



KALINDI COLLEGE
UNIVERSITY OF DELHI

GENDER POLICY

Introduction

Kalindi College for Women, established in 1967, has worked to actualize its vision of empowering women since its inception. Being an institution for women gives it a unique position, opportunity and responsibility towards establishing an inclusive society.

Vision

What does a gender-sensitive world look like? It is a world where our roles, experiences and life-choices are delinked from our sex or sexual orientation. It is a world where we recognise that while there exist differences between “us” and “others”, normative gender roles only stunt the growth of self-expression and creativity. It results in segregation, violence and disharmony in society. As an institution which is committed to foster independent thinking and inclusive education, Kalindi College considers gender equity and an environment free from discrimination as its cherished values.

The task of the College is to nurture capable and confident women of the future. For this, one needs to be aware of one's own rights, strengths and challenges. At the same time, awareness of the struggles and needs of other genders and sexes and indeed all section and strata of society are what make one educated and sensitive. Kalindi College believes in making its students challenge stereotypes and prepares them to become empathetic citizens and leaders of tomorrow.

How such a vision is sought to be implemented

There are numerous ways in which this vision is being fostered in the college. In a commonsensical way, all that happens in this institution concerns women. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members, staff members and indeed with students all women, Kalindi College reflects the progress of the country at large. However, “Empowerment” is a comprehensive term.

Kalindi College has zero tolerance for gender discrimination or discrimination based on sexuality. The **Internal Complaints Committee (ICC)** remains vigilant about any such incident regarding students, faculty members and non-teaching staff and supplements legal assistance with moral and emotional support in such circumstances. The college has a **Students’ Council** formed of representatives of all Courses to organise programmes throughout the year to create awareness about the role to be played by the student community to bring about gender sensitization. Our principles are reflected through curricular and extra-curricular activities, bodies constituted under the mandate of the University of Delhi, such as the **Women’s Development Cell**, the aforementioned **Internal Complaints Committee**, special attention to **Mental Health Counselling** of students who face gender-based discrimination among other things in their everyday lives and **Student Mentoring** by a Faculty which assists them in expressing themselves and make career choices fitted to their desires and abilities.

While we have a **gender-neutral policy** in recruitment of teachers, girls are the default beneficiaries of all our projects and policies. Gender-parity is maintained in all Committees constituted under the Staff Council and also Department Committees, wherever applicable.

Curricular Aspects

The syllabi of the University of Delhi are being regularly revised in order to incorporate changing needs of the times. The current one known as the LOCF (**Learning Outcomes-based Curriculum Framework**) is particularly aligned to the needs of education that relies on outcomes. The syllabi provide scope especially in humanities and social sciences courses to incorporate women and gender studies. Some of these are Core Courses while some are Generic Elective (GE). Should a student opt for specialisation through Discipline Specific Elective (DSE) Courses or upskilling through Skill Enhancement Courses (SEC), gender-based courses are prioritised by the institution. In all these rubrics for both Honours and Programme Courses, the college offers not only the mandatory core courses but also in offering options (specifically DSE and GE), places special emphasis on courses that concern women empowerment and gender studies and encourages students to opt for those. Kalindi College has also been the centre of **School of Open Learning and Non-Collegiate Women's Education Board** thus playing a critical role for women's education for students from various backgrounds.

For the purposes of illustration, a few such papers may be mentioned:

- Feminism: Theory and Practice
- Women in Indian History
- Media, Gender and Human Rights
- Asmita Moolak Vimarsh
- Human Rights, Gender and Environment
- Position of Women in Society
- Women's Writing
- Interrogating Queerness

- Contemporary India: Women and Empowerment
- Your Laws, Your Rights

These are but a sample of papers that are offered. In fact, by means of texts, thinkers and theories and biographies in the overall curriculum too, the pedagogical methods followed by the faculty treat gender justice as a central concern. By means of films to supplement various courses too, ideas of masculinity, femininity and queerness are interrogated.

Co-Curricular Aspects

In enhancing the curricular learning, co-curricular/extra-curricular learning play a crucial role. The College has entrusted its faculty with the task of exposing its students and teachers through various Committees and Societies to various aspects of gender and sexuality studies.

The **Women's Development Cell** in the college regularly conducts talks, conferences and workshops to increase legal knowledge and social awareness of students and teachers. It has been at the vanguard of implementing the visions and policies regarding gender and women empowerment. Inter alia, from organising talks on violence against women in urban spaces, sessions on **POSH Act, Protection of Women from Domestic Violence Act, Protection of Children from Sexual Offences** and more specifically on **Vishakha guidelines**, our laws and rights diligently, it is working actively to put into practice the policies and guidelines making a significant contribution to the gender ecosystem of the college.

A sample of some programmes that were organised by various Cells, Committees and Departments help to represent the core values of the Institution over five decades of its existence.

- National Conference and workshop on “Engendering Laws and Crimes against Women: Challenges and Prospects.

- Workshop on Emancipatory Laws for Women in India
- Lecture by LGBTQ activist Bittu Kondaiah
- Seminar on Dr Ambedkar and Women' s Rights in India: Issues and Prospects
- Workshop on Media, Gender and Human Rights
- From Menarche to Menopause
- Reading Gender relations within the Mahabharata
- College Magazine Special Issues on Gender and Women
- Research articles in the College journal on Gender Studies from multiple disciplines
- Women in Indian Art
- Workshop on Menstrual Health
- Students' Seminar on Cultural Representations of Mental Illness
- Open Mic on Women' s Day.

“Gender” and “Sexuality” are part of our lived experience. It requires constant engagement on the part of stakeholders of an institution at various levels. For instance, the visit of Rudrani Chhetri, a transgender model, to the college during the Cultural Fest was a step towards the vision of gender inclusivity challenging widely held stereotypes.

Research Projects

No institution can prosper without a strong research culture. Endowed with a faculty that has extensively researched on women and gender, the College encourages research projects of students and teachers in collaboration. Projects that prioritise gender and women' s issues are encouraged and in-house funding is provided. This approach has resulted in various initiatives and has gone a long way in informing our programmes, thus taking scholarship

beyond the classroom. It allows a critical and nuanced understanding of our society and culture through archival work, experimentation, fieldwork, and study of literary and cinematic texts. Undergraduate research also opens the mind of students to the requirements of the country and society aiding informed action. Education thus becomes meaningful.

This will be amply demonstrated from the some of the topics mentioned below:

- Cinematic Representations of Women in Popular Period films of Bollywood
- Impact of Sport based films on Young Women Athletes
- Participation of Women in India' s Freedom Movement
- Analysing gender stereotyping in Children' s Literature
- The Third Gender: Breaking Stereotypes and Exploring Opportunities for Transgender Communities in Delhi
- A man' s world: Mapping the processes of masculinisation through the genre of the bildungsroman.
- Digital Citizenship and Civic Participation for Gender Equality
- Women' s Political Participation and Decision- Making power in North East India.
- Urban Marginality and North East Girl Students

Research in the sciences on women' s issues is also being fostered. The availability of relevant, current updated books in the library which already has a section on Women' s Studies is also a priority of the Institution. Literature on gender and queer studies in the library are also regularly monitored. Since gender identities intersect with race, class, caste, region, religion, disability etc. the already available resources are prominently displayed for easy access. Works based on latest research shall continue to be updated.

Women Empowerment is the sub-text of most gender-based initiatives in the college and elsewhere in India. Gender-Sensitization is an umbrella term.

However, its usual relation with women is an indicator of the position of women in our society. This presents a women's college with an opportunity to groom young girls and contribute to their all-round development.

Sport

Games and physical fitness have traditionally been seen as a means to build strength of body and mind. Kalindi College, in recognition of this fact has enabled a robust sporting culture for its students. By providing exposure by means of tournaments and motivation by means of awards and frequent visits by renowned personalities, the Institution has made an impact in the University. An annual feature of the College are the sporting events for teachers, both men and women. Cricket, Badminton, and Athletics for female and male faculty members and non-teaching staff. The construction of a new building for the Sports department and a well-equipped Gym for students and faculty equipped with a trainer, reflect our vision for holistic growth.

The Sports Society, for instance, organized an Invitational Inter College Tournament with events of Ball Badminton, Volleyball, Yoga, Chess and Carrom for the Differently-abled. It also organized its first Invitational Inter College Tournament of Aerobics and Rhythmic Yoga for women on 10th of February 2020 in which different colleges of Delhi University were represented. The Department of Physical Education organized a webinar on the topic "Exercise is as important as Food for the Body in Contemporary Times" on 4th March 2021.

Such events have been instrumental in underlining the implicit values of the Institution. Simple lessons of hard-work, discipline, victory and defeat are formative of a person's character and provides her with confidence to deal with the world and its challenges.

Rigorous National Cadet Corps (NCC) training for students and an annual fest UDAAN by means of which various events are held and which students and cadets

from other institutions also participate in illustrate provide a significant platform and has been widely appreciated.

Social responsibility

The College puts great emphasis on the National Service Scheme (NSS) which supplements the Curricular and Research oriented activities. Girls from the college have risen to the occasion whether it was collecting funds for the floods in Jammu and Kashmir or providing logistic help to Covid-19 patients during the peak of the second wave in Delhi. Their active involvement born out of empathy with their fellow-citizens has brought forth the fruits of the College' s vision.

In collaboration with the Connecting Dreams Foundation, Project Kilkari and Project Unnati worked towards teaching the underprivileged children. They have provided food to street-dwellers, pregnant women in government hospitals, food carts near metro stations, aiding the battle against malnutrition. The College plans to increase such partnerships in the future.

Other noteworthy initiatives and plans

The college has installed sanitary napkin vending machines. To make the campus safe and secure CCTV cameras are in place at all strategic points. The College is in the process of constructing its first women' s hostel. This will take care of several issues outstation students face living off campus. With a sizeable section of our students belonging to the underprivileged section of society, more efforts to provide internships and placements are under way to make students financially independent. The College is committed to creating an inclusive space for all, irrespective of gender and sexuality. It also plans to use the empowerment offered by digitization further. Safe use of digital platforms and alertness about cybercrimes, sexual harassment online and their remedies are an urgent need of the times.

The College has also been feted with the Green Campus Award and is constantly working towards global challenges such as Climate Change. Students are the medium through which the College' s policies are actualised. The involvement of women in the macro-picture is a step to a more egalitarian society.

Conclusion

The Constitution of India in its Articles 14, 15, 16 and 19 lays out in clear and unequivocal terms guarantees to the rights and freedoms of every citizen of India. That is the guiding beacon of every institution in the Indian State. All national laws and regulations relating to gender, sexuality, rights and responsibilities form the spine of the various efforts made by the College. In disseminating knowledge about them, and implementing them within its portals, the Institution in its 54 years of existence has responded to the changing needs of the society. Its vision, policies and actions are informed by a desire for a just society where all, irrespective of their identities, can thrive and grow. Accepting difference and making gender identities and sexual choices non-hierarchical, drives all our enterprises in gender-sensitization in Kalindi College.