

**JESUS AND MARY COLLEGE UNIVERSITY
OF DELHI**

SUPPORTING DOCUMENT FOR 7.1.1

**MEASURES INITIATED BY THE INSTITUTION FOR THE
PROMOTION OF GENDER EQUITY**

**DURING THE YEAR 2022-2023: ACTION PLAN AND
ACTION TAKEN REPORT**

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021
Accredited by NAAC with A⁺ Grade



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Action Plan for the Academic Year 2022-23

- To make concerted efforts towards inculcating a culture of research and collaboration in the institution through applying for grants, conducting workshops, talks, seminars, joint research and publications.
- Broadening the scope of the College Journal- The JMC Review by enabling young researchers and faculty to publish their work.
- To recognise the achievements of the Faculty, particularly in the field of research.
- To enrich and redesign the Mentor Ward System in light of NEP 2020
- To facilitate the implementation of the New Education Policy 2020 in the College by way of Orientation Programmes for students and faculty members.
- To work towards building a Centre for Community Engagement and Skill Development in the College.
- To streamline the process of data management in the College Administrative Office.
- To conduct the Academic Administrative Audits.
- To initiate the process of building a hostel for the students of the College.
- To strengthen the relationship with Alumnae by recognising their achievements and organising seminar series wherein they share their experience and expertise with students.

Dr. Pavitra Bhardwaj
IQAC Coordinator

Prof. Sandra Joseph
Principal

Work undertaken by various societies to promote gender equity:

The understanding of equals and parallels amongst all the genders stands as one of the most imperative practices in an emerging society. **Jesus and Mary College** has been proactively involved in carving out measures for promotion of gender equity. Varied pedagogical practices and methods have been adopted to understand and inculcate exploration of gender equity and equality in ways of talks, workshops, campaigns, training sessions.

Community Engagement Centre, Jesus and Mary College celebrated **International Women's Day**, observed on 11th February every year since 2015 on the theme Digit-all: Innovation and Technology for Gender Equality on 6th March 2023. The event included a talk on women's empowerment by Prof. Amita Tiwari, IGNOU Centre, JMC, an informative session on financial literacy by ICICI Foundation and an instructive session on mobile literacy.

The National Service Scheme of Jesus and Mary College, also celebrated **The International Day of Women and Girls in Science**. The intra college event was held on 14th February, 2023 within the college premises decorating the NSS board around 2023 the topic women in science and technology.

The institution relentlessly directs efforts in field of promoting health awareness for women. CEC of Jesus and Mary college in collaboration with Kailash Satyarthi Children's Foundation organized an awareness session on **Menstrual Hygiene Day** on 26th May and distributed women's hygiene products to women from the community.

To commemorate **The National Girl Child Day**, NSS unit of JMC organized an online viewing of the feature film "I am Greta" on 24th January 2023 followed with analysis of the movie and protagonist.

Women's Studies Centre of Jesus and Mary College has attempted to challenge the gender unequals in the society. An enlightening talk held on 30th January, 2023 that **decoded heteronormativity through the lens of ancient, medieval and contemporary literature** over an online platform. The workshop shattered aimed to demystify heteronormative beliefs and help expand students horizons and look at the world with all its plurality. Various texts like Baburnama, Mahabharata, and Kamasutra were brought into focus.

WSC In collaboration with the Equal Opportunity Cell, hosted Open Mic event - *Zarafat* on November 7, 2022. The event focused on the legacy of Frida Kahlo, focusing on her life and contributions to feminist discourse. The event successfully showcased the talent, creativity, and passion of the JMC student community.

the idea of dispossession amongst women was also explored by WSC. The society organised an event titled "*Writing the World: In Conversation with Dr Nitasha Kaul*". The conversation focused on the nuanced topic of feminist documentation of narratives of dispossession. Dr. Kaul's latest novel, "Future Tense," catalysed exploring the importance of a woman's language in tracing competing trajectories of modernity and tradition, freedom and suffocation.

WSC also organised a screening of the documentary *Writing with Fire* by Rintu Thomas and Sushmit Ghosh on 31st January 2023.

WSC organised two reading and discussion circles focusing on the influential book "The Dialectic of Sex: The Case for Feminist Revolution" by Shulamith Firestone. The sessions, presided over by Dr. Sandhya Nambiar, aimed to explore the profound insights and revolutionary ideas presented in Firestone's work. Participants had the opportunity to critically analyse Firestone's arguments, question established norms and beliefs, introspect and engage in dialogue.

The annual fest of WSC - *Jagriti* was organized on 5th and 6th April 2023. It was an attempt to create a diverse, dynamic and safe space for young students to engage with feminist discourses in multiple ways. As a part of the two day fest a student seminar was organised on the theme *Ghare/Baire (Home, Self and the World): Definitions, Contestations and Identities*. The seminar hosted 10+ papers from participants across the institutions of Delhi. A debate competition, a blackout poetry competition, a fundraiser, an open mic event - Jansunvai along with an art exhibition on women political prisoners were part of Jagriti. There were two keynote speakers, Deepa Shad and Vqueeram Aditya Sahai, who gave their wonderful insights during the Opening and the Closing Ceremony.

Apart from this, the Centre also works upon its annual magazine - Jigyasa and various independent research projects. We constantly release statements of solidarity and condemnation on issues of contemporary importance.

This document contains information regarding:

- 1. Links to various facilities as displayed on the college website**
- 2. Safety and Security**
- 3. Common Room**

**LINKS TO VARIOUS FACILITIES
AS DISPLAYED ON THE COLLEGE WEBSITE**

- Women oriented Vision and Mission: <https://www.jmc.ac.in/about/visionmission>
- Internal Complaints Committee: <https://www.jmc.ac.in/icc>
- Mentor-Ward details are shared on relevant department pages. This is an example from the Department of Commerce page:
<https://www.jmc.ac.in/academics/departments/commerce/mentorward>
- Common Rooms: <https://www.jmc.ac.in/facilities/commonroom>
- Amphitheatre: <https://www.jmc.ac.in/facilities/amphitheatre>
- Gymnasium: <https://www.jmc.ac.in/facilities/gymnasium>

SAFETY AND SECURITY

- JMC as has always attempted to offer physical safety to its student promoting their personal growth and welfare.
- The campus is well secured by trained guards, police presence and strong check at the time of gate entry.
- The college has a total of five gates, only two are used for regular passage with securityguards manning these gates at all times. The other three gates remain locked, except on special occasions and with strong monitoring.
- At the time of festivals and other events,the safety of students is ensured by securing the premises with police presence, guards,teaching and non teaching staff at the entry gate.
- JMC as an institution acknowledges the importance of having institutional safeguards to promote student safety. As per the Sexual Harassment at Workplace (Prevention and Prohibition) Act 2013 and UGC Regulations 2015, JMC constituted an Internal Complaints Committee (ICC) whichremains active and is easily accessible to the college students and employees. Information of the ICC members is displayed in important places in the college and on the college website.
- The ICC constitutes of members from the teaching and non-teaching staff, elected student representatives and an external member. For its seamless functioning, ICC organizes a session every year to educate students about legal conceptualization of sexual harassment and the procedure for filing a complaint with the ICC.
- Continuing to promote student safety and welfare, JMC is one of the few DU colleges that has an Parent Teacher Student Association

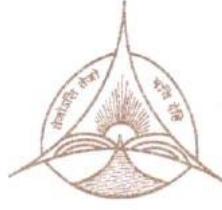
(PTSA) to keep parents abreast of their ward's progress and interact with teachers and to air their concerns. It recognizes parents as imperative stakeholders in the progression of the students hence, aims to strengthen the combined efforts of institution and parents in building the young adults.

The image below depicts the composition of ICC as on the website.

INTERNAL COMPLAINTS COMMITTEE

Strict policy framework against sexual harassment is imperative to ensure a conducive and secure environment for growth and development of students. The institution has constituted an Internal Complaints Committee in accordance with the guidelines delineated by the UGC and notifications issued by the University of Delhi pursuant to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 ([Link 3 & 6](#)). The committee ensures a conducive and secure environment for growth and development of students.

Members	
Prof. Reena Marwah (Convenor)	9810824350
Prof. Dinesh Adlakha	9868043099
Ms. Dolly Kapoor	9910174634
Ms. Rosalind Gomes	9810276084
Mr. Francis Lakra	9810174773
Fatima Kabir Chaudhary (Lawyer)	9873137325
Angela Grace 3rd Year B.Com programme	8587062796
Khushi Goyal 2nd year B.Com programme	9958096274
Ishita Sharma 1st year B Com Hons	8307229126



COMMON ROOM

JMC ensures the campus to be a safe space for its students. For students to have a comfortable space besides the class room, the premises has two formal common rooms that are easily accessible and centrally located close to the canteen, library, gymnasium and lecture wing. The second common room, recently renovated, is reminiscent of the original construction of JMC connecting generations of JMC students. This common room opens onto a natural landscape of Aravali rocks on both sides.

Both the common rooms can have good seating capacity ensuring students to relax and spend comfortable quality time with peers of self in the campus. Since, the space is three side open, it ensures comfortable ventilation for the students. Special open areas with steps for sitting have been created at strategic locations in the college.

The common rooms are with internet connectivity and are often for practices and of cultural events by various societies. Since its located away from the common thoroughfare of the college, the students are able to read, interact, relax and practice promoting their personal, social and physical growth.

जीसस एंड मेरी कॉलेज

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रा.मू.प्र.प. द्वारा "ए+" ग्रेड मान्यता प्राप्त

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