



KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY

(Affiliated to Mahatma Gandhi University, Kottayam

& Approved by AICTE, New Delhi)

(An ISO 9001-2015 Certified Institution)

POST GRADUATE DEPARTMENT OF MANAGEMENT STUDIES

GENDER AUDIT

2023-24





GENDER AUDIT REPORT

2023-2024

A gender audit is a methodical and comprehensive assessment of a department, organization, or institution's policies, procedures, and operations to determine how they impact and are related to gender equity and inclusivity. A gender audit's primary objective is to identify, assess, and remove gender biases, injustices, and discrepancies within the company.

The Post Graduate Department of Management Studies of Kristu Jyoti College is conscious of this significant objective as well as its duty to establish and uphold a friendly, gender-neutral academic community. The department's present policies, procedures, and general dedication to advancing inclusion and gender equity are all thoroughly analyzed and evaluated in this Gender Audit Report. It not only provides a chance for introspection and growth but also demonstrates a dedication to openness and accountability to stakeholders and the larger academic community. The primary objectives of this gender audit are the following:

- Examine and assess how different genders are represented in the department.
- Examine curricula to make sure gender-sensitive viewpoints and content are included, and evaluate instructional strategies for gender inclusion.
- Create plans to stop and deal with gender-based violence on campuses while offering survivors assistance and resources.
- Analyze how different genders are represented in leadership and decision-making roles within the English Department. • Encourage gender sensitivity among staff, teachers, and students through awareness campaigns, workshops, and educational programs.

PROFILE

The study and investigation of Management Studies focus on the lively and academically vibrant Management Department at Kristu Jyoti College. Since our founding in 2010, we have developed into a thriving community of scholars and enthusiastic learners who are all passionate about learning various managerial functions.



ACADEMIC PROGRAMME:

A three-year undergraduate management program, the BBA offers students from a wide range of subject backgrounds a great deal of opportunities. One of the greatest employment options is a BBA, which gives positions in a variety of industries including government, finance, marketing, and sales. A BBA degree prepares you for work in the industry; it's not just a theoretical degree with pages of theory to read. With this professional degree, you are prepared for life in the real world. You will gain a variety of managerial skills during the course, including analytical, problem-solving, leadership, and communication abilities.

Faculty Knowledge and Participation:

Experts in a range of managerial and professional accounting fields, the committed faculty members are committed to fostering the intellectual development of their students. In the classroom, they offer a plethora of research knowledge, pedagogical expertise, and a polished managerial perspective. Currently, 50% of the department's faculty members are women from a variety of backgrounds. Since the department's founding, Mr. Thomas Mathew has served as its head.

Dedication to Inclusivity and Diversity:

The Department is dedicated to creating an environment that is both diverse and inclusive, making students of all origins and identities feel appreciated and at home. Respect for different viewpoints and inclusivity are actively promoted by the Department.

Admissions and Enrollment

- The college adheres carefully to university admissions and reservation policies.
- Of the total number of students admitted for the BBA course, 55% are female.
- The College provides scholarships to every deserving student.

Coursework & Instruction

- The department adheres to the University's specified curriculum, which supports diversity, inclusivity, and gender equity.
- A number of courses contain information that is sensitive to gender. The department offers other courses to supplement this.
- The inclusive teaching approach has assisted in the pupils' development of gender awareness.
- Pedagogical strategies that promote gender inclusion are timely assessed.



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- Plans are developed to establish a welcoming environment in the classroom.
- Programs for faculty development are designed with gender sensitivity in mind when instructing.

Extension and Research Initiatives

- Student engagement with gender issues is ensured through participation in community outreach and extension activities.
- Departments analyze research and initiatives relating to gender.

Resources for Learning and Infrastructure

- The Department makes sure that gender-sensitive learning materials and support services are available.
- Every classroom in the Department is kept clean and has enough furniture to promote teaching and learning.
- A projector and display board are provided in every classroom to aid in efficient teaching and learning.
- Sufficient steps are made to guarantee that the department's restrooms are clean and meet the unique requirements of the female students.
- On campus, safety and security measures are guaranteed for all genders. CCTV cameras and security personnel monitor campus safety around-the-clock.
- The female student's needs for safety are met by the girl's hostel.
- The campus features an open gym that students are welcome to use.
- The canteen provides wholesome drinks and snacks.

Student Assistance and Advancement

- With an emphasis on gender diversity, the department provides career assistance, healthcare, and counseling as support services.
- The department helps to create environments that support students of both genders in staying in school and moving forward.
- The Department carries out innovative projects to provide a welcoming atmosphere for a range of gender identities.



LEADERSHIP, MANAGEMENT, AND GOVERNANCE

- The structure and governance of the college encourage gender inclusivity.
- The college's policies and procedures are made to specifically prohibit harassment and discrimination based on gender.
- If there is harassment, the students receive enough assistance to report it.
- Students who report harassment can get the assistance they need from the college's Grievance Redressal Cell and Internal Complaints Committee.
- The college's leadership demonstrates a commitment to promoting inclusion and gender equity.

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.

INITIATIVES FOR GENDER EQUITY

- **Seminars and Workshops:** The Department frequently hosts seminars and workshops on gender-related subjects, including workplace diversity, gender equality, and gender identity awareness. These gatherings offer a forum for conversation and education.
- **Invited Talks:** Experts, activists, and guest speakers with a range of gender backgrounds offer their perspectives and experiences. These presentations promote candid communication and present a range of viewpoints.
- **Film Screenings and Discussions:** This section covers film screenings with a focus on gender-related subjects. To raise awareness and understanding of gender issues shown in the films, panel discussions are held after the film screenings.
- **Outreach Programs:** To interact with the community on issues pertaining to gender, the Department hosts outreach programs. The students work with neighborhood organizations to promote awareness and offer assistance to people dealing with gender-related issues.
- **The Management Studies Department engages in partnerships and collaborations with other departments, institutions, and organizations that also prioritize gender inclusivity. Collaborative endeavors and projects augment assets and proficiencies in advocating for a more comprehensive milieu.**



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Kristujyoti College
Gender Audit Report - Film Screening
03.11.2023 12:25
9.46259, 76.54809
FG7X+57J, Chethipuzha Kadavu, Changanassery

KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY
POST GRAGUATE DEPARTMENT OF MANAGEMENT STUDIES
In Association With
Internal Quality Assurance Cell Organises

**GENDER EQUITY PROGRAMME
MOVIE SCREENING AND PANEL
DISCUSSION**

DATE : 3/11/2023
VENUE: ROOM NO.610

ORGANIZING PANEL

Rev Dr. Joshy Cheeramkuzhy CMI
Principal

Mr. Thomas Mathew
HOD

Staff Coordinators
Ms. Liya Titto
Ms. Maya Babu



Kristu Jyoti College
Gender Audit- Awareness Programme
03.11.2023 11:28
9.46259, 76.54811
FG7X+57J, Chethipuzha Kadavu, Changanassery, Kerala 686104



GENDER AUDIT SURVEY AND ANALYSIS

2023-2024

In compliance with the standards of the National Assessment and Accreditation Council (NAAC), the gender audit survey is a thorough assessment procedure intended to appraise and improve gender parity and inclusiveness in an educational setting. In an effort to guarantee that people of all genders receive equal opportunities, protection from discrimination, and support for their academic and personal development, the Post Graduate Department of Management Studies conducted a survey that focuses on a number of aspects of the institution's policies, practices, and cultural environment. Examining the curriculum, pedagogical strategies, infrastructure, support services, and general organizational culture to ensure that it complies with NAAC's standards for advancing gender equity and inclusivity is part of the scope of the gender audit survey. In line with the criteria and tenets of the NAAC, the survey seeks to promote a more inclusive and equitable learning environment through data collecting, analysis, and suggestions.

GENDER WISE CLASSIFICATION OF RESPONDENTS

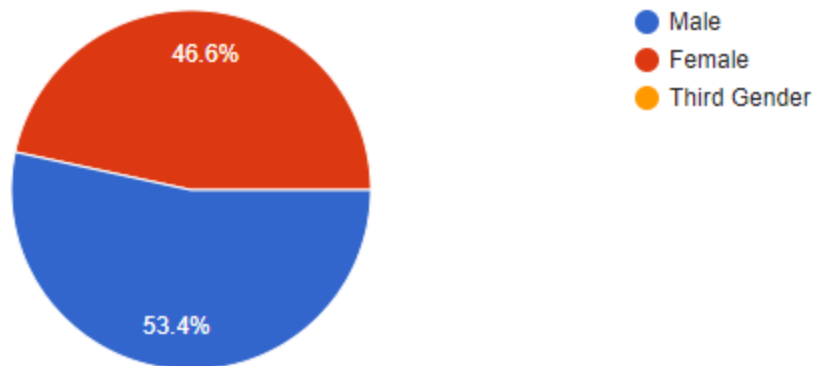
The following representation is an interpretation of the responses received through gendersurvey.

Gender	Number of Respondents	Percentage
Male	71	53.4
Female	62	46.6
Others	0	0
Total	133	100

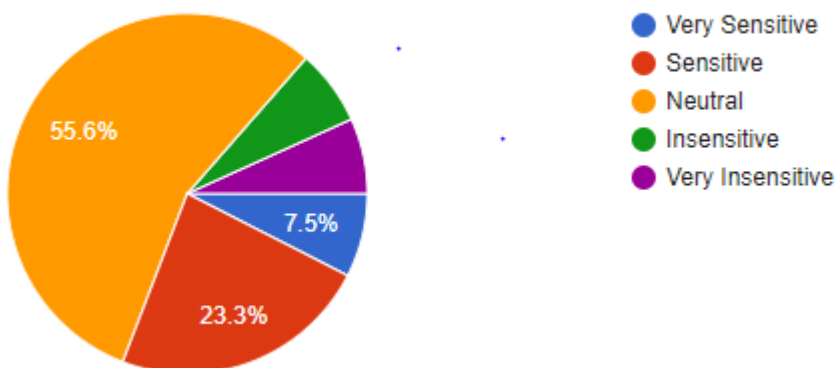
Table 1.1



Gender of Respondents

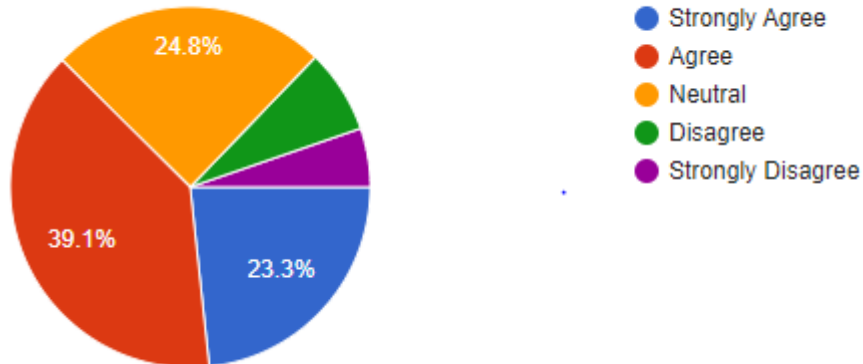


How would you rank our campus's general gender sensitivity?

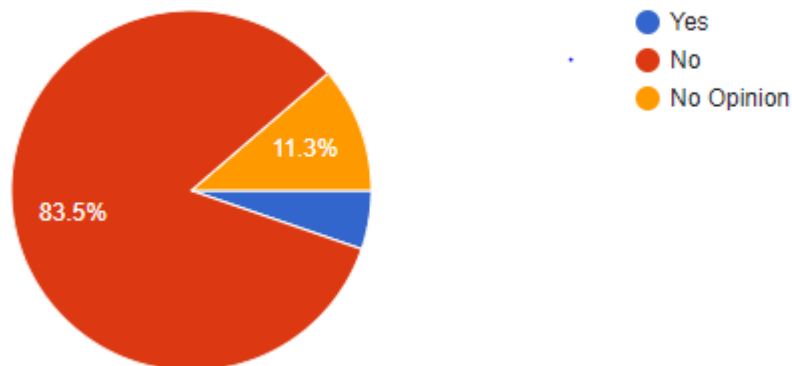




Do you think that individuals of all gender identities are welcome and accepted on college campuses?

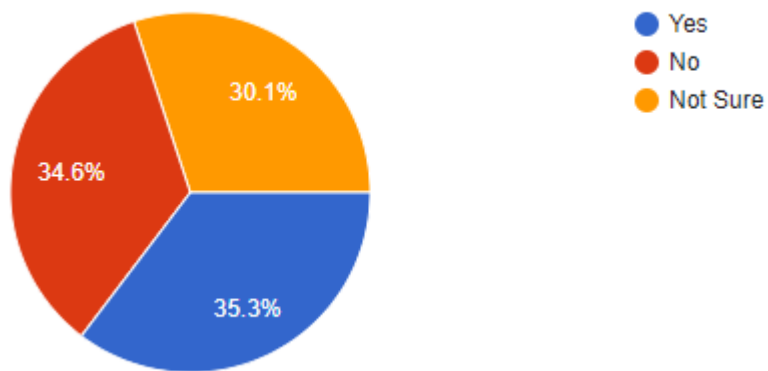


Have you personally encountered any harassment or discrimination on campus based on your gender?

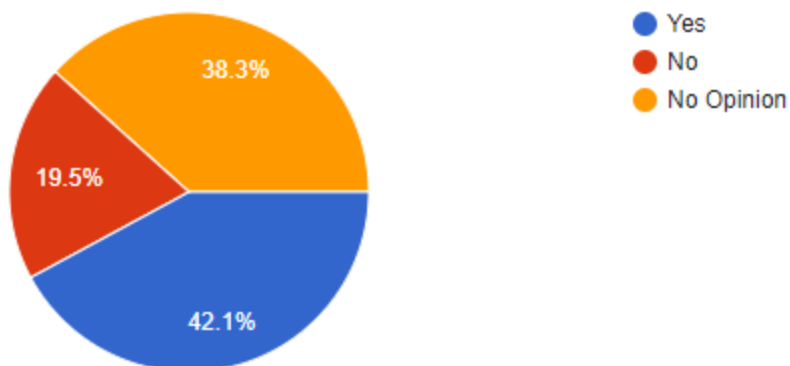




Are you aware of the reporting guidelines for instances of violence, harassment or discrimination based on gender on campus?

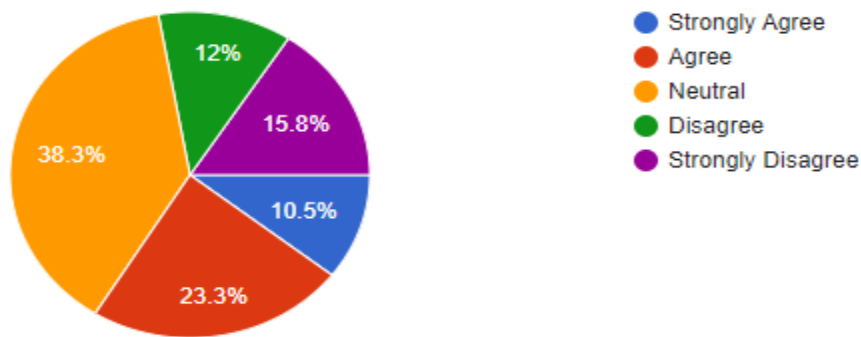


Are you happy with the college's handling of these reports?

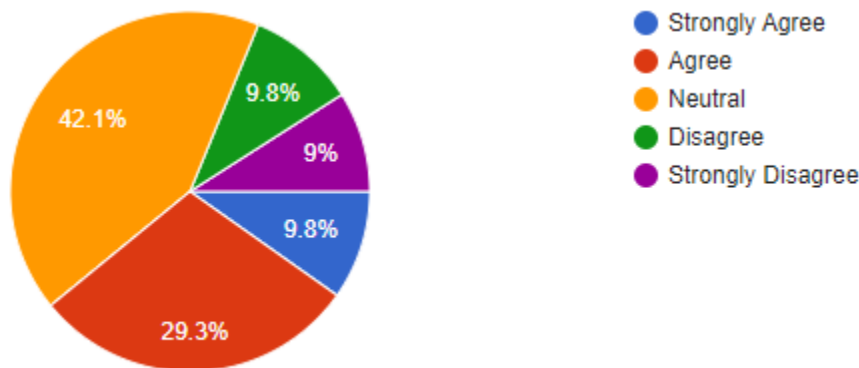




Do the facilities for dress changing and restrooms on campus meet appropriate standards?

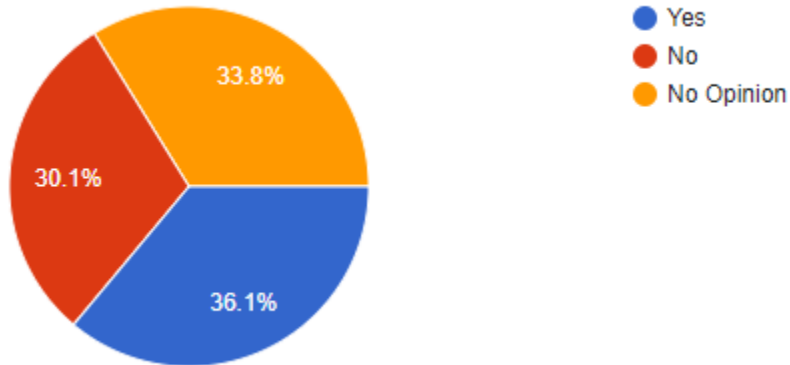


Exist amenities such as vending machines and safe ways to dispose of sanitary pads?

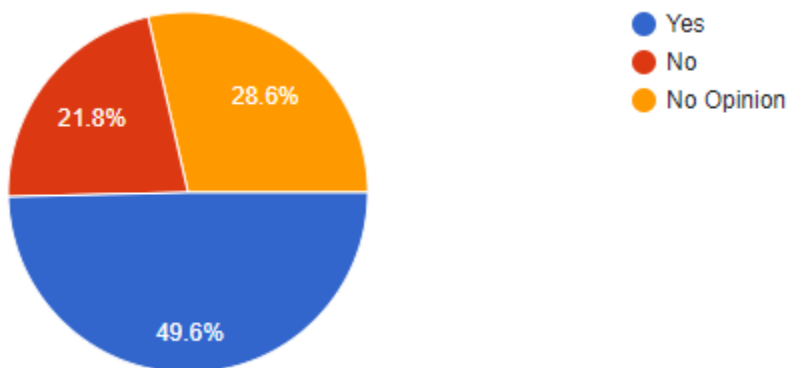




Are there any student groups or cells that focus on diversity and gender equity?

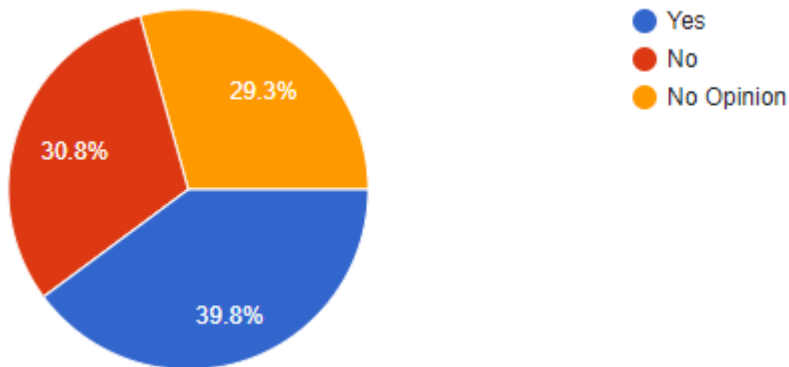


Do you believe that gender equity is effectively promoted by the college's policies?





Do you know the college's policies and procedures on harassments and discrimination based on gender?





Suggestions and Recommendations

Gender Awareness workshops and training events to encourage sensitivity, challenge prejudices and preconceptions, and increase knowledge of gender-related issues for academics, staff, and students.

Create mentorship programs that link students—especially those from underrepresented genders—with academics or professionals who can provide opportunities for both academic and personal advancement, as well as guidance and support.

Establish a discreet, easily-accessible reporting system for instances of violence, discrimination, or harassment based on gender, and make sure that situations that are reported are dealt with in a timely and appropriate manner.

Club events and cultural programs to promote gender parity

Provide leadership development programs that encourage diversity and inclusion in student government and groups by enabling students of all genders to assume leadership positions within the college.

Conclusion

The Gender Audit Report of Kristu Jyoti College's Management Department emphasizes how important it is to promote inclusivity and gender equity in our academic community. The audit has given us a thorough evaluation of the policies, procedures, and culture of our department, pointing out its strong points and places for development. We acknowledge the need for continued commitment and action, even as we applaud the progress made in fostering gender sensitivity, a more inclusive curriculum, and open communication. As we continue to work toward greater gender parity, this report will serve as a guide for our next steps.

We view this Gender Audit Report as a critical milestone in our continuous process, and we look forward to putting the suggested adjustments into practice and tracking our advancement toward a more inclusive and gender-equitable future.