

REPORT

GENDER SENSITIZATION WORKSHOP For Teaching and Non-Teaching Staff

20th February 2023

Gender Sensitisation Session

The Women's Development Cell of Janki Devi Memorial College under the aegis of the IQAC Centre for Gender Equity Studies organised a "Gender Sensitisation Session" on 20 February 2023. The session began with a welcome and introductory speech by the President, Muskaan Jain, followed by the felicitation of the speakers by the Convenor of WDC and the Director of the Centre for Gender Equity Studies, Prof. Rajyalakshmi. Prof. Swati Pal, Principal, Janki Devi Memorial College, welcomed the speaker and discussed the need of gender sensitisation to build better understanding between all gender identities and to create a cohesive environment.

The first speaker of the session was Ms. Geetha Nambisan. Ms. Nambisan has over 33 years of Management experience in public, private and NGO sectors, and has served as the Director of Jagori Women's Training Documentation and Communication Centre. She started the session by discussing the basics of gender sensitisation; she explained the concept of gender sensitisation and its need in today's world. She discussed what kind of behaviour promotes gender inequality, and asked everybody to introspect their actions. Ms. Nambisan then gave an informative PowerPoint presentation to the audience that defined terms related to the gender spectrum.

Gender expression, gender identity, gender norms, and difference between gender and sex, all of

which are sometimes misinterpreted, were all thoroughly described. She also talked about her own journey and childhood experiences. She critiqued the Patriarchal system that internalises discrimination against women and stressed the need for interrogation of these societal systems. The speaker's address was followed by an interactive question and answer session where the speaker answered the doubts of the audience.

The second speaker of the session was Ms. Rekha Aggarwal. She is an advocate with over 36 years of experience in various fields of criminal laws, civil laws, medical negligence matters, family law, consumer cases etc. She is a member of the Delhi High Court Bar Association. In her address, she highlighted that the Constitution provides equal status to women and a 'positive

discrimination' in favour of women. She gave a brief description about various offences against women which are punishable and various provisions to safeguard women against violence and discrimination. She also discussed issues affecting women such as domestic violence, rape, honor killing, sexual abuse and acid attack. Ms. Aggarwal then discussed the various legal rights and fundamental rights for women in our Constitution. She highlighted the Protection of Women from Domestic Violence Act, 2005 which protects women from domestic violence, the POSH Act which provides a legal framework to protect employees from any sexual harassment in the workplace and the POCSO Act which protects children from offences of sexual assault, sexual harassment and pornography. She also educated the audience on the latest acts and amendments around important rights. Ms. Aggarwal's speech was followed by a question and answer session.

The session came to a close with a vote of thanks given by Prof. Rajyalakshmi Convenor of WDC and the Director of the Centre for Gender Equity Studies where she thanked the speakers and the audience for their presence and making the session a success.



Poster of Gender Sensitisation Session held on 20 February 2023



Ms. Geetha Nambisan addressing the audience during the Gender Sensitisation Session held on 20 February 2023



Ms. Rekha Aggarwal addressing the audience during the Gender Sensitisation Session held on 20 February 2023



The audience during the Gender Sensitisation Session held on 20 February 2023