



Vivekananda College

(University of Delhi)

ACCREDITED BY NAAC WITH 'A+' GRADE

Supporting Documents for: Criterion 7 (Annual gender sensitization action plan)

7.1.1 –Annual gender sensitization action plan & Measures initiated by the Institution for the promotion of gender equity during the year

The **Annual gender sensitization action plan** includes regular activities addressing mental health, skill enhancement, legal awareness, and entrepreneurship for women. Workshops like “Women and Emotions” and “Eating Disorder Awareness” focus on mental health. Skill-building sessions, such as the Pearl Academy workshop, will enhance employability. Legal awareness programs will be held to educate on women’s rights. Entrepreneurial initiatives like “Meraki” stalls and visits to women-led ventures promote financial independence. Annual events, including the Girl Up India Summit, foster leadership and empowerment. NSS will try to provide job opportunities to women through door-to-door services. **Self-defense Training** programs focus on empowering women with essential self-defense techniques. Raising awareness about women harassment and promoting gender equality, engaging the community in meaningful conversations about the importance of respect and safety for women is an important focus of the plan. The plan emphasizes holistic development of women.

Sno	Initiative	Page number/link
1.	Specific Committees: WDC focuses on women empowerment and Internal Complaints committee looks into specific issues of sexual harassment. Counseling cell provides counselling services for students and conducts Webinars. Clubs like Girl Up focus on entrepreneurship skills of women.	https://www.vivekandacollege.edu.in/administration/staffcouncilcommittees
2.	Mental and Physical Health of Women: Convocare Initiatives such as: Women and Emotions, ‘The Wall of Change’, Eating Disorder Workshop. NSS workshops on Breast Cancer Awareness. NSS organized a Sanitary Pad Distribution event	2-5
3.	Skill Enhancement of Women: Pearl Academy Workshop, Skill Development and Women Empowerment Program- Hunar Hai toh Hosala Hai, and Field Visit to “Caught Craft Handed”	5-6
4.	Laws Related to Women: IQAC Initiative on Women-related Laws	6-7

5.	Entrepreneurship skills: Girl Up Initiatives include interaction in Girl Up India Leadership Summit, 2023, MERAKI, 2023, AAMDANI Visit, 2023, The Sarmaya Store Visit, 2023. Commerce department initiatives include Entrepreneurship Orientation Program (EOP) cum Industrial Visit to National Small Industries Corporation (NSIC), Okhla was organized for the students of B.Com 2nd year as part of their curriculum with a focus on women entrepreneurs.	7-12
6.	Leadership skills: Applied Psychology department organized a workshop on leadership ‘ Giving a Gender Perspective on Leadership ’, with a specific focus on gender	12-13
7.	Women empowerment: In collaboration with DLSA Shahdara, Department of Political Science organized a <i>Nukkad Natak</i> (Acid Attack) and discussion on the theme of “Women Empowerment”	13-14
8.	Job opportunities: NSS collaborated with Even Cargo to conduct "Mahila Rojgar"	14
9.	Self Defence Skills: NSS organized a self-defence training program	14-15
10	Addressing Women Harassment and Violence: NSS performed a Nukkad Natak to raise awareness about the issue of women harassment and promote gender equality. NSS also organized an online event on "Stop Child Sexual Abuse" in collaboration with the Rakshin Project.	15-16

Proofs

2. Mental and physical health of women: Convocare Initiatives focusing on Women

2a. Convocare organized a workshop on ‘**Women and Emotions**’ (21st February, 2023): Convocare initiated the Women's Day Celebration by organizing a seminar on Women and Emotions emphasizing the significance of emotional expression and channelising of emotions. The seminar featured Dr. Deepika Dahima, an experienced psychologist and educator. She emphasized the significance of authentic emotional expression for women, aiming to help them lead purposeful, balanced lives. Her 10+ years of counseling, life skills training, and education support her expertise in this field.



2b. Convocare organized ‘The Wall of Change’ (16th November, 2023). The event was organized to show the human trafficking survivors from across India and to showcase that there are still people who are willing to support them and help them move forward. This event was organized in collaboration with ILFAT (Integrated Leaders Forum Against Trafficking). The primary activity included erasing the Wall of Shame that was filled with messages filled with stigma and shame that they hear from the society. This was done to replace it with a new “Wall of Change” with messages of inspiration, positivity and support. The initiative garnered positive feedback and active engagement from students. Their enthusiasm to contribute to the creation of the Wall of Change fostered a passionate and supportive generation for survivors of human trafficking.



2c. Convocare organized an **Eating Disorder Workshop (20th February, 2024)**. The event aimed to raise awareness about eating disorders and to create an ecosystem of support and acceptance to promote holistic health. A workshop was organized in collaboration with FREED, a non-profit organization dedicated to fostering conversations around eating disorders (EDs) in

India. Guided by the expertise of Ms. Sanjana, our esteemed speaker, participants delved into insightful discussions uncovering the intricate connection between nutrition and mental well-being. Through introspective exercises, attendees (85+) navigated their personal relationships with food and body image, while also gaining valuable insights into avenues for seeking assistance.



2d. On 18th October 2023, NSS Vivekananda College, in collaboration with Makeover Tree, conducted a **Breast Cancer Awareness Workshop** at Vivekananda College. The workshop focused on spreading awareness about breast cancer, and Makeover Tree offered free haircuts to students and teachers as part of the initiative. Another Breast Cancer Awareness Drive was organized in collaboration with Max Hospital on 7th November 2023.



2e. On 28th February 2024, NSS VNC organized a **Sanitary Pad Distribution event** at National Herald Public School and Indal Memorial Public School. SS VNC distributed free pads at two school and also give knowledge about periods 1000 pad provided by ramindra foundation. The event aimed to spread awareness on various social causes. Volunteers distributed informative flyers and pamphlets to students and staff, emphasizing the importance of gender equality, health, and safety.



3. Skill enhancement of women: Skill Enhancement Committee initiatives

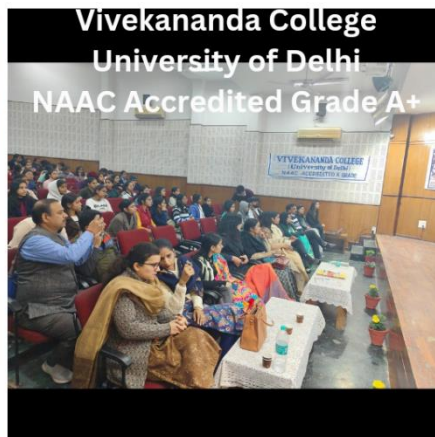
3a. Skill Enhancement Committee organized “**Pearl Academy hands-on Workshop**” in the domains of Fashion, Design, Styling & Media on dated 23/02/2024. On 23rd February 2024, the Skill Enhancement Committee of Vivekananda College, University of Delhi, organized a day visit to Pearl Academy, Rajouri Garden, New Delhi. The visit aimed to provide students with an immersive experience in the fields of fashion, design, styling, and media through hands-on workshops and interactive sessions. Under the guidance of Teacher Convener Ms. Sushma Aggarwal and with the support of Student Coordinators Himani Ahuja and Ayushi Verma, participants explored various domains of creative arts and gained valuable insights into the industry. Four domain topics for the workshop were :-

1. Shop (your wardrobe) till you drop. Styling & Sustainability
2. Codes of Luxury/Power of Branding
3. Fashion Photography
4. Make-up.

Following the workshop, the group was given an extensive campus tour, which included visits to the designing rooms, advanced machines, VFX rooms, media labs, fashion styling studios, DEL and Mac labs, and photoshoot rooms. Participants also learned about the academy's notable alumni and their achievements. Total 37 students along with 4 Teachers visited.

3b. The Skill Enhancement Committee of Vivekananda College, University of Delhi presented an Inter College Orientation Program in collaboration with Nanak Training Institute on "**Skill Development and Women Empowerment Program- Hunar Hai toh Hosala Hai**" on 6th

February, 2024. The main objective of this Orientation Program was to give the brief about the Skill Related Computer Literacy Courses , Dress Making Art and Make up Artist to the students so that to impart the practical skills , hand on training and to enhance the employability of students. Total 110 students attended the orientation program in Sharda Hall. The event was coordinated by Ms Sushma Aggarwal (Teacher Convener), Ms Shivani and Devender Kumar. (Teacher Coordinators) as well as Himani Ahuja and Ayushi Verma (Students Coordinators). The Program started with the welcome address of SK Singh, Chairman of Nanak Training and Institute. Sir brief about the Institute and various programs and courses run by them.



4. Laws related to women: IQAC initiative

The Internal Quality Assurance Cell (IQAC) of Vivekananda College, University of Delhi organized a talk on the topic “women related laws” on 12th April 2024 at Sharda Hall, to increase awareness among the students. The faculty coordinators for the event were Dr.Gargi Sengupta and Dr.Sheetal. The guest speaker for the talk was Ms.Shishba Chawla. She is an Advocate-On-Record at Supreme court of India. The event began at 10:00 am. Ms.Shishba Chwala discussed with the students various laws for the protection of women such as Dowry Prohibition Act, 1961; Protection of Women from Sexual Harassment Act, 2013 (PoSH); The Protection of Women from Domestic Violence Act, 2005 and the various provisions mentioned in IPC (Indian Penal Code) for protection of Women. She also mentioned about the measures to be taken if one experience any of

these and not to misuse these laws. she also discussed about the increasing cybercrimes happening with women in recent times and steps to be taken to combat these. The importance of ICC in such issues was also highlighted. The session concluded with some questions from the students to enhance their understanding about the laws. The event was attended by around 80 students of Vivekananda College. In all the session enriched the students and was a step towards creating awareness among women students.



5. Entrepreneurship skills:

Girl Up has been an active advocate for gender equality, education and women empowerment, especially in the financial and business domains. We displayed our growth and achievements in two elaborate and attractive posters and showcased the reels highlighting our collaborations with Sarmaya, Caught Craft-handed, Pratisandhi Foundation and other small businesses.

5a. (Girl Up India Summit,2023) - On 8th October 2023, Student Coordinators of Girl Up Nazakat, under the guidance of Dr. Vanita Sondhi were invited to the **Girl Up India Leadership Summit, 2023**. The Summit featured a line up of women centric panels, speaker sessions and discussions with some of the most powerful and influential women globally. We had the privilege of interacting with numerous fellow Girl Up Clubs and discuss about our visions, missions and prospect of collaborations on overlapping issues. About 850+ youth members attended the summit.. The attendees were addressed by Aditi Arora: Director- Girl Up India, Dia Mirza : Actor and UN General Secretary Advocate for SDGs, Rajashri Deshpande: Actor and Social Worker, Harnaz sandhu : Miss Universe 2021 etc. It was incredible to witness women from different spheres of their life, come together to join hands and fight for important gender justice and women empowerment issues.



5b. (Field Visit to “Caught Craft Handed” 2023) On September 28, 2023, Girl Up Nazakat, under the guidance of Dr. Vanita Sondhi, organized the inaugural field visit as part of Project Prashansa: Celebrating the She-Economy. During this visit, our team had the privilege of meeting an extraordinary pair: an 80-year-old grandmother and her granddaughter, Yukti. Together, they spearheaded a crochet business right from their home with the help of other grandmothers of the community. Remarkably, they've garnered an impressive following of over 60k followers. Their product range is equally impressive, spanning from charming keychains, airpod cases, and coin pouches to more substantial items like toys, cardigans, and blankets. The experiences was nothing short of heartwarming and endearing. It was a testament to the power of youth.



5c. **(MERAKEI, 2023)** On the 13th of October, 2023 Girl Up Nazakat under the guidance of Dr. Vanita Sondhi, Convenor, set up its 'First Ever Stall' in our own college under Nazakat's beloved Project PRASHANSA: Celebrating She Economy, at 'MERAKEI', a flagship event organised by Convocare of Vivekananda college, Delhi University on account of World Mental Health Month. Our stall featured ethically sourced products from women owned small businesses. These products included glass bottles covered in crochet covers, crochet bags, bookmarks, earrings and diaries by Sarmaya, Bracelets with self-care quotes by The Graphite and cookies with affirmations by Frosted Crumbs. Our stall also had unique games "Who's back? - friendship test" and "Spin the wheel- for self-reflection prompts". Winners were provided with gift like scrunchies. The event was a great success with the joint efforts and support of our Officiating Principal, Team Nazakat, Team Convocare, Teachers, College Staff and Students.



5d. **(AAMDANI VISIT , 2023)** On 24th November, 2023, Girl Up Nazakat, under the guidance of Dr. Vanita Sondhi, organized the inaugural field visit to Aamdani, an initiative by Saday with the purpose of promoting their initiative via our own social networking. During this visit, our team had the privilege of meeting some women and a skillful trainer who was volunteering to teach the women how to handicraft so that they can earn a livelihood for themselves. Project Aamadani was found and started by an anonymous person who thought of employing underprivileged women who'd be able to create materials required for crochet and beads business by minimal training. Remarkably, they've garnered an impressive following of over 800+ followers on Instagram and various other platforms. Soon, they'll be launching their online stores where there will be an easier availability of the products made by them. Their product range is unique as well as impressive,

spanning from charming bracelets, earrings, scrunchies, pouches, and bags. The experience was nothing short of heartwarming and endearing. It got evident that one doesn't require too much fund or space to start an initiative with great cause; all one requires is great willpower and determination as they empowered women to stand on their own feet financially. Girl Up Nazakat is honoured to have witnessed, be part of their ongoing journey and is thankful to them for choosing us as their platform for promotion.



5e. **(The Sarmaya Store Visit)** On October 12th, 2023, Girl Up Nazakat organized a field visit to Sarmaya . Sarmaya, a small business enterprise, specializes in handmade products, including crochets, bracelets, and bookmarks, with a mission to empower women and generate sustainable income. During the visit, the team had the privilege of meeting with Sarmaya's founder, who shared insights into their operations and impact. Sarmaya's initiatives focus on providing employment opportunities for rural women with limited access to formal education and employment. Through training programs in handcraft skills and entrepreneurship, Sarmaya enables these women to become financially independent and contributes to their societal empowerment. The enterprise leverages online platforms and social networks to market its products, thereby expanding its reach and impact. The quality of Sarmaya's products is commendable, with each item meticulously crafted using high-quality materials, ensuring both durability and aesthetic appeal. By preserving traditional arts and crafts, Sarmaya not only generates revenue but also plays a vital role in cultural preservation. In conclusion, Sarmaya exemplifies the transformative power of small businesses in driving social change and economic empowerment. Girl Up Nazakat acknowledges and commends Sarmaya's efforts and recommends

further support and promotion of initiatives like Sarmaya to advance women's entrepreneurship and societal development.



Girl Up has been an active advocate for gender equality, education and women empowerment, especially in the financial and business domains. We displayed our growth and achievements in two elaborate and attractive posters and showcased the reels highlighting our collaborations with Sarmaya, Caught Craft-handed, Pratisandhi Foundation and other small businesses. Samples of the products sourced from small women-owned businesses sales were also displayed as part of our initiative “Project Prashansa: Celebrating the She-Economy”, aimed at boosting their sales. Moreover, the informative kits distributed in MCD schools in a **field visit to educate 8–10-year-olds** about the concept of good touch and bad touch were also displayed. An activity on women activists was also organized to inspire women and boost their self-confidence. The stall served as a testament to our commitment to promoting gender equality and empowerment, fostering collaborations and community engagement. We are grateful for the support we have received and remain dedicated to advancing our mission in the future.

5f. Entrepreneurship skills -Commerce department Initiative: On 18th April 2024, an Entrepreneurship Orientation Program (EOP) cum Industrial Visit to National Small Industries Corporation (NSIC), Okhla was organized for the students of B. Com 2nd year as part of their curriculum with a focus on women entrepreneurs. The students were accompanied by Dr. Shafaq Zareen, Ms. Rachna Megh and Ms. Sakshi Meena. The session was conducted by Ms. Uzma Mumtaz, Entrepreneurship Mentor, NSIC. The students were given an insight about the working of NSIC, its role for new startups, easy to implement strategies, reasons for failure of start-ups and various Government schemes to promote and support new entrepreneurs. The visit included a tour of the incubator center of NSIC, where students get a live demonstration of making tissue paper

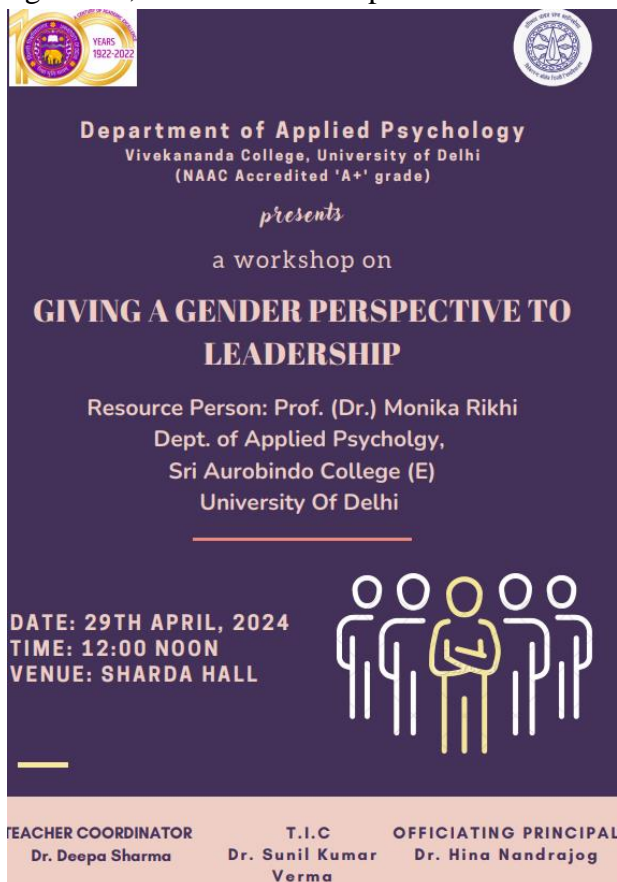
rolls, paper napkin, paper plate making, pet bottle making, spice grinder machine for grinding spices, bread making machine, biscuit making, garlic paste making etc. Various aspects of it like cost per unit, production, operation and packaging was discussed. Another division which focuses on fashion designing and make-up training specially for women entrepreneurs was also demonstrated by the NSIC staff. The visit concluded on a positive note as students got hands on experience.



6. Leadership skills: Applied Psychology Department Initiative

Applied Psychology department organized a workshop on leadership ‘Giving a Gender Perspective on Leadership’, with a specific focus on gender, was held at Vivekananda College, University of Delhi on Monday, April 29th, 2024. The event aimed to explore the concept of inclusive leadership within organisational settings and shed light on the challenges and opportunities women face in leadership roles. Professor (Dr.) Monika Rikhi, a distinguished scholar and expert in Organisational Behaviour and Quantitative Techniques, graced the occasion as the guest speaker. Dr. Rikhi’s extensive experience in academia, coupled with her corporate training background and involvement in governmental and non-governmental organisations, offered a well-rounded perspective on the topic. After a warm welcome and a token of appreciation, Dr. Rikhi embarked on her insightful talk. Dr. Rikhi began by establishing a foundational understanding of leadership. She emphasised that leadership isn't a binary concept; it exists on a spectrum, acknowledging that leaders can display both positive and negative characteristics. Delving deeper, Dr. Rikhi delved into the traits that characterise a good leader. She also introduced the concept of authentic leadership, which focuses on leaders who are genuine, transparent, and true to their values. This resonated with the central theme of the talk, as authentic

leadership fosters trust and allows both leaders and followers to grow. Dr. Rikhi then shifted the focus to the invaluable contributions of women in Indian leadership. She showcased the inspirational journeys of iconic figures like Rani Lakshmi Bai, Ahilya Bai Holkar, Savitribai Phule, Kiran Bedi, Medha Patkar, and Shaheen Mistri. These women, hailing from various periods and backgrounds, defied societal expectations and carved their own paths to leadership.



Department of Applied Psychology
Vivekananda College, University of Delhi
(NAAC Accredited 'A+' grade)

presents
a workshop on

GIVING A GENDER PERSPECTIVE TO LEADERSHIP

Resource Person: Prof. (Dr.) Monika Rikhi
Dept. of Applied Psychology,
Sri Aurobindo College (E)
University Of Delhi

DATE: 29TH APRIL, 2024
TIME: 12:00 NOON
VENUE: SHARDA HALL

TEACHER COORDINATOR: Dr. Deepa Sharma
T.I.C: Dr. Sunil Kumar Verma
OFFICIATING PRINCIPAL: Dr. Hina Nandrajog

7. Gender sensitization -pol science: Political science and DLSLA Shahdara

Nukkad Natak & Talk: In collaboration with DLSA Shahdara, Department of Political Science organized a *Nukkad Natak* (Acid Attack) and discussion on the theme of “Women Empowerment” on 06th March 2024 to celebrate International Women’s Day 2024. Ms. Vandana Suri, Chairperson Voice of Women Foundation, discussed Gender Sensitization and Women Empowerment. Both the Nukkad Natak and the Talk emphasized the need to realize the importance of education for women. In fact, through education women can overcome many challenges of the society and a real sense of empowerment would be achieved.



8. Job opportunities: On 26th August 2023, NSS Vivekananda collaborated with Even Cargo to conduct "Mahila Rojgar" in the Jhilmil Slum Area from 12 p.m. to 2 p.m. The initiative provided women with door-to-door job opportunities, empowering them to achieve financial independence.



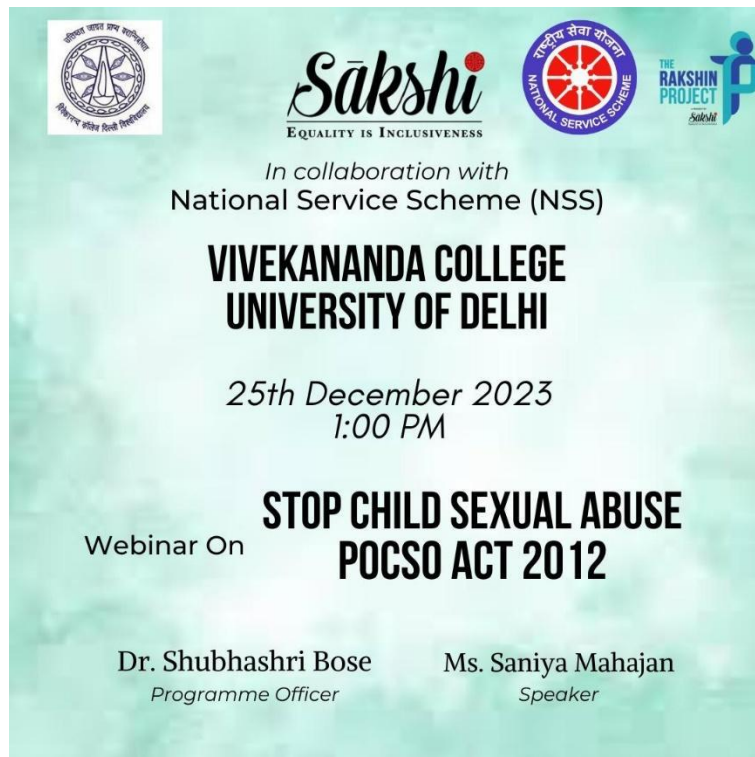
9 Self Defence Skills: On 26th and 27th October 2023, NSS Vivekananda College organized a self-defence training program at the Open Stage from 3 p.m. to 4 p.m. in collaboration with Vandana Suri from the Voice of Women Foundation. The session aimed to empower participants with basic self-defence skills to ensure their safety and confidence.







10 Addressing Women Harassment and Violence: On 8th March 2024, Women's Day, NSS performed a Nukkad Natak to raise awareness about the issue of women harassment and promote gender equality.



On 25th December 2023, NSS VNC organized an online event on "Stop Child Sexual Abuse" in collaboration with the Rakshin Project. The session, conducted on Google Meet, aimed to raise awareness about the issue of child sexual abuse and educate participants on preventive measures. The event engaged 20 volunteers who actively participated in the discussion and shared resources to help combat this serious issue.



The poster features a light green background with a subtle floral pattern. At the top left is the logo of Vivekananda College, University of Delhi. To its right is the 'Sakshi' logo with the tagline 'EQUALITY IS INCLUSIVENESS'. Further right are the logos for the National Service Scheme (NSS) and 'THE RAKSHIN PROJECT'. The central text reads: 'In collaboration with National Service Scheme (NSS)', 'VIVEKANANDA COLLEGE UNIVERSITY OF DELHI', '25th December 2023 1:00 PM', and 'Webinar On STOP CHILD SEXUAL ABUSE POC SO ACT 2012'. At the bottom, it lists 'Dr. Shubhashri Bose Programme Officer' and 'Ms. Saniya Mahajan Speaker'.

In collaboration with
National Service Scheme (NSS)

**VIVEKANANDA COLLEGE
UNIVERSITY OF DELHI**

*25th December 2023
1:00 PM*

Webinar On **STOP CHILD SEXUAL ABUSE
POC SO ACT 2012**

Dr. Shubhashri Bose Ms. Saniya Mahajan
Programme Officer *Speaker*