



KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY
(Affiliated to Mahatma Gandhi University, Kottayam
Approved by UGC 2(f) & AICTE, New Delhi)
(An ISO 9001-2015 Certified Educational Institution)

DEPARTMENT OF ENGLISH

GENDER AUDIT
2023-2024





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GENDER AUDIT REPORT 2023-2024

"Equality is the soul of liberty; there is, in fact, no liberty without it." - Frances Wright

A gender audit is a methodical and thorough evaluation of the policies, practices, and operations of a department, organization, or institution to ascertain how they affect and are related to gender equity and inclusivity. Finding, evaluating, and eliminating gender biases, inequities, and disparities within the organization is the main goal of a gender audit.

The Department of English at Kristu Jyoti College is aware of this important goal and its responsibility to create and maintain a welcoming, gender-neutral academic community. This Gender Audit Report offers a comprehensive analysis and evaluation of the department's current practices, guidelines, and overall commitment to promoting inclusivity and gender equity. It not only offers an opportunity for self-reflection and development but also shows a commitment to transparency and accountability to stakeholders and the larger academic community. The primary objectives of this gender audit are the following:

- Analyze and examine the representation of diverse genders within the department.
- Evaluate curriculum to ensure that it includes gender-sensitive content and perspectives, and assess teaching practices for gender inclusivity.
- Develop strategies to prevent and address gender-based violence on campus, providing support and resources for survivors.
- Examine the representation of various genders in leadership and decision-making positions in the English Department.



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- Foster gender sensitivity among students, faculty, and staff through educational programmes, workshops, and awareness campaigns.

PROFILE

The English Department at Kristu Jyoti College is a dynamic and academically vibrant department dedicated to the study and exploration of English language and literature. Established in 2015, we have quickly become a hub for passionate learners and scholars who share a common love for the written word.

Academic Programme:

The Bachelor of Arts (BA) in English Language and Literature, offers students a comprehensive understanding of the English language and a deep appreciation for literary classics and contemporary works. This programme equips students with critical thinking, analytical, and communication skills, preparing them for diverse career opportunities or advanced studies in literature, linguistics, and related fields.

Faculty Expertise and Representation:

The dedicated faculty members are experts in various literary and linguistic domains, with a commitment to nurturing students' intellectual growth. They bring a wealth of research, teaching experience, and a passion for English literature and language to the classroom. At present the department is constituted by 80% women faculty members from diverse backgrounds. Mr. Cijo Joseph Chennelil heads the Department of English since its inception.



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Commitment to Inclusivity and Diversity:

The Department committed to fostering an inclusive and diverse environment where students from all backgrounds and identities feel welcome and valued. The Department actively promotes inclusivity and respect for diverse perspectives within the study of English.

Enrollment and Admission

- The College strictly follows University norms of admission and reservation.
- The girl students form 58% of the total students admitted for BA English course
- The College offers scholarships to all the meritorious students.

Curriculum and Pedagogy

- The University prescribed curriculum followed by the department, promotes gender equity, inclusiveness and diversity.
- Gender sensitive content is included in various courses. This is complemented by add-on courses offered by the department.
- The teaching methodology follows inclusiveness and it has helped in developing gender sensitivity among the students.
- Timely assessment of pedagogical practices that foster gender inclusivity is carried out.
- Strategies are devised for creating an inclusive classroom environment.
- Faculty development programmes are organized on gender sensitivity in teaching.

Research and Extension Activities

- Analysis of gender-related research and projects are conducted at the departmental level.



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- Student engagement with gender issues are ensured through participation in community outreach and extension activities.

Infrastructure and Learning Resources

- All classrooms in the Department are hygienically maintained, with adequate furniture to foster teaching and learning.
- The Department ensures the availability of gender-sensitive learning resources and support services.
- Each classroom has a projector and display board, facilitating effective teaching and learning.
- Adequate measures are taken to ensure that the rest rooms of the department are hygienic and fulfil the special needs of the girl students.
- Safety and security measures for all genders is ensured on campus. The campus safety is ensured round the clock by security guards and CCTV cameras.
- The girls hostel caters to the safety needs of the girl students.
- The campus has an open gym which can be utilized by the students.
- The canteen offers healthy snacks and refreshment.

Student Support and Progression

- The department offers support services like counseling, healthcare, and career guidance, with a focus on gender inclusivity.
- The English department facilitates conditions for retention and progression of students of all genders.
- The Department undertakes novel initiatives to ensure a supportive environment for diverse gender identities.



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Governance, Leadership, and Management

- The college's governance and structure support gender inclusiveness.
- The Policies and practices of the college are designed to strictly address gender discrimination and harassment.
- The students are provided adequate support to file a complaint in case of harassment.
- The Internal Complaints Committee and Grievance Redressal Cell of the college provide necessary support to students in case of harassment.
- The leadership of the college shows dedication to foster gender equity and inclusivity.

Institutional Values and Best Practices

- The best practices of the department are designed to give the students an in-depth understanding of Gender inclusiveness and diversity.
- The department has undertaken collaborations with external organizations and agencies supporting gender equity.

Gender Equity Initiatives

- **Seminars and Workshops:** The Department regularly organizes seminars and workshops that address gender-related topics, such as gender equality, workplace diversity, and gender identity awareness. These events provide a platform for discussion and learning.
- **Invited Talks:** Host guest speakers, experts, and activists from diverse gender backgrounds share their experiences and insights. These talks offer diverse perspectives and encourage open dialogue.
- **Movie Screenings and Discussions:** The film screenings featuring movies that explore gender-related themes. The movie screenings are followed by panel discussions to promote awareness and understanding of gender issues portrayed in the films.



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- **Outreach Programmes:** The Department organizes outreach programmes to engage with the community on gender-related matters. The students collaborate with local organizations to raise awareness and provide support to individuals facing gender-related challenges.
- **Collaborations and Partnerships:** The English Department collaborates with other departments, institutions, and organizations that share the commitment to gender inclusiveness. Joint projects and initiatives enhance resources and expertise in promoting a more inclusive environment.



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Kristu Jyoti English Dept.
Invited Talk on Life and Literature
16.11.2022 11:26
9.46241.76.54871
FG6X+VJQ, Chethipuzha Kadavu, Changanassery, Kerala 686104

Kristu Jyoti College of Management and Technology
Department of English
In Association with Internal Quality Assurance Cell
Organises

GENDER EQUITY PROGRAMME
MOVIE SCREENING AND PANEL DISCUSSION
DATE: 12/7/23
VENUE: ROOM NO 106

ORGANISING PANEL

Rev Fr Joshy Cheeramkuzhy CMI Principal	Mr Cijo Joseph HOD
Ms Nisha T Staff Coordinator	



Kristu Jyoti College
Gender Equity Programme
12.07.2023 15:38
9.46242.76.54873
FG6X+VJQ, Chethipuzha Kadavu, Changanassery



Kristu Jyoti English Dept.
Sexual harassment prevention class
20.12.2022 14:27
9.46223.76.54799
FG6X+R48, Chethipuzha Kadavu, Changanassery, Kerala 686104



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GENDER AUDIT SURVEY AND ANALYSIS

2023-2024

The gender audit survey, in accordance with NAAC (National Assessment and Accreditation Council) criteria, is a comprehensive evaluation process designed to assess and enhance gender equity and inclusivity within an educational institution. The survey conducted by the Department of English focuses on various aspects of the institution's policies, practices, and cultural environment to ensure that individuals of all genders are provided equal opportunities, protection from discrimination, and support for their academic and personal growth. The scope of the gender audit survey includes scrutinizing the curriculum, pedagogical approaches, support services, infrastructure, and overall organizational culture to align with NAAC's criteria for promoting gender equity and inclusivity. Through data collection, analysis, and recommendations, the survey aims to foster a more equitable and inclusive educational environment that aligns with NAAC's standards and principles.

GENDER WISE CLASSIFICATION OF RESPONDENTS

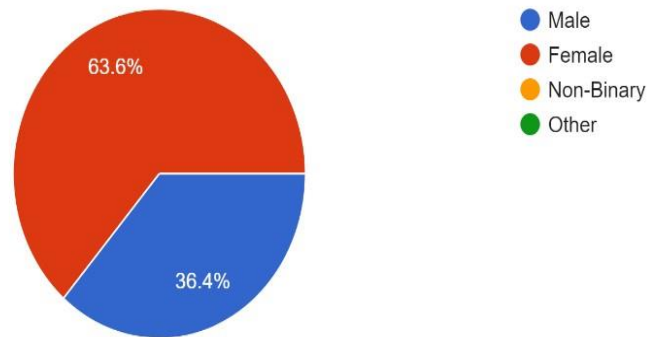
Gender	Number of Respondents	Percentage
Male	18	36.4
Female	32	63.6
Others	0	0
Total	53	100



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The following representation is an interpretation of the responses received through gender survey.

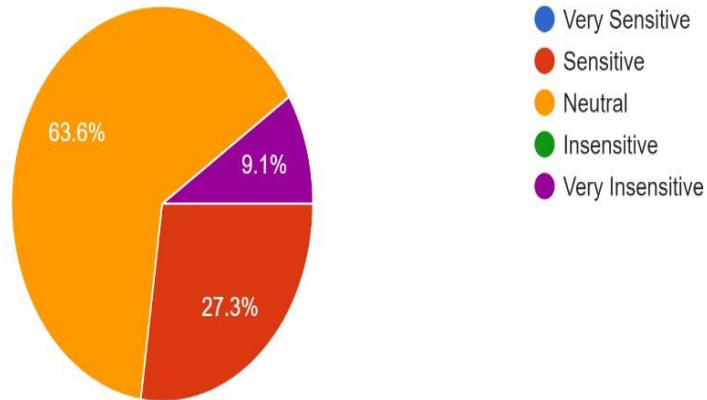
1. Gender of Respondents



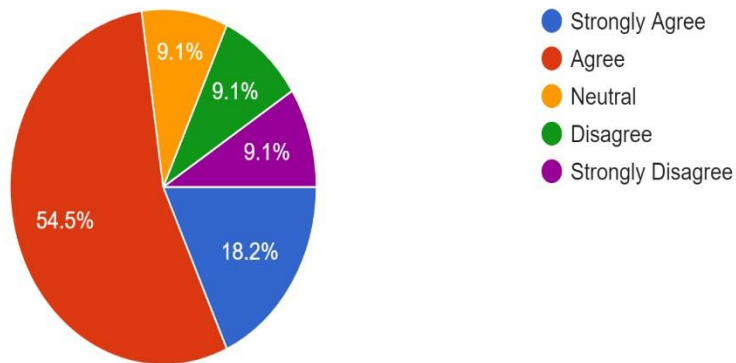
2. How would you rate the overall gender sensitivity on our campus?



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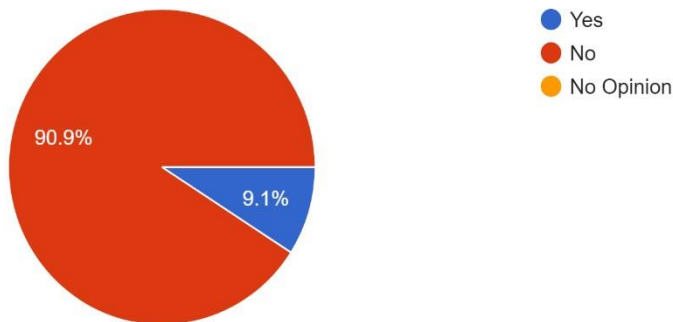
3. Do you feel that the college campus is inclusive and welcoming to people of all gender identities?



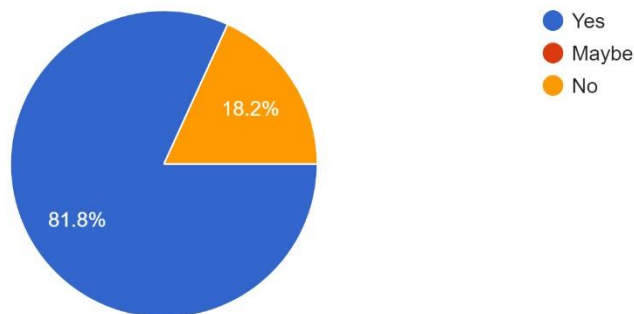


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4. Have you personally experienced any form of gender-based discrimination or harassment on campus?



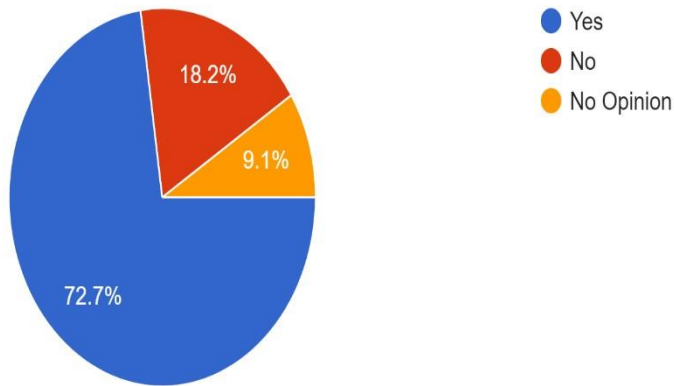
5. Do you know how to report incidents of gender-based discrimination, harassment, or violence on campus?



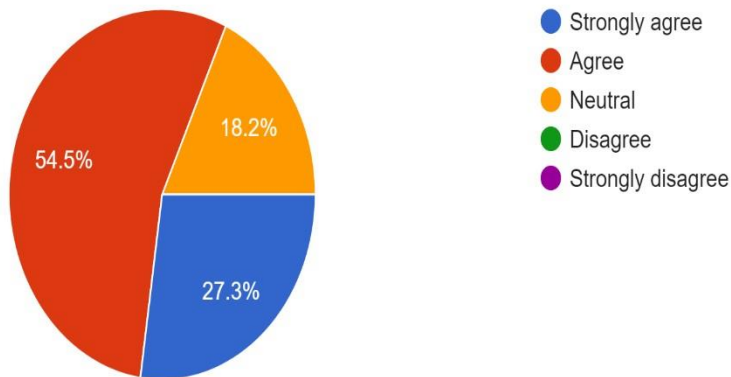
6. Are you satisfied with how the college responds to such reports?



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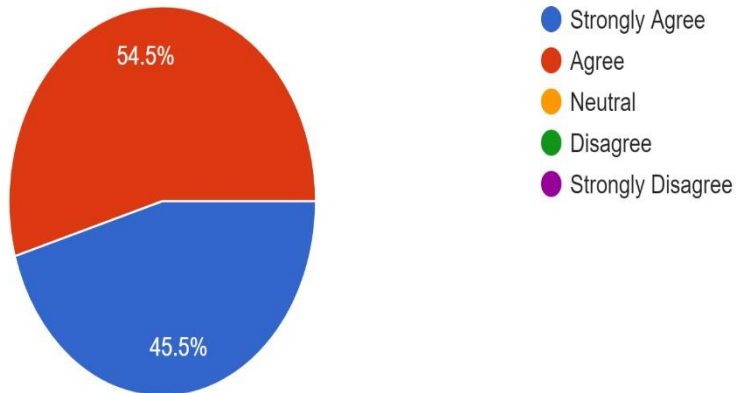
7. Are there adequate restrooms and changing facilities available on campus?



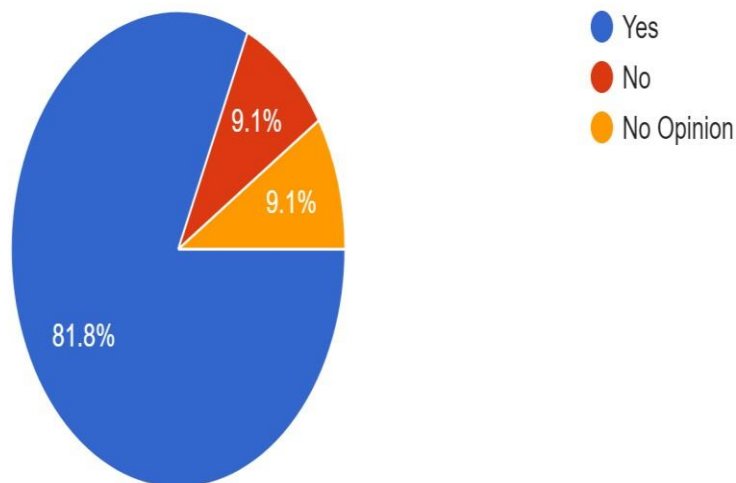
8. Are there facilities like vending machine, methods for safe disposal of sanitary pads etc.



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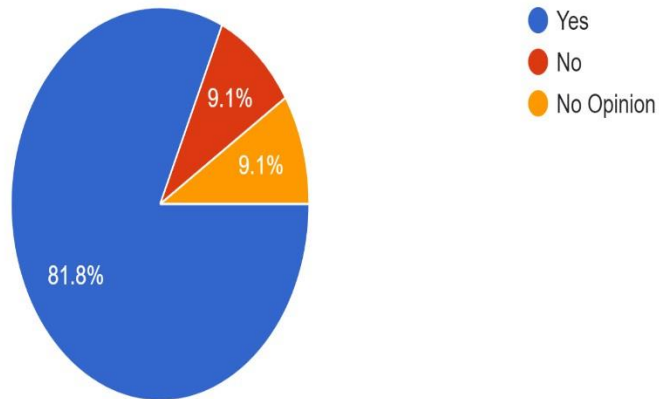
9. Do you feel safe on campus, especially at night, as it relates to your gender identity?



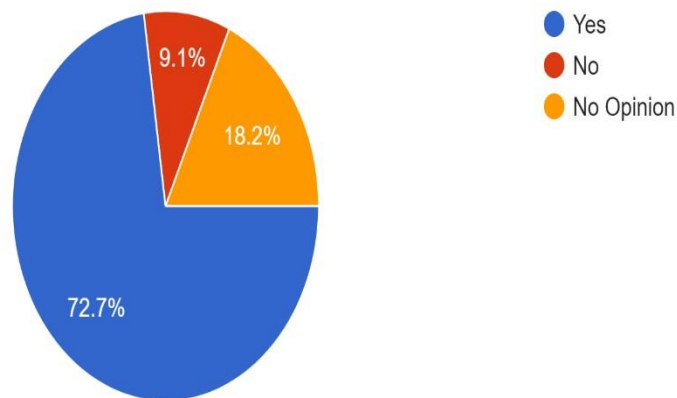


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10. Are there student organizations or clubs dedicated to gender equity and inclusivity?



11. Do you think the college's policies are effective in promoting gender equity?





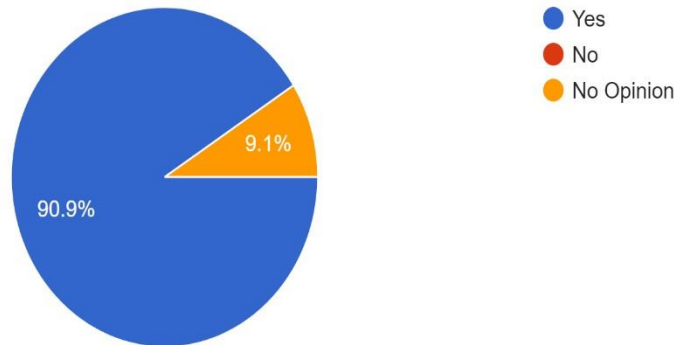
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12. Are you familiar with the college's policies and procedures related to gender discrimination and harassment?



Suggestions and Recommendations

Gender Sensitivity Workshops and training sessions for faculty, staff, and students to raise awareness about gender-related issues, promote sensitivity, and challenge biases and stereotypes.

Establish mentorship programs that connect students, particularly those from underrepresented genders, with faculty or professionals who can offer guidance, support, and opportunities for personal and academic growth.

Create a confidential and easily accessible reporting system for incidents of gender-based harassment, discrimination, or violence, and ensure that reported cases are handled promptly and appropriately.

Club activities and cultural events to foster gender equity



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Offer leadership development programmes that empower students of all genders to take on leadership roles within the college, promoting diversity and inclusion in student governance and organizations.

Conclusion

The Gender Audit Report for the English Department of Kristu Jyoti College underscores the significance of fostering gender equity and inclusivity within our academic community. The audit has provided a comprehensive assessment of our department's policies, practices, and culture, highlighting areas of strength and areas in need of improvement.

While we celebrate the strides made in creating a more inclusive curriculum, promoting gender sensitivity, and encouraging open dialogue, we also recognize the need for ongoing commitment and action. Our journey toward greater gender equity is an ever-evolving process, and this report serves as a roadmap for our future endeavors.

This Gender Audit Report represents a pivotal step in our ongoing journey, and we look forward to implementing the recommended changes and monitoring our progress toward a more inclusive and gender-equitable future.