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Jesus and Mary College

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JESUS AND MARY COLLEGE UNIVERSITY OF DELHI

SUPPORTING DOCUMENTS FOR 7.1.1

MEASURES INITIATED BY THE INSTITUTION FOR THE PROMOTION OF GENDER EQUITY DURING THE YEAR 2023-2024

ACTION PLAN AND ACTION TAKEN REPORT

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ACTION PLAN FOR THE ACADEMIC YEAR 2023-2024

1. Professional Development for newly recruited Faculty Members

The College envisages to have more than seventy new faculty members recruited across departments in the academic year 2023-2024. It will be the highest priority of the IQAC to facilitate the smooth induction of these new members into the JMC family. Therefore, Orientation Programmes, Induction Seminars, Innovative pedagogical and evaluation approaches, Opportunities for interactions between the existing staff members and the newly recruited teachers on the ethos and values of the College will be organised specifically for the newly recruited faculty members.

2. Capacity Development in Research Methodologies for Faculty and Students:

To foster the growing culture of research amongst the faculty and students of the college through concerted and focussed efforts in the form of research workshops for students and faculty members, Faculty Development Programmes on high quality publications, plagiarism checks, interdisciplinary research endeavours, discipline specific research methodology seminars and training programmes will be conducted. These programmes will further provide young academicians with support and possibilities for recognition of their achievements, particularly in the field of research and academic excellence.

Promoting Psychological and Emotional Well-being on Campus

Continuous training programmes for Teachers in counselling and helping skills to ensure access to quality mental health services to students. Networking and linking services with professional counsellors and trainers to maintain and promote a healthy and positive wellbeing of students through the Students Service Centre of the College.

Continuous Orientation & Sensitization programmes under the NEP 2020:

To ensure the smooth transition to Undergraduate Curricular Framework UGCF 2020 for the third and fourth years of the NEP, through Faculty discussion forums, working group formations. Orientation on the newly introduced Skill Enhancement Courses (SECs) and Value Addition Courses (VACs) will be organised.

5. Mapping Student Progression

A uniform document of student progression, with well laid-out academic pathways through an official student record maintenance booklet is to be monitored through the mentors of respective students. This ensures authentic records of the students' progression over the four-year period on campus.

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Fostering Social Responsibility and Community Engagement through Government and Non-governmental Partnerships

To collaborate on effective community outreach programs for UGCF students based on the NEP 2020 guidelines with the Centre for Community Engagement and Skill Development and Placement Cell of the college.

7. Facilitating Internships through Industry/ Corporate Partnerships

To provide Internship, Apprenticeship, Project and Community Outreach opportunities for all students enrolled under the NEP 2020, as per the requirement of their academic programme.

8. Enhancing use of Digital Technology

To further strengthen the use of digital technologies and provide 'State-of-the-Art' technical solutions for all processes in the College.

9. Building Corpus Fund

To explore the funding sources for building a hostel for students of the College.

10. Collaborations and Networks

The college seeks to widen its collaborative and research networks by partnering with both national and international institutions. Joint conferences, seminars, training programmes, publications, multidisciplinary research projects will be identified with collaborating institutions.

Dr. Pavitra Bhardwaj

IQAC Coordinator

Prof. Sandra Joseph

Principal

Access link:

https://www.jmc.ac.in/uploads/staticfiles/igac/actionplans/Action%20Plan%202023-2024.pdf

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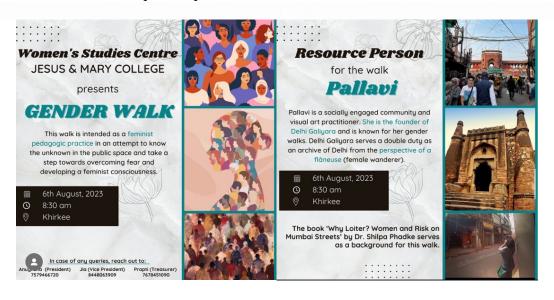
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Action Taken by Jesus and Mary College, through its various societies and departments to promote gender equity

WOMEN'S STUDIES CENTRE

The Women's Studies Centre at Jesus and Mary College is a compulsory and UGC recognized society dedicated to instilling a feminist consciousness in students and motivating feminist actions. It consists of about 295 student members and 9 faculty members, in addition to the convenor.

• On 6th August, 2023, the WSC conducted Gender Walk at Khirki Village with Pallavi from Delhi Galiyara as the resource person. Through this event, participants experienced the space of the city from the perspective of a flâneuse. The event also focussed on helping women overcome the fear of the unknown and provide agency to women to reclaim public spaces.



• On 20th September, 2023, the WSC conducted a film screening of "Darshan- The Changed Gaze: Looking Back in Wonder and Concern", directed by media anthropologist Britta Ohm. The film explores India's changing socio-political and cultural context in light of gender. The screening was followed by a discussion with the director, Britta Ohm.

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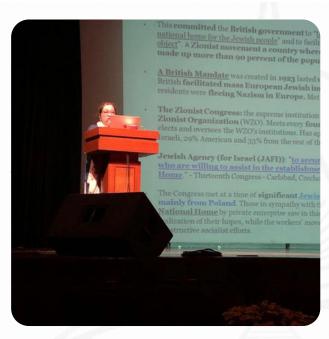
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A photograph from the film screening by Britta Ohm

- On 20th October 2024, the WSC organized a Reading Circle and Documentary Screening of 'Saqattat (Has Fallen)' to discuss the occupation of Palestine in room 407. The screening was followed by reading and discussing Kwame Ture's Pitfalls of Liberalism.
- On 6th December, 2023, the WSC organized a lecture by Dr. Karen Gabriel, Associate Professor in the Department of English in St. Stephens College, titled 'Understanding Gaza: Contextualizing Ongoing Violence & Recounting the Victories of Oppressed People'. The lecture aimed at vitalizing essential discourses around Palestine's occupation, resistance and resilience.



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• On 12th February, 2024, the WSC organized A Talk and Interaction with Dr. Menah Pratt, delivered an insightful lecture on the intersections of gender and race in educational institutions, which was preceded by an interactive session between her and students of WSC, discussing our experiences as women students in a women's college in India.





• On the occasion of the International Women's Day, on 8th March, 2024, the WSC organized a talk and interaction by Mythri Prasad-Aleyamma on 'Work as Commons and Wages as Collective'. The talk gave WSC students insight into the intersections of gender and labour in contemporary Kerala, issues between local and migrant labourers in Kerala. The talk was followed by an enriching discussion through a question-answer round by students and WSC staff.

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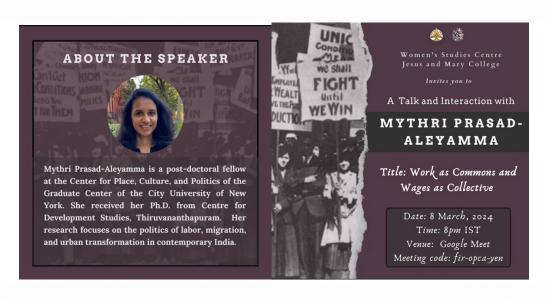


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On 15th March, 2024 the WSC organized a Collaborative Open Mic with Equal Opportunities Cell, as part of JMC's Annual Fest - Montage, in the open mic event 'Zarafat' on the theme 'Legacy of Helen Keller' The open mic event called for participants to sing or share their stories. Zarafat received enthusiastic participation from students of JMC

• Participatory Research Project and Certificate Course Module by Dr. Jessy Philip

Title: Caste, Companionship and Dating

Module 1: 7th March, 2024 Theme: Cast(e)ing Gender

The first Certificate Course Module under the Participatory Research Project 'Caste, Companionship and Dating' was conducted on 7th March titled 'Cast(e)ing Gender' by Professor Dr. Jessy Philip. The module discussed caste consciousness in India through Dr. Ambedkar's writings, and the intersections of gender and caste oppression.

Module 2: 20th March, 2024

Theme: Cast(e)ing Notions of Femininity and Masculinity

The Second Certificate Course Module under the Participatory Research Project 'Caste, Companionship and Dating' was conducted on 20th March titled 'Cast(e)ing Notions of Femininity and Masculinity' and involved Focused Group Discussions conducted by WSC students on the participants from WSC & beyond, to collect data about dating attitudes.

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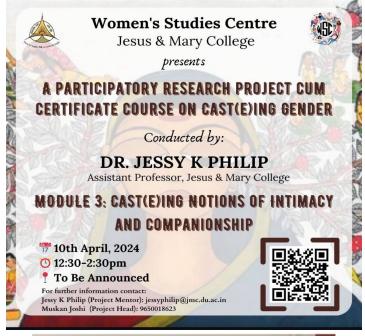
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Module 3: 10th April, 2024

Theme: Cast(e)ing Notions of Intimacy and Companionship

The third Certificate Course Module under the Participatory Research Project 'Caste, Companionship and Dating' was conducted on 10th April titled 'Cast(e)ing Notions of Intimacy and Companionship'. Students were made to write introspective essays on their notions of intimacy across relationships, as a means to collect data for WSC's research project.





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• The Annual Fest of the Women's Studies Centre, Jagriti

The WSC concluded its academic session with our annual fest - Jagriti, a celebration of feminist works and reiteration of our commitment to women's liberation, held on the 18-19 April 2024. Jagriti was inaugurated by a talk delivered by Rama Lakshmi, an editor at The Print, who gave a feminist perspective on journalism.

With the theme of 'Media, Public Memory and Discourse Formation a national student seminar was also held across 3 sessions. The second day involved a blackout poetry and photography competition, a workshop by Aaina, and a presentation of preliminary findings of the research project 'Caste, Companionship and Intimacy'. Dr. Dhiren Borisa delivered a closing note, with a recitation of anti-caste poetry and a moving and insightful speech.



A Photograph of the Exhibition from Day 1 of Women's Studies Centre's Annual Fest Jagriti



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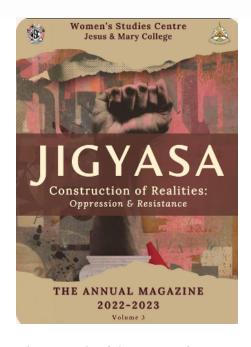
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JIGYASA

Apart from events, the WSC regularly releases its annual magazine titled *Jigyas*a which takes up contemporary gender related issues of importance.



Photograph of the cover of Jigyasa

INTERNAL COMPLAINTS COMMITTEE

In a proactive endeavor to raise awareness and empower individuals to address instances of sexual harassment, the Internal Complaints Committee (ICC) at Jesus and Mary College, University of Delhi, implemented a comprehensive awareness campaign.

• Weekly awareness campaign (Friday)

Every Friday, the ICC circulated informative posters and messages throughout the college campus. These materials were purposefully crafted to serve as a continual reminder of the significance of speaking up against sexual harassment, succinctly summarized key issues.

• Street Play

This sustained initiative transcended a one-time event, fostering an enduring culture of awareness and empowerment within Jesus and Mary College. On December 6th, 2023, a

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thought-provoking street play was organized, addressing pertinent issues surrounding workplace boundaries, body shaming, and sexual harassment. The play unfolded a series of scenarios, highlighting societal challenges and empowering narratives.



• Google form and QR Code

It also included a Google link to the complaint form along with a QR code scanner. This intentional inclusion aimed to provide a straightforward and accessible avenue for individuals within the college community to promptly report incidents of harassment. It ensures confidentiality by keeping the identity of the students anonymous. The consistent circulation of materials sought to instil a sense of responsibility and encourage individuals to take proactive steps against any form of harassment they might encounter on the campus.

ENTREPRENEURSHIP CELL OF JESUS AND MARY COLLEGE

The Entrepreneurship Cell (E-Cell), Jesus and Mary College organized a Digital Poster Making Competition to commemorate World Entrepreneurs' Day, observed every year on 21st August in celebration of the remarkable spirit of entrepreneurship and innovation. One of the themes for the competition was "Women in Entrepreneurship: Breaking Barriers, Shaping Industries".

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Photographs of some of the entries received on the theme of "Women in Entrepreneurship: Breaking Barriers, Shaping Industries" at the poster making competition.

THE PEACE SOCIETY

The Peace Society at Jesus and Mary College hosted a compelling webinar on December 10, 2023, addressing the critical intersection of women's issues and mental health. The featured guest was Ms. Purvi Shenoy, the esteemed founder of Global Girls Convergence, renowned for her role as a TedX speaker, published author, and dedicated researcher. The event aimed to foster a diverse and inclusive environment, empowering girls to embrace their true potential and contribute to a brighter future. Ms. Purvi Shenoy's organization focuses on nurturing leadership skills among girls, positioning them as changemakers in their communities.

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NATIONAL SERVICE SCHEME

• National Service Scheme of Jesus and Mary College hosted a video-making event on February 16th, 2024 from 11:30 to 12:30 pm to mark the International Day of Women and Girls in Science.

The event aimed to celebrate and acknowledge the brilliant contributions made by women and girls in the field of science. The focus was on raising awareness about the significant role played by women scientists in shaping the world as we know it. It also aimed to inspire more girls to pursue careers in STEM fields (science, technology, engineering, and mathematics). A total of 12 volunteers took part in this event.



Volunteers during the video making



Volunteers during the video making



Volunteers during the video making



Volunteers during the video making

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• National Service Scheme of Jesus and Mary College in collaboration with NGO Sakshi and Project Rakshin conducted a webinar on "POCSO Act 2012", by Ms. Kaushika Rajavelu on 2nd February 2024. The workshop was held as part of the Rakshin Project, which seeks to equip a generation of equals with knowledge of sexual and mental health issues in order to produce productive human resources and a safe environment for children and subsequently everybody. A total of 59 volunteers attended the session. The session was highly interactive with visual representations and polls to include the opinions of the audience and gave all the volunteers an understanding of how this POCSO act can protect them, their loved ones or any child from a traumatic experience.



• National Service Scheme of Jesus and Mary College organized an awareness session on Cervical Cancer. The session was conducted on 7th February 2024 in the Seminar

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Room. A total of 32 volunteers attended the seminar. The session was held on World Cancer Awareness Day to raise awareness about Cervical Cancer, a critical health issue affecting many. Dr. Nidhi Nayyar, an esteemed Consultant for Gynaecologic Oncology at BLK Max Hospital, graced the event as the keynote speaker. With her wealth of experience and numerous accolades in the field, Dr. Nayyar delivered an insightful discourse, covering various aspects of cervical cancer, including preventive measures, early detection, and available treatment options.



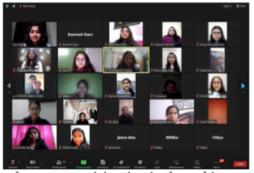
webinar at NSS JMC



Webinar presented to the volunteers by Ms. Kaushika Rajavelu



Webinar presented to the volunteers by Ms. Kaushika Rajavelu



volunteers participating in the webinar on POSCA ACT 2012

National Service Scheme of Jesus and Mary College also supported the goal of Education for All through its Adult Literacy Program in collaboration with Prabhat Tara NGO. Under this, biweekly sessions for women who lost touch with their education were conducted with a special focus on the essential role of English in today's world. The curriculum began with basic skills, such as learning the alphabet and forming sentences, before progressing to conversations and interview preparation. A dedicated team of 15 volunteers conducts classes every Wednesday and Friday, offering sessions tailored to the diverse backgrounds of the participants.

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• NSS JMC Celebrated Christmas at Prabh Tara, around 30 volunteers participated in shifts to celebrate Christmas with women and children of the NGO.

THE DEPARTMENT OF PHYSICAL EDUCATION

The Department of Physical Education with the National Sports Organization organized the National Seminar on Health Concerns of Women in Sport held on the 22nd d September with Dr Alok Mathur - Additional Deputy Director General Central Tuberculosis Division, Dr Deepak Sury - Head Physiotherapist Delhi and District Cricket Association, Dr. Shallu Gupta - Chief Medical Officer Samshudhi Residential Naturopathy and Panchkarma Hospital, Dr Namrata Devgun - Homoeopathic Physician, and Dr Deepak Dangwal - Counsellor University Counseling and Guidance Centre as our resource persons for the event. The event was organized by Jesus and Mary College, University of Delhi, New Delhi and sponsored by the National Commission for Women, New Delhi. The Concept Note of the Seminar was that women often experience unique health challenges that are not adequately addressed in mainstream healthcare. By recognizing and addressing the unique health challenges that women in sports face, we can promote greater gender equity and create a more just and equitable playing field.



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Photographs of the National Seminar on Health Concerns of Women in Sports

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NATIONAL CADET CORPS

On 8th February, 2024, Community Engagement Centre in collaboration with NCC JMC organized a talk session with the IPS officer Dr. Kiran Bedi. Dr Bedi spoke on the topic "Women: Agents of Social Transformation".

The participants included cadets of JMC NCC and students of Jesus and Mary College.



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JESUS AND MARY COLLEGE EDUCATIONAL PROGRAMME

On 1st November, 2023, Jesus and Mary College Educational Programme along with Women's Studies Centre organized a movie screening event on 1st November, 2023 for the launch of 'Naari Samarika' project on women's education. Two impactful movies, 'Brave Girl Rising' and 'Anjali, were featured, aiming to raise awareness and foster understanding.





- Project Naari Samarika, an initiative under JMCEP that commenced in 2023 focuses on the empowerment of women through adult education. With an emphasis on literacy, the project gathers a group of more than twenty dedicated volunteers who put in endless effort to support and educate underprivileged women. The project has benefited more than fifty women by giving them access to resources that will help them develop their skills and knowledge, eventually helping them become more economically empowered and improving their general well-being. Every day, tutoring sessions for Project Naari Samarika and JMCEP are held on the college campus. During the academic year, we facilitated learning of Hindi and English language to assist students in overcoming language hurdles. Additionally, we taught them basic mathematics and scientific principles for computational and comprehension purposes. Through confidence-building events and workshops, we have facilitated their ability to navigate social situations.
- On 6th December, 2024, Jesus and Mary College Education Programme and the Nine Foundation collaborated for an impactful event centered on **raising awareness about menstrual hygiene**. The event's goal was to facilitate open discussions and empower women and girls by providing them with necessary resources.

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Fateh Education Seminar

Fatch Education and JMCEP jointly organized a seminar on educational guidance on March 6, 2024. The event focused on higher education opportunities abroad, covering courses, scholarships, and application processes at prestigious universities. Participants, including 47 students and two faculty members, benefited from detailed insights on exams like SAT, GRE, and IELTS, along with personalized advice in one-on-one sessions. The seminar concluded with a Q&A, ensuring attendees left with clarified doubts and a clearer roadmap for their academic futures. Overall, the event was highly appreciated for its comprehensive information and individualized support.



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COMMUNITY ENGAGEMENT CENTRE

The Community Engagement Centre (CEC), Jesus and Mary College, was established in February 2023 to facilitate outreach initiatives with communities around the vicinity of the college with the vision of creating opportunities for awareness building and empowerment.

A course on tailoring was the first skill development course started by the CEC. The CEC team consistently visited women and girls residing in the urban slum communities of Bapu Dham, Vivekananda Camp, and Sanjay Camp near JMC to mobilize them to join the classes. Classes for the first batch commenced on 15 February and culminated on 19 May 2023.

The classes were organized in two batches of two hours each, operating five days a week free of cost. The curriculum included both theoretical and practical components, covering topics such as tailoring techniques and tools, understanding different types of fabrics and their properties, pattern making and garment construction, sewing machine operation and maintenance, alteration and repairs, garment fitting and measurements, and basic business and marketing skills for aspiring tailors. From the first batch, a total of 22 learners, comprising 15 women from the community and 7 students from NCWEB completed the course.



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The tailoring course aimed to equip participants with fundamental skills and knowledge in the field of tailoring. The curriculum included both theoretical and practical components, covering the topics such as:

- 1. Introduction to tailoring techniques and tools.
- 2. Understand different types of fabrics and their properties.
- 3. Pattern making and garment construction.
- 4. Sewing machine operation and maintenance.
- 5. Basic alteration and repairs.
- 6. Garment fitting and measurements.
- 7. Basic business and marketing skills for aspiring tailors

During the three-month course, participants made significant progress in their tailoring skills. They gained proficiency in various stitches, seams, and finishes, enabling them to sew garments with accuracy and precision. Participants were awarded with certificates after successful completion of the course.

Women and NCWEB students who completed the tailoring course are using this skill to generate income through part-time or freelance tailoring services. Some of them have started small-scale business from home of alteration, of making and selling small bags, masks etc and are stitching their family member's and own cloths. This saves them money since they can repair and alter clothes themselves at home. It also fosters self-reliance and empowerment.

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DASTAAN

On March 8, 2024, on the occasion of Women's Day Celebration, members of Dastaan have attended Heritage Walks conducted by India City Walks as a part of the Collaboration which were centred around Chandni Chowk. This walk was focused on two heritage buildings in connection to women: Begum Samru ki Haveli and the Town Hall.

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EQUAL OPPORTUNITY CELL

• On October 25, 2023, the Equal Opportunity Cell conducted a film screening of Accsex which addresses the issues of sexuality and accessibility for individuals with disabilities. The film challenges the stereotypes of what is normal, abnormal, attractive, ugly, able, and disabled. The narrative of four disabled women— Abha, Kanti, Sonali, and Kanti—overcoming obstacles to their identities and sexual expression captivated the audience. After a group discussion that emphasised the right of disabled individuals to sexuality, the screening was held.

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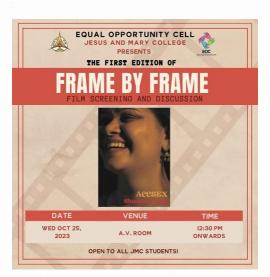
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• On 15th March, 2024, the Equal Opportunity Cell, in collaboration with the Women Studies Centre organized the event, Open-Mic: ZARAFAT 2.0. The open mic was centred around the theme: "Legacy of Helen Keller", a renowned author and a firm advocate of socialism, best remembered for advocating for the rights of the disadvantaged, primarily women and disabled people. The event was an exploration of her life and works, and delved into the complexities of her own journey of navigating through a chronic disability to becoming an acclaimed intellectual figure and a ground-breaking social activist. Through the open mic, people were invited to look within and explore their multifaceted identities.



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ETHNIC EIGHT

• Ethnic Eight, the Northeast society of Jesus and Mary college, Delhi University held its inaugural lecture where Dr. Swargajyoti Cohain an Associate Professor at Ashoka university presented an intriguing and enlightening talk on the theme: "Interrogating anthropology of states and borders in northeast India".

Dr. Gohain addressed the audience with her intellectual knowledge on a variety of themes central to our understanding of the North East. She began her talk with the gatekeeping concept where she emphasized on understanding this concept to define the principle of a particular society. Then she continues to talk about the shift in perspective since late 1990s and early 2000s emphasizing her talk on cross-border where she states that Northeast India shares international boundaries with five different countries. Her talk then is followed by deepening on the States and the regulation of crossing. Furthermore she draws her audience towards the accommodation and defiance faced altogether at the same time and how unequal mobility takes place on the grounds of who can be mobile?; what factors facilitate mobility; Class; Minority; Ethnicity; Religion; Gender. This followed discussion. by was









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• On 23rd March, 2024, Ethnic Eight, The North East Students Society of Jesus and Mary College organized an online panel discussion on the "Marginal on the Map: Assessing Gender and Media Representations in Northeast India". Prominent women journalistic voices from the region such as Sangeeta Barooah Pisharoty, National Affairs Editor for The Wire, Patricia Mukhim who served as the Editor of Shillong Times, Makepeace Sithlou working as an independent journalist and Kimi Colney who works with EastMojo-a Northeast based news company participated in the panel discussion. The session was well received and was followed by an intensive panel discussion



IRIS

On 29th April 2024, the college organized an Awareness and Capacity Building Program in collaboration with NCW (National Commission for Women), on the theme "Rise and Lead: Young Women Pioneering Technology, Business and Public Life". IRIS made a mesmerizing rangoli centered around the conference's theme. The rangoli was extremely loved by all, and was further used by various other events. We also decorated the stage with blue & lilac dupattas, LED lights, and white fresh flower bouquets. Additionally, we also decked up the lighting lamp with white flower strings and rose petals.

जीसस एंड मेरी कॉलेज दिल्ली विश्वविद्यालय

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ENGLISH LITERARY ASSOCIATION, DEPARTMENT OF ENGLISH

From November 1-2, 2023, the Department of English organized a Two-Day International Student Seminar titled "Girl (Un)Interrupted: Identity, Experience, Agency and Representation," as part of Literati 2023- 24.

The seminar featured a keynote lecture by Dr. Aria S. Halliday, Associate Professor, Department of Gender and Women's Studies Program in African American and Africana Studies, University of Kentucky. Dr. Halliday analyzed representations of Black girls in global popular culture through themes of sexuality, consumerism, and digital media. This thought-provoking lecture was followed by a plenary session with Dr. Anastasia Todd, Department of Gender and Women's Studies, University of Kentucky. Dr. Todd examined the relationships between disabled girls and their service dogs, demonstrating how these bonds challenge traditional narratives of care and agency in disability studies.

On the second day, Dr. Sujatha Subramanian, Lecturer, Department of Women's, Gender and Sexuality Studies, Ohio State University, led a workshop on Girlhood Methodologies, where she delineated innovative research approaches to studying girlhood within feminist and anticaste frameworks.

Over the course of two days, the Department hosted 37 student presentations over 8 technical sessions that provided diverse explorations of girlhood, covering themes such as coming-of-age narratives, digital spaces, menstruation, girlhood subcultures, and popular culture, each offering unique insights into identity, representation, and agency across different social and cultural contexts. Lastly, the seminar also featured engaging inter-college competitions such as a cine-quiz on girlhood, a mono-act contest, ad making, and a fairy tale rewriting challenge, all designed to creatively engage with the themes of girlhood, identity and representation.

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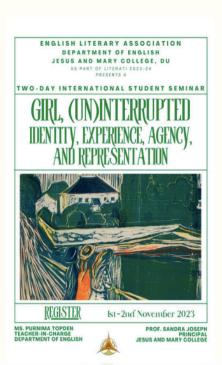
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TWO-DAY INTERNATIONAL STUDENT SEMINAR

as part of Literati 2023-24

Girl (Un)Interrupted: Identity, Experience, Agency and Representation





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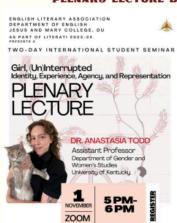
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DAU 1 (IST NOVEMBER): PLENARU LECTURE BU DR. ANASTASIA TODD



MS. PURNIMA TOPDEN PROF. SANDRA JOSEPH TEACHER-IN-CHARGE PRINCIPAL DEPARTMENT OF ENGLISH JESUS AND MARY COLLEGE

