



**Bethune
College**



Annual gender sensitization action plan 2020-2021

Prepared by

**INTERNAL QUALITY ASSURANCE CELL
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Bethune College, Kolkata

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Gender sensitization inculcates values of equality, diversity and inclusivity which are essential for creating a safe space for students as well as employees in a higher education institution.

To create a safe space for everyone, the college has on-campus CCTV surveillance and security guards at the gate. The college also has a strong redressal system in the form of Internal Complaints, Grievance Redressal and Anti- Ragging Committees. The institute also has provisions for psychological counselling for students and staff.

The Women's Studies Centre of the college, established in 2010, works actively to promote a gender-neutral environment. The centre is working on two publications dedicated to women's issues which will be important resources for all interested in the area. The introduction of Women's Studies as a course in the undergraduate level since 2012 and special papers of the current CBCS curriculum dedicated to women and their issues in subjects like English, Political Science, History and Philosophy have successfully initiated academic conversation on the issue of gender equality.

A Certificate course in "Ethics and Value Education" has been introduced for under graduate 1st year students. Concepts like Feminist Philosophical Perspectives, Gender Equity and Women's Rights have been incorporated in the course's curriculum as a tool for transformation of students' conscience on women's issues (<http://www.bethunecollege.ac.in/BethuneCollege-EthicsValue.htm>).

The Human Rights Cell organises events and publishes an online bulletin focusing on Women's issues. NSS volunteers are proactive in organizing seminars and gender sensitization programmes both inside and outside the college campus.

The college aims to make students, teachers and office staff well aware of "Gender sensitization". Utilizing the expertise of different committees, the college prepares an annual gender sensitization action plan at the beginning of every academic session and tries to execute the plan to its level best. For this session the following programmes have been proposed:

- A Seminar and Panel discussion on Gender issues – "Anatomy is Destiny" scheduled to be held in February 2020 and was postponed due to onset of the Pandemic was rescheduled in the form of Webinar in July, 2020.
- Observance of Women's Day with a webinar on women's narratives. An essay writing competition on women's issues was also proposed.
- A webinar on Rosalind Franklin, English chemist whose work on DNA was largely unrecognised in her time owing to her gender.
- A webinar related to women's health
- Webinar on career opportunities for women to be organised by the Career Counselling Cell