



**SAGAR INSTITUTE OF SCIENCE & TECHNOLOGY**

Approved by AICTE, New Delhi & Govt. of MP. Affiliated to RGPV & BU, Bhopal



**2022-23**

**ANNUAL GENDER SENSITIZATION ACTION PLAN AND  
RELATED ACTIVITIES**





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## ANNUAL GENDER SENSITIZATION ACTION PLAN AND RELATED ACTIVITIES

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## 1.0 Introduction

Gender Sensitization at SISTec: Fostering Equality and Empathy"

SISTec is committed to fostering a culture of gender sensitivity, aiming to reshape behaviors and attitudes toward achieving gender equality. The essence of gender sensitization lies in creating awareness and empathy, instilling positive perspectives on gender issues, and eliminating discriminatory practices. The institution recognizes the importance of cultivating a work and learning environment where both men and women can collaborate with a strong sense of personal security and dignity.

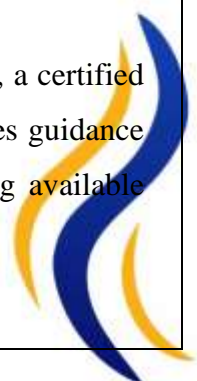
To actively address and respond to gender-sensitive issues, SISTec has established the "SAC" committee. This committee plays a pivotal role in organizing staff and student programs, ensuring equal consideration for individuals of all genders in every facet of the institution's activities, including curricular, co-curricular, and extracurricular domains.

The commitment of SISTec extends beyond mere policies; it involves dynamic initiatives aimed at creating awareness about gender issues and promoting an enabling environment for gender justice. By engaging in various activities, the institution strives to empower its community with the knowledge and understanding needed to eradicate gender discrimination, paving the way for a future generation that practices inclusivity and equality.

## 2.0 Challenges:

SISTec offers a range of courses, including B.Tech and MBA, traditionally perceived as male-preferred domains. Nevertheless, there is a noticeable shift in this trend with an increasing number of female students opting for these streams. Recognizing the importance of further encouraging female students to pursue careers in these fields, explicit instructions have been given to the SISTec admission team to actively promote enrollment of female students.

Ms. Deepa Gianchandani,, Assistant Professor, Department of Electronics and Communication, a certified counselor, plays a pivotal role in advocating for the admission of female students. She provides guidance specifically tailored to encourage girls to explore opportunities in these courses, emphasizing available scholarships to support their academic journey.





### 3.0 Institutional Data – Based on Gender

Year	Female Faculty%	Male Faculty%
2022-23	36	64

Year	Female Staff%	Male Staff%
2022-23	26	74

#### Institutional Student Enrollment Data for the Academic Year 2022-23.

In the academic year 2022-23, female students accounted for 24% of total enrolments, and males accounted for 76%. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey at SISTec.

The following table lists the percentage of male and female students enrolled in various courses in 2022-23:

Course	% of Female Students	% of Male Students
Computer Science Engineering	25%	75%
Civil Engineering	03%	97%
Electronics & Communication Engineering	49%	51%
Mechanical Engineering	0%	100%
Electrical and Electronics Engineering	09%	91%
Artificial Intelligence and Data Sciences	28%	72%
Cyber Security	19%	81%
MBA	56%	44%





## 4.0 Action Plan

### Gender Equality Action Plan

S.No	Key Areas	Proposed Action Plan
1.	Enhancing admissions of Female students.	Counsellors of the Admission cell of SISTec actively guide female students about scholarships offered by both government and non-government organizations. Students have also been informed about job prospects and reservations designed to benefit female candidates.
2.	Organizing Programs	Additionally, efforts are made to enhance gender sensitization through various initiatives such as organizing Nukkad Natak performances and celebrating Women's Day.
3.	Legal Awareness	The institution is committed to raising legal awareness among female students, addressing issues related to gender and career choices during Orientation and Induction programs.
4.	Encouraging Job Opportunities	There is a concerted effort to encourage more female applicants for both teaching and non-teaching positions.
5.	Extending support	To foster a gender-inclusive environment, the institution ensures that committees like the Internal Complaint Cell, Grievance Redressal Cell, OBC, SC-ST, and Student's Welfare Cell are actively working to address any grievances that may arise. These committees play a crucial role in supporting and encouraging minority-gender students at SISTec.





#### 4.0 Number of gender equity promotion programs organized by the institution during(2022-2023)

Year	Title of the program	Date and Duration(from-to)
2022-23	International Women's Day	08.03.2023
	Orientation Program for Freshers	18-10-2022
	Nukkad Natak	23-03-2023

#### 4.1 Women's Day Celebration 2023

“It is in this generation’s reach to transform gender relations, to empower women and girls, and humanity as a whole.” Along with millions of people around the globe, Sagar Institute of Science and Technology also celebrated International Women’s Day on March 8, a day that honorsthe achievements and calls attention to the rights of women. The world has witnessed a significant change and attitudinal shift in both women’s and society’s thoughts about women’s equality and emancipation.

The program was hosted and dedicated to all the female staff by the male members of the SISTec family. Rosebuds as a welcome token added to the fun-filled ambiance of games, music, and fun. The celebration marked the acknowledgment of all the greatness and respect the society should owe to all the women for their indubitable contribution.





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## 4.2 Orientation Program in 2022

Resplendent vibes enveloped the portals of [Sagar Group of Institutions-SISTec](#) This was a sight of the orientation programme at SISTec 'SHUBHAGAM 2K22' was organized for the newly admitted students





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of B.Tech. It was a special day to commemorate the beginning of a new phase of students' life. The programme was graced by the auspicious presence, Principal- SISTec, Dr. Keshavendra Choudhary, Principal, #SIPTec Dr. Kuldeep Ganju and Vice - Principal SISTec Dr. Swati Saxena. The auditorium was full to its capacity with new faces, ambitious eyes and aspiring minds.

Vice Principal SISTec addressed the students and delivered a presentation to familiarize them with the SISTec culture. During the session, she informed students about various cells and committees at SISTec that have been established to assist students and address any grievances within the campus. This initiative aims to create awareness and ensure that students have the necessary support systems in place during their academic journey at SISTec.







#### 4.3 Nukkad Natak :

SISTec GN organized its Inter-College Management Fest “Sagar Exuberance 2023”. The major goal of this event was to encourage the student's creativity, gender sensitivity, awareness of social causes, teamwork, and competitive spirit. There were six competitions held throughout one of them was Nukkad Natak with the theme “ Any Social Cause” on 24th March 2023, at SISTec Amphitheater. About 10 teams participated in it. Most of the shows were based on gender sensitization.





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**SISTec**  
SAGAR INSTITUTE OF SCIENCE & TECHNOLOGY  
ENGINEERING | MBA | PHARMACY

**ABHINAY**  
NUKKAD NATAK  
(Themes= Any Social cause)

scan to register 

24 March 2023  
03:00 PM onwards  
AMPHITHEATER  
(SISTEC-GN)

Entry Fees: ₹300/-  
Prize Worth: ₹6000/-

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