



YENEPOYA

(DEEMED TO BE UNIVERSITY)

Recognized under Sec 3(A) of the UGC Act 1956

Accredited by NAAC with 'A' Grade

Gender Sensitization Cell

Guidelines for Gender Champions

1. Introduction

Gender socialization of both boys and girls begins early, and it is important to initiate change processes at a young age to shape attitudes and transform behaviors. Schools and colleges play a major role in this regard, because students spend large amounts of time engaged with peers in such settings. Creating positive social norms in educational institutions that value girls and their rights is important to improve the well-being of girls and achieve long-term and sustainable social change.

India is home to around 232 million individuals aged 15-24 years, who account for 19.15% of the country's population. Engaging with these young boys and girls is crucial to help them critically assess notions of masculinity and question prevailing gender inequities. We need to tap into the goodness and sense of justice of these young boys and girls, and give them tools for maintaining those gifts as they encounter people and experiences that are different from their own. We need to engage with these boys and girls to challenge and shift gender norms that contribute to girls and women having less worth, opportunities and decision-making ability than boys and men.

In order to promote gender equality, guaranteed by Article 15 of the Indian Constitution, we need to change the mode of interaction at all levels - home, school, workplace and so on. To increase the outreach for creating an environment that fosters equal treatment, Government of India envisages engagement of Gender Champions in all schools and colleges across the country. **Gender Champions can be both boys and girls above 16 years of age enrolled in educational institutions.** It is a joint initiative of the Ministry of women and Child Development and Ministry of Human Resource Development.

2. Vision

Gender Champions are envisaged as responsible leaders who will facilitate an enabling environment within their schools/colleges/academic institutions where girls are treated with dignity and respect. They will strengthen the potential of young girls and boys to advocate for gender equality and monitor progress towards gender justice.

3. Objective

The broad mandate of a Gender Champion is to provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shape the experiences of women and men in society. The aim is to make the young boys and girls gender sensitive and create positive social norms that value the girls and their rights.

4. Roles and Responsibilities of a Gender Champion

The responsibilities of the Gender Champion will include the following:

- i. Provide overall guidance to the peer group in integrating /mainstreaming gender in all activities of the Institution in the form of **focused group discussions, debates, poster competitions** etc.
- ii. Engage a variety of stakeholders from the school, college, civil society organizations, women's groups and media in gender mainstreaming activities.
- iii. **Identify gaps** in school/college's activities vis-à-vis gender, and make recommendations on how to address these gaps, e.g., observe classrooms to detect bias in interactions
- iv. Promote Gender Champion Club in their educational institutions and undertake innovative activities, like creating a website or blog on gender equity and regularly writing an equity column on issues on, e.g. **untold stories of extraordinary men and women** who changed lives of women and girls, **about enabling legislations, government schemes** or about **finding a new Gender Champion** in his/her educational institution, or competitions to analyze greeting cards from gender perspective, **organize film fest on gender equity** etc.
- v. Organize awareness programmes on various gender issues including legislations to influence behaviour change. This could be facilitated through **workshops, theme based plays, films, painting competition**, etc.
- vi. Organize the **school annual function or the college fest on theme of gender equality** and women's empowerment and encourage students to sign up and express their support for gender justice and equality in attractively designed Gender Champion booths.
- vii. Organize **exposure visits** to various public service institutions at the village, block, district and city level (public health centres, hospitals, post offices, banks, police

stations, block office, SDM/DM office to facilitate knowledge about gender issues as they affect diverse populations.

- viii. **Popularize phone numbers** of such services as police helpline, women helpline, hospitals among students.
- ix. Arrange for providing necessary life skill education and information/guidance about existing public services to their fellow students.
- x. Demonstrate knowledge of important Government schemes, events, legislation, and court rulings which has a major impact on the treatment and experiences of diverse groups.
- xi. Document best practices to measure the extent of behavior change and display the same through exhibitions, fests, annual magazines etc.

5. Eligibility Criteria

A Gender Champion should fulfill the following eligibility criteria –

- Gender Champions can be both boys and girls above 16 years of age
- Should be enrolled in and regularly attending school or college.
- She/he must have secured minimum of 50% marks or equivalent grade in the annual examination/school leaving certificate.
- Excellent oral, written, and presentation skills.
- Should have demonstrated leadership qualities
- Excellent understanding of the socio-cultural issues and prevailing gender norms and practices

6. Selection

The students shall be selected by the Head of the Institution in consultation with the student representatives as Gender Champions on the basis of their intelligence, decisiveness and honesty, which are absolutely essential qualities of a leader. The selection decision will also be based on whether the candidate

- i. engages him/her in visible and hands-on initiatives to reduce gender disparities and has organizational skills, including the ability to manage priorities,
- ii. makes continuous and substantive time investments in mentoring his/her peers,
- iii. is easily recognizable by students/peers as a supporter of gender equality and

- iv. has experience in the field of gender equality, and an in-depth understanding of key issues and debates.

6.1 Suggested Selection Process

The process of selecting the Gender Champion is as follows:

- Head of the Institution will put up the guidelines/eligibility criteria in the notice board of all schools and colleges across the country.
- Applications from interested Gender Champions shall be invited giving time of at least one month.
- Applications shall be received by the Office of the Head of the Institution. Short-listing of eligible candidates will be done by the Screening Committee formed by the Principal/Head of Institution. The Screening Committee will have among others, two student representatives (one male, one female). Also at least one member should be a woman or a lady teacher, to be co-opted by the Committee.
- After verification of the credentials of the shortlisted candidates, the incumbent can be called by the Principal/Head of the Institution (heading the Screening Committee) for screening/interview and selection.
- The Principal will issue the Gender Champion Badge and the selection letter to the best candidate/s.

7. Appointment of Nodal Teachers

Depending on the strength of the educational institution, one or more teacher will be assigned to function as nodal teachers to facilitate the activities of the Gender Champions.

8. Duties and Responsibilities of Nodal Teachers

- i. Provide overall guidance to the Gender Champions on various aspects of activity implementation
- ii. Participate in all meetings organized by the Gender Champions
- iii. Motivate and influence the Gender Champions to constantly pursue their activities
- iv. Communicate with a wide range of stakeholders to facilitate the work of the Gender Champions
- v. Facilitate Gender Champions to organize training programmes and other events

- vi. Collect quarterly reports of the Gender Champions, assess them and send it to the Head of the Institution.

9. Annual Activity Calendar

The Gender Champions alongwith the nodal teachers appointed for facilitating them will draw up an Annual Activity Calendar meant for the students of that educational institution. Activities may be planned for any two days in a week. The Activity Calendar will be based on the roles and responsibilities of the Gender Champion mentioned above.

10. Term of the Gender Champion

The term of the Gender Champion shall initially be for a period of one year and extendable for 1 or more years as may be decided by the Head of the Institution. The Gender Champion will receive a **certificate of appreciation** from the Head of the Institution for his/her committed efforts on successful completion of activities towards promoting gender equality.

11. Identity Cards to Gender Champions

Gender Champions will be given an Identity Card to authorize their identity, visibility and engagement with the students and other stakeholders to undertake their specific activities. They shall be provided with a special badge after their selection.

12. Training

It is envisaged that a formal training programme shall be organized to equip and empower the Gender Champions. This shall include IEC material pertaining to information about gender stereotypes, various forms of gender based discrimination, gender equity and equality, legislations, life skills etc. Training programmes will be organized by the schools/colleges with inputs from experts. The method of training will be participatory and interactive to enable the Gender Champions further sensitize students, peer group in schools/colleges and family members on gender issues. The Ministry of Women and Child Development will be designing a model training module on sensitizing Gender Champions on gender issues.

13. Monitoring and Reporting

The Head of the institution will maintain a list of Gender Champions with their contact details and verification status. The school/college will also keep a record of efforts/initiatives undertaken by the Gender Champions. At the end of each quarter, Gender Champions will prepare and submit a report to the nodal teachers, on the implementation of activities related to gender equity. The report will be based on the Gender Champions daily diary. The quarterly report will be submitted in a pre-designed format with suitable enclosures as required. (Annexure II)

14. Assessment and Evaluation

On the basis of the quarterly progress reports, each Gender Champion will be assessed according to his/her level of proficiency and accomplishment. These quarterly reports will be assessed at the end of his/her tenure to measure his/her performance. The t Gender Champions will be awarded with a **certificate of appreciation** from the Head of the Institution for his/her committed efforts towards promoting gender equality.

ANNEXURE – I

School/College/University Name

School/College/University logo

APPLICATION FORM FOR ENGAGEMENT AS GENDER CHAMPION

1. Name (in Block letters) : _____

2. Sex (Male/Female) : _____

3. Date of Birth (DD/MM/YY) : _____

(Attach valid proof of Date of Birth)

4. Parent/Guardian's Name : _____

5. Residential Address : _____

6. Mobile Number : _____

7. Email Address : _____

8. Community (SC/ST/General) : _____

9. Educational Qualifications:(Please add additional diploma/any other additional qualifications, if any)

Degree/ Class	Stream/ Discipline	Aggregate Marks (in % only) or Grade of the last exam passed	Name of Board/ University	Year of Passing

10. Computer Skills : _____

11. Languages Known : _____

Affix Passport
Photograph duly
signed

12. References :

(Please attach letters from 3 referees)

13. Why do you want to become a Gender Champion (not more than 250 words)?

Declaration

I hereby declare that the statements made in the application are true and complete to the best of my knowledge and belief. I understand that the action can be taken against me in the event of any of the said information furnished by me being found false or incorrect.

Signature of Applicant : _____

Date _____

Place _____

ANNEXURE II

School/College/University Name

School/College/University logo

REPORTING FORMAT FOR GENDER CHAMPION

Submitted by : (Name) _____

Status Report As on (DD/MM/YYYY): _____

S. No.	Tasks/Activities Planned for the quarter	Tasks Completed		Tasks Ongoing	
		Start Date	End Date	Start Date	Expected Date of Completion

Suggestions given by Students: _____

Please attach valid proof of the activities, e.g., photos, reports, clippings etc., with the report

Signature of Gender Champion : _____

Date _____

Place _____

No. Y/REG/ACA/gender sensitization/2022

08.03.2022

NOTIFICATION

Sub: Constitution of the Gender Sensitization Cell

The Gender Sensitization Cell is constituted with the following members and is hereby notified:

1	Dr. Leena K C, Principal, Yenepoya Nursing College	Convener	
2	Dr. Gladys Rida Colaco, Assistant Professor, MSW	Secretary/Coordinator	
3	Mrs. Sunitha Prabhu, Student Welfare Officer	Member	
4	Yenepoya Medical College	Dr. Meera Jacob, Associate Professor, satge 1, Dept. of Anatomy	Deema Jahan Sakeer, 20M044, Ahmed Shibil Mubarak , 20M012
		Dr. Amar Sunil Lobo, Assistant Professor, Dept. of Microbiology	Prajna Jagam , 19M110 Md Saquib Ahmed , 19M087
		Dr. Chaitra S.R. Assistant Professor, Dept. of Pharmacology	Aslaha Aboobacker, 18M037 Siddharth U , 18M133
		Dr. P.M.A. Nishad, Senior Resident, Dept. of Psychiatry	Fathima Raseena Mohammed Kabeer , 17M057 Shahrukh Ameer , 17M114,
5	Yenepoya Nursing College	Ms. Amisha S Amin, Assistant Professor-1, Dept. OBG Nursing	Harshitha, II year B.Sc (N) George Joseph, II year B.Sc (N)
		Mrs. Sharin Neetal D souza, Assistant Professor Stage – 2, Dept. of Child Health Nursing	Mohammed Aneesh , III year B.Sc (N) Salwa Rukiya , III year B.Sc (N)
6	Yenepoya Dental College	Dr. Sruthy Prathap , Additional Professor, Department of Periodontics	Mr. Joseph Mampilly , 1 BDS , 20D045
		Dr. Shailesh Shenoy , Reader, Department of Pedodontics	Ms. Shilpa Mauvanchery, II BDS , 19D063
		Dr. Mallikarjun R. Reader Stage 1, Department of Prosthodontics	Mr. Akshay Roy Koshy, III BDS , 18D013
		Dr. Shakkira Moosa Kutty, Lecturer, Dept. of Conservative Dentistry	Ms. Sharmila Shamsu, IV BDS, 17D089
7	Yenepoya Pharmacy College & Research Centre	Mrs. Sindhu Priya E S, Assistant Professor, dept. of Pharmacology	Ms. Nafeesa Thabsheera, III year , B.Pharm Mr. Neil Messaih Anthony Lopes, III year, B.Pharm
		Mrs. Sandhya V, Assistant Professor , Dept of Pharmaceutics	Ms. Thaniya A, II year , B.Pharm Mr. Mohammed Ismail, II year B.Pharm

8	Yenepoya Physiotherapy College	Ms. Mariyamath Arifa , Assistant Professor, Dept. of Physiotherapy	Fathimath Suzaifa Abhijith B. Vijay
		Ms. Saloni Shetty , Assistant Professor, Dept of Physiotherapy	Saram Mufeeda Mariyam Fasnath Faza
9	Yenepoya Institute of Arts, Science , Commerce and Management	Ms. Divya Shekar Anchan, Assistant Professor, Dept. of Commerce	Sneha Maria , II year BCA, Aiswarya Mathew , II year, B.Com
		Ms. Carol Benlyn Noronha , Assistant Professor	Zulkifil Dawood, II year BCA Mohammed Safwan, II year BBA(A&L)
		Mr. Sudhir Kiran, Assistant Professor	Zubaida Sana Sherif, I year B.Sc(FS&N) Anushree H Pai, I year BBA(A & L)
		Ms. Aishwarya M , Assistant Professor	Enamul Hassan B S , I year BBA(A & L) Muhammed Rizwan Vachapuram , I year BCA(CFDA&CS)
10	Yenepoya Homoeopathic Medical College & Hospital	Dr. Melita Alva, Associate Professor, dept. of Homeopathy	Vishnu M .S , III BHMS Salja Hashim, III BHMS
		Dr. Aparna, Assistant Professor, Dept. of Repertory	V.S Dilna , II BHMS Sarath Manoj , II BHMS
11	Yenepoya School of Allied Health Science	Ms. Mrinal Karkera, Assistant Professor , Dept. of Clinical Psychology	Ms. Bixa Rose Robert, B.Sc. PA, 14717 Ms. Alaina B.Sc. PT, 13296
		Mr. Chandrakanth , Assistant Professor, Dept. of Allied and Health Care professionals	Ms. Gifty Raju, B,Sc. CVT , 14453 Mr. Sidharth P , 14164, B.Sc AOTT
		Ms. Kanal Sudeshna, Assistant Professor, Neuro Science	Mr. Manasir, 14103, B.Sc MIT
		Mr. Tony Jose, Tutor/ Optometrist, Dept. of B.Sc Technology Programmes	Mr. Yadhuraj C.K, 13039, B.Sc NS
12	Yenepoya Ayurveda Medical College & Hospital	Dr. Sheethal Raj, Associate Professor, Dept. of Agada Tantra	Ashna Nousheera Kamal, III year BAMS Mohammad Afnan, III year BAMS
		Dr. Ajay Bhat, Associate Professor Dept. of Kayachikitsa	Anaswara Vinod, II year BAMS Manvi Rampuria, I year BAMS
13	Yenepoya Naturopathy & Yogic Science College & Hospital	Dr. Shreya, Resident Medical Officer	Ms. Afreeza M, I year , BNYS Mr. Azarudheen P A, I year , BNYS

The term of the committee shall be for a period of 3 years from the date of the notification.

K. S. Somayajhi

REGISTRAR

DM

To:

All the above members

Copy to:

1. Principals of constituent Colleges }- information and circulation
2. PA to Vice Chancellor/PA to Registrar
3. File Copy

List of activities conducted by the Gender Sensitization Cell

Sl.No	Title of the Program	Date	No. of Teachers Involved	No. of Student participants	No. of outside participants	Total No. of participants
1.	International Women's day Theme: "Break the Bias"	10.03.2022	30	250	--	280
2.	Comic and Cartoon Competition Theme: Social Equality: Envision it!	10.03.2022	03	07	--	10
3.	Online Photography Competition on account of National Girl Child. Theme: "My Super Girl".	28.02.2022	16	11	--	27
4.	International Men's day Theme: Better Relation between Men and Women	20.11.2021	06	19	--	25
5.	E-Poster presentation Competition Theme: Positive male role models	19.11.2021	02	06	--	08
6.	Photography competition	01.10.2021 to 07.10.2021	03	40	--	43
7.	Online slogan competition Theme: Freedom from Gender discrimination.	20.09.2021	03	19	--	22
8.	International Women's day	10.03.2021	30	100	--	130
9.	International Men's day- Mens Mental Health	20.11.2020	10	125	--	125
10.	Awariness program on breast cancer	15.10.2020	5	50	--	55
11.	Webinar series on constitution and human rights in a nutshell	21.09.2020 to 24.09.2020	55	409	33	497
12.	Online poster competition	18.09.2020 to 02.10.2020	--	16	--	16
13.	Painting competition	03.09.2020	--	10	--	10

14.	Essay competition: on COVID -19, Impact on family bonding and work life balance	25.08.2020	03	09	--	09
15.	Webinars on the Topics: 1.Overcoming gender bias & stereotypes – Need of the hours 2.Gender bias in health care- Problems & Solutions 3. Gender Perspective in a current context.	20.08.2020 27.08.2020 03.09.2020	20 20 20	150 150 130	80 80 65	250+ 250+ 215+
16.	Photography competition was conducted online mode. Theme: challenges on domestic front by men due to COVID 19'	13.08.2020	02	03	--	3
17.	Story Writing online competition. Theme: "Feminism and Machismo free life in Lockdown	10.08.2020	04	--	04	4
18.	Organised online pencil drawing contest on topic "Role of working parents in the management of corona pandemic".	27.07.2020	03	--	44	44
19.	Seminar on Human rights and Gender equality	14.05.2020	6	92	--	98
20.	Guest lecture on Justice to transgender	18.03.2020	5	30	--	35
21.	International Women's Day – guest Lecture on Each for equal –focussing on gender equal world. Women employee was felicitated	10.03.2020	36	250	--	286
22.	International Women's day – From womb to tomb	07.03.2020	35	73	--	105
23.	Life skill education program On Pubertal changes and Menstrual Hygiene for adolescent girls at DKZP Hr. Pry. School	04.03.2020	02	--	52	52
24.	Guest Lecture : Peace, Justice and Equality: Let's adopt them	22.11.2019	03	89	--	92
25.	Collage competition on Stop Violence amongst women	03.08.2019	03	45	--	45
26.	Talk on 107.8FM Radio Sarang, St. Aloysius College, Mangalore on Existence of Gender Inequality in Society and promotion of Gender Equality - By 2 faculty	20.05.2019	02	--	General Public	General Public
27.	Seminar on Human rights and Gender equality	13.05.2019	2	100	--	100
28.	Photography competition " Women and Society or Girl Child and Education"	20.04.2019	03	10	--	10

29.	Essay competition on Social Media and Gender Equality	15.03.2019	05	159	--	159
30.	Women's day celebration – Theme Day of Pink	08.03.2019	05	75	--	98
31.	Women's day celebration – Balance for better	08.03.2019	20	330	--	299
32.	Distribution of Gender badges and diaries	08.03.2019	20	30	--	299
33.	Awareness talk on How to bring parity among different genders by Dr. B.K. Sarojini & Poster competition on Parity Say NO	02.03.2019	10	174	60	244
34.	Guest Lecture on Gender and Social sustainability	19.02.2019	20	75	--	95
35.	Basic training programme on Human Rights - Rights of women	23.01.2019	14	100	--	114
36.	NCW sponsored written test to create awareness about legal rights of women	29.12.2018	13	300	--	300
37.	Hear me too Campaign	13.12.2018	05	300	--	300
38.	Orientation for Gender Sensitization Cell members	23.07.2018	09	--	--	9
39.	Seminar on Human rights and Gender equality	15.05.2018 to 17.05.2018	--	100	--	100
40.	Women's Day celebration	08.03.2018	10	115	--	125
41.	Seminar on human rights and Gender equality	03.05.2017 to 04.05.2017	25	131	--	156
42.	Women's Day celebration	09.03.2017	05	145	--	150
43.	Basic training programme on Human Rights	02.03.2017	14	200	--	214
44.	Workshop on Human rights and Gender equality	27.09.2016 to 29.09.2016	20	160	--	180
	TOTAL		527	4587	418	5688