

DC SCHOOL OF MANAGEMENT AND TECHNOLOGY VAGAMON



Academic Year 2023-2027

Action Plan for Enhancing Gender Equity at DCSMAT Vagamon

Objective

To foster a more equitable environment by improving gender equity metrics, sustaining safety and confidence levels, and empowering female students through academic, social, and professional development initiatives.

1. Introduction

The recent gender audit revealed strengths in leadership confidence (83.8%) and safety perception (91.9%) among female students, while identifying areas requiring attention, such as perceived equal opportunities (41.7%). This action plan outlines strategic steps to address these gaps, sustain progress, and ensure a thriving and inclusive campus environment.

Action Steps

2.1 Conduct Regular Gender Audits

- **Objective:** Monitor gender equity perceptions and identify gaps.
- **Actions:**
 - Administer anonymous surveys and conduct focus group discussions annually.
 - Develop detailed audit reports for action prioritization.
- **Responsibility:** Internal Compliance Committee (ICC).

2.2 Strengthen Leadership Development

- **Objective:** Enhance leadership confidence and participation among female students.
- **Actions:**

- Organize bi-annual leadership workshops focusing on communication, decision-making, and team management.
- Launch a “Women in Leadership” mentorship program pairing students with alumni.
- **Responsibility:** Student Affairs Office.

2.3 Improve Awareness of Equal Opportunity Policies

- **Objective:** Ensure students are informed about institutional gender equity initiatives.
- **Actions:**
 - Conduct awareness seminars on equal opportunity policies.
 - Promote success stories of female students through newsletters, social media, and campus events.
- **Responsibility:** Public Relations and Communications Team.

2.4 Enhance Campus Safety Measures

- **Objective:** Maintain a high perception of safety among students.
- **Actions:**
 - Launch a campus safety app for incident reporting and emergency assistance.
 - Conduct bi-annual safety drills and regular self-defense training sessions.
- **Responsibility:** Security Office and ICC.

2.5 Foster Academic and Professional Excellence

- **Objective:** Support female students in achieving academic and career success.
- **Actions:**
 - Offer free or subsidized coaching for competitive exams and certifications.
 - Introduce peer-to-peer academic mentoring programs.
 - Establish networking opportunities with industry professionals.
- **Responsibility:** Academic Affairs and Placement Cell.

2.6 Promote Inclusivity Through Events

- **Objective:** Create platforms for celebrating diversity and fostering inclusivity.
- **Actions:**
 - Organize gender equity-themed events such as panel discussions and cultural activities.
 - Conduct “Women’s Excellence Forums” to showcase achievements in leadership, academics, and other areas.
- **Responsibility:** Cultural Committee.

2.7 Strengthen Reporting Mechanisms

- **Objective:** Enable students to report disrespectful behavior anonymously and effectively.
- **Actions:**
 - Establish a dedicated Gender Equity Office.
 - Enhance anonymous reporting systems with clear follow-up protocols.
- **Responsibility:** ICC.

3. Outcomes

1. **Increased Perceived Equal Opportunities:**
 - Target: 60% of respondents reporting equal opportunities within one year.
2. **Sustained Leadership Confidence:**
 - Goal: Maintain leadership confidence levels (83.8%) while increasing female leadership participation by 10%.
3. **Enhanced Campus Safety:**
 - Goal: Maintain or improve the 91.9% safety perception rate.
4. **Improved Academic Achievements:**
 - Goal: Increase the representation of female students in academic rank holders and placements.

4. Implementation Timeline

Activity	Timeline	Responsibility
Conduct initial gender audit	Month 1	GEC
Launch leadership workshops	Month 2	Student Affairs Office
Introduce campus safety app	Month 3	Security Office, IT Department
Host awareness seminars	Month 4	Public Relations Team
Launch peer mentoring programs	Month 5	Academic Affairs
Organize inclusivity events	Month 6	Cultural Committee
Conduct follow-up gender audit	Month 12	GEC

5. Evaluation Metrics

1. Quantitative:

- Percentage increase in respondents reporting equal opportunities.
- Number of female students in leadership roles and placements.
- Reduction in reported incidents of disrespectful behavior.

2. Qualitative:

- Feedback from surveys and focus groups.
- Case studies highlighting female achievements.

3. Safety Metrics:

- Maintenance of high safety perception levels.

6. Responsibility Matrix

Role	Department/Committee	Key Responsibilities
Internal Compliance Committee (ICC)	ICC	Conduct audits, oversee initiatives
Student Affairs Office	Administration	Leadership programs
Security Office	Security	Campus safety measures
Academic Affairs	Academic Department	Academic mentoring, support programs

Role	Department/Committee	Key Responsibilities
Placement Cell	Career Services	Placement support and industry links
Public Relations Team	Communications Office	Awareness campaigns

7. Conclusion

This action plan is designed to address existing gaps in gender equity while sustaining areas of strength at DCSMAT Vagamon. Its successful implementation will ensure a more inclusive, safe, and empowering environment for all students.

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