



# INDIRA GANDHI DELHI TECHNICAL UNIVERSITY FOR WOMEN

Kashmere Gate, Delhi-110006

( Established by Govt. of Delhi vide Act 9 of 2012)

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## **REPORT ON PROMOTION OF GENDER EQUITY AT IGDTUW**

Indira Gandhi Delhi Technical University for Women (IGDTUW) is the first technical university in South Asia exclusively for women. The objective of the university is to foster industry-relevant research and innovation, with a motive to empower the women of our country through value-based higher education, making them employable, self-reliant, and responsible citizens with a concern for the environment and society. The university has won various accolades for its exceptional contribution to the field of technical education. Recently, it was granted the “university of the year” award (1-10 years) by the Federation of Indian Chambers of Commerce & Industry (FICCI) and secured 2nd rank (out of more than 650 universities) in the category of higher education institutions, exclusively for women, in the award ceremony of [Atal Ranking of Institutions on Innovation Achievements \(ARIIA\) Rankings 2020](#).

IGDTUW is established to ensure a safe and secure working/studying environment for women in campus. All female students, faculty, and staff of IGDTUW are members of Women's cell. The mission of this cell is:

- To work towards a gender-sensitive community in which women and men are equal participants in society.
- To be a forum for open dialogue and discussion on gender issues for men and women.

### **Issues addressed in women safety**

- To facilitate a gender-sensitive environment enabling women and men to maximize their potential.
- To provide a safe working environment in which women and girls can work and study without threats to their safety.
- To safeguard the issues and concerns of all women and girls working and studying in the institute.
- To deal with cases of workplace sexual/psychological/emotional harassment in a timely, appropriate, and just manner.
- Gender sensitization lectures and workshops for students/faculty/staff and Lecture series by eminent academicians and inspirational personalities
- Competitions on gender themes to encourage students to think about gender issues Institution of awards to outstanding and deserving female students and staff.
- Celebration of International Women's Day.

**IGDTUW has taken the following measures towards the Implementation of women gender equity in the University :**

### **1.PROMOTING STEM EDUCATION**

In the brief history the university has initiated and led multiple programmes for the benefit and empowerment of women. Apart from providing science, technology, engineering, and mathematics (STEM) education to students during their graduation, the university is continuously involved in mentoring and motivating them towards pursuing

STEM education during their school time itself. This has been done through collaboration with various student societies like the Institute of Electrical and Electronics Engineers (IEEE), IEEE Women in Engineering (IEEE WIE), Lean In, and Enactus.

The university's intention to foster technological innovation for the benefit of humanity was recognised by the Department of Science & Technology and they were granted a pilot project titled "Vigyan Jyoti" that aimed to promote STEM education among women candidates and improve the retention ratio of women in STEM-related fields. The course curriculum allowed a thorough understanding of basic knowledge and a gradual transition from theoretical to practical know-how. The stepwise work plan helped students to easily switch from physics to the electronics world. Eventually, they were able to make robots by the end of the three-week training programme. The continuous efforts of IGDTUW to promote STEM education for women led to the university's involvement in the launch of a key initiative by the Government of Delhi titled "Education Mentoring Programme (EMP)". The EMP is proving to be a win-win situation for the mentors (students at the college level) and the mentees (students at school). On one hand, students are receiving support and guidance to take up flourishing careers in STEM fields, while on the other hand, students at the college level are getting a deeper understanding of how they can become the protagonist of positive change in society. Through this initiative, the university has started harnessing empathy and a sense of compassion among its students to work for the empowerment of women in the state of Delhi. Despite all the challenges and initial hurdles, EMP is picking up momentum and will soon be turning the vision of the program into reality. With the involvement of 25 mentor leaders and more than 200 mentors, over 1000 students are being benefitted from this program.

## **2. BUILDING TOMORROW'S WOMEN ENTREPRENEURS**


IGDTUW Anveshan Foundation is committed to contribute its best in the development of Start-up Ecosystem in India. We believe in capturing and nurturing talent to convert them future leaders. These leaders make their organizations strong and actually play important role in employment generation which is in line with the sustainable development goals of UNDP. Anveshan is supported by Government of NCT of Delhi and is now a technical business incubator of Department of Science & Technology, GoI. Apart from all the state of art facilities at Anveshan, mentoring has always proven as our strong strength. We have a capable pool of mentors, faculty mentors and other technical experts for prototyping and MVP developments. Anveshan provides freedom to the students and young entrepreneurs to do mistakes and learn from failures. It is believed that useful innovation appears only after mistakes.

Glimpses of some achievements so far:

1. Anveshan Foundation has incubated a total of 12 Incubatees till date. All these incubatees are private limited companies and received a seed Grant of total INR 32.5 lakhs. Another 15.0 Lakhs of rupees are sanctioned in next tranches.
2. Anveshan Foundation has collaborated through MoU/ Contract with NASSCOM Foundation, Nexus Incubation Hub, GiZ for getting support for Pre-incubation activities.
3. Organized two days Hackathon (as Inter college/University Business Plan Competition) in four consecutive years (year 2017, 2018, 2019 and 2020) where responses from more than 60 teams were received from different colleges of Delhi NCR. Apart from that, Anveshan Foundation has organized many events such as workshops, boot-camps, mentoring session and MDPs. (details are available in the website) FDPS by Cisco (Webinars)
4. Our Incubatees' success stories have been covered in Primetime of DD, ZEE, Harvest Channels and leading newspapers.

5. Our two incubates: ETI Labs Private Limited and Nature Fabtech Private Limited have crossed turnover of INR 25 Lakhs, individually.
6. Ms. Manasi, director of ETI Labs received Gandhian Young Technology Innovation (GYTI) award by Dr. Harsh Vardhan in July 2019.
7. Ms. Manasi Mishra has represented Anveshan Foundation TBI at DST Startup Zone in 28th convergence India and 06th Smart cities India EXPO during March 24-26 2021 at Pragati Maidan and showcased the products and services of ETI Labs.
8. Ms. Manasi Mishra has recently been awarded by DMA's, All India Women Entrepreneurs Award on 22nd April 2021.
9. Ms. Dipti Chourasia was selected in Aspiring Women Entrepreneurship and got two weeks training in Austin Texas.
10. SteamEdu Learning is continuously conducting training courses in all the domains of STEAM pan India including areas like Leh Ladakh. Promoters of the company had got appreciation from DRDO Leh – Dihar (Defense Institute of High-Altitude Research) for Social Work among women/ girls.
11. SteamEdu has recently launched an unique initiative 'STEAM Talks' video interviews featuring 'Talks on STEAM' from eminent personalities all over the world.
12. Sakshi and Peeyush, Directors of Nature Fabtech got export orders from USA and European countries in the year 2019 and 2020 bamboo fabric made infant clothing.
13. Ms. Kanchan Kashyap, Director and CEO of Provotex Resources has designed more than 20 patterns of its own jute bags for various purposes and have fetched orders from many Indian organizations.
14. Ms. Kshitija from Raahee has developed an application (RaaheeApp) on Mental Health and has been received many national awards.
15. Uaceit Ventures was recognized as one of the promising organizations in the student's category by Honorable Minister of Women & Child Development, GoI.

Women Incubatees

 <p><b>ETI Labs Pvt. Ltd.</b> VISIT: <a href="http://www.etilabs.com">www.etilabs.com</a></p>	 <p><b>Center for innovation And Entrepreneurship Promotion</b> CIEP VISIT: <a href="http://www.ciep.in">www.ciep.in</a></p>
 <p><b>STEAMEDU</b> igniting minds to innovate VISIT: <a href="http://www.steamedu.in">www.steamedu.in</a></p>	 <p><b>Skywalkers Techeducation</b> VISIT: <a href="http://www.skywalkers.in">www.skywalkers.in</a></p>
 <p><b>PRARABDH</b> Scripting Stories VISIT: <a href="http://www.familyscript.com">www.familyscript.com</a></p>	 <p><b>RAAHEE</b> VISIT: <a href="http://www.raahee.app/">www.raahee.app/</a></p>
 <p><b>NatureFab</b> Technology crafted for eco-friendly wear VISIT: <a href="http://naturefabstore.com">naturefabstore.com</a></p>	 <p><b>EaseStudies</b> VISIT: <a href="http://www.easestudies.com">www.easestudies.com</a></p>
<p><b>PROVOTEX RESOURCES PVT LTD</b> VISIT: <a href="http://www.provotex.com">www.provotex.com</a></p>	<p><b>Inspire2Invent</b> Promoted by Ms. Priya Maurya</p>
<p><b>ElectroKRITI</b> Promoted by Ms. Anukriti</p>	<p><b>UAcelt</b> Promoted by Ms. Ria Bhatia &amp; Team</p>
<p><b>Deadlock Solutions</b> Promoted by Ms. Avishi Goyal</p>	

### 3. BUILDING TOMORROW'S RESEARCHERS

The University has been on the mission to promote high quality scientific research in the frontier areas of **Engineering, Science and Humanities**. Research is of utmost importance for both the Economic and Social development of a nation. The cognitive and pragmatic approach of the female gender; blended with sensitivity; to the needs of our society helps in building the knowledge economy of our country. Indira Gandhi Delhi Technical University for Women (IGDTUW) has evolved to become a national flagship, research-led University with a mission to foster an environment for excellence in professional education and ensure active participation of women in the field of Engineering, Science, Management and Technology, thereby attempting to strike out a fine balance between world of work and life. The University vows to devise sustainable systems and state-of-the-art infrastructure to enable the Indian women to dawn the role of future leaders, managers, researchers and productive team players in the field of Science

&Technology. Faculty members are encouraged to submit proposals for sponsored research and undertake research-based consultancies.

**Sponsored Research Projects of various departments in IGDTUW in the recent past are as follows:**

**(i)MOES, India and NERC, UK Collaborative Research Project**

This project is under Indo-UK partnership to facilitate cooperation between the UK and Indian Earth System Science and Environmental Research Communities. Project is a part of Ministry of Earth Sciences (MOES) and Natural Environment Research Council of the UK (NERC) Implementation agreement on Atmospheric Pollution and Human Health in an Indian Megacity (APHH). **IGDTUW is an official Collaborator** in the project with **University of York, University of Manchester, University of Lancaster, University of Birmingham and Centre of Ecology and Hydrology, U.K.** in the project and equipment's of worth **Rs.30 crores** were installed at IGDTUW to carry out research

**(ii)CURIE Grant for IGDTUW**

CURIE (Consolidation of University Research for Innovation and Excellence in Women Universities) grant is to develop state-of the-art infrastructure in women universities in order to attract, train and retain promising girl students in STEM domain. The funding agency Department of Science and Technology sanctioned a total fund of **3. 63 Crores** for the duration of 3 years starting from 2018 to IGDTUW.

Nodal Officer: Dr. Ranu Gadi

Funding Agency: Department of Science and Technology Year of Sanction: 2018

Duration: 3 years

Total funding sanctioned: 363 Lakhs

**CURIE-AI Grant for IGDTUW: “Consolidation of University Research for Innovation and Excellence in Women Universities (CURIE): support for Artificial Intelligence (AI)” Grant for IGDTUW.**

Nodal Officer: Dr. Ranu Gadi

Funding Agency: Department of Science and Technology Year of Sanction: 2019

Duration: 3 years

Total funding sanctioned: 70 Lakhs in Ist phase

**(iii)Project Grants from Dept. of Science and Technology (DST)**

- i. ***Fabrication and Application of Polymeric Nanoshots as Drug Delivery Agent for Cancer Imaging and Therapy-*** Dr. Bhavani Prasad Naik Nenavathu as Principal Investigator from March 2017 till March 2020 with a funding of **26 Lakhs**
- ii. ***Vigyan Jyoti Pilot Project-*** Dr. Jasdeep Kaur Dhanoa as Principal Investigator from 2018 onwards with a funding of **20 Lakhs** per year till 2019
- iii. ***Design and Development of Customized Temporo Mandibular Joint Prosthesis for Patient suffering from End Stage TM disorders-*** Ms. Mehak Sharma under the

mentorship of Dr. Manoj Soni in the year 2018 for three years with a funding of **21.50 Lakhs**.

- iv. ***Detection of cause of Life-Threatening Diseases by Examining the Human Genome in Microarray Data using Distributed Implementation of Algorithms***-Prof. Devendra Kumar Tayal as PI from ICPS Division, DST, Ministry of Science & Technology with a funding of **40 Lakhs** funded for the year 2019-2021
- v. ***Chips to System Design (SMDP-C2SD)***- Department of ECE working with IIT Delhi as Resource Centre for the year 2014-19 worth of **1 crore** by Department of Electronics and IT, Ministry of IT, Govt. Of India.
- vi. ***Information Security Education and Awareness (ISEA) project Phase-II by Deity, Govt. of India*** and state of the art research labs have been established under the project grant: i.e Cyber Forensics Lab under Department of IT (with a project grant of **65.3 lakhs**) which is equipped with FRED Server and Net Force Suite –a forensic suite developed by C-DAC and IoT Lab which has been equipped with real time test bed “**Sense Nuts : IoT Platform for Excellence**” for experimenting sensor for IoT applications]
- vii. ***My Smart Phone (Mobile Education Kit-3)*** under the Department of CSE, IGDTUW received a grant of **23.40 lakhs** from Microsoft Corporation USA.
- viii. Grant of **90 Lakhs** has been received from **MHRD** for establishing **Design and innovation Center at IGDTUW** along with **60.15 Lakhs** to Dept of CSE for collaborative research with IIT Delhi, IIT Delhi, NITTTR Chandigarh etc.

Various centres of excellences has been established for providing students and faculty a research environment and holistic learning experience.

- **Centre of Excellence in Mechatronics** with funding of Rs. 8 Crores from Delhi Knowledge Development Fund [DKDF], Government. of Delhi.
- **Centre of Excellence in Artificial Intelligence** with funding of Rs. 7.5 Crores from Department of Science & Technology (DST), Government of India.

Various National and International collaborations have been established for providing a research ecosystem for IGDTUW

- MoU between IGDTUW and Delhi Subordinate State Selection Board (DSSSB)
- MoU with Municipal Corporation of Delhi (MCD)
- MoU between IGDTUW and Delhi Police (staff) for training on Cyber Security & Cyber Crime.
- MoU signed between IGDTUW and IBM India Pvt. Ltd. For Academic Growth and Technological advancement.
- MoU of IGDTUW with Amazon related to the use of Amazon’s Educate Services.
- MoU has been signed with Ennoble IP for facilitating activities pertaining to intellectual property to staff and students.
- MoU signed with ‘Fair Conditioning’ to improve the course curriculum of B.Arch. program by inclusion of pedagogy, tools and techniques of energy efficiency and Passive active cooling techniques.
- University has collaborated with NASSCOM and CISCO and set up the thingQbator (Internet of things Innovation Lab) in IGDTUW.
- The university collaborated with Cyber Peace Foundation for setting up a Cyber Research Lab. The Department of IT has signed a MoU with CPF for promoting Research & Development activities in the field of Cyber security and forensics for young women researchers in the University. Cyber Peace Foundation (CPF) is an award-winning civil society organization, think tank of cyber security and policy experts with the vision of

pioneering Cyber Peace Initiatives to build collective resiliency against cyber-crimes & global threats of cyber warfare.

- IGDTUW has collaborated with EATON Foundation for disbursing scholarships to the students etc. The initiative aims at empowering budding engineers through mentorship on soft skills which are crucial to enhance their employability.
- MoU between IGDTUW and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Germany for promoting innovations and entrepreneurial activities
- United Kingdom Research and Innovation, Centre of Ecology & Hydrology (CEH), UK.
- The University received approximately Rs.22 Lakhs of equipment from M/s. Flour Daniel for setting-up of Turning Lab in Department of Mechanical and Automation Engineering
- IGDTUW collaborated with Maykop State Technological University, Russia for Collaborative Research, Student and Faculty exchange Programme and for jointly organizing Symposia, Seminars, etc.
- IGDTUW collaborated with National Pingtung University [NPTU], Taiwan for Research Collaboration, Student and Faculty Exchange etc.

#### **Various research activities of IGDTUW**

<https://research.igdtuw.ac.in/research-awards.php>

#### **4. PRACTICING UN SUSTAINABLE DEVELOPMENT GOALS (SDG) AT IGDTUW**

Indira Gandhi Delhi Technical University for Women (IGDTUW) is committed towards "Sustainable Development Goals" set by department of economy and social affairs of United nations. Within our vicinity, the University is contributing its best towards "Transforming the World: the 2030 agenda for Sustainable Development" to strengthen the Universal Peace.

<https://igdtuw.ac.in/studentlife.php?id=588>

#### **5.INFRASTRUCTURE AND SAFETY MEASURES**

##### **1. Campus Safety Team to interact with faculty and students regularly**

Campus Safety Team interacts with students and teaches them about the safety measures to be adopted by students. Also Teach them different safety digital media techniques on Android Eg: Safetipin Women's Security App: Safetipin, which provides safety-related information collected by users. Safetipin is a map-based mobile phone app, that crowdsources and maps information about safety in neighbourhoods and cities. Some other applications used are Shake2Safety, Besafe, Over Me App, Himmat App, etc. and initiatives of Govt.

**2. Conduct of Self Defence Activities:** At present campus safety Nodal Officer appointed as Chief Proctor Prof. Devender Tayal. Police Patrolling is done by police continuously and a police van is stationed just outside the campus. University also arranges sessions of Judo, Karate, Martial Arts etc. for the students from ensuring academic sessions. Every Semester (once in six months) **Special Self Defence Training Program** are organized in association with **Delhi Police** for all the students and ladies staff of IGDTUW.CSE, IT and ASH Department of Indira Gandhi Delhi Technical University for Women (IGDTUW) successfully conducted a self-defence workshop for first-year students on 21<sup>st</sup> August 2019 on the college campus. The session was taken by the Delhi Police trainers. It was an interactive and informative experience where the girls were trained in various scenarios and techniques of self-defence. The students were taught how to tackle tough situations and act in moments of distress. The workshop was a huge success and received the participation of 76 students from CSE, IT and ASH departments.

link to event:<https://www.igdtuw.ac.in/Updates.php?eid=229>



**Participants of Self Defence Workshop (CSE, IT and ASH)**



**Participants during Session**

### **3.Regular safety audits are conducted and results made public.**

The University Officials take periodical rounds of the campus & safety audits are conducted to avoid any unforeseen action. Besides this, security staff has also been trained, counselled and instructed to maintain a strict vigil, stay alert and keep a close watch at every corner of the University. The University is CCTV monitored and videos and made available as and when required.

The report on the campus safety audit team conducted regular safety audits. They interacted separately with students of different classes to know the opinion of different students about women safety. The interaction was done by the team as per the following details:





S.No	Student	Date and Time	Remarks
1.	B. B.Tech CSE, 1 <sup>st</sup> year & 3 <sup>rd</sup> year	30/31 January 2019 1.00 PM-2.00 PM	Campus safe because of strict identity-checking system on main gate entrance and hostel also.
2.	MAE 1 <sup>st</sup> & 2 <sup>nd</sup> year	27/28 February 2019 at 1:00 PM-2:00 PM	The campus is very safe due to camera installation at the main gate, hostel gate and every corner of campus.
3.	M.Tech 1 <sup>st</sup> & 2 <sup>nd</sup> year	30/31 March 2019, 1:00 PM-2:00 PM	The campus is safe due to various lady security guards.
4.	B.Tech I.T , 3 <sup>rd</sup> & 4 <sup>th</sup> year	29/30 April 2019, 1:00 PM-2:00 PM	Campus safe male and female security guard.

### 3. Gender sensitization sessions are conducted in universities at regular intervals.

1. Staff is deputed on regular intervals to Delhi State Selection Board to attend workshop/training programs conducted by them on sexual harassment/women safety at workplace etc.
2. Technoliterati is the Literary Society of IGDTUW, which aims at the amalgamation of creativity and talent in women/girls. It inspires young budding women engineers to open their minds up and let their imagination fly, to write candidly, speak fluently and express freely, primarily about gender equality, gender sensitisation, women safety etc. Under the umbrella of this society, University organised Expert lectures, various Workshops and Seminars regarding Women safety awareness, Usage of digital media Techniques for women safety etc.

**Sample Event :** The guest speaker for the session was Prof. (Dr.) Manjula Batra, Faculty of Law, Jamia Milia Islamia. During the session she focused on various issues related with Gender Sensitization like gender gaps which were meticulously explained through gender equity Iceberg Theory, Micro inequities, Unconscious bias etc. She told the students about the fundamental rights under the constitution of India which are the rights for women also. She emphasized that not only in India but all over the world with the vast diversity existing in terms of social values, beliefs and individual perceptions, the need for a well-planned and more professional approach is desired to inculcate the sensitivity and primarily highlight the contribution of both the genders in creation and development of corporate world. She further highlighted various issues that need to be taken care of in order to reduce gender bias in the society like Gender Sensitivity, gender diversity, budding women leadership, POSH (Prevention of Sexual Harassment) provisions and in addition

to that engaged the audience into some activities related to the topic which gave them apparent understanding of the issues prevailing in the society which need to be taken care of.



#### **4. Sex education programs that are age and context-specific is devised and reviewed with inputs from experts.**

1. Various sex education programs are conducted from time to time on the University campus. For example, the society Technoliterati organized the Agenda for United Nations General Assembly-SOCHUM as Contemporary forms of slavery in the 21st century with special emphasis on commercial sex work, child soldiers and bonded labourers. The event witnessed phenomenal participation and huge response. Signboards/notices regarding the same are being displayed at all conspicuous locations on the campus.
2. Women's cell is conducting regular sessions of discussions with female students of IGDTUW to discuss about their lives on campus and about various problems they are facing in their personal/academic life. These sessions are held in the girls hostel and are convened by the conveners of Women's cell. All female students of IGDTUW are free to come and attend these sessions and talk about the various issues they are facing and also express their views/suggestions regarding the functioning of the Women's cell in the institute.

#### **6. Regular assessment of curricula to be undertaken to ensure gender sensitivity.**

Courses on Women Empowerment and Sustainable Development has been introduced in the curriculum.

1. Women and Sustainable Development has been introduced in the fourth year curriculum of B.Arch. Program. (being offered for the first time in India) The course will look at issues like Women Empowerment, Women sensitive and inclusive designing and unique strength of women to create more sustainable world.
2. IGDTUW is introducing choice-based credit system under the umbrella of which students will be encouraged to take up MOOCs related to Women Sensitization, Gender Sensitization etc. and due credits will be given to the students.
3. Helpline numbers (Delhi Commission for Women) has been shared / displayed in university at all conspicuous locations.

4. Centralized training programs are organized by members of sexual harassment teams in association with National Commission for Women, Delhi Commission for Women, Crime Against Women Cells (CAWC), Ministry of Women and Child Development/ NGOs etc.
5. The University proposes to keep one compulsory course on gender sensitivity in the revised CBCS scheme. For the same either an online (MOOC) or offline course will be provided. In case of successful completion of the Course through MOOC, due credits as per the curriculum will be given to the students.

**Counselling:** The University takes special care of arranging counselling services regarding women safety for the students as well as for women staff. For the same, a four-tier hierarchy of Committee has been framed. The details of the same are as follows: -

1. **Tier-I Pro-VC/Registrar:** Counselling is done on women safety and general awareness.
2. **Tier-II Head of the Departments (HoDs) :** Aware /Brief the students time to time about Women Safety.
3. **Tier-III Chief Hostel Warden / Hostel Warden :** Hostel extensive counselling is being provided by Chief Hostel Warden and Hostel Warden related to Women Safety.
4. **Tier-IV Proctor (Class Representatives) :** To forward any kind of problems to Competent Authority including problems related to women safety. Every department also has faculty mentors assigned for each discipline to discuss and solve any kind of problems faced by the girl students.

The Counselling service program was organized by the administrative of members of IGDTUW. It is very important at every workplace. The programme was very successful and lots of students from each department and staff members were participated and share their view and interacted.

S. No	Student	Date & Time	Remarks
1	B.Tech 1 <sup>st</sup> & 2 <sup>nd</sup> year	17 <sup>th</sup> February 2019 1.00 -2.00 Pm	Attended by large number of students.
2	M.TechCSE&IT 1year, MAE 1year	23 <sup>rd</sup> February 2019 1.00 -2.0 Pm	Liked by students

IGDTUW university Regulation and Policy guidelines for admission, recruitment, administrative function, and academic administrative activities safeguard the interests of the students, faculty and staff members. The university has established a Complaint Committee & Women Helpdesk to address the issues related to sexual harassment and other problems As one of the strategic intent, the university nurtures an environment of safety, trust & mutual respect to embed equality & diversity and ensures that the implementation of the strategic plans are fair and inclusive.IGDTUW university Regulation and Policy guidelines for admission, recruitment, administrative function and academic administrative activities safeguard the interests of the students, faculty and staff members.

#### **Health/Mental health wellbeing Initiatives:**

1.In order to further promote the women health and safety, under the guidance and dynamic leadership of Vice Chancellor Dr ( Mrs) Amita Dev, IGDTUW organized two days Medical Health Check up camp

with a special thrust on the Gynecological consultations, on 19th & 20th September 2019 in the Dispensary of IGDTUW, in collaboration with Manipal Super specialty Hospital, Sector 6 Dwarka.

Link to event:<https://www.igdtuw.ac.in/Updates.php?eid=230>

2. Mental health is a major concern worldwide and it now becomes opportune to explore the paradigm of mental health awareness as a means of combating stigma, ensuring early recognition, and also stimulating simple and practical interventions within the society. Various initiatives have been conducted in DSW office from time to time.

1. Seeking help is often the first step towards getting and staying well, but it can be hard to know how to start or where to turn to. Instinct -The Peer Educators and Life Skills Society firmly believe in discovering what's best for oneself and taking that step towards well-being. Keeping this notion in mind, Instinct organized a session on "Mental Health" by Dr Sandeep Govil, Senior Consultant Psychiatrist on the 25th of September 2019. Students were not only encouraged to open up about such prevalent issues but were also made aware of the various remedies and symptoms to look out for. The enthusiastic response to this interactive session made this event a huge success. It was indeed an insightful initiative, and we look forward to more such informative sessions.



**Session on "Mental Health" by Dr Sandeep Govil, Senior Consultant Psychiatrist, 25th September 2019.**

2. Various webinar, lectures etc. has been undertaken by various department of IGDTUW explaining about "MANODARPAN", an initiative by the Ministry of Health Resources Development, Govt. of India. The sessions emphasize on how important it is to connect mental health with education to sensitize people about this problem, which is currently being ignored and ashamed of. Further it elaborates the components of the Manodarpan initiative to facilitate sustainable psychological support system in educational arena beyond COVID-19. There have also been various ongoing activities such as alternative academic calendar, live interaction sessions, online modules for handling mental well-being issues as well. All the faculty members of various departments have counselled students in the pandemic regarding various appeals, guidelines, and other measures along with some more resources for consulting professionals for mental health and encouraging them to speak up regarding such issues and consulting to a professional, if required.

#### **Infrastructure Initiatives:**

**Student's common room** :Facilitate our students, the Campus has established a spacious and comfortable common room. It is a well-furnished space for students to socialize, study, recreation, and recess.

- This space has been designed to give students a place to relax, study, have informal discussions in free time available.
- There is provision for a few indoor games. Newspaper and Journals are also placed in the common reading room for the use of the students.
- Peons are attached to the common rooms to cater to the small needs of the students.

**Faculty Common room:** The facilities and events that the FCR (Faculty Common room) operate provide a wide range of opportunities for social interaction, networking and meeting other staff members. This is particularly beneficial for new members of staff, especially those from outside of the local area, who wish to become more fully integrated into the University by establishing new associations. The faculty common room organizes indoor games like Carrom, Chess and Table tennis for the students every year. It helps to foster a strong collegial environment within the University, it assists in raising the quality of life of its members, and hence indirectly enhances the vision of our institution.

### **Day care center for young children**

Crèche & Day Care is a facility within the campus that serves several families with working parents on the university campus by providing childcare services at a reasonable cost. At IGDTUW's Crèche & Day Care children are provided with a stimulating environment for their holistic development and routine emphasis is laid on cleanliness, habit formation, nutrition, etc. The crèche is designed to provide group care to children, from 3 months to 10 years of age, for need, care, guidance and supervision away from their home during the day. It is located in a safe and secure place that is welcoming and child-friendly..

Facilities:

- Infant Care
- Audio/ Visual Activity Room
- Segregated area for crawlers and toddlers
- Children Library
- Pantry
- Diaper changing table
- Easy -Use washrooms for small children
- Enclosure for feeding mothers
- Vigilance through CCTV on mobile phones

All possible care has been taken that the crèche environment should be akin to the child's home atmosphere and should also reflect the lifestyle of the community ensuring a safe and protective environment for children.

### **MEASURES OF SUCESSS:**

1. IGDTUW has been ranked in 101-200 band for SDG 4 and 5 i.e. QUALITY EDUCATION & GENDER EQUALITY under the World Impact Ranking 2021.  
<https://www.igdtuw.ac.in/Updates.php?aid=1235>

IGDTUW has been ranked in 101-200 band for SDG 4 and 5 i.e. QUALITY EDUCATION & GENDER EQUALITY under the World Impact Ranking 2021



- Successful implementation of Education mentoring programme (EMP): Each IGDTUW student shall reach out to 5 female higher secondary students in their surroundings to form a cluster of support studies and life skills. Further, they may also counsel students of grade IX and Xth on the deep significance of harnessing their potential through focus on education. It is expected that the bonds of trust and friendship thus developed between the IGDTUW students and the students of secondary education will act as a positive force illuminating the lives of both mentor and mentee. The Project shall be done phase wise. In Phase I, the government senior secondary schools for girls shall be taken up for intervention and in phase II, the government co-ed senior secondary schools shall be covered by the project. Web link: <https://www.igdtuw.ac.in/newsletters/each%20one%20teach%20five.pdf>
- MoU between IGDTUW and Delhi Police (staff) for training on Cyber Security & Cyber Crime. MoU with Municipal Corporation of Delhi (MCD) MOU signed with Forensic Science Lab (FSL) Government of Delhi and Chandigarh for internship / placement offers and arena of research in cyber forensics and cyber-crimes and investigations. Web link: <https://www.igdtuw.ac.in/newsletters/each%20one%20teach%20five.pdf>
- Women in Big (WiBD) is first global not-for-profit global organization out to champion the success of Women in Big (WiBD) centre and to increase representation in Big Data launched in association with IGDTUW.
- Indira Gandhi Delhi Technical University for Women (IGDTUW) is committed towards "Sustainable Development Goals" set by department of economy and social affairs of United nations. Within our vicinity, the University is contributing its best towards "Transforming the World: the 2030 agenda for Sustainable Development" to strengthen the Universal Peace.

IGDTUW is determined to end poverty and hunger through following eight goals.

**SDG1: NO Poverty**

**SDG2: Zero Hunger**

**SDG3: Good Health and Well Being**

**SDG4: Quality Education**

**SDG5: Gender Equality**

**SDG8: Decent Work and Economic Growth**

**SDG9: Industry, Innovation and Infrastructure**

**SDG17: Partnership for Goals**

Web link: <https://www.igdtuw.ac.in/studentlife.php?id=588>

Report of DSW Office on List of activities [https://drive.google.com/drive/u/0/folders/1P8o-PRrvFhQZww0Ho\\_qYs-8Rq4ikQ4XD](https://drive.google.com/drive/u/0/folders/1P8o-PRrvFhQZww0Ho_qYs-8Rq4ikQ4XD)

Every citizen of the country, male and female, enjoys the right to education and employment in an environment of safety and security. The Constitution of India provides for 'Gender Equality and the 'Right to Life and Liberty' to all persons under Articles 14, 19 and 21. It is thus the duty and mandate of every organization to provide for the maintenance of the fundamental rights to live and work with dignity for all employees, male and female. At the same time, persons sometimes face violations of their fundamental rights. This necessitates the establishment of safeguards to provide gender equality. Due to historical reasons, working women often face difficulties and challenges at the workplace, thereby necessitating the need for protective measures that safeguard women's rights and safety. The Women's Cell of IGDTUW has been established in accordance with the Supreme Court Directives for Women at the Workplace. The New education Policy 2020 discusses the measures of multiple pathways to education, governance through political participation, gender sensitivity and targeted policies towards girls for bridging the gender gap. The policy seeks to address the many shortcomings of our existing education system and sets itself lofty ideals to this end. It endorses the UN Sustainable Development Goal 4, of free universal access to quality education, and promises to transform the Indian education system such that, by 2040, it will be second to none in the world.

### **Placement Statistics**

The Training and Placement Department facilitates the Campus Drives and offers placement and internship utopia for our students. Retaining and revitalizing the past glory, the highly energetic and dynamic team of students and faculty along with the Training and Placement under the leadership of Hon'ble Vice Chancellor, Dr Amita Dev and Registrar, Dr R K Singh, have given our students an incredibly great platform to prove their skills and merit. Many of our students have been placed in renowned National and Multinational companies. We are honored to have corporate giants like Google, Microsoft, Uber, Intuit, Goldman Sachs, American Express, Walmart, Netapp, Cisco, GE, Nestle, Siemens, Accenture , TCS, DELL, Qualcomm, Mahindra & Mahindra, Maruti , Honda, Bajaj Automobile, MG Motor, Tata Motors, Nestle, Eaton, HUL, Ather Energy, Siemens, Honeywell, Cameron, Fluor Daniel, and list is endless, visiting us annually and offering great opportunities to our students.4 The Placement Season for the batch 2019-20 started with the high note and more than 96 companies have visited the campus for about 316 Full Time Offers, 50 pre-placement Offers and more than 189 internship offers. The CTC of Rs.43.3 Lakhs from Microsoft IDC and internship package of Rs.1.5 Lakhs per month from Uber are the highest in each category. First time Google made its presence in the campus and specially organised the "Kickstart" Roadshow especially for IGDTUW students. It is a matter of stupendous pride to share that compared to the last year, there has been a rise in average CTC from 10.3 Lakhs per annum to 13.33 Lakhs per annum and a rise in highest package from 41.6 Lakhs to 43.3 Lakhs. The Training and Placement Department facilitates the Campus Drives and offers placement and internship utopia for our students. Retaining and revitalizing the past glory, the highly energetic and dynamic team of students and faculty along with the Training and Placement under the leadership of Hon'ble Vice Chancellor, Dr Amita Dev and Registrar, Dr R K Singh, have given our students an incredibly great platform to prove their skills and merit. Many of our students have been placed in renowned National and Multinational companies. We are honored to have corporate giants like Google, Microsoft, Uber, Intuit, Goldman Sachs, American Express, Walmart, Netapp, Cisco, GE, Nestle, Siemens, Accenture , TCS, DELL, Qualcomm, Mahindra & Mahindra, Maruti , Honda, Bajaj Automobile, MG Motor, Tata Motors, Nestle, Eaton, HUL, Ather Energy, Siemens, Honeywell, Cameron, Fluor Daniel, and list is endless, visiting us annually and offering great opportunities to our students.4 The Placement Season for the batch 2019-20 started with the high note and more than 96 companies have visited the campus for about 316 Full Time Offers, 50 pre-placement Offers and more than 189 internship offers. The CTC of Rs.43.3 Lakhs from Microsoft IDC and internship package of Rs.1.5 Lakhs per month from Uber are the highest in each category. First time Google made its presence in the campus and specially organised the "Kickstart" Roadshow especially for IGDTUW students. It is a matter of stupendous pride to share that compared to the last year, there has been a rise in average CTC from 10.3 Lakhs per annum to 13.33 Lakhs per annum and a rise in highest package from 41.6 Lakhs to 43.3 Lakhs.

Link to TNP cell:<https://www.igdtuw.ac.in/placements.php>





# INDIRA GANDHI DELHI TECHNICAL UNIVERSITY FOR WOMEN

Kashmere Gate, Delhi-110006

( Established by Govt. of Delhi vide Act 9 of 2012)

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## GENDER EQUITY ACTION PLAN AT IGDTUW

IGDTUW takes a leading role in recognising and valuing the diversity of its workforce. The university's performance in relation to gender equality in particular shows significant room for improvement towards women empowerment and representation in senior academic and executive ranks and in certain occupations and disciplines. However, this situation is not unique to IGDTUW. The institutional data reveals a slight imbalance in terms of inclusive and gender-equitable workplace culture for both male and female members of the institution.

The benefits of providing an inclusive workplace have now been well documented. Inclusive workplace cultures, where all employees are valued and included, resulting in a more engaged, motivated and productive workforce. Diverse and inclusive teams are also more innovative, able to draw upon a wider set of experiences, approaches and resources to produce creative solutions. It is evident that when an educational workforce mirrors the diversity of its students, it can more effectively understand and anticipate the needs of those students. In addition to these arguments, rapidly changing workforce demographics mean that organisations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Also, the inclusion of gender equity promotion as an aim of the institution would support the efforts of the government towards women empowerment and upliftment in regards to the staff, as well as, the students. Hence, IGDTUW takes a pledge to work towards providing an environment of overall growth and equality to all its members, and equity to the members of minority gender, which would in turn be of vital importance to IGDTUW's scientific performance and productivity.

**The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at IGDTUW.** The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that IGDTUW must take to improve the engagement, retention and advancement of female staff and students.

IGDTUW commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. IGDTUW 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, IGDTUW shall demonstrate how it values the richness of diversity amongst its staff, and recognises its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.

### **Working in Partnership to Address Gender Imbalance**

IGDTUW currently work with a wide range of partners to encourage and raise awareness and aspiration among female students. We regularly work with secondary schools to help develop perceptions of various courses offered by the university, the possible job opportunities and the overall personality development that as student of IGDTUW they would gain. We engage in visits to local and secondary schools promoting subject areas and encouraging female school pupils to pursue their studies. IGDTUW actively support initiatives of students who organize awareness events and rallies in the nearby villages and schools. The main goal of such

events is to raise the level of awareness among female students as well as their parents, especially mothers, regarding health & hygiene, benefits of girls pursuing higher studies, and their legal rights, so as to empower them to take informed decisions. Our partnership with local village bodies has informed us the issues to be addressed and the direction in which we need to focus our actions in the Action Plan for AY 2021-22.

**Unnat Bharat Abhiyan (UBA)**, a flagship programme of Ministry of Human Resource Development (MHRD), Govt. of India, is an opportunity to enable faculty and students of higher educational institutions to work with the people of rural India in identifying development challenges and evolving appropriate solutions for accelerating sustainable growth of village. Indira Gandhi Delhi Technical University for Women (IGDTUW) is participating in the Unnat Bharat Abhiyan and adopted following villages for their development in collaboration with district administration.

1. Seelampur, North East Delhi
2. Sadar Bazar, North Delhi
3. Daryaganj, Central Delhi
4. Paharganj, Central Delhi
5. Civil Lines, North Delhi

Initiatives under Unnat Bharat Abhiyan address various such issues.

<https://www.igdtuw.ac.in/quickLinks.php?id=1>

**Education Mentoring Programme(EMP)** an Initiative by IGDTUW has endeavoured to provide the young women of our nation with the best opportunities and skills they would need to create an indelible mark in the STEM sphere. IGDTUW aims to foster and empower the students with the vigour and avidity to take on any obstacle they face in the future. Keeping this in mind, brilliant minds of IGDTUW came up with a guidance and handholding initiative, and in collaboration with the Youth for Education Policy of Govt of NCT of Delhi, launched EMP in March 2021. EMP was aimed at reaching female students of Govt schools of Delhi, currently in 11th and 12th standard, and providing them with guidance and support for their journey into the STEM world. This can be an opportunity for IGDTUW students to enhance their sense of compassion for empowerment of young girls from Delhi.

<https://www.igdtuw.ac.in/studentlife.php?id=488>

### Proposed Action Plan Summary

S.No	Key Areas	Proposed Action Plan
1.	Action Area- 1 : Leadership commitment for Gender Equality	a)Formation of Gender Sensitization Working committee and implementation of actions to increase gender intersectionality awareness. b) To increase capacity of staff to address gender imbalance and enabling women to have a wider role in governance decision-making.
2.	Action Area-2: Influencing the Influencers	a)To influence pupils' perception of industries and subject areas with high gender imbalances b)Exploration of gender within the curriculum and use of extracurricular activities to address gender stereotypes
3.	Action Area-3: Raising Awareness and Aspirants	To raise awareness among females regarding various societal issues concerning women and career choices

4.	Action Area-4: Encouraging Applications	b)To encourage more number of female applicants for teaching and non-teaching positions
5.	Action Area-5: Supporting Success	To ensure that our environment is gender inclusive and minority gender students at IGDTUW are supported and encouraged

### Action Area 1: Leadership commitment for Gender Equality

**Purpose:** To ensure best use of systems, staff, resources and relationships to address gender imbalance if any.

Objectives	Actions	Actions by what date	Responsibility	Outcomes
Leadership commitment to gender equality and addressing the imbalance	Board of Management to formally communicate and endorse IGDTUW's commitment to gender equality to all staff, students and stakeholders	July 2021	Hon'ble VC Dean (Academic)	An increased awareness of top level commitment to address the imbalance  The realization that this is everyone's responsibility is facilitated
Gender equality key performance indicators and targets are embedded in operational planning	Operational Plans for top most imbalanced courses to include steps toward addressing imbalance	July-August 2022	Dean(Academics) Admission Cell Coordinator Heads of Department	A more systematic approach to alignment of Action Plan with operational planning
Increase gender intersectionality awareness	Conduct data analysis of gender and other factors	May-Dec 2022	Dean( Academics) Admissions Office	A better understanding of minority gender students
Enable students to have a wider role in working	Gender Equality & Equity Programmes and	September 2022	Dean(Student Welfare) Student	A more effective working partnership and

In partnership to address gender imbalance	Action planning with Student Committees	September 2022	Society Committee Coordinators	Increased gender competence
Increase capacity of staff to address gender imbalance	Unconscious Bias Training for Teaching Staff	September 2022	Registrar	Increased gender competence
A systematic approach to monitoring Action Plan progress	Annual Progress Report to be presented to Hon'ble VC.	October 2022	Registrar	Better awareness of impact of Action Plan
Enable women to have a wider role in governance and decision-making	Develop and implement a policy for improving the representation of women on decision-making committees with a target of at least 50% women with the aim of achieving equal representation	October 2022	Chairman of Anveshan, IGDTUW  Registrar	Improved gender equality
Increased visibility of women	Ensure visibility of women and use a range of female role models in University communications, events, meetings,	December 2022	Dean (Academic)	Providing platform for representation to minority gender
Increased visibility of women faculty	Conferences and panels	December 2022	Registrar Dean (Academic)	Providing facility/platform for Faculty to host and participate in events.
in partnership to address gender imbalance	action planning with Student Committees		Committee Coordinators	increased gender competence

Increase capacity of staff to address gender imbalance	Unconscious Bias Training for Teaching Staff	September 2019	WEC	Increased gender competence
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<b>Action Area 2: Influencing the Influencers</b>				
<b>Purpose:</b> To influence those involved in the student educational choice process				
<b>Objectives</b>	<b>Actions</b>	<b>Actions by what date</b>	<b>Responsibility</b>	<b>Outcomes</b>
Influence school pupils' perceptions of industries and subject areas with high gender imbalances	<p>Visits to local schools promoting subject areas to minority genders</p> <p>Visit of IGDTUW to provide first-hand experience to school students</p> <p>Use student testimonials and case studies to change perceptions</p>	October 2022	<p>Heads of Department</p> <p>Student Committee</p> <p>Coordinators</p>	<p>School pupils are less influenced by stereotypical perceptions.</p> <p>Career aspirations are widened and enhanced</p> <p>An increase in applications from minority gender students</p>
Engage parents in gender atypical career choices	Arrange parents information evenings and school careers events	December 2022	Heads of Department	Parents encourage children to choose gender atypical careers
Exploration of gender within the curriculum	Teaching staff embed gender equality and the exploring of gender stereotyping within their curriculum content	September 2022	Heads of Department	Positive societal change is encouraged and the gender competence of students is increased

<p>The use of extracurricular activities to address Gender issues and stereotypes.</p>	<p>Develop initiatives to encourage students to question assumptions and popularly held.</p>	<p>October 2019</p>	<p>Dean student Welfare  Society Student Committee</p>	<p>The impact of gender stereotypes on career choice is reduced</p>
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<b>Action Area 3: Raising Awareness and Aspirations</b>				
<b>Purpose:</b> Outreach activities inspire gender non-traditional subject choices				
<b>Objectives</b>	<b>Actions</b>	<b>Actions by what date</b>	<b>Responsibility</b>	<b>Outcomes</b>
To raise awareness among females regarding various societal issues concerning women	To organize awareness programmes such as guest lectures, rallies and workshops for gender discrimination, gender equality, sexual harassment, etc.	October 2022	Society Student Committee Coordinators	Improvement in knowledge among women regarding their own betterment
To address gender imbalance through single sex focus	Engage with local councils on initiatives such as Encouraging Women into Higher studies and IT companies.	October 2022	Dean student welfare  Student Committee Coordinators	An increase in the balance of gender participation
To influence the educational and career choice process	Engage with NGOs to participate in relevant promotional programmes such as 'Women into Construction', 'Women into Factories', etc.	Dec 2022	Dean student welfare  Student Committee Coordinators	A wider awareness of career paths  An increase in aspiration  An increase in the balance of gender participation

To address the presence of counter stereotypical role models	Work in partnership with other colleges to look at further ways in which we might tackle the gender imbalance.	January 2023	Dean student welfare	An increase in aspirations towards certain careers and career opportunities
To generate ideas for action to address imbalances	Heads of Department to share good practice to inform planning	December 2022	Head of Department	An increase in the development of techniques to tackle imbalance

<b>Action Area 4: Encouraging Applications</b>				
<b>Purpose:</b> To ensure recruitment, marketing and providing facilities encourage applications from minority genders.				
<b>Objectives</b>	<b>Actions</b>	<b>Actions by what date</b>	<b>Responsibility</b>	<b>Outcomes</b>
To ensure that our Marketing processes address the gender imbalance	<p>Ensure publications use counter stereotypical imagery</p> <p>Develop and promote minority gender case studies</p> <p>Use website to promote the success of minority gender students</p>	<p>Dec 2022</p> <p>Feb 2023</p> <p>Feb 2023</p> <p>Feb 2023</p>	Registrar Head of Department	<p>Tackling gender stereotypes</p> <p>Increasing stakeholders awareness of our commitment to gender equality</p> <p>Explicitly conveying a culture of gender inclusion, which will hopefully attract further applications</p>



	Develop a Gender Empowerment web page			
To make our Admissions process to be non-biased	Provide training and guidance for staff involved in the Admissions process	March 2023	Registrar	A fair and objective Admissions process
To encourage more female enrolments in IGDTUW	Maintain the facilities of washrooms, health, transport, hostels and separate study centre for female students of IGDTUW  To enhance and ensure safety and security of female	Feb 2023	Registrar  Dean (Academic)	Improvement in number of female students in IGDTUW across M.Tech/M.Plan and undergraduate programmes.

<p>Student Mental health and wellness cell</p>	<p>Students, especially the hostellers</p> <p>Oversee working of Women Grievance &amp; Empowerment Cell to tackle female students grievances in collaboration of counsellors</p>	<p>Feb 2023</p>	<p>Registrar</p> <p>Dean (Academic)</p>	<p>Feb 2023</p>
<p>To encourage more number of female applicants for teaching and non-teaching positions</p>	<p>Ensure provision of Maternity Leave for female teaching and non-teaching staff members</p> <p>GSWC to working collaboration with the Women Empowerment Cell to tackle sexual harassment cases at the work place with <u>sensitivity</u> and dignity</p>	<p>March 2020</p>	<p>Registrar</p>	<p>Improvement in Gender enrolment in the university</p>

<p>To encourage more number of female applicants for teaching and non-teaching positions</p>	<p>Ensure provision of Maternity Leave for female teaching and non-teaching staff members</p> <p>GSWC to working collaboration with the Women Empowerment Cell to tackle sexual harassment cases at the work place with sensitivity and dignity</p>	<p>March 2020</p>	<p>Registrar</p>	<p>Improvement in Gender Gap in the university</p>
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### Action Area 5: Supporting Success

**Purpose:** To ensure a gender inclusive environment and an enhanced student experience.

Objectives	Actions	Actions by what date	Responsibility	Outcomes
To ensure that our environment is gender inclusive	<p>Audit the physical and social environment for the most imbalanced courses to tackle barriers</p> <p>Consult with Student Committees on finding of audit and collaboratively action plan to tackle any barriers</p>	June 2023	Registrar	<p>A reduction in barriers for gender minority students</p> <p>A more gender inclusive environment</p> <p>A more effective working relationship with students to address the gender imbalance</p>
To take action to ensure that minority gender students at IGDTUW are supported and encouraged	<p>Consult with minority gender students about how best to meet their needs</p> <p>Cross analyse student satisfaction information with gender</p> <p>Work in partnership with employers/recruiters to support and encourage transition of minority gender students</p>	<p>June 2023</p> <p>March 2023</p> <p>June 2023</p>	Registrar Dean(Training & Placement)	<p>The minority student experience is enhanced</p> <p>Attainment and retention of underrepresented students is increased</p> <p>A reduction in barriers to gaining, and progression within, employment</p>

**Table 1: Number of gender equity promotion programs organized by the university during (2020-2021)**

S.No	Name of Club/Society/Activity	Faculty Advisor	Date of Event	Number of Participants	Name of Expert	Affiliation of Expert	Brief Description of Event
1.	<b>SURAKSHIT BHARAT:</b> Awareness programmes on welfare of Women and Child Safety	Dr. Tina Chaudhary (MAE Deptt)	24/9/2020	95	Dr. Tina Chaudhary	NA	A session on women safety has been taken on 24/9/2020 on google meet. Women self-defence tricks has been taught to students by Delhi Police tutorial.
2.	Awareness programmes on welfare of women and child safety	Ms.Bhawna (IT Department )	29/9/2020	10	Nil	NA	Department of IT organized a Poster Making Competition on spreading awareness on Women Safety and Security on 29th September 2020 from 1 p.m. onwards. The participants shared their strong thoughts on Women Safety and Security along with Women Empowerment and showcased their interest in the form of very beautiful posters
3.	Inspiring and motivating youth	Ar. Kshitij Kumar Sinha	29/9/2020	35	Nil	NA	INDIAN AUTHORS WHO CHANGED THE LITERARYSCENE- a month long activity for creating awareness about the Indian authors

							who have a significant role in literature. Conducted under BHAV Society
4.	<b>SWASTH BHARAT- Madhumeha</b>	Dr.Vandana Niranjan	5th August, 2020 to 10th August, 2020		NIL	NA	<p>madhumeha - Diabetes awareness program where we posted facts and myths about diabetes . (August first week 5 August -10 august)</p> <p>conducted by RtrManya, president, RC of IGDTUW.</p> <p>Innovative expenditure from Red Cross Society, RajyaSainik Welfare Board, Tuberculosis Society, etc.</p>
5.	Awareness programmes on welfare of women and child safety- Poster Competition on Women Safety and Security	Ms.Bhawna (IT Department )	29/9/20 20	10	NIL	NA	<p>Department of IT organized a Poster Making Competition on spreading awareness on Women Safety and Security on 29th September 2020 from 1 p.m. onwards. The participants shared their strong thoughts on Women Safety and Security along with Women Empowerment and showcased their interest in the form</p>

							of very beautiful posters
6.	Awareness programmes on welfare of Women and Child Safety DSW(MAE)	Dr. Tina Chaudhary (MAE Deptt)	24/9/2020	95	Dr. Tina Chaudhary	x	A session on women safety has been taken on 24/9/2020 on google meet. Women self-defence tricks has been taught to students by Delhi Police tutorial.  ID- <a href="https://meet.google.com/eps-vafn-eho">https://meet.google.com/eps-vafn-eho</a>
7.	Greenspehre, 2020-Cups and Conversation	Dr.Bhawani Prasad	08-Aug-20	100	Mr. Ashish Rose	WWF-India	Webinar on sustainable menstruation in collaboration with the Rotaract club of BMS College, Bangalore. Platform: google meet
8.	Awareness workshop on Sustainable consumption and production(Reducing plastic pollution) and sustainable menstruation practices	Dr.Bhawani Prasad	25-Sept-19	40	Ms. Ambreen Khan		Workshop in Gargi College, DU to spread awareness about reducing plastic pollution and promoting sustainable menstrual practices
9.	Gender awareness programme	Dr. Tina Chaudhary (MAE Deptt)	26th august, 2020	25	NIL	NIL	Women Equality

10.	Learn from Seniors	Dr. Vandana	11-20 Feb 2021	70	NIL	NIL	On the occasion of International Day of Women and Girls in Science RC IGDTUW helped freshers to connect with seniors by presenting LEARN FROM SENIORS where we collected the interview experiences of 15 seniors placed at bigwigs. Through the post, seniors shared their interview experiences, tips and advice to the juniors for their preparation.
11.	Women empowerment 2021	Dr. Bhavya (ASH Dept)	8 <sup>th</sup> March 2021	98	- Manya Agarwal - Bhavya Chandr a	-MLH Coach, MLH Fellowship Junior Team Lead Student at University of Hongkong -Founder of WooTech, Software Engineer at Google	This was an event organised on our Instagram page. Discussion was held on different topics like Unconscious Bias, Women Empowerment, Navigating through the Workspace, importance of diversity in industry and many more.
12.	TechnoLiterati-Decentralizing mental health care	Dr. Bhavya	26/05/2021	46	Himani and Viveka	University of Oxford	TechnoLiterati and RC IGDTUW organised a session on Decentralizing Mental Health Care, Can peers play a role? in



							<p>collaboration with PS Stronger Together (A peer support group of University of Oxford).</p> <p>What mental health needs is more sunlight, more candour, and more unashamed conversation. People don't always need advice. Sometimes, all they really need is a hand to hold.</p> <p>We hope that this initiative will help in bringing the best out of us.</p>
13.	Hypnotics- Self-defence workshop	Neha Singh	01/06/2021	32	Core team	IGDTUW	<p>A self-defence workshop was conducted. Participants were educated about different and some simple self-defence techniques.</p>
14.	Hypnotics- Mental health in pandemic	Neha Singh	05/06/2021	30	Core team	IGDTUW	<p>Participants were guided on how to remain calm and take care of their well-being in the situation of pandemic.</p>
15.	Hypnotics- Routine workout	Neha Singh	07/06/2021	25	Core team	IGDTUW	<p>A workshop was conducted which was open for all where they were guided about importance of an essential workout</p>

							routine for a healthy living.
16.	Hypnotics- Building character	Neha Singh	16/06/2 021	36	Core team	IGDTUW	Participants were taught about the importance of body language, the power of expressions and character development.

