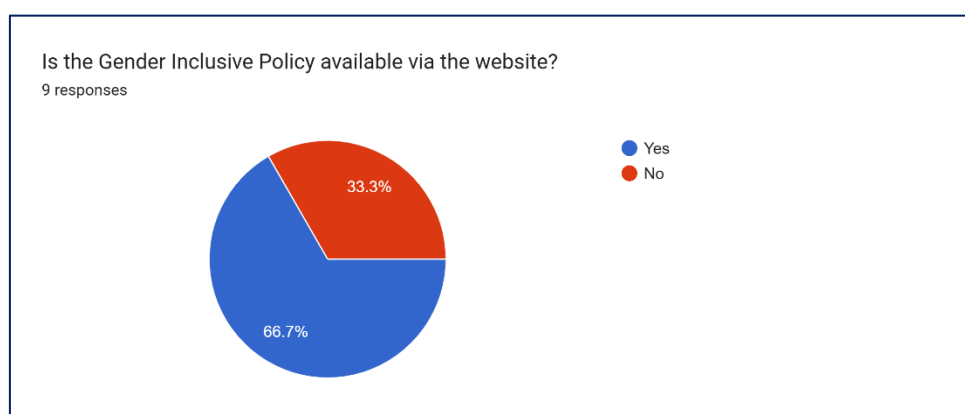
## **GENDER POLICY OF THE INSTITUTION**

**GRAPH F7**  
**GENDER POLICY - A**



77.8% are aware of the Gender Policy of the institution, 11.1% are not aware of the Gender Policy of the institution and 11.1% are of opinion maybe there exist a gender policy.

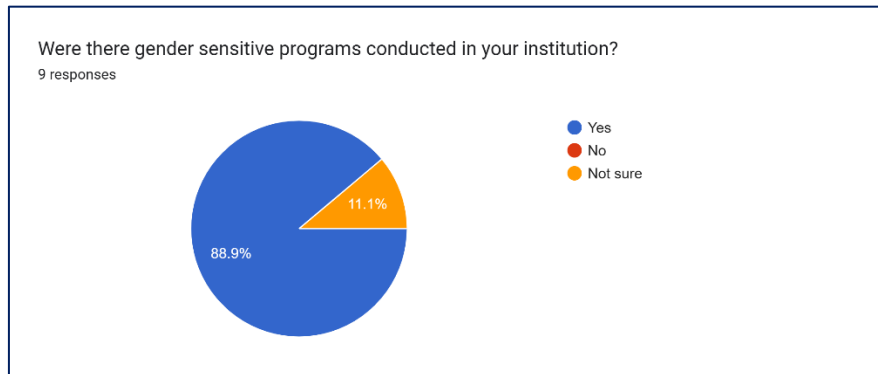
**GRAPH F8**  
**GENDER POLICY - B**



66.7% say that Gender Inclusive Policy via website is available 33.3% say no. Gender Inclusive Policy is not a separate one but a part of Institutional Policy.

## GENDER SENSITIVE PROGRAMS

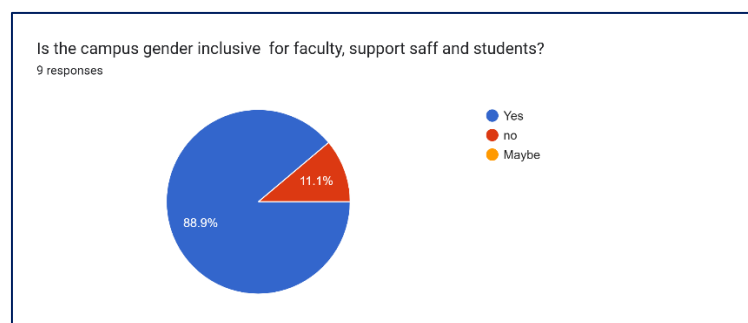
**GRAPH F9**  
**GENDER SENSITIVE PROGRAMS**



88.9% say that gender sensitive programs are conducted in the institution and 11.1% are not sure about gender sensitive programs being conducted in the institution. There can be more information provided regarding Gender sensitive program

## GENDER INCLUSIVE CAMPUS

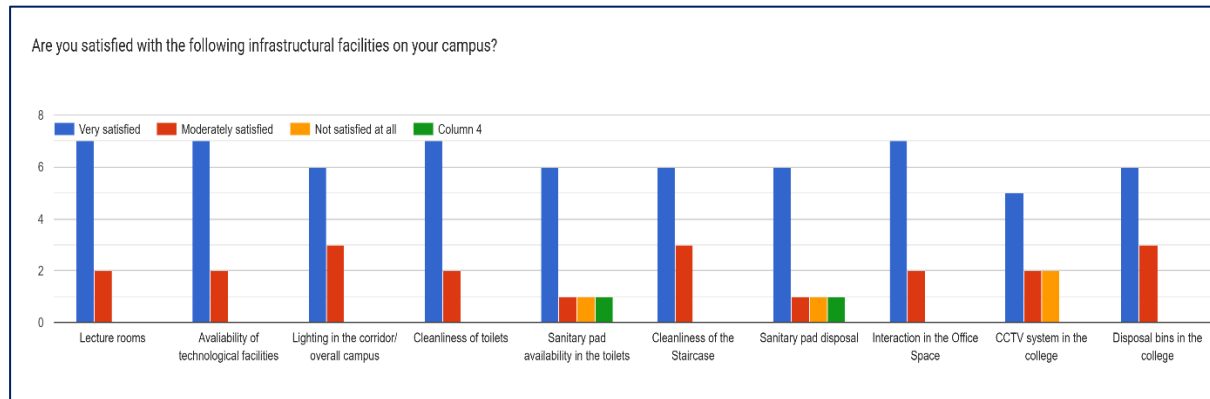
**GRAPH F10**  
**GENDER INCLUSIVE CAMPUS**



88.9% say that campus is gender inclusive for the faculty, support staff and the students whereas 11.1% say that campus is not gender inclusive for the faculty, support staff and the students. Campus does have lot of inclusivity for the internal stakeholders but there needs to be suggestions taken for the staff to improve on the inclusivity on campus.

## INFRASTRUCTURAL FACILITIES

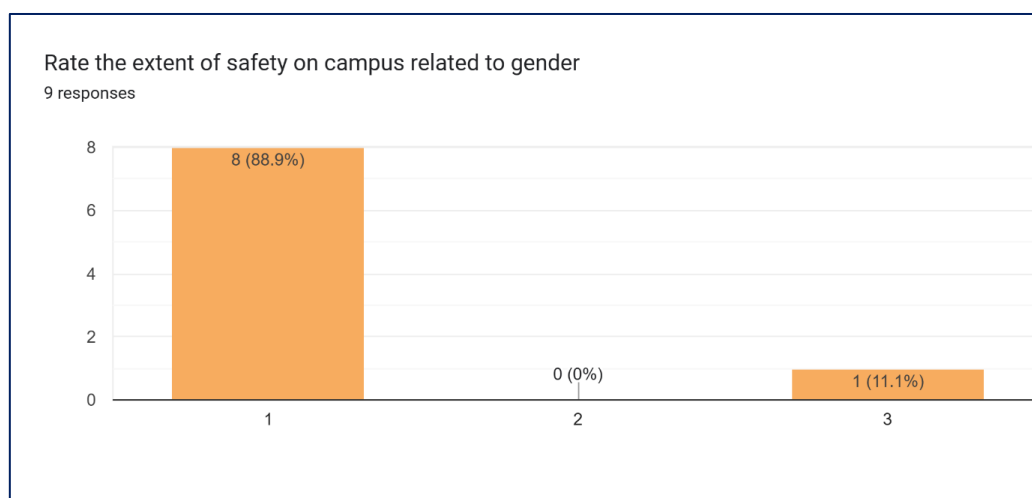
**GRAPH F11**  
**GENDER BASED INFRASTRUCTURAL FACILTIES**



- Majority of the staff are very satisfied with the following infrastructural facilities though some staff are moderately satisfied –
  - Lecture rooms
  - Availability of technological facilities
  - Lighting in the corridor/ overall campus
  - Cleanliness of toilets
  - Sanitary pad availability in the toilets
  - Cleanliness of the Staircase
  - Sanitary pad disposal
  - Interaction in the Office Space
  - CCTV system in the college
  - Disposal bins in the college

## ON CAMPUS SAFETY

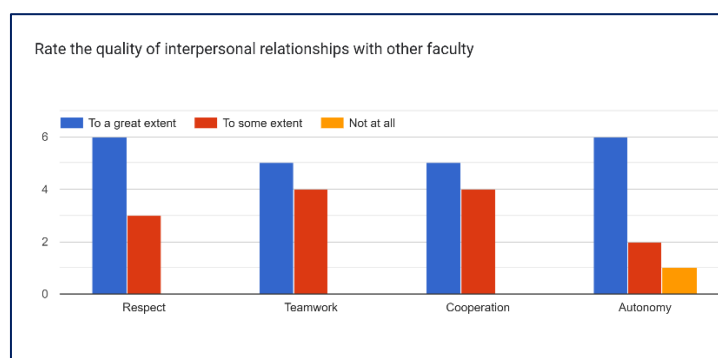
**GRAPH F12**  
**CAMPUS SAFETY**



88.9% Rate the extent of safety on campus related to gender as very safe whereas 11.1% say it is not safe at all. There needs to be more safety measures taken to make the staff feel safe in the campus.

## INTERPERSONAL RELATIONSHIPS

**GRAPH F13**  
**GENDER BASED INTERPERSONAL RELATIONSHIPS**

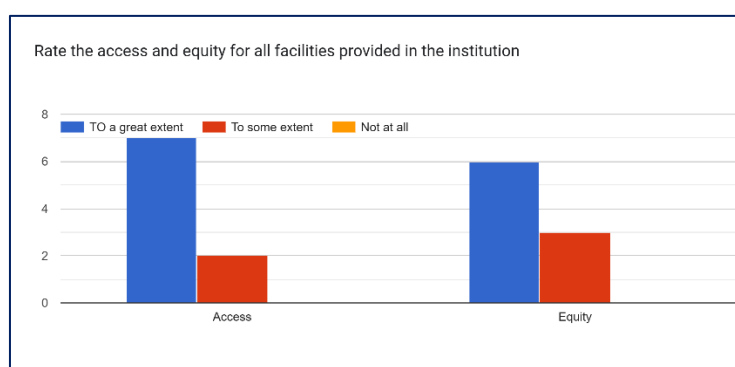


The following rating is given to the quality of interpersonal relationships with other faculty

- Respect - 75% staff say to a great extent 25% feel to some extent
- Teamwork - 62.5% staff say to a great extent 37.5% feel to some extent
- Cooperation - 62.5% staff say to a great extent 37.5% feel to some extent
- Autonomy - 62.5% staff say to a great extent 25% feel to some extent 12.5% says not at all

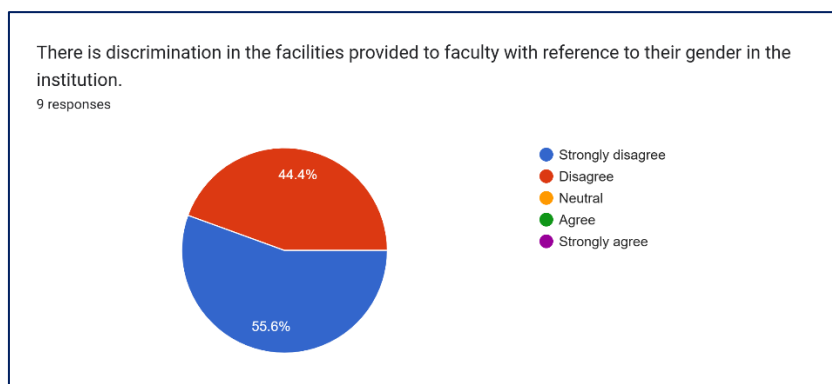
## ACCESS & EQUITY FOR FACILITIES

**GRAPH F14**  
**ACCESS & EQUITY**



- 88.9% rate access for all facilities provided in the institution to a great extent, 11.1% to some extent,
- 75% rate equity to a great extent, 25% to some extent. Thus, access and equity for facilities require more thought to be given.

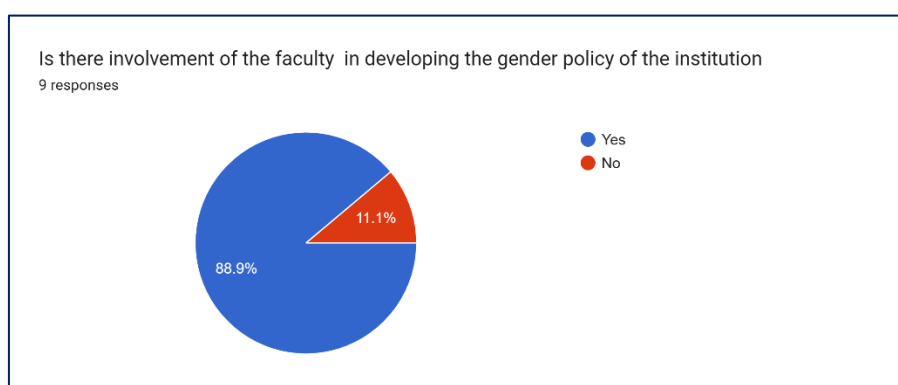
**GRAPH F 15**  
**GENDER DISCRIMINATION**



55.6% Strongly Disagree, 44.4% Disagree that there is discrimination in the facilities provided to faculty with reference to their gender in the institution. This means that more care needs to be taken while the facilities being provided for the staff.

**GENDER POLICY**

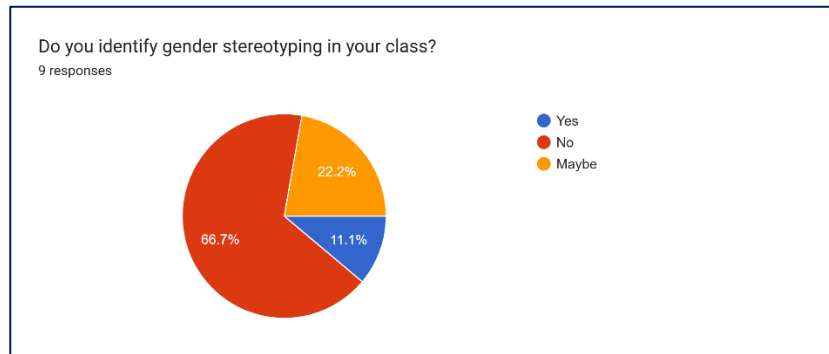
**GRAPH F 16**  
**GENDER POLICY**



88.9% say there is involvement of the faculty in developing the gender policy of the institution whereas 11.1% say No. There should be involvement of the staff in making the Gender policy for the institution.

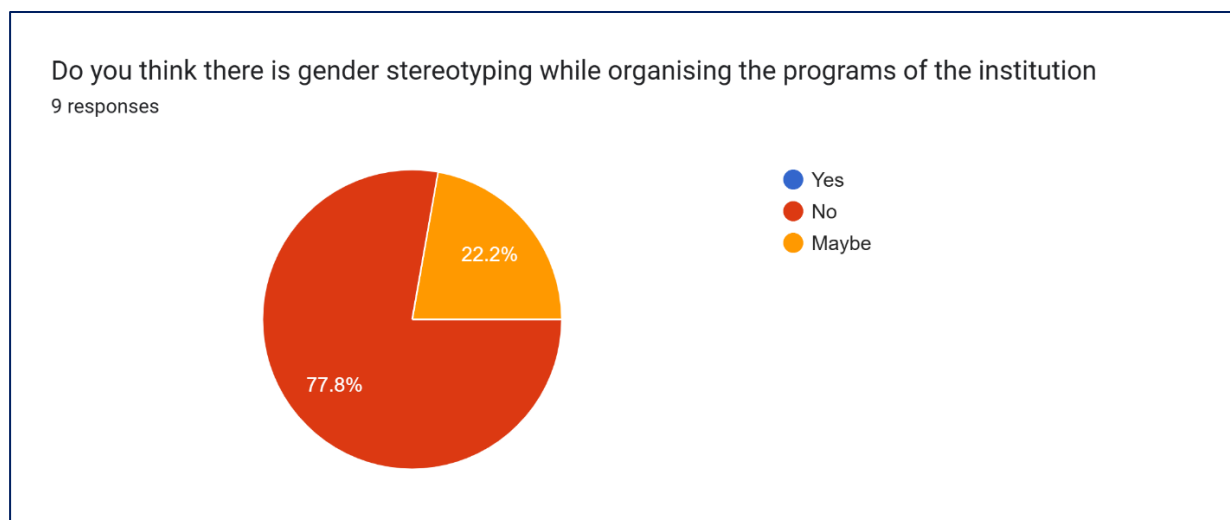
## GENDER STEREOTYPING

GRAPH F17  
**GENDER STEREOTYPING - A**



66.7% identify there is no gender stereotyping in the class, 11.1% identify there is gender stereotyping, and 22.2% say maybe gender stereotyping in the class exists. This shows the staff needs to be more careful and thus needs more sensitization regarding gender stereotyping.

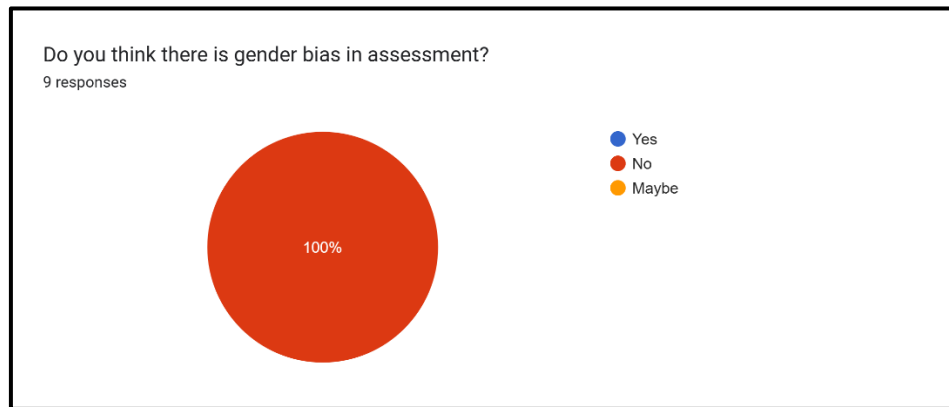
GRAPH F18  
**GENDER STEREOTYPING - B**



77.8% say there is no gender stereotyping while organising the programs of the institution whereas 22.2% say maybe there is.

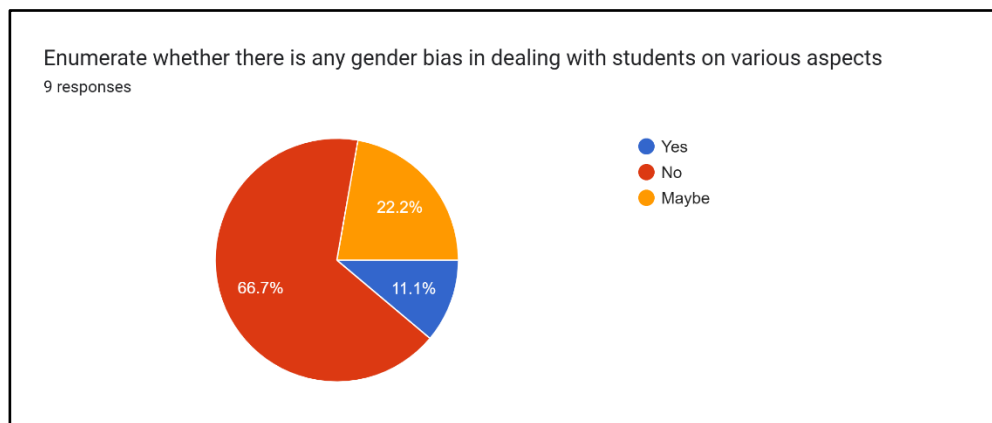
## GENDER BIAS

GRAPH F 19  
**GENDER BIAS - ASSESSMENT**



100% opine there is no gender bias in assessment

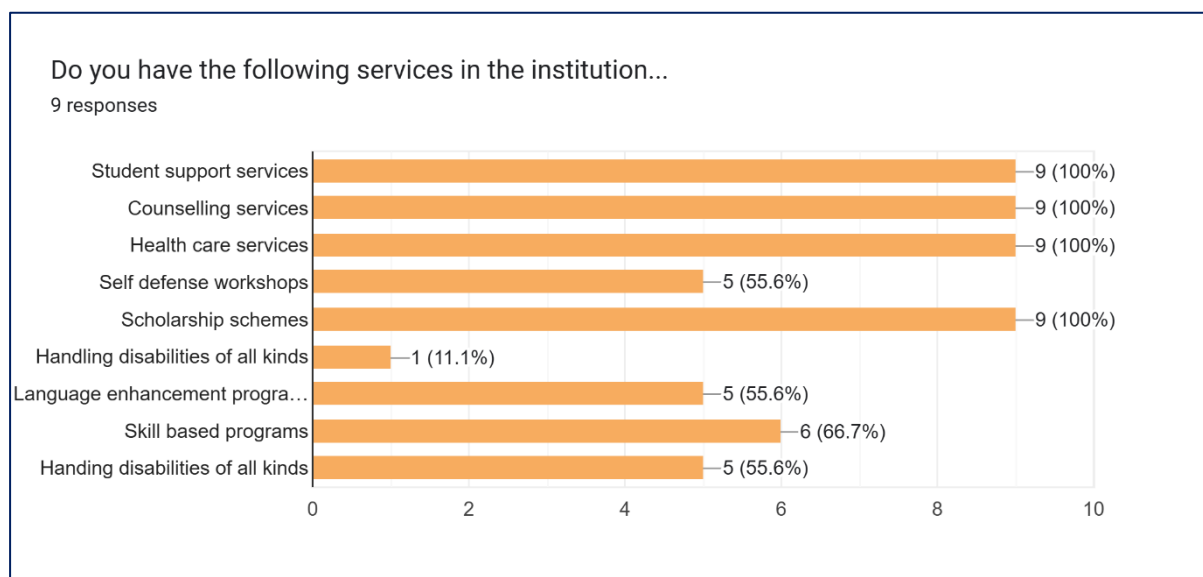
GRAPH F20  
**GENDER BIAS – DEALING WITH STUDENTS**



66.7% say No gender bias in dealing with students on various aspects 11.1% say Yes, 22.2% say Maybe there is any gender bias. There needs to be more sensitization among staff and students regarding what could be gender bias.

## SERVICES FOR ALL GENDER

**GRAPH F21**  
**GENDER BASED SERVICES**



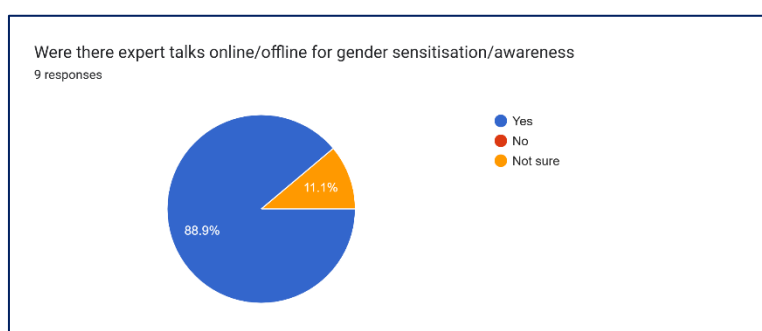
Responses for the following services in the institution are -

- Student Support services – 100%
- Counselling services – 100%
- Health care services – 100%
- Self defense workshop – 55.6%
- Scholarship schemes – 100%
- Handling disabilities of all kinds – 55.6%
- Language enhancement programs – 55.6%
- Skill based programs – 66.5%

There needs to be service/ programs relating to self defense, handling disabilities of all kinds, language enhancement programs, and skill based programs.

## GENDER SENSITIZATION PROGRAMS

**GRAPH F22**  
**GENDER SENSITIVE PROGRAMS**

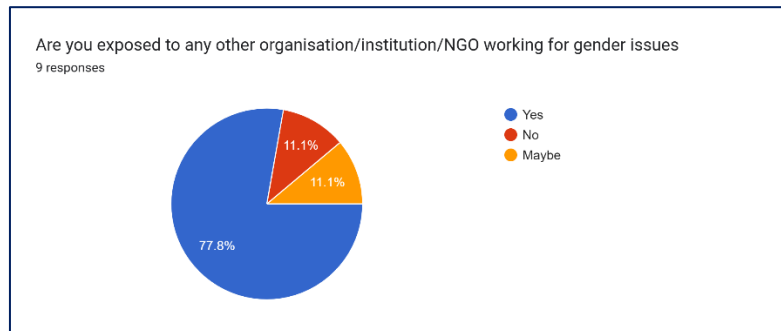




88.9% say Yes, there are expert talks online/offline for gender sensitisation/ awareness  
11.1% say not sure , which means staff needs to be more alert for such programs that are arranged for the gender related issues.

## **COLLABORATION FOR GENDER ISSUES**

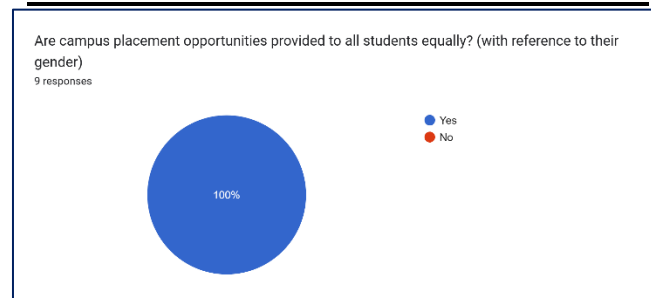
**GRAPH F21**  
**COLLABORATION FOR GENDER ISSUES**



77.8% say Yes, 11.1% say No, 11.1% say Maybe they are exposed to any other organisation/ institution/ NGO working for gender issues. There can be more exposure with NGOs and other organizations that dela with gender related issues.

## **CAMPUS PLACEMENT OPPORTUNITIES**

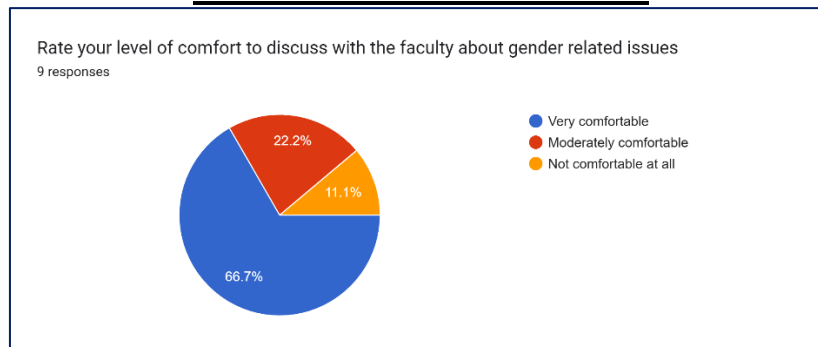
**GRAPH F22**  
**CAMPUS PLACEMENT OPPORTUNITIES**



100% say Yes there are campus placement opportunities provided to all students equally? (with reference to their gender)

## DISCUSSION ON GENDER ISSUES

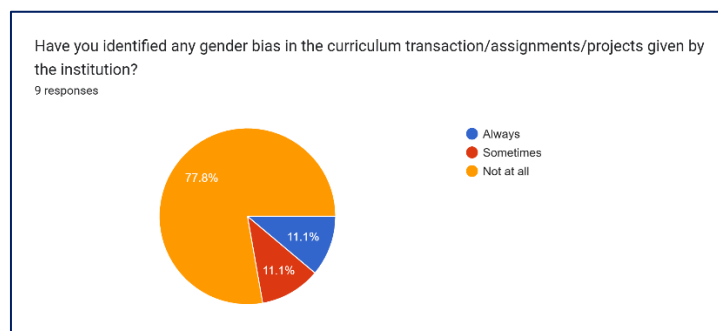
**GRAPH F23**  
**GENDER BASED DISCUSSION**



66.7% say Very comfortable, 22.2% say moderately comfortable, 11.1% say not comfortable at all for their level of comfort to discuss with the faculty about gender related issues.

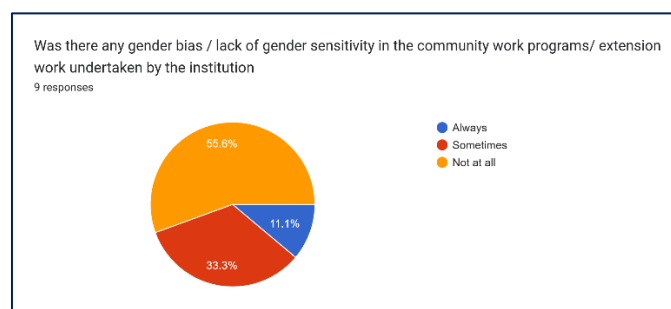
## GENDER BIAS IN CURRICULUM TRANSACTIONS

**GRAPH F24**  
**GENDER BIAS – CURRICULUM TRANSACTION**



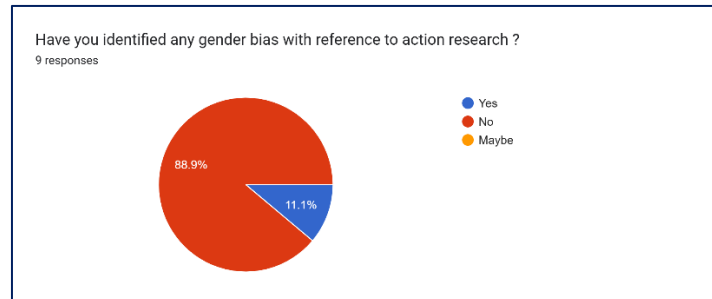
77.8% say Not at all for identifying any gender bias in the curriculum transaction/assignments/projects given by the institution, 11.1% say Always, 11.1% say Sometimes.

**GRAPH F25**  
**GENDER BIAS -COMMUNITY WORK**



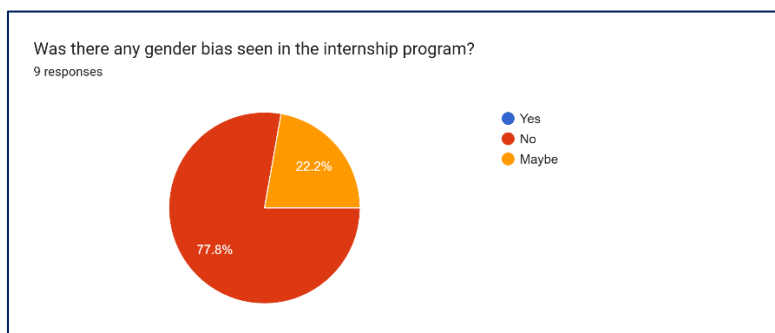
11.1% say Always, 33.3% responds Sometimes, 55.6% responds Not at all for any gender bias / lack of gender sensitivity in the community work programs/ extension work undertaken by the institution.

**GRAPH F26**  
**GENDER BIAS – ACTION RESEARCH**



88.9% say No , whereas 11.1% Say Yes, they have identified any gender bias with reference to action research.

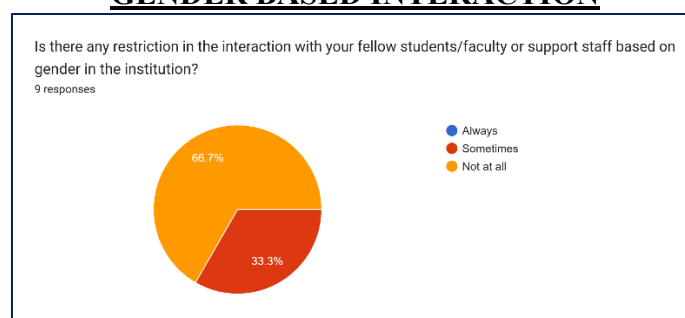
**GRAPH F27**  
**GENDER BIAS - INTERNSHIP**



77.8% respond as No, 22.2% as maybe there were gender bias seen in the internship program There should be suggestions taken from staff regarding how any gender biasness can be dissolved for maintaining gender equality in the teacher communication.

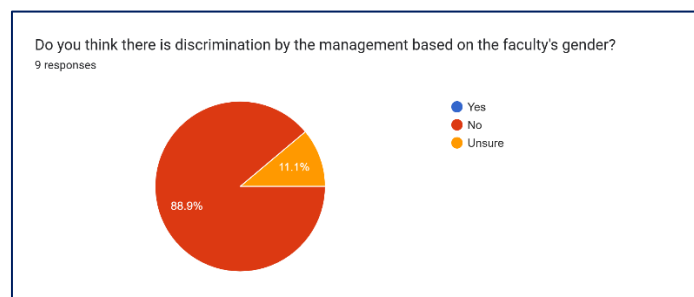
## INTERACTIONS BASED ON GENDER

**GRAPH F28**  
**GENDER BASED INTERACTION**



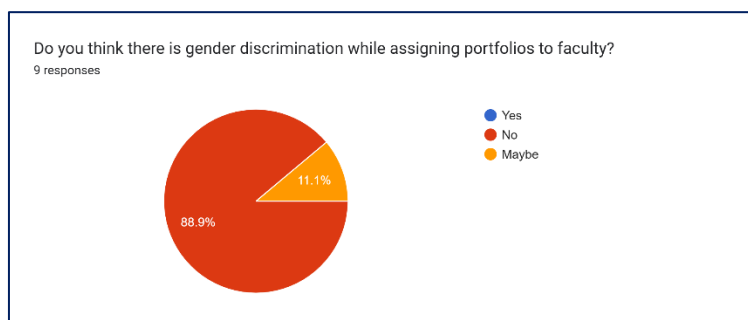
33.3% say Sometimes, 66.7% say Not at all for any restriction in the interaction with their fellow students/faculty or support staff based on gender in the institution. There has to be sensitization and flexibility provided to have interactions in the institution irrespective of any gender.

**GRAPH F29**  
**GENDER DISCRIMINATION – BY MANAGEMENT**



11.1% say unsure whereas 88.9% Say No there is no discrimination by the management based on the faculty's gender

**GRAPH F30**  
**GENDER DISCRIMINATION - PORTFOLIOS**



88.9% Say No there is no gender discrimination while assigning portfolios to faculty whereas 11.1% say maybe. This shows that while assigning portfolios staff should be given more flexibility in choice.

#### **Suggestions for improvement –**

- Invite University level Experts (Mumbai University and Non-Parent University) in Gender Inclusivity and Gender Auditing to improve the Gender Inclusive Policy and the Gender Auditing process.
- Develop OERs on Gender Inclusivity in schools and colleges.
- Design a Gender Inclusivity booklet for School Teachers after conducting a survey on Gender issues in school classrooms.
- Students can advocate Gender Inclusivity by designing posters for social media distribution.
- Design a Gender Inclusivity Audit Checklist for schools and colleges.
- Display Gender Inclusivity Vision-Mission-Goals in the SXIE(A) Campus.

- Train the SXIE(A) ICC Members in conducting a Gender Audit for being Gender Audit Resource Persons for other colleges.
  - There could be dialoguing amongst staff regarding how to improve if any gender bias unknowingly also happens.
  - Expose students to more practical ways of dealing with any gender discrimination happening in their surrounding or school where they would work in future.
  - Sessions on Gender equality as Professional development program can be undertaken
  - Sessions on Gender equality as Professional development program can be undertaken
-



**ST. XAVIER'S INSTITUTE OF  
EDUCATION (AUTONOMOUS)  
2023-2024**

*SUPPORT STAFF  
GENDER AUDIT*

*2023-2024*

## St. Xavier's Institute of Education - Autonomous, 2023-2024

### Report on Gender Audit of Support Staff

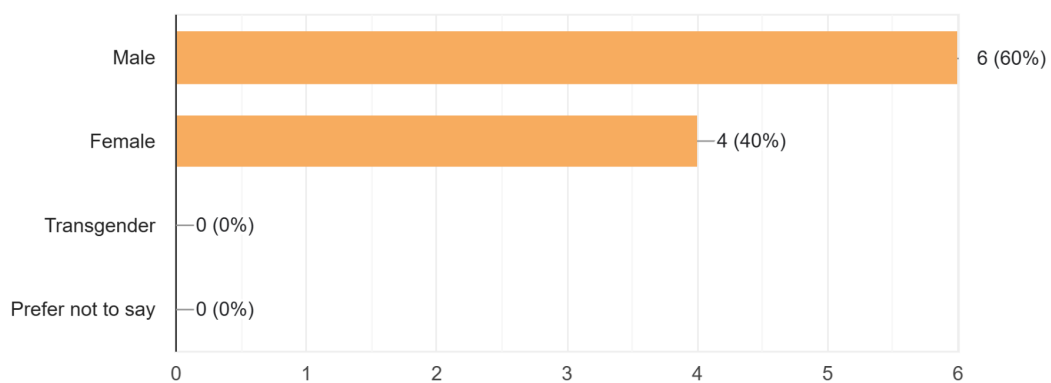
**Introduction:** This report presents the findings of the Gender Audit conducted with the support staff of St. Xavier's Institute of Education (Autonomous) for the year 2023-2024. The survey aimed to evaluate the staff's perceptions and awareness regarding gender sensitivity, policies, practices, and inclusivity within the institution.

**Demographics:** - Total Responses: 10: - Gender Identification: 6 Males, 4 Females

*GRAPH SS1- Bar graph showing the number of males and females in the support staff.*

Tick what is applicable .Do you Identify yourself as

10 responses



**Females:** Ms. Patricia Colaso, Ms. Mona Sequira, Ms. Daksha Wagale and Ms. Violet Carvalho

**Males:** Mr. [Deepak Jadhav](#), Mr. Sachin Urade, Mr. Bhaskar Kuli, Mr. Richard Maurice, Mr. Nikesh Karanje

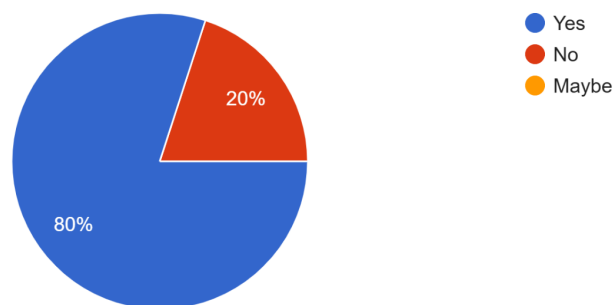
### Key Findings:

#### 1. Perceptions of Gender Sensitivity:

*GRAPH SS2- Pie chart showing - Does the mission of the college emulate gender sensitivity?*

Does the Mission of the college emulate gender sensitivity?

10 responses

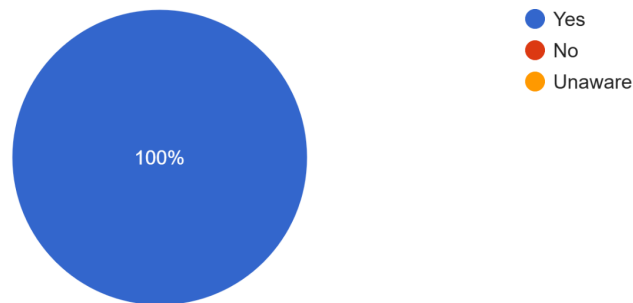


- 80% of the staff agree that the mission of the college emulates gender sensitivity.

*GRAPH SS3- Pie Chart showing the awareness about the Internal Complaints Committee*

Are you aware of the Internal Complaints Committee in your institution?

10 responses



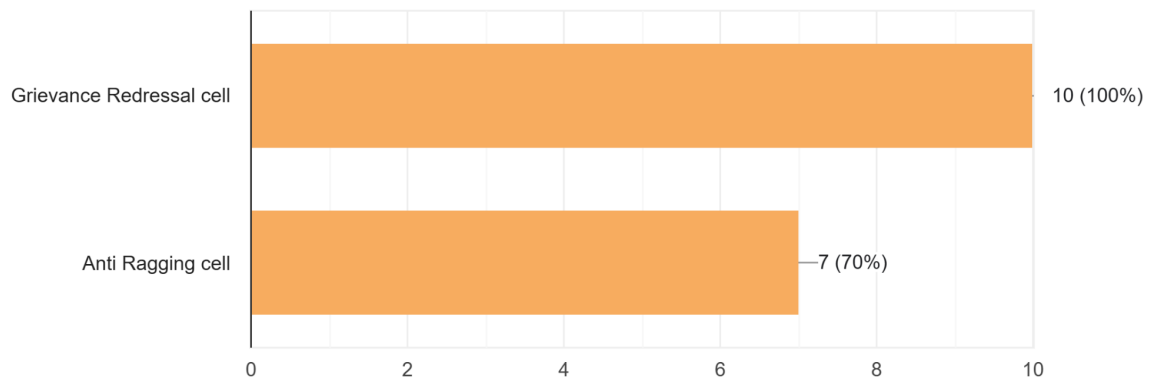
- 100% are aware of the Internal Complaints Committee and the Gender Development Cell and its activities.
- Most staff members participated in Women's Day celebrations.

## 2. Awareness of Institutional Policies and Committees:

*GRAPH SS4- Awareness of the cells/ Committees existing in the Institution*

Are you aware of the following cells/committees existing in your institution

10 responses



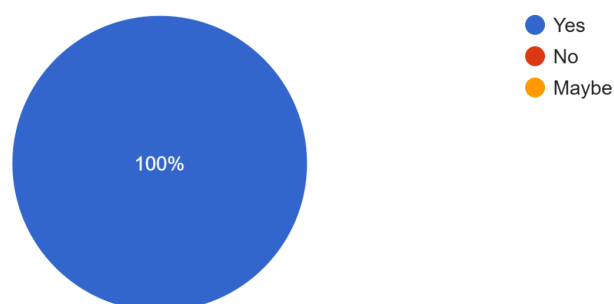
- 100% are aware of the Grievance Redressal Cell.
- 70% are aware of the Anti-Ragging Cell.
- 100% are aware of the Gender Policy.



*GRAPH SS5- Awareness of Gender Policy in the Institution*

Are you aware of the Gender Policy of your institution?

10 responses

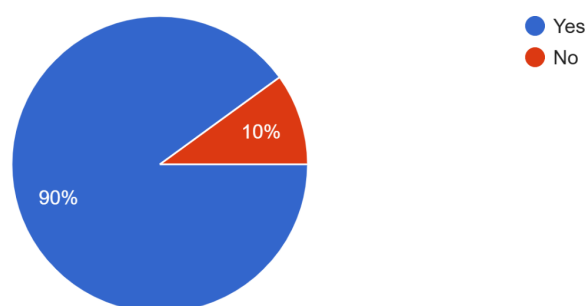


- 90% know the Gender Inclusive Policy is available on the website.

*GRAPH SS6 - Awareness of Gender Inclusive Policy via website in the Institution*

Is the Gender Inclusive Policy available via the website?

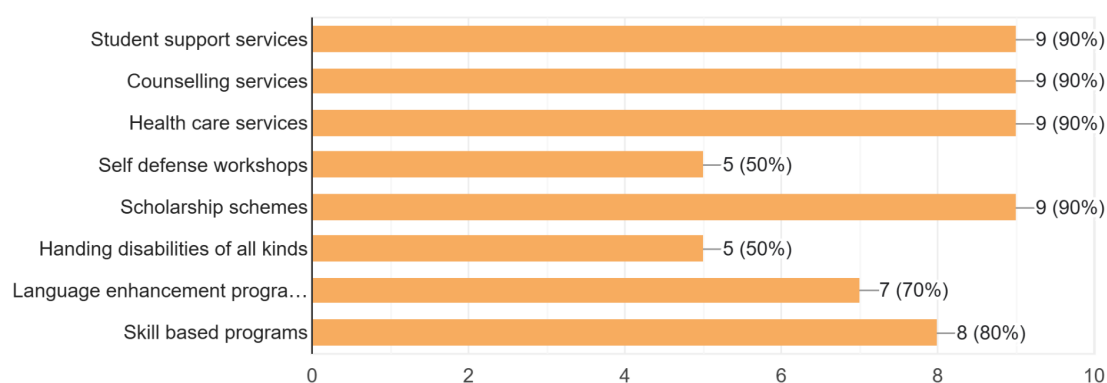
10 responses



*GRAPH SS7 - Bar Graph showing Awareness about Gender Sensitive Services in the Institution*

Do you have the following services in the institution...

10 responses

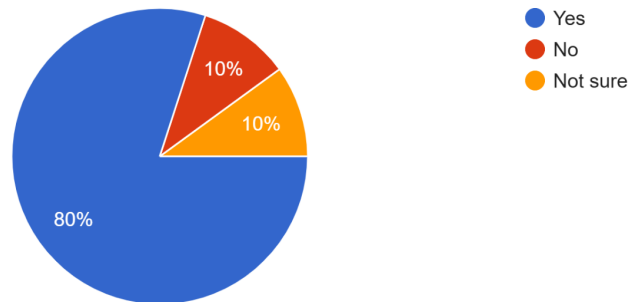


- Majority are aware of gender-sensitive programs conducted in the institution.

*GRAPH SS8- Pie chart showing Gender Sensitive programs conducted in the Institution*

Were there gender sensitive programs conducted in your institution?

10 responses

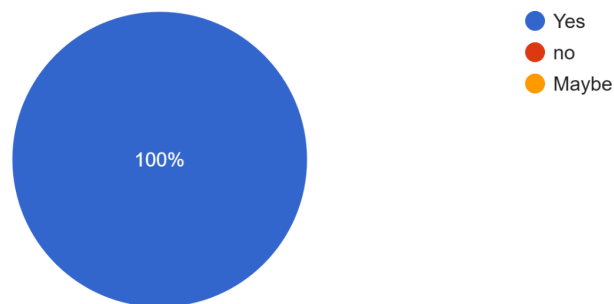


### 3. Campus Inclusivity and Safety:

*GRAPH SS9- Pie Chart showing the Gender Inclusivity and Safety in the Institution*

Is the campus gender inclusive for faculty, support staff and students?

10 responses

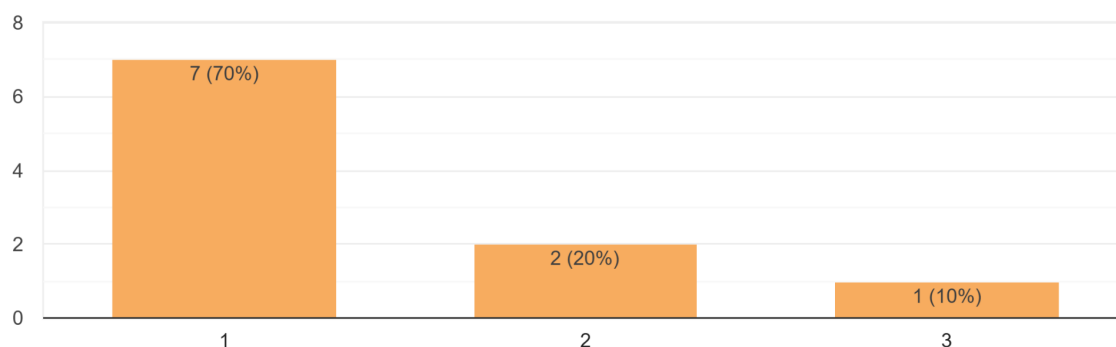


- 100% agree the campus is gender inclusive for faculty, support staff, and students.
- 70% feel very safe, 20% feel safe, and 10% feel the extent of safety is low.

*GRAPH SS 10- Bar Chart showing the extent of Safety on campus in the Institution*

Rate the extent of safety on campus related to gender

10 responses

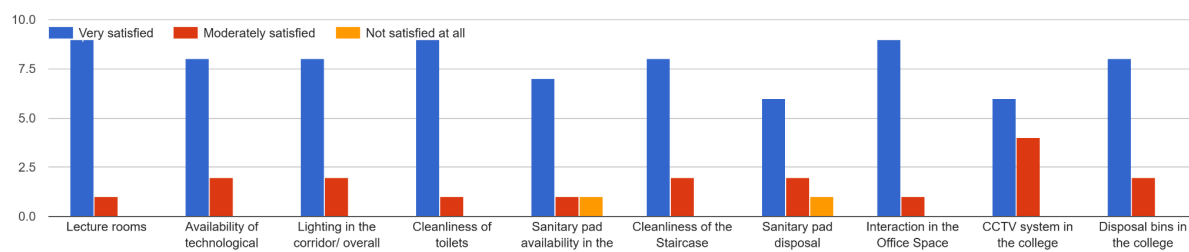


#### 4. Satisfaction with Infrastructural Facilities:

- Majority are very satisfied with lecture rooms, technological facilities, lighting, cleanliness, interaction in office space, and disposal bins.
- Some are moderately satisfied with the CCTV system and sanitary pad availability and disposal.

*GRAPH SS 11 Bar Graph showing satisfaction with infrastructure in the Institution*

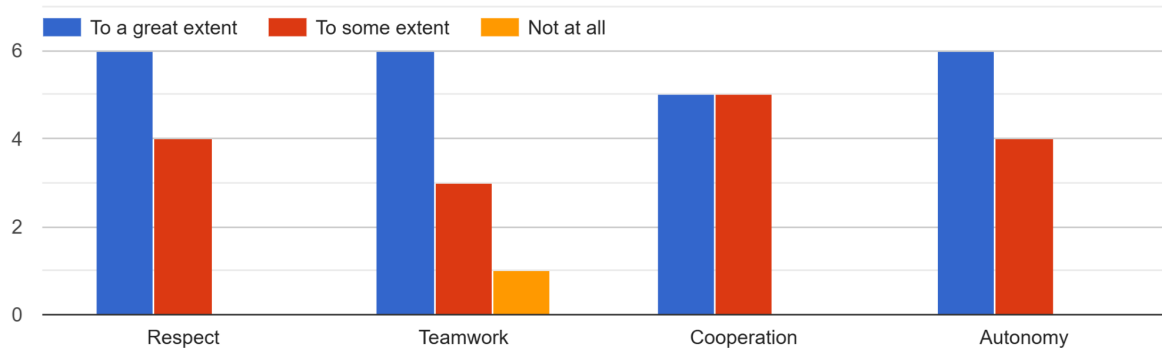
Are you satisfied with the following infrastructural facilities on your campus?



#### 5. Interpersonal Relationships and Equity:

*GRAPH SS 12- Bar Graph showing Interpersonal relationship in the Institution*

Rate the quality of interpersonal relationships with other faculty

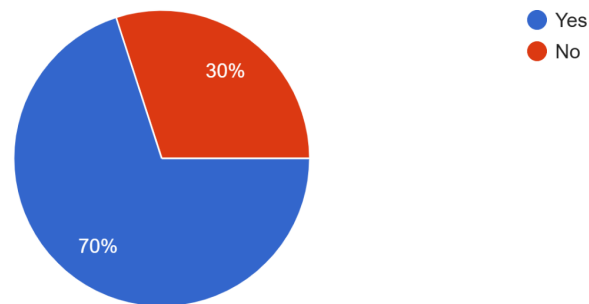


- No one selected "Not at all" for interpersonal relationships (Respect, Teamwork, Cooperation, Autonomy).
- 80% strongly disagree that there is discrimination in facilities provided based on gender.
- 70% say there is involvement of support staff in developing the gender policy.

*GRAPH SS 13 Pie Chart showing Support staff in developing Gender Policy in the Institution*

Is there involvement of the support staff in developing the gender policy of the institution

10 responses

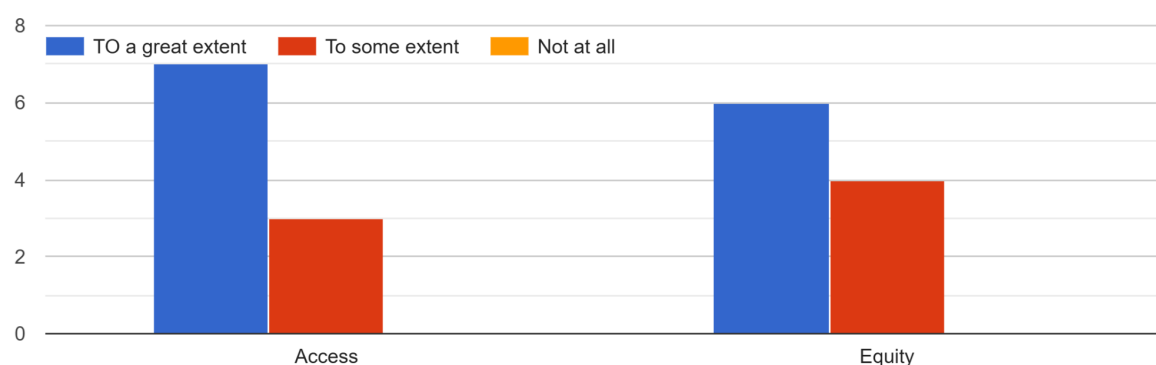


- 70% see no gender stereotyping in office/library work; 60% say there is no gender stereotyping in organizing programs.

## 6. Participation and Awareness:

GRAPH SS 14- Bar Graph showing access and equity in the Institution

Rate the access and equity for all facilities provided in the institution



- Mixed responses about participation in gender-related programs, with 90% acknowledging expert talks on gender sensitization.

- 50% are exposed to other organizations/NGOs working on gender issues.

#### 7. Comfort in Discussing Gender Issues:

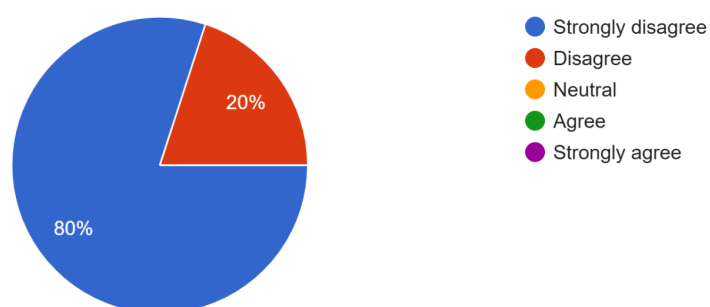
- 60% feel very comfortable, 40% feel moderately comfortable discussing gender issues in the Institution.

#### 8. Restrictions and Discrimination:

GRAPH SS- 15 Pie Chart showing discrimination in the facilities provided to the support staff with respect to gender in the Institution

There is discrimination in the facilities provided to the support staff with reference to their gender, in the institution.

10 responses



- 80% say there are no restrictions in interactions based on gender.

- 90% say there is no discrimination by management based on gender.

#### 9. Suggestions for Improvement:

- No specific suggestions were provided by the participants.

#### Conclusion:

The Gender Audit of the support staff at St. Xavier's Institute of Education reveals a high level of awareness and satisfaction regarding gender sensitivity, policies, and inclusivity. Most staff members feel safe and included on campus, with a majority expressing satisfaction with the institution's facilities and interpersonal relationships. However, there is room for improvement in certain areas such as the availability and disposal of sanitary pads and the awareness of the Anti-Ragging Cell. Overall, the findings indicate a positive environment with strong awareness and participation in gender-related programs and policies.



**ST. XAVIER'S INSTITUTE OF  
EDUCATION (AUTONOMOUS)**

**2023-2024**

*SECURITY  
GUARDS GENDER  
AUDIT*

2023-2024

## **St. Xavier's Institute of Education (Autonomous)**

### **Gender Audit Report – Security Guards (2025)**

**1. Overview** This report presents the findings from a gender audit conducted for the security guards at St. Xavier's Institute of Education (Autonomous). The aim is to understand the awareness and implementation of gender-sensitive policies and practices within the institution.

### **2. Security Guards Information**

- **Names of Security Guards:**
  - Mr. Kamalakar Jagannath Aajwade
  - Mr. Ravinder Mahadev Jadav
  - Mr. Adwash Kumar Gupta
  - Mr. Arun Gujja Ahire
  - Mr. Anand Kashiram Valalkar
- **Gender:**
  - All security guards are **male**.

### **3. Awareness and Programs**

- **Programs for Men's and Women's Rights: YES**
  - All five security guards are aware of programs for men's and women's rights.
- **Internal Complaints Committee (ICC) Awareness:**
  - Aware: 2
  - Not Aware: 2
  - No Response: 1
- **Gender Development Cell Awareness:**
  - Aware: 2
  - Not Aware: 2
  - No Response: 1

### **4. Activities and Programs**

- **Organized by Gender Development Cell:**
  - Programs by Azad Maidan Police Station (5 responses)
  - Advice on not talking to strangers (3 responses)

### **5. Facilities**

- **Separate Toilets and Rest Areas:**
  - Available for both genders: **Yes (5) | No (0)**
- **Facilities Provided:**
  - Changing rooms
  - Toilets
- **Safety Facilities:**
  - Security guards
  - Identity cards
  - Visitor registers



## 6. Security Measures

- **Installation of Security Guards and CCTV Cameras:**
  - **Yes (5) | No (0)**

## 7. Communication

- **Between Teachers and Security Guards:**
  - Good communication: **Yes (4) | No (1)**

## 8. Gender Discrimination

- **Heard About Gender Discrimination:**
  - **Yes (0) | No (5)**
- **Complaints Filed for Gender Discrimination:**
  - **Yes (0) | No (5)**

## 9. Suggestions

- **Pest Control:**
  - Mosquito control in the early morning and evening. Medical expenses due to mosquito bites.
- **First Aid:**
  - Provision of a first aid box with the security guards.
- **Rainwater Management:**
  - Address rainwater accumulation.

### Report on Gender Audit of Support Staff

**Introduction:** This report presents the findings of the Gender Audit conducted with the support staff of St. Xavier's Institute of Education for the year 2023-2024. The survey aimed to evaluate the staff's perceptions and awareness regarding gender sensitivity, policies, practices, and inclusivity within the institution.

**Demographics:** - Total Responses: 10: - Gender Identification: 6 Males, 4 Females

### Key Findings:

#### 1. Perceptions of Gender Sensitivity:

- 80% of the staff agree that the mission of the college emulates gender sensitivity.
- 100% are aware of the Internal Complaints Committee and the Gender Development Cell and its activities.
- Most staff members participated in Women's Day celebrations.

#### 2. Awareness of Institutional Policies and Committees:

- 100% are aware of the Grievance Redressal Cell.
- 70% are aware of the Anti-Ragging Cell.
- 100% are aware of the Gender Policy.
- 90% know the Gender Inclusive Policy is available on the website.

- Majority are aware of gender-sensitive programs conducted in the institution.

### **3. Campus Inclusivity and Safety:**

- 100% agree the campus is gender inclusive for faculty, support staff, and students.
- 70% feel very safe, 20% feel safe, and 10% feel the extent of safety is low.

### **4. Satisfaction with Infrastructural Facilities:**

- Majority are very satisfied with lecture rooms, technological facilities, lighting, cleanliness, interaction in office space, and disposal bins.
- Some are moderately satisfied with the CCTV system and sanitary pad availability and disposal.

### **5. Interpersonal Relationships and Equity:**

- No one selected "Not at all" for interpersonal relationships (Respect, Teamwork, Cooperation, Autonomy).
- 80% strongly disagree that there is discrimination in facilities provided based on gender.
- 70% say there is involvement of support staff in developing the gender policy.
- 70% see no gender stereotyping in office/library work; 60% say there is no gender stereotyping in organizing programs.

### **6. Participation and Awareness:**

- Mixed responses about participation in gender-related programs, with 90% acknowledging expert talks on gender sensitization.
- 50% are exposed to other organizations/NGOs working on gender issues.

### **7. Comfort in Discussing Gender Issues:**

- 60% feel very comfortable, 40% feel moderately comfortable discussing gender issues.

### **8. Restrictions and Discrimination:**

- 80% say there are no restrictions in interactions based on gender.
- 90% say there is no discrimination by management based on gender.

### **9. Suggestions for Improvement:**

- No specific suggestions were provided by the participants.

### **Conclusion:**

The Gender Audit of the support staff at St. Xavier's Institute of Education reveals a high level of awareness and satisfaction regarding gender sensitivity, policies, and inclusivity. Most staff members feel safe and included on campus, with a majority expressing satisfaction with the institution's facilities and interpersonal relationships. However, there is room for improvement in certain areas such as the availability and disposal of sanitary pads and the awareness of the Anti-Ragging Cell. Overall, the findings indicate a positive environment with strong awareness and participation in gender-related programs and policies.



# ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS) GENDER AUDIT ACTION PLAN FOR 2024-2025

| AREA                                    | ACTION PLAN                                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gender Identification of students       | An email has been received by a student, who identified herself as a 'Transgender' on Sept 30, 2024 that she identifies as a 'Female'. This was immediately brought to the notice of the Principal.                                                                                                                                                                            |
| 'Mission of the college'                | The 'Mission of the college' must be correlated to the gender programs so that the students see a relationship between the Mission and the college programs                                                                                                                                                                                                                    |
| Gender Inclusive policy                 | Gender Inclusive policy must be made and all the stakeholders must be made aware of the same. The website presently consists of the information about 'Prevention of Sexual Harassment on the Workplace' – Internal complaints committee (ICC). The faculty, students and support staff have expressed their interest in involving themselves in the formation of this policy. |
| Gender inclusive campus                 | Gender inclusive campus must be ensured by the college authorities. The institution could procure more suggestions from faculty, support staff and students on the same.                                                                                                                                                                                                       |
| Satisfaction of college facilities      | Dissatisfaction among faculty and students is seen in the following areas : Cleanliness, Sanitary pad availability and disposal, Interaction in the office space, and Disposal bins of the college.                                                                                                                                                                            |
| Access and Equity of college facilities | Institutional plans for better access and equity with respect to college facilities must be looked into. Student council could be made more vigilant about this. They could report to the Principal and the respective faculty on the access and equity of the college facilities.                                                                                             |

| AREA                                   | ACTION PLAN                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        | Workshops on “Developing Effective Interpersonal Relationships” must be organised for the faculty and the students.                                                                                                                                                                                                                                                                  |
| Safety on the campus                   | Safety on the campus must be audited regularly by faculty, support staff and students. The suggestions must be presented to the cell for restoring the same in the campus.                                                                                                                                                                                                           |
| Faculty Training                       | Faculty could be trained on how to avoid gender stereotyping in lectures, in programs, in assessment and dealing with students. Short term courses / faculty development programs can be organised regularly.                                                                                                                                                                        |
| Revamping Institutional Programs       | Programs that need to be strengthened in the institution are : Counselling services, Health check ups, Self Defence workshops, Handling disabilities. The current programs could be revamped and checked for its relevance.                                                                                                                                                          |
| Collaborations and Networking          | Collaborations and Networking with other organisations and NGOs must be encouraged. The MOU with Sophia Women’s centre will be renewed. We could connect with YWCA for more programs and exchange of ideas for gender sensitivity.                                                                                                                                                   |
| Campus Placement                       | Campus Placement programs could be checked for gender bias. The coordinators could motivate all genders for different posts that are available. The institution could address gender related problems connected to campus placement.                                                                                                                                                 |
| Improving Faculty -Student Interaction | In order to improve student-faculty interaction, formal time is provided as ‘Mentoring’ once in a month. Students do not feel connected to all faculty, so it would be good to provide some time in the timetable for faculty-student interaction. The institution will be providing face to face coaching time, which could improve the communication between faculty and students. |

| AREA                                                        | ACTION PLAN                                                                                                                               |
|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Improving Awareness among Support staff and Security Guards | Support staff and Security guards could participate in awareness sessions or programs related to gender so that they are better equipped. |

# APPENDICES 1-5

# APPENDIX 1

**Feedback of International Day of the Girl Child 11/10/2023- A talk by Advocate Flavia Agnes on 12/10/ 2023 from 4 to 5 pm. Online on Zoom Platform**

<https://forms.gle/SvrW56cNzqCUZd5q9>

**Organisers** - St. Xavier's Institute of Education (Autonomous) Gender Development Cell  
POTENTIA and Sophia Centre for Women's Studies and Development and Junior College, Mumbai

**Gender**= Male = 2; Females = 12

1. How was the program organised?  
Excellent = 3  
Very Good = 2  
Good = 7
2. Report of the programs organised by Gender Development Cell–  
Excellent = 4  
Very Good = 4  
Good = 5  
Fair = 1
3. Introduction to International Girl Child day.  
Excellent = 4  
Very Good = 8  
Good = 2  
Fair = 0
4. Talk by Adv. Flavia Agnes  
Excellent = 4  
Very Good = 5  
Good = 3  
Fair = 2
5. The most informative part about the talk. (Write one sentence)
  - Anecdote shared by Adv. Flavia Agnes, POSCO
  - The information when doubts were cleared was the most informative
  - Importance of gender equality, Girls are equally important
  - Reasons for why girl child day is important in today's times and relevant
  - Provisions for the protection of girl child
  - Steps we can take to help the victim of gender based violence
  - She spoke about the condition of girls that is still very poor in some areas and the way they are treated; The challenges face by the girls in any places; The Majlis
6. Take away from the talk:
  - Importance of having a gender committee in an institution.
  - Women's equality and empowerment.
  - How women still face discrimination and abuse and what we must do if we are aware of such a situation.
  - Gained insight on how important the girl child is and how to promote gender equality
  - Education can help female children to get freedom of expression and rights that are their own.
  - Importance of celebrating girl child day.
  - Steps we can take to help the victim of gender based violence.
  - The session was very informative and the speaker opened our eyes to various things we were not aware about.
  - Achieve your dreams.
  - Measures to take to protect girl child and ensure their safety.

7. Any suggestions for improvement. (Write in one sentence)

- This can be an offline session if possible.
- The session was good but requesting not to organize such sessions after internship day at school.
- More interaction.





**ST. XAVIER'S INSTITUTE OF EDUCATION  
(AUTONOMOUS)  
MUMBAI**



**SEMESTER I**

**MOVIE REPORT**

**KASHISH QUEER FILM FESTIVAL**

**GENDER, SCHOOL & SOCIETY**

*Submitted by*

**Name: Ms.Jaclyn Rocha**

**Roll No: 40**

As Part fulfilment of the Course Requirements of the Two Year  
Choice Based Credit System Bachelor of Education Program

**ACADEMIC YEAR: 2023-24**

On Thursday, 18th January, 2024 the students of F.Y.B.Ed (Batch 2023-24) were taken for a film screening at the esteemed Sophia's College for Women (empowered autonomous), Cumballa Hill. 'The Kashish Forward : A Queer Film Festival', RUSA sponsored by the Kashish Arts Foundation for the LGBTQ+ community showcased seven selected films by independent filmmakers from Ireland, Canada, USA and India. The short films centered around the life experiences of people belonging to the LGBTQ+ community. The duration of the event was from 1pm to 4pm.



The curated movies were as follows :

1. **Your love by Sudeep Morrison** - A depiction of Lesbian love wherein the women were forcibly married to heterosexual partners in order to curb their sexuality. However, they are reunited in old age by one of their granddaughters. The highlight of the movie was its presentation in the form of a groovy song and vibrant visuals. The filmmaker attempted to portray parental and societal restrictions on queer love but also showed how life comes full circle and even queer people are worthy of a happy ending in their love stories.

2. **Panic attack** - Trans Masculinity was depicted wherein a young person identifying as a trans man finds it difficult to gain acceptance in society. The director used a nuanced lens to show the little, often ignored ways in which heteronormative society isolates trans people thereby making them subalterns. The simplicity of the situation along with the grappling use of emotions was indeed very touching.
3. **Beach by Anisha Sharma** - A girl undergoes breast augmentation surgery to become a boy as she identifies as a boy. The trans man's journey is one of empowerment and freedom as he shows the courage to finally embrace his true self through a simple gesture of being shirtless on the beach, without inhibitions and fear of judgment of his 'new body.' Additionally, the director told the audience that the transman who played the protagonist was a real trans man from Ahmedabad.
4. **Together / Apart by David Amberg** - This unique animation follows an attack on a young gay couple that creates scars for one of them that are unhealed. It depicts losing parts of oneself and becoming whole through queer love as one of the lovers is unable to live his truth but finally accepts it, leading to the marriage of the gay couple.
5. **Marigold by Abhinav Dubey** - A sensual portrayal of lesbian love showing married women in a lesbian affair, including themes of love and longing in secrecy, this short film was based in rural India.
6. **Raja bhau by Sridhar Rangayan**- It was a documentary of Merlin Mandavkar following a trans man's story of acceptance. One pivotal aspect of this short was when he spoke about gender biased school uniforms that forced him to hide his identity. He was born a girl, grew breasts and got periods too. So he decided to go in for testosterone hormone injections which made his voice like a man and he grew a beard. Eventually he underwent a whole body surgery. It was heartwarming to see his parents, grandmother, brother, extended family etc realize his true sexual identity and then accept it and love him for it.
7. **Malwa Khushan by Preeti Kanungo and Sourav Yadav** - Malwa and Khushan are depicted as two sisters with different sexual identities. Khushan is straight while Malwa is discovering herself and leaning towards lesbiansism. It is a very innocent movie on first love, teenage crushes and sweet gestures. Kanungo, the director herself hails from Madhya Pradesh so

she decided to make a film using local artistes. Yadav, the director of photography, told the audience that the parents were educated about the content of the film and they loved their daughters' work.



After the movies were played, a short interview followed by the Q&A round with the audience was a part of the event. It was quite insightful and wonderful to hear insider's perspectives on the treatment of the LGBTQ+ community in India. The major points were :

1. Educators need to promote gender sensitization through curriculum and teaching methods.
2. Many multinational corporations are funding LGBTQ+ work in the spirit of inclusion.
3. Educating the masses about the LGBTQ+ community is essential.





The head of the Department of Sociology of the college, Prof.Ivan John was instrumental in organizing the event. Eminent theatre personality, Dolly Thakore and senior filmmaker, Suhail Abbas are key sponsors of the KASHISH Foundation, founded in 2010 by Sridhar Rangayan and his partner of 29 years, Sagar.



It was a wonderful, exciting learning experience !

## Report on International Women's Day Workshop at Sophia's College

Celebrating International Women's Day goes beyond an annual event; it represents a global call to action for gender equality and women's rights. In commemoration of this significant day, Sophia college (Autonomous) hosted a transformative workshop aimed at empowering women from diverse backgrounds. This report encapsulates the essence and outcomes of the Women's Day workshop, highlighting the impactful discussions, interactive sessions, and inspiring stories shared by participants and speakers alike. Through collective efforts and advocacy, we strive to foster an inclusive society where every woman can thrive and fulfill her potential.

### Self-Defense Workshop: Taekwondo

In honor of International Women's Day, a self-defense workshop was organized focused on Taekwondo, empowering women with essential skills to protect themselves and promote personal safety. The workshop aimed to equip participants with practical techniques, boost self-confidence, and foster empowerment among women of all ages.

### Workshop Overview:

The workshop commenced with an introduction to Taekwondo's principles and its relevance in self-defense scenarios. Led by experienced Taekwondo instructors, the sessions were structured to accommodate participants of varying skill levels, ensuring inclusivity and engagement.

### Key Highlights:

**Fundamental Techniques:** Participants were guided through fundamental Taekwondo techniques, including punches, kicks, blocks, and stances. Emphasis was placed on executing these techniques effectively to defend against common threats.

**Scenario-Based Training:** Through interactive exercises and role-playing scenarios, participants practiced applying Taekwondo techniques in simulated self-defense situations. This hands-on approach facilitated skill development and confidence-building in real-life scenarios.

### Interacting with the Nirbhaya Squad:

Additionally, participants had the valuable opportunity to interact with members of the Nirbhaya Squad. This interaction provided insights into community safety initiatives and further reinforced the importance of collective action in ensuring

women's security and empowerment. Through dialogue and engagement with the Nirbhaya Squad, attendees gained a deeper understanding of effective strategies for promoting safety and advocating for women's rights.

### **Conclusion:**

The Taekwondo self-defense workshop held on Women's Day was a resounding success, empowering women with invaluable skills and confidence to navigate the world safely. By equipping participants with practical tools and fostering a supportive community, the workshop embodied the spirit of empowerment and solidarity central to International Women's Day. Moving forward, the organization remains committed to promoting women's safety, empowerment, and gender equality through continued initiatives and advocacy efforts.







## ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS), MUMBAI ACADEMIC YEAR: 2023-24

### Report on women's day programme

Women's leadership: Opportunities and Challenges

11th March, 2024.

The Women's Day celebration hosted by St. Xavier's Institute of Education (Autonomous) was a vibrant and enlightening event focused on women's leadership and empowerment, with the topic, women's leadership: opportunities and challenges. Hosted by Priya Collaso and Maria Misquitta, the event aimed to celebrate the resilience and grace of women leaders while addressing the challenges and opportunities they encounter.

The event began with setting the tone for the celebration, emphasizing the importance of active participation and engagement from all attendees. Dr. Lata Pujari, coordinator of the Sophia Irene Heredia Center for Women's Studies and Development, was welcomed as a special guest.

Dr. Vini Sebastian provided a brief introduction to the gender cell of St. Xavier's Institute of Education (Autonomous), extending a warm greeting to all participants. Sania then gave an introduction to the Sophia Center for Women's Studies and Development (SCWSD), setting the stage for further discussions.

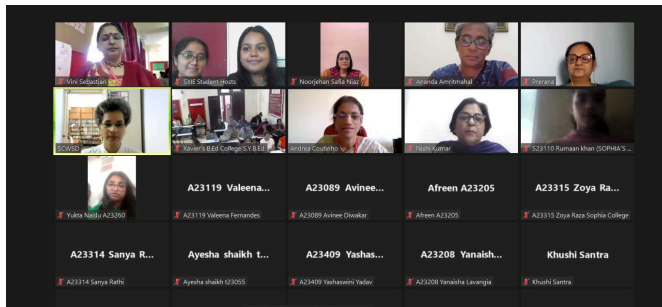
Dr. Andrea Coutinho, the Principal of St. Xavier's Institute of Education, Autonomous, shared her opening remarks, highlighting the importance of women's leadership in today's society. Dr. (Sr.) Ananda Amritmahal, Director of the Sophia Irene Heredia Center for Women's Studies and Development, shared her thoughts on International Women's Day, inspiring attendees with her advocacy and leadership.

The event featured a panel discussion with esteemed guests, Ms. Prerna Desai and Dr. Noorjehan Safia Niaz. Ms. Desai shared insights into her work as an economist and Gandhian activist, while Dr. Niaz highlighted her efforts in advocating for Muslim women's rights. The panelists addressed questions related to cultural and societal norms, successful initiatives for women's advancement, and encouraging leadership in rural areas.

As the event drew to a close, the hosts extended their gratitude to the panelists for their valuable contributions. Ms. Nishi Kumar expressed appreciation and wrapped up the event, encouraging attendees to provide feedback through a feedback form and participate in a group photo.

The Women's Day celebration at St. Xavier's Institute of Education (Autonomous) provided a platform for insightful discussions, inspiring stories, and calls to action for greater gender equality and women's empowerment. The event successfully highlighted the importance of women's leadership and the need for continued efforts to break down barriers and stereotypes.

Geo tagged photo:



Staff Coordinators:

Dr.Vini Sebastian, Ms.Nishi Kumar and Dr.Shadab Paloji

Members:

Arpit Dmello, Umar Shaik, Priya Collaso and Maria Misquitta

Signatures:

# APPENDIX 6

## ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS)

### FEEDBACK OF SECURITY GUARDS- GENDER AUDIT - 2025

1. मेरा नाम: \_\_\_\_\_
2. "कृपया अपना लिंग चुनें:- "पुरुष" \_\_\_\_ "महिला" \_\_\_\_ "अन्य" \_\_\_\_
3. क्या आप जानते हैं कि कॉलेजों में पुरुष और महिला अधिकारों के लिए कौन-कौन से कार्यक्रम आयोजित किए जाते हैं? हाँ \_\_\_\_ नहीं \_\_\_\_
4. क्या आप आंतरिक शिकायत समिति (आईसीसी) के बारे में जानते हैं? हाँ \_\_\_\_ नहीं \_\_\_\_
5. क्या आप कॉलेज में लिंग विकास प्रकोष्ठ के बारे में जानते हैं? हाँ \_\_\_\_ नहीं \_\_\_\_
6. लिंग विकास प्रकोष्ठ द्वारा कौन-कौन सी गतिविधियाँ और कार्यक्रम आयोजित किए जाते हैं?  
\_\_\_\_\_  
\_\_\_\_\_
7. क्या कॉलेज में पुरुषों और महिलाओं के लिए अलग-अलग शौचालय और विश्राम क्षेत्र हैं?  
हाँ \_\_\_\_ नहीं \_\_\_\_
8. कॉलेज में पुरुषों और महिलाओं के लिए कौन-कौन सी सुविधाएं उपलब्ध हैं?  
\_\_\_\_\_  
\_\_\_\_\_
9. कॉलेज में पुरुषों और महिलाओं की सुरक्षा के लिए कौन-कौन सी सुविधाएं उपलब्ध हैं?  
\_\_\_\_\_  
\_\_\_\_\_
10. क्या कॉलेज परिसर में सुरक्षा गार्ड और सीसीटीवी कैमरे लगाए गए हैं? हाँ \_\_\_\_ नहीं \_\_\_\_
11. क्या कॉलेज परिसर में शिक्षकों और सुरक्षा गार्डों के बीच अच्छी संचार व्यवस्था है?  
हाँ \_\_\_\_ नहीं \_\_\_\_
12. क्या आपने संस्थान में लिंग के आधार पर भेदभाव के बारे में सुना है? हाँ \_\_\_\_ नहीं \_\_\_\_
13. क्या किसी ने संस्थान में लिंग भेदभाव की शिकायत दर्ज की है? हाँ \_\_\_\_ नहीं \_\_\_\_
14. कोई और सुझाव? \_\_\_\_\_  
\_\_\_\_\_

THE END

# GENDER AUDIT PHOTOS **GEO TAGGED**

## Ladies Common Room



## Gents Common Room



# CCTV Cameras





# Counselling Room



# Toilets For Boys



# Dustbins





# Sanitary Napkin Dispenser Machine



# Intercom Facility

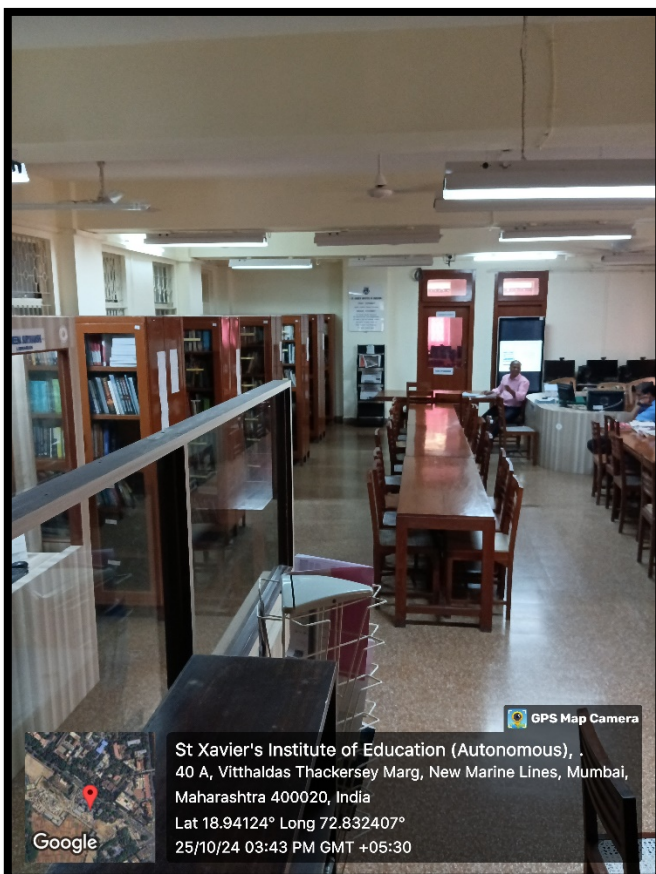




# Drinking Water Facility



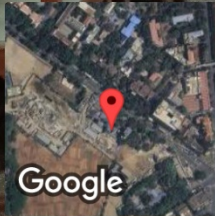
# Library







 GPS Map Camera

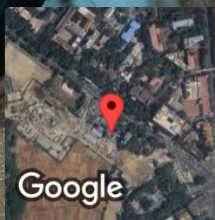


Google

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Mumbai, Maharashtra 400020, India  
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25/10/24 03:43 PM GMT +05:30



 GPS Map Camera



Google

St Xavier's Institute of Education (Autonomous), .  
40 A, Vitthaladas Thackersey Marg, New Marine Lines,  
Mumbai, Maharashtra 400020, India  
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25/10/24 03:44 PM GMT +05:30





# ST. XAVIER'S INSTITUTE OF EDUCATION (AUTONOMOUS)

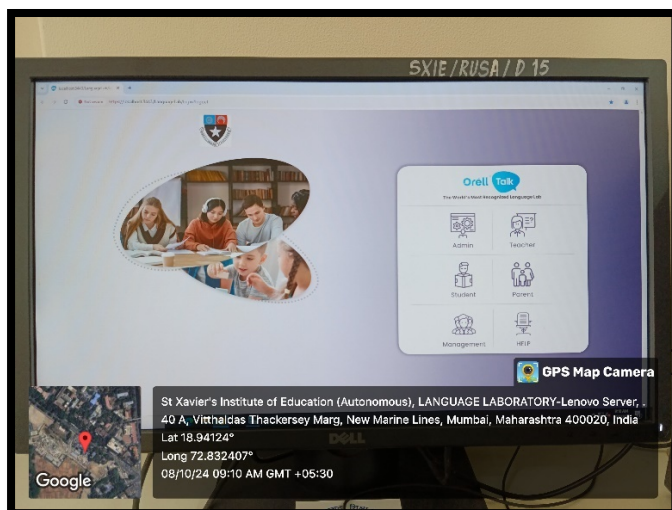
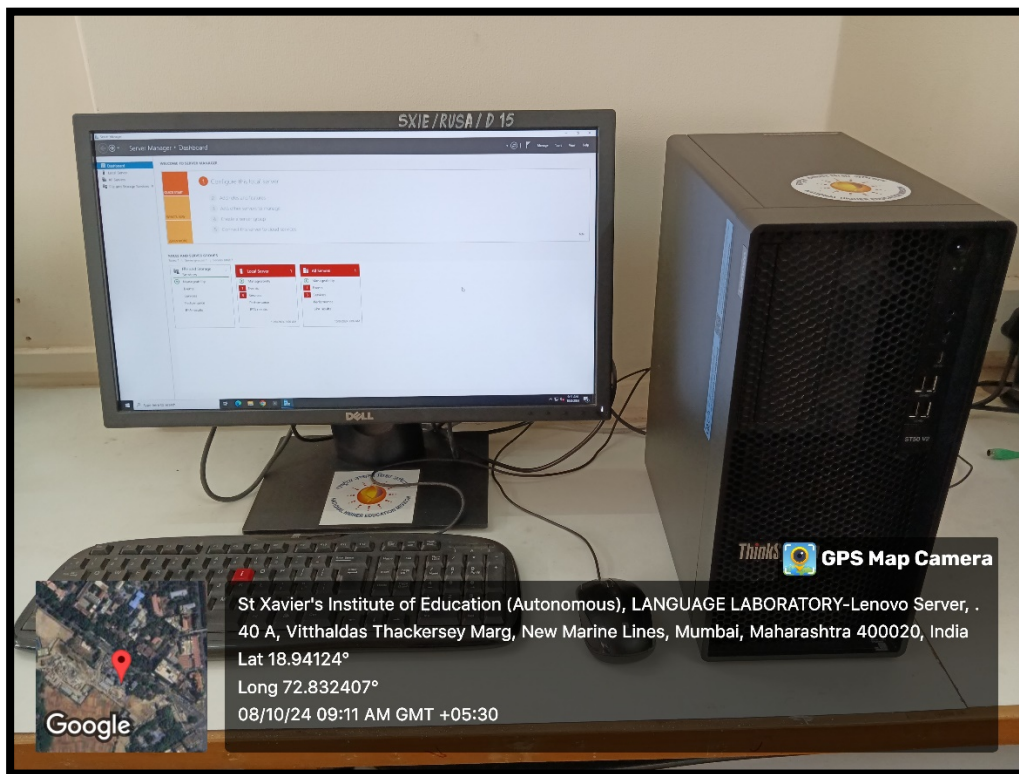
## GEO TAGGED PHOTOS

### ➤ VIRTUAL LABORATORY



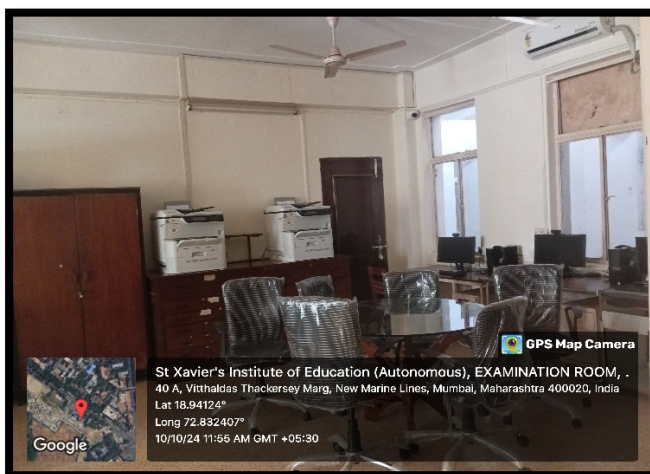
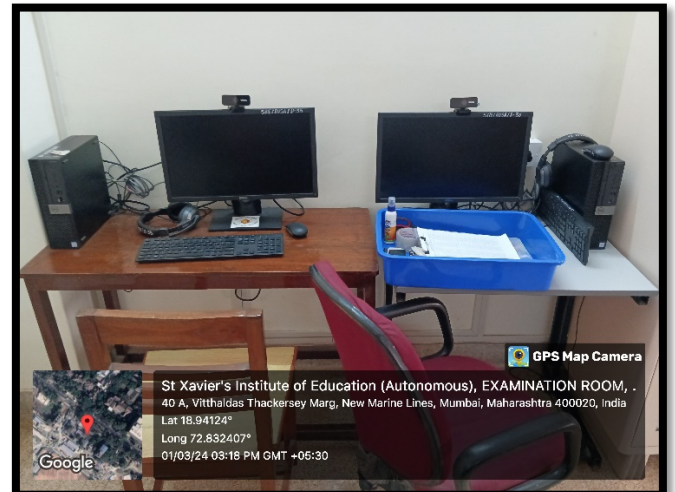
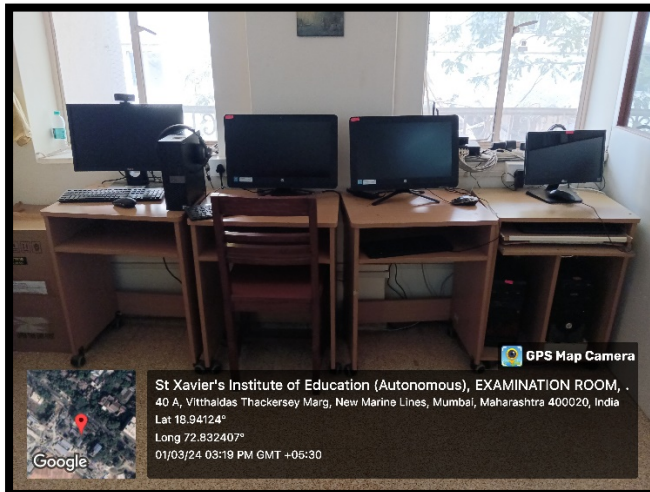


## ➤ LANGUAGE LABORATORY





➤ EXAM CENTRE





## ➤ RESEARCH AND DEVELOPMENT

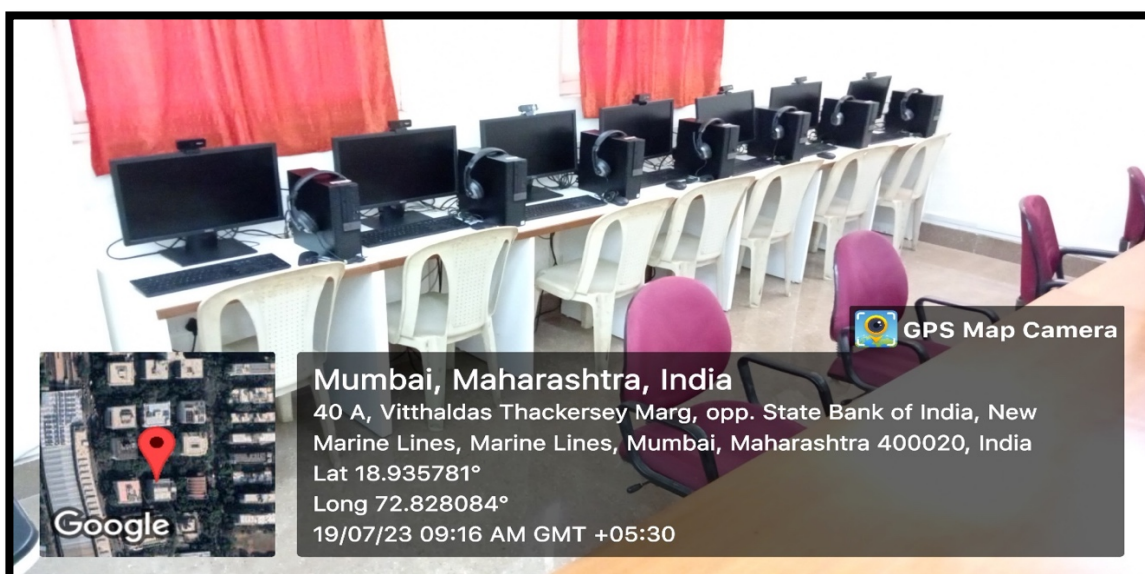




## ➤ SOLAR PANELS



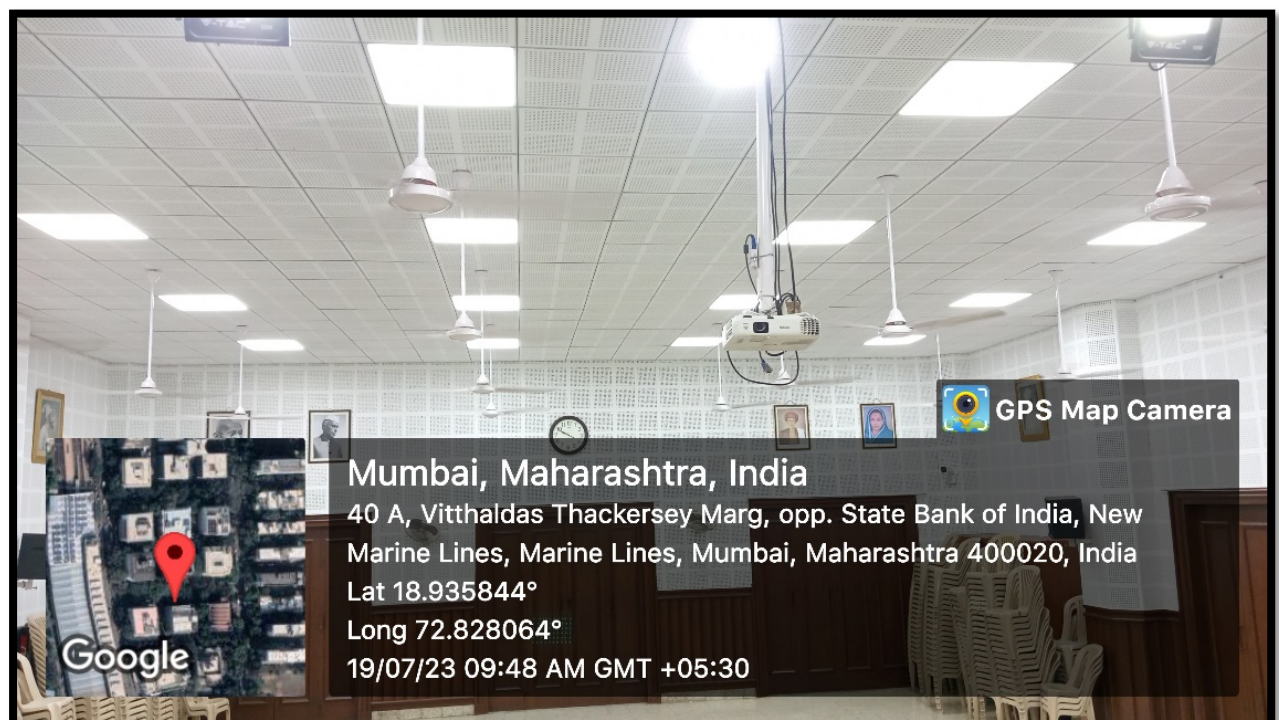
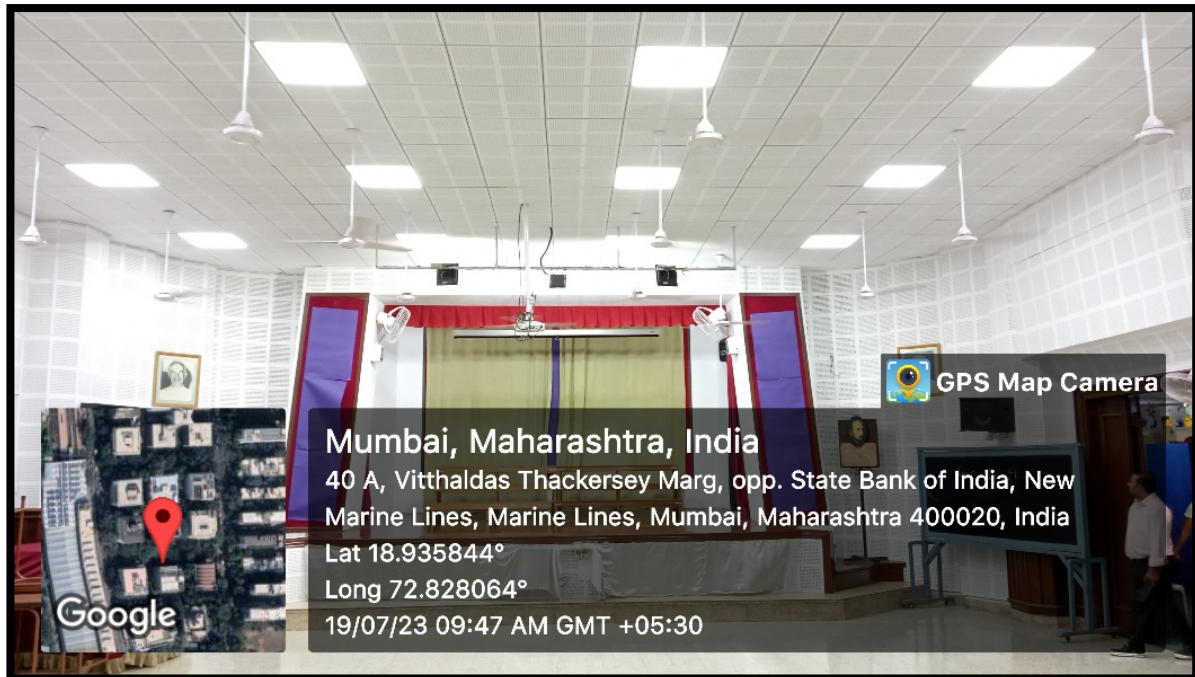
## ➤ E-REFERENCE LIBRARY



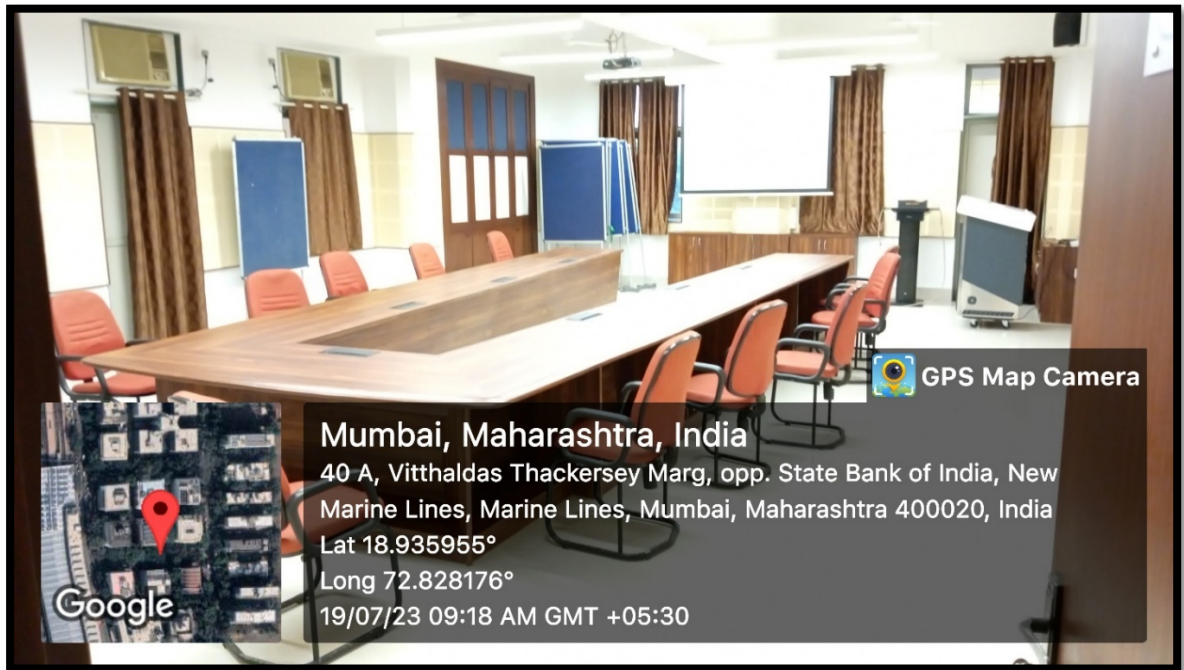


## 2 RENOVATION/ UPGRADATION OF EXISTING FACILITIES (ITEM/ HEADS AS PER DPR)

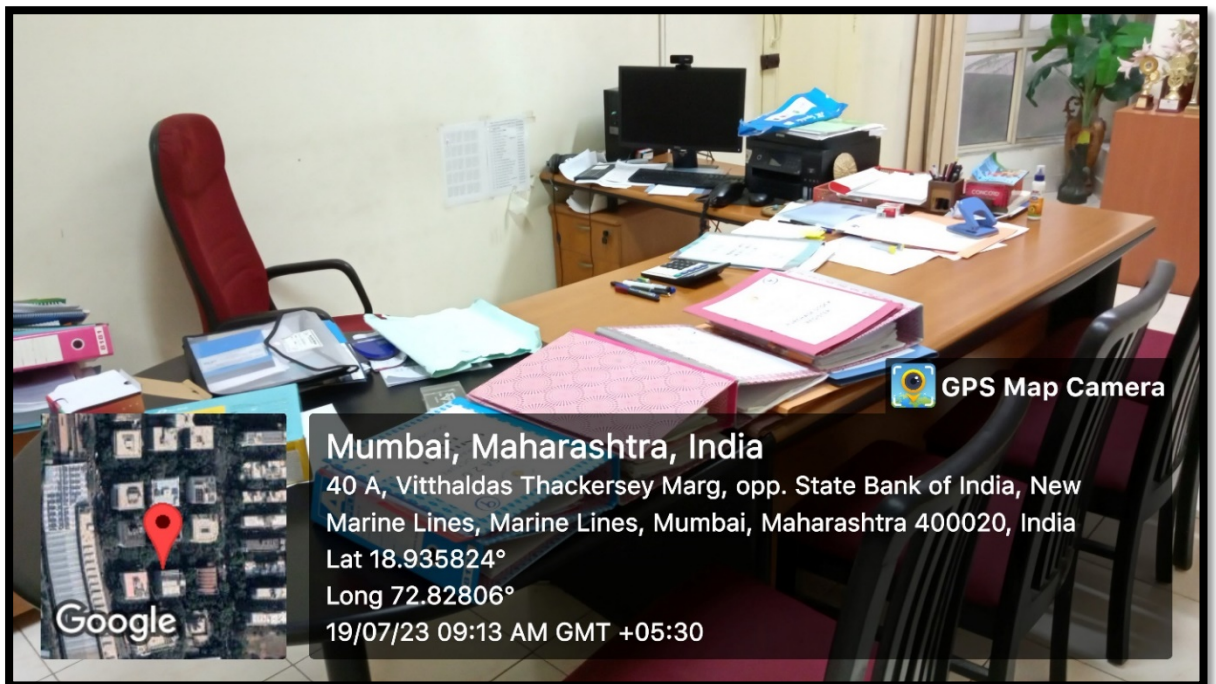
### ➤ AUDITORIUM



➤ CONFERENCE ROOM



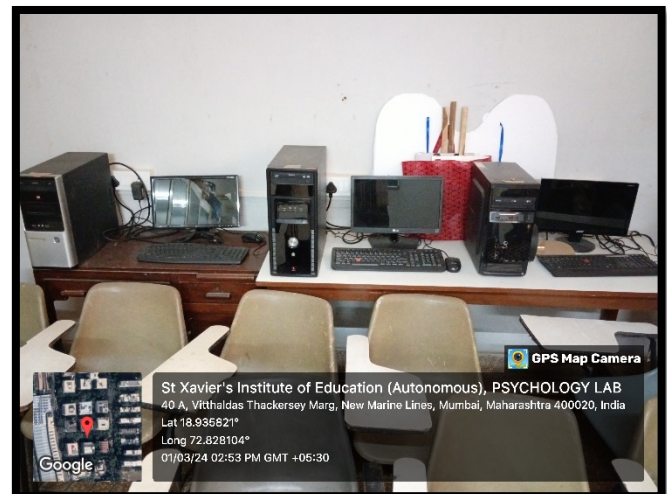
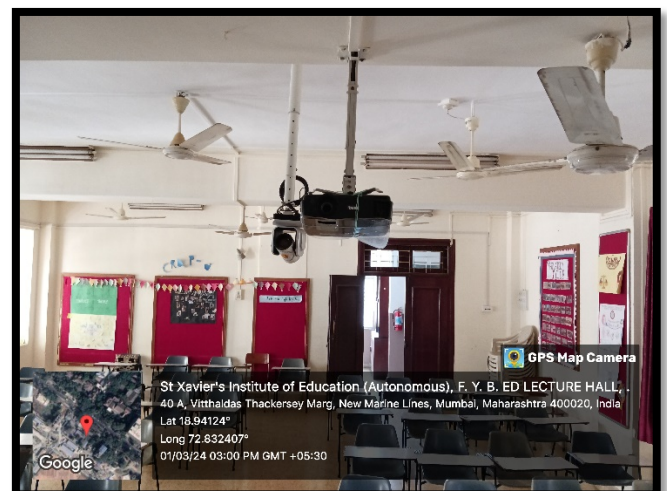
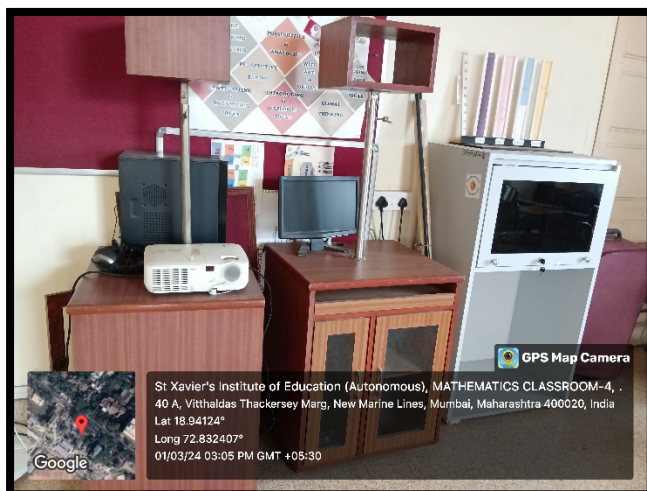
➤ ADMINISTRATIVE BLOCKS

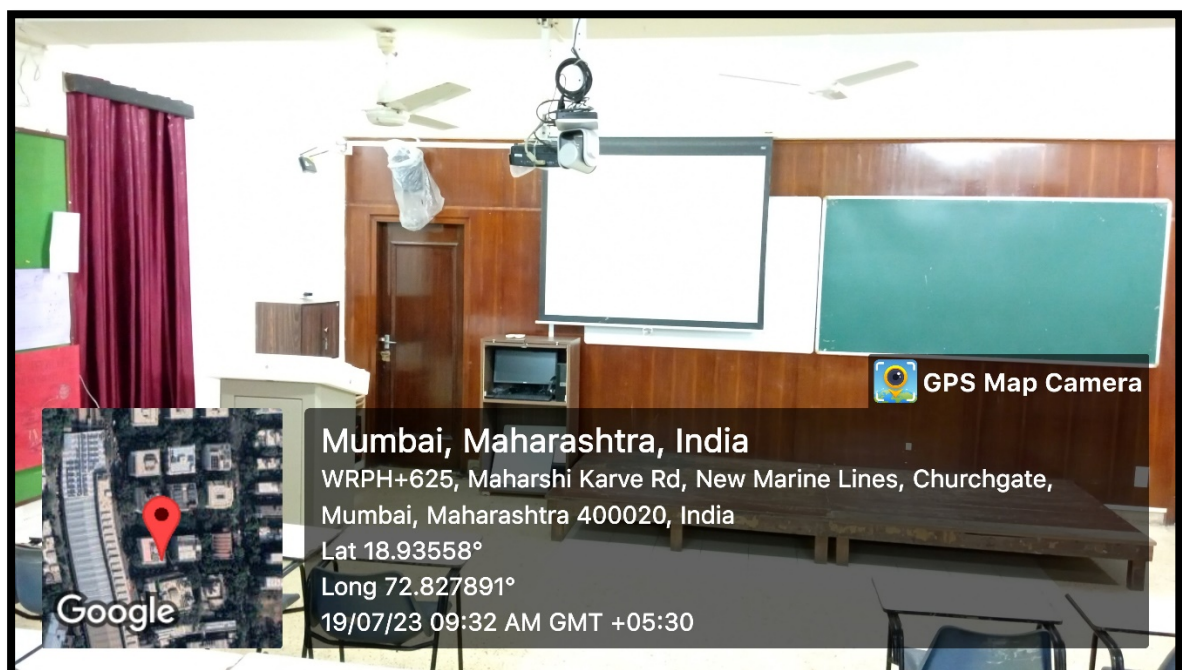
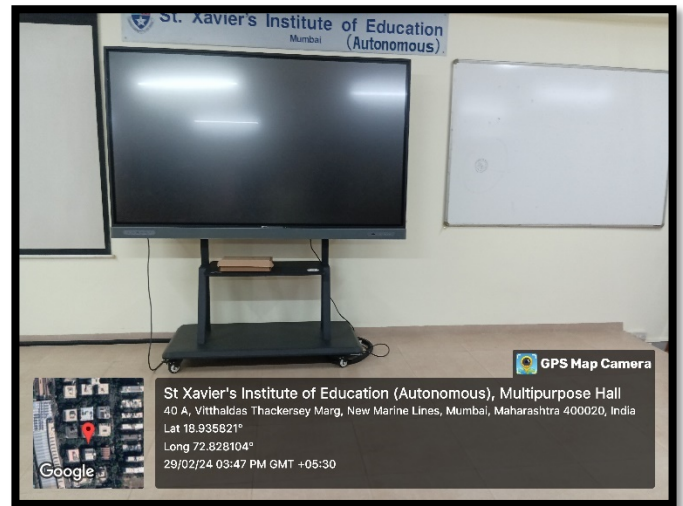
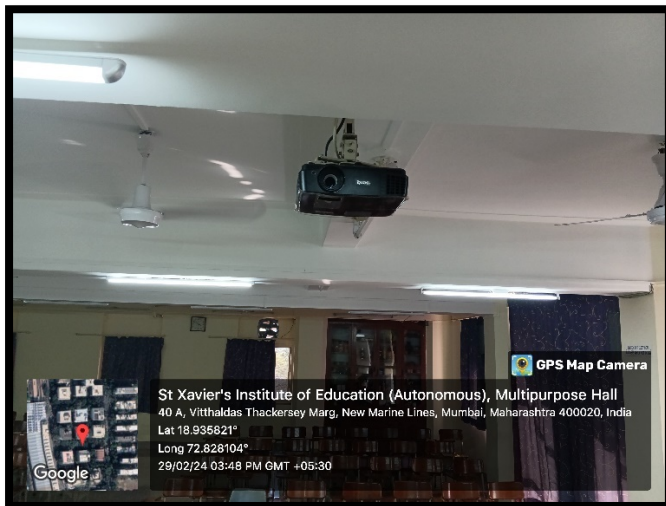




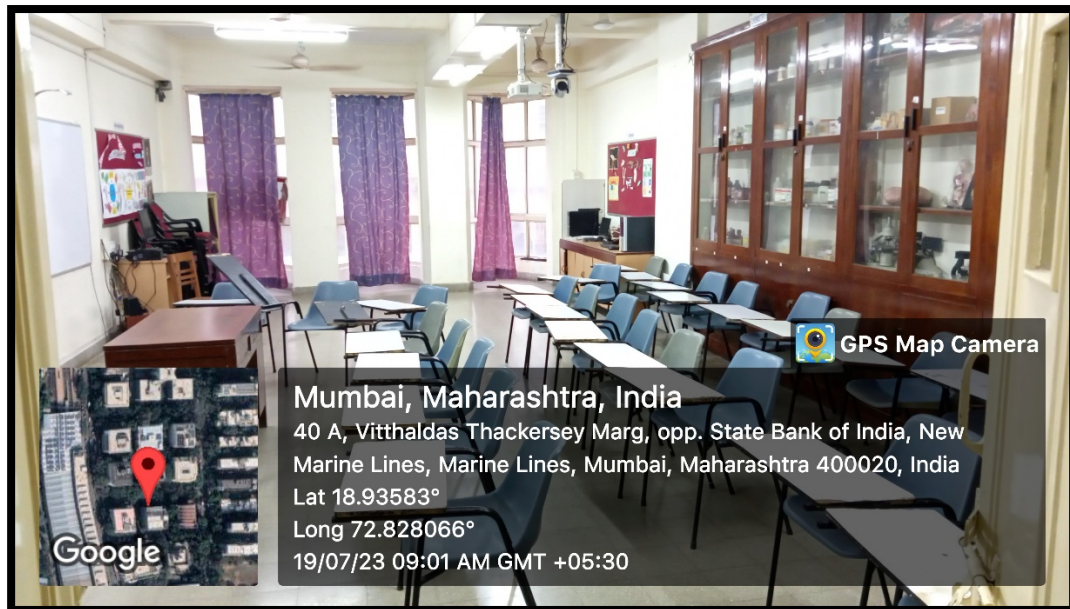


## ➤ MULTIMEDIA CLASSROOMS

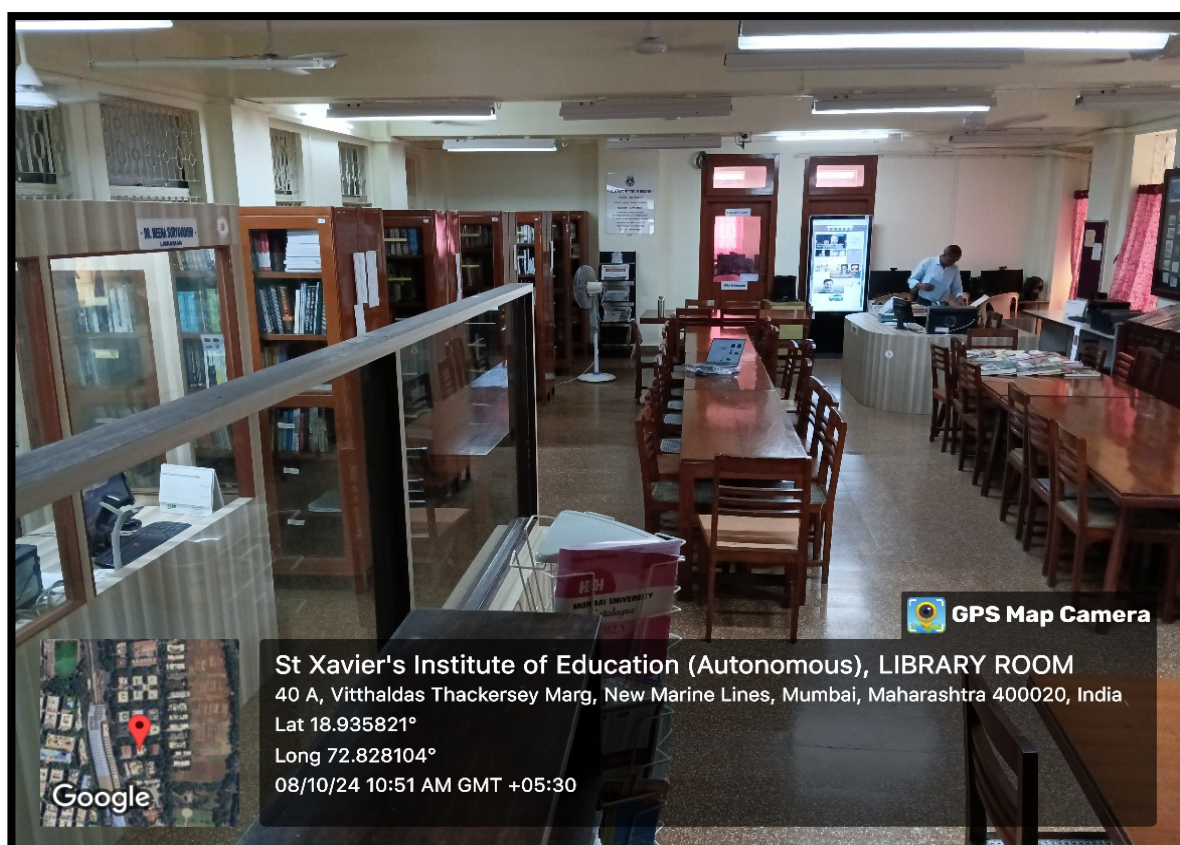




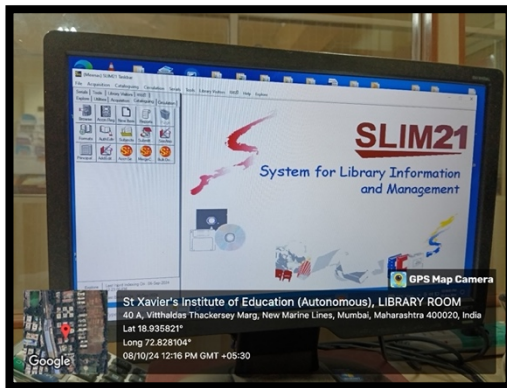




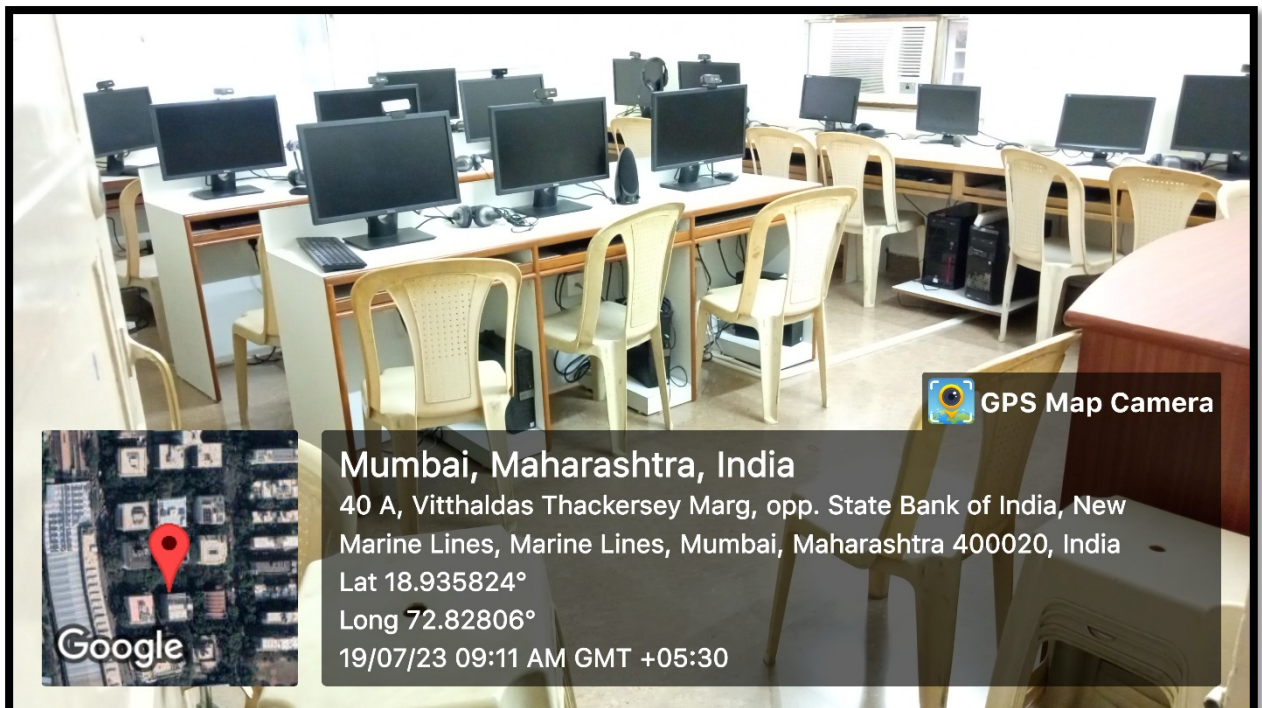
➤ COLLEGE LIBRARY



- E-RESOURCES-EYERIS, DCOLL SOFTWARE, TALLY, PLAGIARISM SOFTWARE, E-JOURNALS, E-BOOKS, SPSS



- COMPUTERS







# St. Xavier's Institute of Education (Autonomous)

Affiliated to the University of Mumbai - N.C.T.E. Recognised  
40-A, New Marine Lines, Opp. State Bank, Churchgate Branch, Mumbai - 400 020.  
Tel. : 022 2201 4666 Fax: 022 22094178 Email: sxieinfo@gmail.com Website : www.sxie.info  
NAAC Reaccredited 'A' (2016)

## NOTICE

### INTERNAL COMPLAINTS COMMITTEE

In accordance with the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The college has constituted an **Internal Complaints Committee (ICC)** comprising the following Members for the **Academic Year 2023-2024**.

| ICC Designation                   | ICC Member                                                                                                                                                    |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chairperson                       | Principal - Dr. Andrea Coutinho                                                                                                                               |
| Presiding Officer                 | Prof. Dr. Vini Sebastian                                                                                                                                      |
| Faculty Member of the College     | Prof. Dr. Shadab Paloji                                                                                                                                       |
| Faculty Member of the College     | Ms. Nishi Kumar                                                                                                                                               |
| Non-Teaching Staff of the College | Mr. Deepak Jadhav                                                                                                                                             |
| Non-Teaching Staff of the College | Mrs. Violet Carvalho                                                                                                                                          |
| NGO Representative                | Ms. Priya Dongre                                                                                                                                              |
| Student Representatives           | Ms. Priya Colaco, Ms. Maria Misquitta.<br>Mr. Umar Shaikh, Mr. Arpit D'Mello<br>Ms. Nidhi Makwana, Ms. Sionna D'Cunha<br>Ms. Erica Almeida, Ms. Jaclyn Rocha. |

In the case of any incidents of harassment, your complaints may kindly brought to the notice of the Presiding Officer of the SXIE (Autonomous) Internal Complaints Committee, by email or in writing. The SXIE(A) ICC Presiding Officer will address the issue in compliance with the laws and the UGC UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

**Dr. Andrea Coutinho**

**Principal**      **Principal**  
St. Xavier's Institute of Education  
(Autonomous)  
Mumbai-20.



## FEEDBACK ON THE GENDER AUDIT FOR ACADEMIC YEAR 2023-2024

|                                                |                                                                                                                                                           |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name and Addresses of the College              | St. Xaviers' Institute of Education<br>(Autonomous) 40-A New Marine Lines,<br>Opposite SBI Churchgate Branch, Churchgate,<br>Mumbai, Maharashtra 400 020. |
| External Members of the Gender Audit Committee | Professor Dr. Kamini Rege                                                                                                                                 |
| Date and Time                                  | November 2025 at p.m.                                                                                                                                     |
| Gender Audit presentation Venue                | Loyola Conference Room<br>St. Xaviers' Institute of Education (Autonomous)                                                                                |

Suggestions by External Gender Audit Member / Panel:

The team has very meticulously processed the Gender Audit. Incorporated all feedback and suggestions timely and accurately. Appreciate the team effort and a number of activities held and accomplished by the staff and students.

Signatures:

1. Professor Dr. Kamini Rege

 25/11/25

2. Ms. Linda Dhakul

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## FEEDBACK ON THE GENDER AUDIT FOR ACADEMIC YEAR 2023-2024

|                                                |                                                                                                                                                           |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name and Addresses of the College              | St. Xavier's Institute of Education (Autonomous)<br>40-A New Marine Lines, Opposite SBI<br>Churchgate Branch, Churchgate,<br>Mumbai, Maharashtra 400 020. |
| External Members of the Gender Audit Committee | Ms. Linda Dhakul                                                                                                                                          |
| Date and Time                                  | November 2025 at p.m.                                                                                                                                     |
| Gender Audit presentation Venue                | Loyola Conference Room<br>St. Xaviers' Institute of Education (Autonomous)                                                                                |

Suggestions by External Gender Audit Member / Panel:

The suggestions have been incorporated effectively. Many protocols are in place & effectively implemented.

Signatures:

1. (Professor Dr. Kamini Rege

2. Ms. Linda Dhakul

 25/11/25



## ADDITIONAL COMMENTS

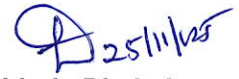
Overall the process and the outcome has been worth appreciating. I wish the college my best wishes for successfully completing Gender Audit as per NAAC guidelines and requirements for academic year 2023-24.

Overall the process & the outcome has been effectively implemented. Wishing you more better for the future.

Signatures of External Auditors:

Date:

  
**Prof. Dr. Kamini Prakash Rege, Professor,**  
Dept of Human Development, College of Home  
Science Nirmala Niketan, University of Mumbai.  
Founder Member, Joint Secretary, National  
Committee ECA and APER

  
**Ms. Linda Dhakul**  
Department of Psychology,  
Member IC Committee,  
St. Xavier's College (Empowered Autonomous  
Institute), University of Mumbai.



# St. Xavier's Institute of Education

(Autonomous)

Affiliated to the University of Mumbai - N.C.T.E. Recognised

40-A, New Marine Lines, Opp. State Bank, Churchgate Branch, Mumbai - 400 020.

Tel. : 022 22014666 Fax : 022 2209 4178 Email: sxleinfo@gmail.com Website: www.sxie.info

NAAC Reaccredited 'A'

SXIE/GenderAudit/2023-2024

Date : 25/11/25

To,  
Ms. Linda Dhakul  
Assistant Professor  
St. Xavier's College (Empowered Autonomous Institute)  
Mumbai

Sub : Approval and Certification of Gender Audit 2023-2024

Dear Madam,

We thank you for being an 'Expert Member' of our Gender Audit committee of 2023-2024, and giving us your valuable suggestions for the process of Gender Audit. We also appreciate your observations on the Gender Audit Report of 2023-2024.

We request you to kindly go through the report for your final approval and certification as an Expert Member of the Gender Audit team.

Thanking you,

Yours Sincerely,

Dr. Andrea Coutinho,  
Principal and Chairperson



Received   
25/11/25



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NAAC Reaccredited 'A'

SXIE/GenderAudit/2023-2024

Date : 25/11/2025

To,  
Dr. Kamini Rege  
Professor  
Dept. of Human Development  
College of Home Science Nirmala Niketan  
Churchgate  
Mumbai – 400020

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Dr. Andrea Coutinho,  
Principal and Chairperson



*Received  
Thank you  
Darius  
25/11/25*