

Mittal Institute of Education, Bhopal

Gender Sensitization Plan

2023-24

Women's empowerment and gender equality are one of the primary concerns at MIE institute. We practice to bring a positive change in the attitude and support equity among genders within the institute and in our outreach.

Annual gender sensitization plan is as follows:

Objective:

“To promote inclusiveness, tolerance, harmony and women’s empowerment among the students and staff

Functions:

- Conduct activities like Blood donation camp, Aids awareness, female foeticide, dealing with COVID-19 pandemic, etc in order to give back to the society
- Promoting activities related to health, nutrition, self-defence and entrepreneurship among the female students.
- Conduct workshops related to cybercrime, safety and security in hotels and career enhancement for female students.
- Provide professional counselling to the students.
- Guidance regarding the financial investment for students and staff.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in college to be provided where faculty and students can approach in matters of gender-related issues.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- Balanced gender quota while recruitment.
- Student’s code of conduct that promotes gender parity at the governance level.

Action Plan:

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at MIE. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that MIE

must take to improve the engagement, retention and advancement of female staff and students. MIE commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization Action Plan, our Institution demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.