



ख्वाजा मुईनुद्दीन चिश्ती भाषा विश्वविद्यालय, लखनऊ Khwaja Moinuddin Chishti Language University, Lucknow

Gender audit and measure for the promotion of gender equity

Response:

Since 2018, the University has been conducting an annual gender audit. Gender equity and the promotion of gender sensitivity are critical aspects of fostering an inclusive and supportive environment within the University. Through a multifaceted approach encompassing audits, curricular and co-curricular activities, facilities, and social outreach, the University has demonstrated a commitment to advancing gender equity.

Gender Audit: The **Gender Audit**, spearheaded by the Gender Audit Committee, is conducted annually to enhance Gender Equity within the University. This comprehensive audit delves into multifaceted dimensions, examining factors like the distribution of male and female students across undergraduate and postgraduate programs, as well as within faculty and administrative roles. By meticulously analyzing these metrics, the audit report provides invaluable insights into the current state of gender representation within the institution. Moreover, it serves as a foundational document, guiding strategic decisions and initiatives geared towards fostering greater gender balance and inclusivity.

Gender equity and sensitization through Curricular Activities: The curriculum of various Departments includes **40 Courses** including **Gender Issues and Human Rights Education**, **Empowerment of Women and Children** and **Gender and Social Justice on Gender Equity** for sensitizing the students regarding Gender Equity. Course on **Transgender studies** is also included in the curriculum. Every Department conducts **Seminars, Workshops, presentations by students and Expert Lectures** on Gender Equity to sensitize students.

Gender equity & sensitization through Co-Curricular Activities: Various co-curricular activities like cultural, social, personality development, sports and games in the University are organized by Gender Sensitization Committee, Council of Students' Activities and Culture, Women's Study Centre, National Service Scheme, NCC, etc. that focus on gender awareness and women empowerment. The students also actively participate in the Seminars, Workshops on career opportunities, Gender Justice, Women Entrepreneurship, Bmisha



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Yoga Sessions for Girls, and social outreach activities.

Social Outreach Activities are frequently organized in the adopted villages to promote gender sensitization among masses and University stakeholders as well. The activities include Awareness Campaigns including street plays, rallies, *Yoga Shivirs*, Body Mass Index (BMI) Camps for women focusing on Health and hygiene.

Facilities for women on campus: The provision of women-centric facilities and support systems underscores the University's commitment to ensuring a safe and inclusive campus environment. Various women-centric facilities like Girls Hostel, Girls Washrooms, Girls Common Room, Gymnasium facility with separate hours for girls and women, Sick Room, 24X7 presence of Lady Guards, CCTV surveillance, strict visitor monitoring and the use of ID cards are in place. Other facilities and support system viz. medical facility, Mentor- mentee programmes, regular visit to hostels by female teachers. NSS, NCC (Girls Unit) and Rovers and Rangers are also functional. A dedicated Internal Complaint Committee (ICC) and Anti-Ragging Committee have been constituted to address grievances related to harassment and create a safe environment.

By prioritizing these efforts, the University fosters a conducive learning environment cultivating a culture of inclusivity, empowerment, and social responsibility.

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