

GENDER AUDIT REPORT

of

Shikshana Prasaraka Mandali's

Ramnarain Ruia College (Autonomous), Mumbai

For the Academic Years 2019-2024

Gender Audit is a process of assessing organizational initiatives on mainstreaming gender practically and effectively. It is a tool to evaluate institutional compliance with the policy of gender equality. Gender audit is a summary statement documenting good practices of the institutions towards gender mainstreaming, identifying shortfalls in policy execution, if any, and recommending ways of addressing them.

Shikshana Prasaraka Mandali's Ramnarain Ruia College, carried out the Gender Audit exercise on April 13, 2024. The Gender Audit team is pleased to present this report on its observations regarding the efforts of Ramnarain Ruia College towards institutionalizing gender perspective at the individual, work unit and organizational level on college campus.

The Gender Audit team unequivocally appreciates the initiatives taken by Ramnarain Ruia College in volunteering for a gender audit. We acknowledge the cooperation of college authority, teaching staff, administrative staff and students who provided us with appropriate and fair information during our visit to the college. We also thank them for bearing with us during the critical interrogation sessions of the audit process. Our special thanks to Principal (Dr) Anushree Lokur and Vice-Principals (Dr) Varsha Shukla and (Dr) Vaibhavi Palsule, Convenor of Gender Sensitisation cell Dr Bhavna Narula, and members of the Gender Audit Committee (GAC) of the college, for their support throughout the audit process and enabling us to complete this important task successfully.

Gender Positive Features of Ramnarain Ruia College

The gender audit team is pleased to state that the college has undertaken several gender positive initiatives to make the campus gender inclusive

The Gender Audit Team is pleased to state here that the Gender Audit Report of the college containing information on gender disaggregated (Women and Men) quantitative data under NAAC assessment criterion have certainly help the Gender Audit Team to assess over-all gender receptivity of the college.

The audit is based on multiple facets as given below:

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1. Gender ratio of teaching /non-teaching staff
2. Academic focus for sensitisation towards gender issues
3. Ancillary programs at campus ensuring inclusive development of students' mind-set
4. Infrastructural support for assuring safety of all genders, especially Women and Transgender persons.

Based on above-mentioned facets, the Committee's observations are as under:

1. Ruia College effectively utilizes humanities subjects as a platform for sensitizing students to gender-related issues. Departments within the humanities, such as language studies, go beyond traditional literary analysis to explore the impact of women's literature on societal observations. Moreover, numerous departments extend their engagement with gender-related topics beyond the curriculum through a diverse array of extracurricular activities and events. By actively incorporating gender-related discussions and themes into humanities courses, Ruia College ensures that students receive a holistic understanding of gender dynamics and their societal implications. Additionally, the college's commitment to organizing various extracurricular activities further enriches students' learning experiences, fostering deeper insights and promoting meaningful dialogue on gender-related issues within and beyond the classroom.
2. The gender profile of Ruia College's teaching staff is notable, with a significantly higher proportion of women faculty members, outnumbering men counterparts by 45%. The college places a strong emphasis on continuous professional development, evident through faculty development programs aimed at upgrading knowledge and skills. During the pandemic, an interesting trend emerges: women staff members demonstrated a higher participation rate in FDPs, while men staff members caught up post-pandemic. Despite this shift, the overall ratio of women faculty securing Ph.D. degrees in the last five years remains favourable.
In terms of committee appointments, there's a consistent trend of appointing more women staff members, reflective of the higher representation of women teachers within the college. However, this gender balance shifts in non-teaching roles, where men staff members outnumber women counterparts in appointments since 2019.
3. Women students outnumber their men counterparts across all academic levels, including undergraduate, postgraduate, and doctoral programs. This demographic trend extends beyond enrolment figures to encompass participation in extracurricular activities (may it be Mallakhamb, yoga or debates), attainment of prizes, awards, and academic achievements. As a result, the academic landscape reflects a notable representation of women excellence and engagement, highlighting their significant contributions to the academic community.
4. Lot of extra –curricular and co-curricular activities are conducted like lectures on “gender and sexuality” work shop on self-defence, etc the Gender Sensitization and Equality Cell actively fosters awareness among students, faculty, and support staff regarding the nuanced concept of gender. Through a dynamic blend of lectures and interactive sessions, participants gain insight into the pervasive impact of gender stereotypes on various aspects of our lives. These initiatives serve as catalysts for

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deeper exploration and understanding of gender equality principles, empowering individuals to challenge existing norms and advocate for inclusive practices within the academic community and beyond.

5. The college has been implementing gender sensitization programme on 'Save the Girl Child' by organizing street plays, projects under NSS. Likewise, several gender sensitization programmes including songs and dance-based programme, screening of women-oriented movie etc. have been organized in the period of audit.
6. As one of the oldest colleges, Ruia College boasts a rich and extensive library, which serves as a hub for intellectual exploration and academic enrichment. Through various innovative initiatives, the college actively promotes gender awareness and inclusivity among its students and faculty members. One such initiative involves curating a selection of books dedicated to women's autobiographies, non-fiction works on gender-related topics, and other relevant literature. These books serve as invaluable resources for students and scholars alike, fostering a deeper understanding of gender dynamics and societal issues. From book clubs focusing on feminist literature to seminars and workshops addressing contemporary gender issues, the library provides a supportive environment for critical dialogue and learning.
7. Gender sensitisation Cell and Internal Complaints Committee are established at the college. The college has its gender policy prepared and implemented at college. (It needs to be uploaded on the college website.)
8. Ruia College's commitment to inclusivity is exemplified by its explicit Gender Policy, which serves as a cornerstone for fostering an equitable environment. The active participation of both women and men staff in diverse activities and programs underscores the institution's dedication to gender parity and collaboration. Moreover, the college's robust engagement with professional groups and NGOs has yielded tangible results, as evidenced by the attainment of specific goals through these fruitful partnerships. This proactive approach not only enriches the college community but also contributes to broader societal advancements in promoting gender equality and social justice.

Recommendations of The Gender Audit Team

1. Addressing gender in administrative aspects:

- i) **Admission:** A conscious effort to make known that Ruia College admits students of *all* genders – Women, Men and Transgender persons. These options should be reflected on the Admission Forms (and all other 'Forms' for Examination, Membership, etc.)
- ii) **Use of Appropriate pronouns** The college should explicitly advocate the need for students (and staff) to use of gender-inclusive language in all forms of communication – instructional processes, documentation, letters, advertisements, announcements, research writing, Publications, College Magazine, Handbook, Prospectus, Theses, etc. These measures will help to eliminate the patriarchal bias and sex/gender "binary".

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- iii) **'Preferred name' provision** Gender sensitisation can be a part of induction program for students and teachers. The College should permit students to notify the institution of their "preferred name" (if any) that they wish to be addressed, other than the legal name as presented in official documents. This would need to be communicated to the concerned Teaching Staff in particular (just as one would as regards Disabled learners. "Dead-naming" Transgender students is not acceptable.)
 - iv) **Use of gender inclusive language:** The college should explicitly advocate the need for students (and staff) to use of gender-inclusive language in all forms of communication – instructional processes, documentation, letters, advertisements, announcements, research writing, Publications, College Magazine, Handbook, Prospectus, Theses, etc. These measures will help to eliminate the patriarchal bias and sex/gender "binary".
2. **Enhancing address of gender related aspects in academic process:**
- i) **Research:** Promote UG, PG and Doctoral research on/about gender and sexual minorities. This could include research carried out by any person; they do not have to necessarily be by members of the LGBT community, for example.
 - ii) **Academic commitment:** Greater efforts to incorporate not just Courses, Papers, or Modules within a specific Syllabi, but 'Gender sensitization' as a "cross-stream" compulsory component so that every student who graduates through Ruia College is well-conscious about gender and its wider implications.
 - iii) **Collaborative efforts:** Rope in Clubs/Associations to collaborate on a specific 'gender theme' (e.g. Gender Based Violence, Gender Mutilation, Gender Policing, Gender variance, Herstories of Gender Struggles, Lives of Gender and Sexuality Minorities, etc.)
 - iv) **Seminars/Workshops/Lecture-Demonstrations:** Encourage academic discussions /forms / to discuss issues pertaining to Gender minorities, Sexual Minorities, Masculinity Studies, Sexualities, Artistes/ Musicians/ Writers who perform/write on issues pertaining to genders, sexuality, that go beyond heteronormative understandings. (Gender to be seen from its wider perspective, and not limited to a women's perspective.)
 - v) **Role of Science Departments:** The Science faculty in particular, need to think of incorporating women scientists, herstories of women in science, contributions of women scientists into the formal syllabus, or even in the wider curriculum (e.g. departmental activities, and UG student research/project work/internships/practicum). Students may be encouraged to hone their creative ability, sensitivity and artistic imagination by keeping a section on 'Gender Issues' in the college magazine. Innovative programs may be arranged with Science Association.
 - vi) **Enhance academics for women:** Academic courses wherein women may have professional preference like Nursing, Education, Event Management,

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Hospitality Management, Social Work, etc. may be given due consideration in future academic expansion of the college.


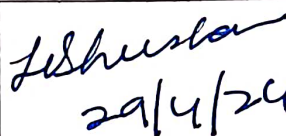

3. Specific/Explicit student Club/Association:

Establish a student-driven Queer Collective or Gender Sexuality Alliance (GSA). The Aims and Objectives of the association should be drafted by Students and the Staff Advisor. Ideally, it would be necessary for the staff advisor to be a person who is known to be gender sensitive and inclusive. Training workshops on gender budgeting should be organized to educate stakeholders on the importance and implementation of gender-responsive budgeting.

4. Non-teaching staff

Gender balance needs to be attained for the non-teaching and support staff of the college.

Gender Audit team

 29/4/24	 29/4/24	 29/04/2024
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Place: Mumbai

Dated: April, 29 2024