



SNWT
Women's University

APRIL
2023



Faculty Development Program
on
Gender Sensitisation
in collaboration with MSFDA Pune

sntd.ac.in

SNDT Women's University

**Maharashtra State Faculty Development
Academy**



Faculty Development Programme

on

Gender Sensitisation



SNDT Women's University

SNDT Women's University (SNDTWU) is a 106-year-old women's university established in 2016 by the intrepid social reformer, Bharat Ratna Maharshi Dr. Dhondo Keshav Karve. SNDTWU is the first women's university in South-East Asia. The enrolment of the University has increased from 5 women who graduated in 1921 to 30000+ women students enrolled today. SNDTWU offers its programmes through 37 postgraduate departments, 12 conducted colleges, 3 autonomous colleges, 4 institutes and 4 centres on its four campuses along with 201 affiliated colleges in 7 States. The University was accredited with Grade A by NAAC in 2016. Presently, the University offers 53 undergraduate, 62 postgraduate, 41 doctoral level and several certificate programmes. SNDTWU proclaims that 'An Enlightened Woman is a Source of Infinite Strength' and strives towards women's quality education.

MSFDA

The Vision of MSFDA is "Transforming higher educational landscape, through continuous professional development of teachers in Higher Education Institutes (HEIs) of Maharashtra " MSFDA is in a unique position to influence reforms in the higher education as envisaged by the NEP 2020 by engaging with and motivating the faculty. The focus of trainings and the USP of MSFDA is development of holistic learning and overall development as a human being. This will be critical for societal change.

Background

The term 'Gender Sensitization' is a complex and broad term, related more specifically to combating Sexual Harassment and broadly dealing with the rights and gender sensitivity towards all irrespective of one's gender, class, caste, region, language and sexual orientation. Therefore, it is necessary that everyone on the campus must be gender sensitized including all students, teaching, administrative and even support staff. SNDT Women's University caters only to women only in terms of its student constituency, although it must be added that in recent times the University has added the category of transgender (which implies transwoman) in the admission form.

Therefore, the programme of gender sensitization will have to take into account this situation and create different templates to address the issue of gender inequality and patriarchal structures.. The Internal Committee of the University has been set up as part of the mission to make the campuses of the University safe and inclusive.

Higher Education spaces in recent times have become more demographically democratic. With women constituting 42% of students. This closing in of the gender gap however hides on-going inequalities and disparities among women and men, which can only be approached with an intersectional analysis that combines gender with region, class, caste, religion, ability and sexuality, among others. As institutions of higher education engaged in teaching, research and the spread of knowledge. HEI's are well placed to reflect on, become sensitized to and oppose all forms of discrimination and harassment, especially sexual harassment on campuses across the country. This FDP aims to engage faculty members in a dialogue on this pertinent issue and try to formulate ways by which faculty members would try to make their respective institutions more gender safe and inclusive.

Objectives

The programme will enable the participants

- To understand the role of gender in the learning process in HEIs
- To initiate the process of building gender inclusive campuses
- To recognize the role of gender in the classroom
- to contextualise the representation of gender in everyday life

Activities

Day 1	Introduction to Gender
Day 2	Gender and Media
Day 3	Gender, Art and Literature
Day 4	Gender Sensitization in HEI
Day 5	Development of Gender Sensitization Plan: Interactive Videos, discussions, vision documents, etc.
Day 6	Planning Gender Sensitization Activities in HEI
Day 7	Presentation of individual/ Group Plan

Outcome

The first Faculty Development Programme on Gender Sensitization was held in the hybrid mode. The first four days of the programme was held from September 12 till September 15, 2022 at the MSFDA Campus at Pune and the remaining three days was held in the online mode. In all there were 42 participants from 10 colleges representing 10 districts of Maharashtra. The objectives of the FDP were to introduce the concept of gender and the manner in which gender regimes were represented in the higher education spaces through the syllabus offered, the pedagogy in the classroom and even in the interpersonal interactions. The main objective of the FDP was to make HEI spaces safe and enabling. Everyday five sessions were held and the sessions focused on understanding the functioning of gender in HEI spaces, masculinity, understanding patriarchy, gender and intersectionality and finally on creating a road map to create safe campuses for the future. The online sessions saw the participants share their experiences when they ventures to make their institutions inclusive and recognize gender diversity. Every college was asked to submit a report about the activities carried out by them and the mechanisms employed by them to overcome the hurdles to MSFDA.

Funding and Staff

- The Faculty Development Programme was funded by MSFDA.
- The resource persons included in house faculty members and feminist scholars from the academia.

Future Plans

- To develop tools for gender audit in HEI spaces across the state.
- To envision a road map to create an enabling environment to ensure dignity, bodily integrity and equality for all students for their right to study and work.
- To create templates to address the issue of gender inequality and patriarchal structures in the society at large and pave the way for university community conversations.





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“संस्कृता स्त्री पराशक्ति” स्वर हमारा है
विश्व है परिवार, भारत घर हमारा है।
हम नहीं हैं दीन, कहता कौन हम अबला
है सबल संस्कृति हमारी, हम सभी सबला
ज्योती से जगमग हुआ, अंतर हमारा है।।
स्वप्न ठाकरसी हुआ साकार है इसमें
महर्षि कर्वे तपस्या - सार है इसमें
हम दिशाएँ और यह दिनकर हमारा है।।
“संस्कृता स्त्री पराशक्ति” स्वर हमारा है
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