

**SRI VENKATESWARA COLLEGE
(UNIVERSITY OF DELHI)**

EVENT REPORT

NAME OF THE EVENT: Gender Audit 2026-27 (WISCOMP)			
DATE	DEPARTMENT	COMMITTEE/SOCIETY	COORDINATORS' NAME
August 20, 2026; August 25, 2026; September 02, 2026; September 10, 2026		IQAC Criteria VI & Gender Audit Coordination Committee	Prof. Rina Ramdev Dr. Arpita Kaul Prof. Nandita Narayanasamy, Dr. S. Krishna Kumar, Prof. Sharda Pasricha, Dr. Neeru Kumar, Dr. Namita Pandey, Dr. Shruti Mathur, Prof. Om Prakash, Dr. P. Devaki, Prof. Muktikant Sukla, Dr. Shefali Shukla, Dr. Pooja Gokhale, Dr. Aditi Kotari, Dr. Anjali S. Nawani, Dr. Haoka Vaiphei, Dr. Nagendra Kalaparathi, Dr. Shantanu Mandal, Mr. Aman Nawaz, Dr. N. Tejaswini
TIME	VENUE	NUMBER OF PARTICIPANTS	NATURE: Outdoor/Indoor; online/offline/hybrid
11:45am-1:45pm	Durgabai Deshmukh Seminar Hall, Sri Venkateswara College	104 42 37 30	Indoor; Offline
FINANCIAL SUPPORT/ASSISTANCE (if any):	IQAC		

BRIEF INFORMATION ABOUT THE ACTIVITY

TOPIC/SUBJECT OF THE ACTIVITY	Engendering the Academy: Building Participative Pathways in Higher Education Workshop Series by Women in Security, Conflict Management and Peace (WISCOMP) <i>an initiative of</i> Foundation for Universal Responsibility of the Dalai Lama
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OBJECTIVES	1. To build awareness about the purpose, scope, and significance of a Gender Audit in an educational institution. 2. To assess institutional practices and policies from a gender perspective and identify areas requiring greater gender sensitivity and inclusivity. 3. To strengthen understanding of gender equity and inclusion and promote a safe, respectful, and inclusive campus environment. 4. To review existing mechanisms and practices related to prevention of sexual harassment, grievance redressal, safety, and support systems. 5. To develop actionable recommendations based on evidence and institutional data for integrating a gender-sensitive approach into policies and practices. 6. To encourage participatory reflection and dialogue among stakeholders and foster collective responsibility towards gender equity. 7. To establish measurable action points and mechanisms for monitoring progress towards a more inclusive and gender-responsive institution. 8. To contribute to institutional quality enhancement by integrating gender equity into planning, governance, teaching-learning, infrastructure, and campus culture.
METHODOLOGY	• Presentations • Case studies • Audio-visual clips • Group Discussions
INVITED SPEAKERS WITH AFFLIATION DETAILS (IF ANY)	Dr. Meenakshi Gopinath Founder and Director, WISCOMP Prof. Krishna Menon Dean School of Human Studies Dr. B.R. Ambedkar University, Delhi Shilpi Shabdita Assistant Director, WISCOMP Seema Karan Deputy Director, WISCOMP
OUTCOMES	• The Gender Audit created greater awareness among faculty members and the office bearers of the Women Development Cell (WDC) and Internal Complaints Committee (ICC). • It provided measurable and actionable areas for further improvement. • The Gender Audit Coordination Committee identified concrete steps and developed an action-oriented roadmap, with the senior management team taken into confidence to ensure institutional support and effective implementation.

PROOFS & DOCUMENTS ATTACHED (Tick mark the proofs attached):

1 Notice & Letters ✓	2 Number of Participants & Name of participants ✓	3 Video clip	4 Photos ✓	5 Feedback Form & analysis ✓
6 News clip with details	7 Sample Copy of the Certificate ✓	8 Posters/ Invites ✓	9 Event report Attested by Event Coordinator & IQAC Coordinator ✓	10 Any other document ✓

Departmental file no: SVC/GACC/2026-27/Aug.-Sep. 2026/01

IQAC File No: SVC/IQAC/2026-27/ Aug.-Sept. 2026

Criterion No: VI

NAME OF EVENT-IN-CHARGE & SIGNATURE:

Dr. Arpita Kaul

For Reference

Criterion I	Curricular Aspects (planning & Implementation)	Criterion V	Student Support & Progression
Criterion II	Teaching Learning & Evaluation	Criterion VI	Governance, Leadership & Management
Criterion III	Research, Innovations & Extension	Criterion VII	Institutional Values & Best Practices
Criterion IV	Learning Resources and Infrastructure		



WISCOMP
Women in Security,
Conflict Management & Peace

INTERNAL QUALITY ASSURANCE CELL SRI VENKATESWARA COLLEGE

NAAC ACCREDITED 'A+' GRADE

in collaboration with

Women in Security, Conflict Management and Peace (WISCOMP)

an initiative of Foundation for Universal Responsibility of the Dalai Lama

ORGANISES WORKSHOP SERIES

ENGENDERING THE ACADEMY

**Building Participative Pathways
in Higher Education**



Date

20th August – 10th September 2026





Tirumala Tirupati Devasthanams

శ్రీ వేంకటేశ్వర కళాశాల

श्री वेंकटेश्वर महाविद्यालय

SRI VENKATESWARA COLLEGE

(University of Delhi)

NAAC Grade A+



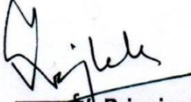
संदर्भ संख्या /Ref. No. SVC/PO/Notice/2026/Gender Audit/3

दिनांक / Date: 11.08.2026

सूचना/ NOTICE

With reference to the notice no. SVC/PO/Notice/2026/Gender Audit/1 Dated 03.06.2026, the following **Gender Audit Coordination Committee** has been constituted:

S.No.	Name	Office
1.	Prof. Nandita Narayanasamy	Vice Principal
2.	Dr. S. Krishna Kumar	Bursar
3.	Prof. Rina Ramdev	Convener
4.	Dr. Arpita Kaul	Convener
5.	Prof. Sharda Pasricha	Member
6.	Dr. Neeru Kumar	Member
7.	Dr. Namita Pandey	Member
8.	Dr. Shruti Mathur	Member
9.	Prof. Om Prakash	Member
10.	Dr. P. Devaki	Member
11.	Prof. Mukhtikant Sukla	Member
12.	Dr. Shefali Shukla	Member
13.	Dr. Pooja Gokhale	Member
14.	Dr. Aditi Kothari	Member
15.	Dr. Hari Singh	Member
16.	Dr. Anjali S. Nawani	Member
17.	Dr. Haokam Vaiphei	Member
18.	Dr. Nagendra Kalaparthi	Member
19.	Dr. Shantanu Mandal	Member
20.	Mr. Aman Nawaz	Member
21.	Ms. N. Tejaswini	Member


प्राचार्य/Principal

Principal

श्री वेंकटेश्वर महाविद्यालय
Sri Venkateswara College
घौला कुआँ, नई दिल्ली / Dhoola Kuan, New Delhi-21



Internal Quality Assurance Cell Sri Venkateswara College

NAAC ACCREDITED 'A+' GRADE



WISCOMP
Women in Security,
Conflict Management & Peace

in collaboration with

Women in Security, Conflict Management and Peace (WISCOMP)

an initiative of Foundation for Universal Responsibility of the Dalai Lama

— Organises Workshop Series —

GENDER EQUITY AND INCLUSION PATHWAYS:

EXPLORING THE TERRAIN

« RESOURCE PERSON »



Dr. Meenakshi Gopinath
Director, WISCOMP



Date:
20th August, 2026



Time:
11:45 AM



Venue:
Seminar Hall



IQAC Coordinator
Prof. Sharda Pasricha

Convener

Prof. Rina Ramdev



Dr. Arpita Kaul



Chief Patron:
Prof. Vajala Ravi
Principal

SUMMARY

Day 1: 20th August, 2026

Topic: *Gender Equality, Inclusivity and the Role of Dissent in Creating Transformative Spaces*

An insightful event on **gender equality, inclusivity and the creation of equitable institutional spaces** was organised by IQAC-Criteria 6 at Sri Venkateswara college. The day started with an address by IQAC Convener, Prof Sharda Pasricha setting the tone of the relevance of such a workshop in the college. Principal, Prof V Ravi enlightened the audience highlighting the role of engendered spaces and gender equity. He also appreciated the efforts of Criteria VI for bringing this conversation to the fore.

The session focused on the need to critically examine existing structures of power and participation and to move beyond numerical representation towards **substantive equality and meaningful inclusion**. The speaker, **Dr. Meenakshi Gopinath**, highlighted the importance of creating **engendered spaces** and emphasised that institutions must consciously work towards making spaces more inclusive, participatory and equitable.

The session highlighted the following major concerns and perspectives:

1. **Creating Engendered Spaces:** The speaker emphasised the importance of creating institutional and social spaces that recognise diverse gender experiences and enable equal participation.
2. **The Importance of an Expansive Vision:** The discussion encouraged participants to adopt a broader and more inclusive understanding of equity rather than limiting it to numerical representation.
3. **The Role of Dissent:** A significant point emerging from the session was that the **role of dissent should never be underestimated**. Constructive disagreement and questioning of established norms are essential for institutional transformation and social progress.
4. **Gender Equality and the Sustainable Development Goals:** The discussion connected gender equality with the **United Nations Sustainable Development Goals (SDGs)**, particularly:
 - **SDG 4 – Quality Education**, which seeks to ensure inclusive and equitable quality education.
 - **SDG 5 – Gender Equality**, which focuses on achieving gender equality and empowering women and girls.
5. **From Representation to Substantive Equity:** An important question raised was whether numerical representation alone can be considered equality. The session stressed the need to move from **formal equality to substantive equality**, ensuring that women have equal opportunities, voice, agency and access to leadership positions.
6. **Gender Representation among Professors and Leadership:** The discussion drew attention to the continuing gender imbalance at higher levels of academia. The notes highlighted a gender ratio of approximately **3:1 among professors**, illustrating that women's participation decreases considerably as one moves higher in the academic hierarchy.
7. **Women in Institutional Leadership:** The session also referred to the representation of women among **Vice-Chancellors and other senior academic leadership positions**, highlighting the need for greater gender balance in institutional decision-making.
8. **Participation versus Power:** A central underlying theme of the session was that **being present in an institution is not sufficient**. Genuine inclusion requires participation in decision-making, access to leadership, recognition of contributions and the ability to influence institutional policies and practices.

The event provided an important platform for reflecting on the contemporary challenges surrounding **gender equality and inclusivity in higher education**. It reinforced the idea that achieving gender equality requires more than increasing the number of women within institutions. It requires transforming institutional cultures, creating inclusive spaces, encouraging diverse voices and ensuring equitable access to leadership and decision-making.

The event concluded with a renewed understanding that **gender equity is not merely about representation—it is about voice, agency, participation, opportunity and power**.



Prof. Vajala Ravi, Principal addressing the gathering



Dr. Meenakshi Gopinath, Director, WISCOMP addressing the gathering



Prof. Vajala Ravi felicitating Dr. Gopinath



Deeply engaged audience



Group photograph at the end of the session

Attendance Day 1



Internal Quality Assurance Cell
Sri Venkateswara College
University of Delhi



Title of the Event : Gender Equity and Inclusion Pathways: Exploring The Terrain
Date of the Event : Thursday, 20 August 2026
Name of the Organizing Body : IQAC and Gender Audit Coordination Committee
Name of the Coordinator(s) : Prof Rina Ramdev and Dr Arpita Kaul

Attendance Sheet (For Faculty Members)

S. No.	Name of the Participant	Name of the Department	Signature
1	Dr. Sindhumani Bora	Commerce	[Signature]
2	Dr. Anshuma Sharma	Commerce	[Signature]
3	Dr. Roja Jain	Commerce	[Signature]
4	Sonabadi Jena	Economics	[Signature]
5	Yogesh Malik	Economics	[Signature]
6	Dr. Rina Ramdev	Test	[Signature]
7	Dr. Arpita Kaul	Test	[Signature]
8	Dr. Arpita Kaul	BOTANY	[Signature]
9	Dr. Shweta Sharma	Botany	[Signature]
10	Dr. Manoj Thakur	Botany	[Signature]
11	PAMIL TAYAL	BOTANY	[Signature]
12	Dr. M. PRAJNA	BOTANY	[Signature]
13	Dr. Mausumi Mahanty	economics	[Signature]
14	Angel Jyoti Lakshmi	Commerce	[Signature]
15	Dr. Neev Rishuach	Commerce	[Signature]
16	Dr. Lakshmi Malhotra	Biochemistry	[Signature]
17	Dr. Shikha Son	Biochemistry	[Signature]
18	Dr. Meenakshi Kulkarni	Biochemistry	[Signature]
19	Dr. Sudhakar Yadav	Maths	[Signature]
20	Dr. Rakesh Kumar	Statistics	[Signature]
21	Dr. Madhura Bhat	Biochemistry	[Signature]
22	Dr. Gaurama Singh	Biochemistry	[Signature]
23	Dr. Neelima	Chemistry	[Signature]
24	Professor RICHIA MISRA	HINDI	[Signature]



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Attendance Sheet (For Faculty Members)

S. No.	Name of the Participant	Name of the Department	Signature
1	Dr. NAVNEET KUMAR	Botany	[Signature]
2	Dr. SARIKA YADAV	Biochemistry	[Signature]
3	Dr. SACHIN KUMAR	Botany	[Signature]
4	Dr. Rohan Kumar	EVS	[Signature]
5	Dr. Anand Kumar	Physics	[Signature]
6	Dr. Ramesh Kumar	Statistics	[Signature]
7	Dr. Nagendra Kalapure	Statistics	[Signature]
8	Shikha Mahanta	Biochemistry	[Signature]
9	Dr. Shikha Mahanta	Botany	[Signature]
10	Dr. Sunita Jain	Electronics	[Signature]
11	Dr. Nisha Jais	Electronics	[Signature]
12	Dr. Hina Yadav	Electronics	[Signature]
13	Dr. Anushi	Mathematics	[Signature]
14	Dr. Ramon Singh	Chemistry	[Signature]
15	Dr. AMARJEET SINGH	ZOOLOGY	[Signature]
16	Dr. SUMIT RAY	ZOOLOGY	[Signature]
17	HARSHABRAT NIGAM	CHEMISTRY	[Signature]



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Attendance Sheet (For Faculty Members)

S. No.	Name of the Participant	Name of the Department	Signature
1.	ARUN SINGH	Political Science	[Signature]
2.	Padmaja Prasad	Sociology	[Signature]
3.	Dr. P. Jayaram	Zoology	[Signature]
4.	Dr. Rakesh Kumar	Zoology	[Signature]
5.	Dr. Rakesh Kumar	Zoology	[Signature]
6.	Dr. Rakesh Kumar	Mathematics	[Signature]
7.	Dr. Rakesh Kumar	Mathematics	[Signature]
8.	Dr. Arshith K. Rastur	Political Science	[Signature]
9.	Dr. Rakesh Kumar	Zoology	[Signature]
10.	Dr. P. Chandra Kumar	Commerce	[Signature]
11.	Dr. Rakesh Kumar	Chemistry	[Signature]
12.	Dr. Rakesh Kumar	Chemistry	[Signature]
13.	Dr. Rakesh Kumar	Chemistry	[Signature]
14.	Dr. Rakesh Kumar	Electronics	[Signature]
15.	Dr. Rakesh Kumar	Zoology	[Signature]
16.	Dr. Obaidullah Jamakala	Zoology	[Signature]



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S. No.	Name of the Participant	Name of the Department	Signature
1.	Dr. Vinod Kumar	Physics	[Signature]
2.	Dr. Arun Chandra	Botany	[Signature]
3.	RAJBIR LAUR	History	[Signature]
4.	Dr. Pooja Gokhale	Botany	[Signature]
5.	Dr. K. Ramesh	History	[Signature]
6.	Dr. SUNITA YADAV	BOTANY	[Signature]
7.	Dr. SUNITA SARKAR	History	[Signature]
8.	Dr. Nishi Namita	History	[Signature]
9.	Dr. Rakesh Kumar	Chemistry	[Signature]
10.	Dr. Rakesh Kumar	Chemistry	[Signature]
11.	Dr. Meena Bhatt	CHEMISTRY	[Signature]



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S. No.	Name of the Participant	Name of the Department	Signature
1.	Dr. Anjali S. Narain	Zoology	[Signature]
2.	Dr. Shreshth Mathur	Commerce	[Signature]
3.	Dr. Rakesh Kumar	English	[Signature]
4.	Dr. Rakesh Kumar	English	[Signature]
5.	Dr. Rakesh Kumar	English	[Signature]
6.	Dr. Shreshth Mathur	Chemistry	[Signature]
7.	Dr. H. Rakesh	Pol. Science	[Signature]
8.	Dr. Rakesh Kumar	Sociology	[Signature]
9.	Dr. Rakesh Kumar	History	[Signature]
10.	Dr. Rakesh Kumar	Geography	[Signature]



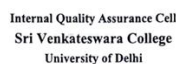
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Attendance Sheet (For Faculty Members)

S. No.	Name of the Participant	Name of the Department	Signature
1.	Dr. M. Ramesh	Commerce	[Signature]
2.	Dr. Rakesh Kumar	Electronics	[Signature]
3.	Dr. Rakesh Kumar	Zoology	[Signature]
4.	Dr. Rakesh Kumar	Zoology	[Signature]
5.	Dr. Rakesh Kumar	Zoology	[Signature]
6.	Dr. Rakesh Kumar	Mathematics	[Signature]
7.	Dr. Rakesh Kumar	Mathematics	[Signature]
8.	Dr. K. Ramesh	Chemistry	[Signature]
9.	Dr. T. Vasanth	Chemistry	[Signature]



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Attendance Sheet (For Faculty Members)

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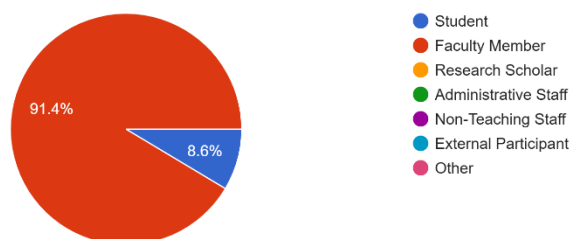
Attendance Sheet (For Students)

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Feedback Analysis Day 1

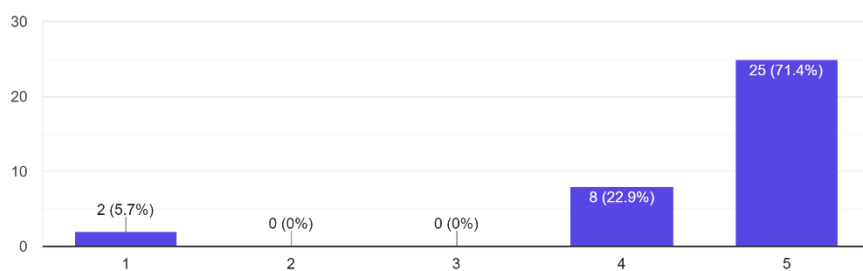
Category of Participant

35 responses



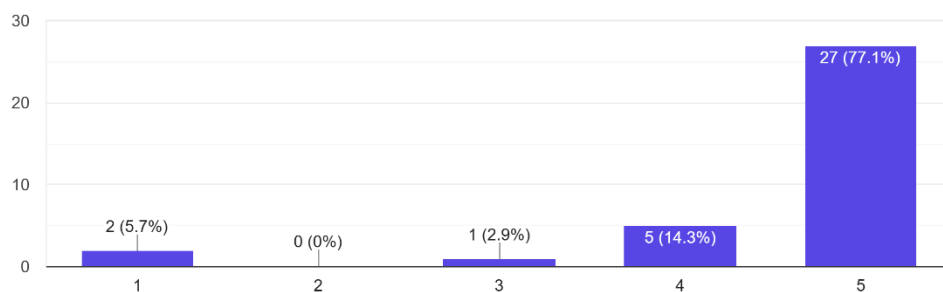
The objectives of the workshop were clearly communicated.

35 responses



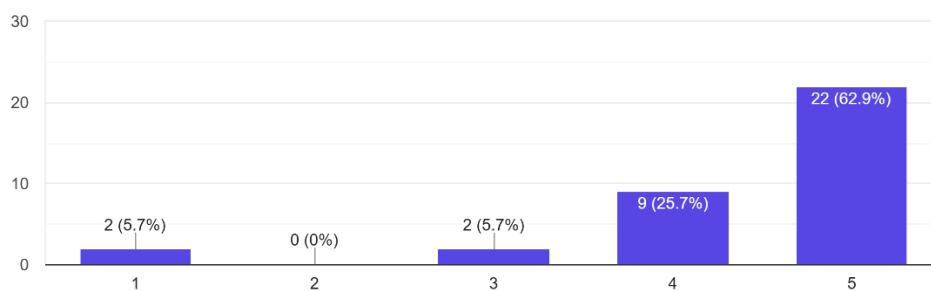
The content of the workshop was relevant to contemporary issues in higher education.

35 responses



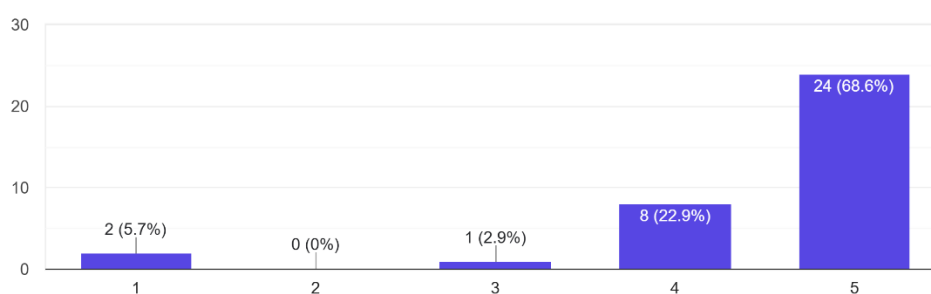
The workshop enhanced my understanding of gender-sensitive and inclusive academic spaces.

35 responses



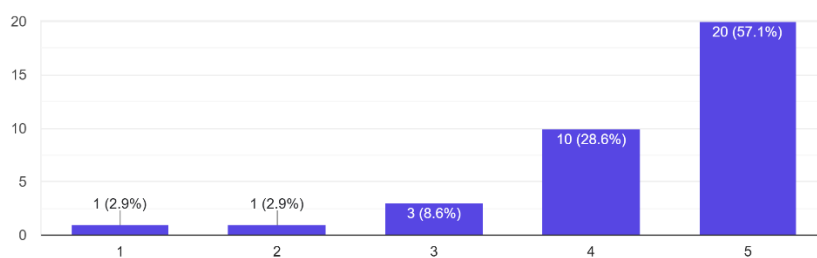
The discussions encouraged me to reflect on existing practices and structures within educational institutions.

35 responses



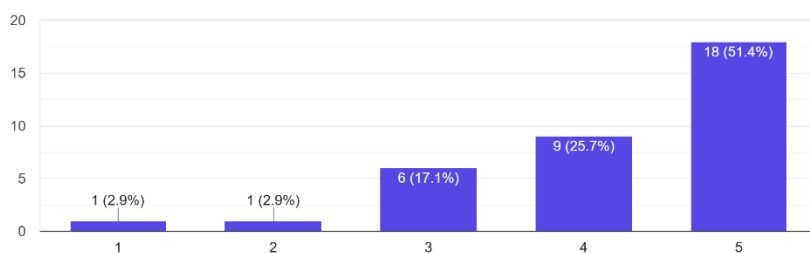
The workshop highlighted meaningful ways of promoting participation and inclusivity in higher education.

35 responses

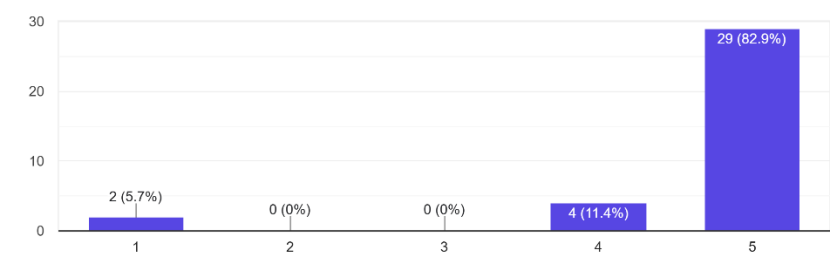


The workshop provided practical ideas that can be applied in an educational institution.

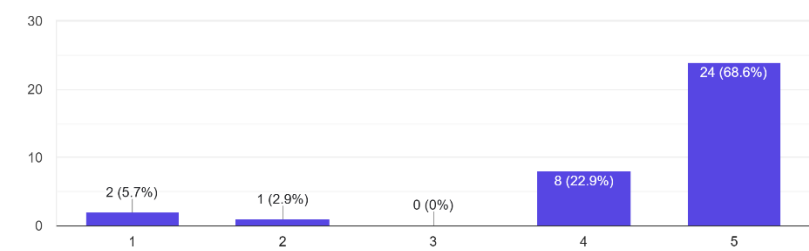
35 responses



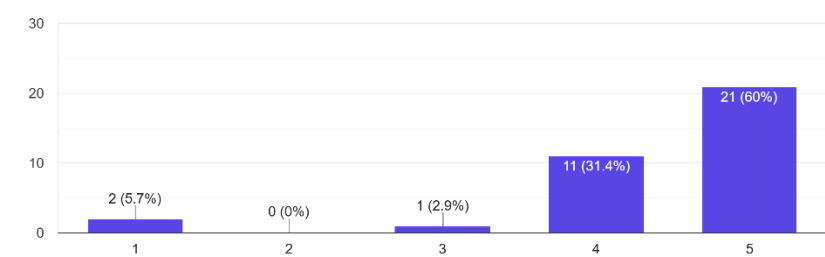
The resource person/facilitator demonstrated good knowledge of the subject.
35 responses



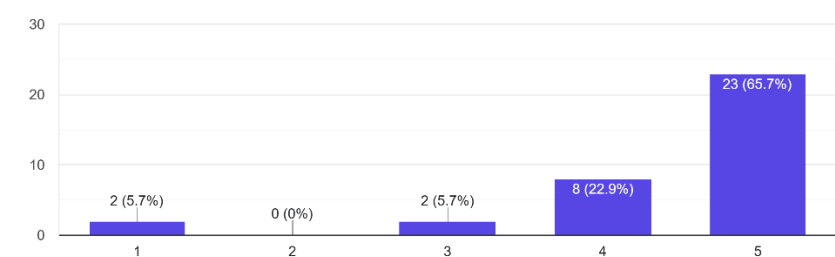
The presentation/discussion was clear, engaging and interactive.
35 responses



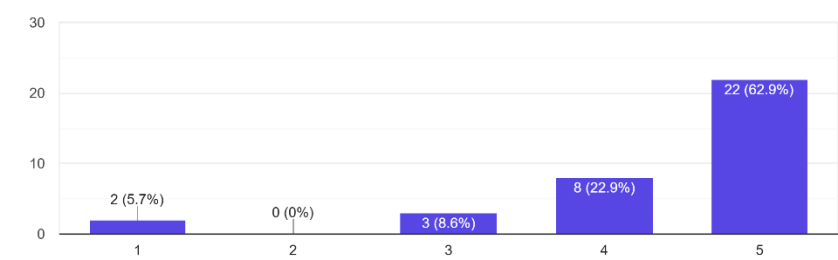
The workshop encouraged open and respectful dialogue among participants.
35 responses



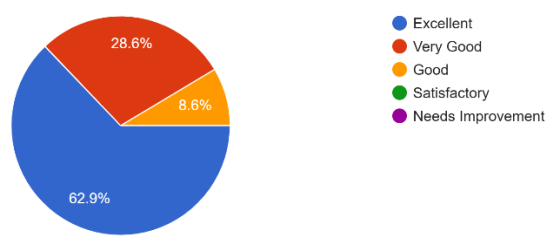
The workshop has enhanced my awareness of gender and inclusivity issues in higher education.
35 responses



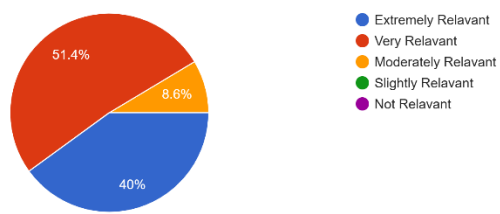
The workshop has motivated me to contribute to participative and inclusive institutional practices.
35 responses



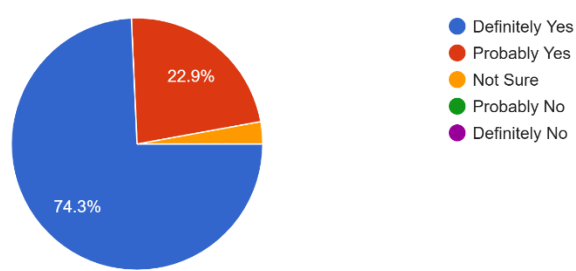
How would you rate the workshop overall?
35 responses



How relevant was the workshop to you?
35 responses

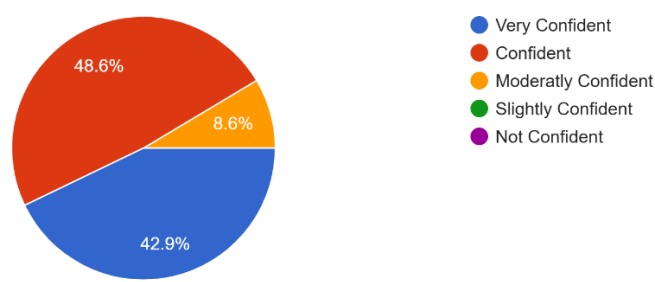


Would you recommend similar programmes to other students/faculty members?
35 responses



After participating in this workshop, how confident do you feel about contributing to a more inclusive and participative academic environment?

35 responses



Day 2 (25 August, 2026)

The session in Day 2 was focused on “**Visually Speaking: Texts and Contexts – Reflection on When Women Write Exhibition.**” It facilitated a reflective context to explore the intersecting issues of exclusion, discrimination and gender-based violence in the broader society and their resonances on campuses. Using a mobile exhibition-in-a-bag, When Women Write, that WISCOMP has evolved, the group discussions were conducted during the session on a selection of posters that combine riveting photographs and text drawn from women’s writings, to raise questions about diverse experiences of ‘exclusion’ and the unique contexts in which they unfold.

The poster is for an event organized by the Internal Quality Assurance Cell (IQAC) of Sri Venkateswara College, in collaboration with Women in Security, Conflict Management and Peace (WISCOMP). The event is part of a Workshop Series titled 'VISUALLY SPEAKING: TEXTS & CONTEXTS' and 'REFLECTION ON WHEN WOMEN WRITE EXHIBITION'. The resource persons are Dr. Meenakshi Gopinath (Director, WISCOMP), Seema Kakran (Deputy Director, WISCOMP), and Shilpi Shabdita (Assistant Director, WISCOMP). The event is scheduled for 25th August, 2026, at 11:45 AM in the Seminar Hall. The poster also lists the IQAC Coordinator (Prof. Sharda Pasricha), the Convener (Dr. Arpita Kaul), and the Chief Patron (Prof. Vajala Ravi Principal).

Internal Quality Assurance Cell
Sri Venkateswara College
MAAC ACCREDITED 'A+' GRADE
in collaboration with
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an initiative of Foundation for Universal Responsibility of the Dalai Lama
— Organises Workshop Series —
**VISUALLY SPEAKING:
TEXTS & CONTEXTS**
REFLECTION ON WHEN WOMEN WRITE EXHIBITION
« RESOURCE PERSONS »
Dr. Meenakshi Gopinath
Director, WISCOMP
Seema Kakran
Deputy Director, WISCOMP
Shilpi Shabdita
Assistant Director, WISCOMP
Date: 25th August, 2026
Time: 11:45 AM
Venue: Seminar Hall
IQAC Coordinator: Prof. Sharda Pasricha
Convener: Dr. Arpita Kaul
Chief Patron: Prof. Vajala Ravi Principal

Following the introductory session on the workshop's second day topic, participants were divided into six groups. These groups were tasked with discussing and providing their opinions on various questions and case studies. The questions were displayed on a projector and case studies were provided in hard copy. These were presented as prompts to encourage group members to reflect on them and discuss on what they evoke in the context of a higher education institution. This facilitated discussion on the gender issues in higher education institutes across the faculty members from different departments.



ANATOMY OF A SUICIDE

The Newspaper: Thodupuzha, 26 August 2001

It is said that Sunita behaved like a man right from childhood. She favoured male attire and expressions, would wear dhotis, and kept her hair cut short. They had been in love for two years and had requested their parents to allow them to live as man and wife. The families were strongly opposed to this and filed a complaint at the police station to separate them. They were brought to the police station and were advised on this, but finding that this had no impact, it was suggested that the parents seek the help of a psychologist. The parents took them to a hospital where they made them stay and be counselled for four days. When they returned they did not abandon the idea of living together, but the families wouldn't comply. They therefore decided to commit suicide.

Maya Ganesh



AS A SURVIVOR OF SEXUAL ASSAULT

I do not want to do this with you. My friends are outside. Please. Your body is rejecting him. You place your hands on his chest, pushing him away. But, you continue to hear his moans in your ear. ... You understand that your person does not hold value. ... You see your underwear, halfway between your thighs, stained by blood. Your white bedspread stained by the same blood. Your blood. Your white bedspread, your underwear that you will wash again and again.

You refuse to believe that you were raped. You had known this person. You had been intimate with the person before. You. Had. Known. The. Person.

You lose interest. You cannot write. You cannot read. ... You sleep at 3 AM to wake at 7 AM. You stare at the sunlight that peers through your window. The act of finding yourself becomes an option. The course at 9 AM — you skip. The class at 11 AM — you skip.

You then start to abandon. You abandon your position in the organization. You abandon your part-time job. You abandon courses and coursework. You even abandon caring for yourself.

You walk into the office hours, later that night, of Students Against Sexual Assault. You retell the story, you restate your reaction, and you restate the conviction that you felt that you had, in fact, overreacted.

You learn then that it is normal for a survivor to take one to two years, before he or she comes to speak of their assault. If they had known their assailant. That it is normal. That it is not an overreaction. That the initial lack of reaction that the self-detraction, that the self-hate and self-blame — all of it had been essential to constitute a normal response to sexual assault. To rape. ... Maybe he is just someone who likes it rough. You hear someone respond, when you start to speak openly of the assault. And, you become silent. It provides justification to the months that you spent in silence. You realize then, why silence felt more comfortable. And, you begin to question again. You begin to hate again. You begin to blame again. As the perpetrator is extended an understanding that is not afforded to you.

Your dissolution starts, when a person claims your body as their own. Your agency as their own. It starts, when your humanity is denied, ignored.

Sometimes it feels like someone else is wearing my body.

Anuhya Bobba



ENCOUNTERS WITH SEXISM AND RACISM

It was routine to be called dark. One day in school, I was called carbon paper which soon became practice. My teachers didn't feel the need to intervene. If anything, they seemed to piteously acknowledge the obviousness of my dark truth. There was no dearth of unsolicited advice — from bleaching to other potions which would save me from my supposed embarrassment. Relatives worried I would not find a match if I stayed that way. I remember one occasion, someone refusing to drink tea for fear of becoming like me. I realised the fear was about becoming dark, when a friend retorted saying tea does not make you black!

Raabiya



WOMEN IN MOVEMENT

Women do most of the work in the farmland. Yet, when we think of farmers, we imagine men. That is why it is important for more and more women to participate in farm protests.

Why should we go back? This is not just the men's protest. We toil in the fields alongside the men. Who are we — if not farmers?

We come with our families.
We come with other women.
We come alone.
It is no less than a miracle.

Manjula, Malik, Jabir and Sisters

Some Glimpse of the Day 2 Workshop

GLIMPSES OF DAY 2 WORKSHOP





WISCOMP
Women in Security,
Conflict Management & Peace

Attendance Sheet (For Faculty Members)

Attendance Sheet (For Students)

S. No.	Name of the Participant	Name of the Course	Sem	Signature
1	Jessica	B.A.(Hons) Economics	V	
2	Preety	B.Sc.(Hons) Mathematics	V	<i>Preety</i>
3	Jayant Yadav	B.A.(Hons) Political Science	V	
4	Aditi Dhawan	B.A.(Hons) English	V	<i>Aditi</i>
5	Tanishka	B.Sc.(Hons) Biological Sciences	V	<i>Tanishka</i>
6	Aditi Joshi	B.Sc.(Hons) Biological Sciences	V	<i>Aditi Joshi</i>
7	Ria Chhabra	B.Com (Hons)	V	<i>Ria</i>
8	Ayaan	B.Sc.(Hons) Mathematics	III	
9	Arpit	B.Sc.(Hons) Statistics	III	<i>Arpit</i>

27	Dr. P. Devaki	Mathematics	Dr. P. Devaki
28	Dr. M. Anil Kumar	Physics	Dr. M. Anil Kumar
29	Dr. Haokam Vaiphei	Political Science	Dr. Haokam Vaiphei
30	Dr. Kanwar Singh	Sanskrit	Dr. Kanwar Singh
31	Dr. Niharika Jaiswal	Sociology	Dr. Niharika Jaiswal
32	Dr. Kalpana Yadav	Statistics	Dr. Kalpana Yadav
33	Dr. Nagendra	Statistics	Dr. Nagendra
34	Prof. S. Seenivasan	Tamil	Prof. S. Seenivasan
35	Dr. T. Satheesh	Telugu	Dr. T. Satheesh
36	Dr. P. Jayaraj	Zoology	Dr. P. Jayaraj
37	Dr. Anjali S. Nawani	Zoology	Dr. Anjali S. Nawani
38	Dr. Sumit Raj	Zoology	Dr. Sumit Raj
39	Dr. Preeti Khandelwal	Zoology	Dr. Preeti Khandelwal
40	Dr. Satish Kumar	Sociology	Dr. Satish Kumar
41	Dr. Meenakshi	Commerce	Dr. Meenakshi
42	Prof. Anjali Kulkarni	Biochemistry	Prof. Anjali Kulkarni

Day 3

The day 3 session was on **‘Cultures of Silence and Violence: Dignity at the Workplace and Redress Mechanisms for Sexual Harassment on Campuses’**. It included presentations examining workplace sexual harassment within the framework of dignity and rights. Participants had the opportunity to explore the nuances of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), and its shortcomings using case studies and audio-visual clips.



The invited speaker for day 3 workshop titled "*Cultures of Silence and Violence: Dignity at the Workplace and Redress Mechanisms for Sexual Harassment on Campuses*," **Professor Krishna Menon**—a leading feminist scholar and Gender Studies professor at Ambedkar University Delhi (AUD)—critiques institutional patriarchy and accountability. Her framework connects formal statutory processes with the daily realities faced by university students and faculty. The speaker appreciated Sri Venkateswara College for its Internal Complain Committee (ICC) was in accordance with the prescribed provisions and followed prescribed

Her critique centres on four key themes:

Dismantling the "Culture of Silence"

- **Reputational Protection over Survivor Support:** Universities frequently suppress complaints to protect institutional prestige, reinforcing silence via survivor shaming, institutional denial, and threats of academic retaliation.
- **Hierarchical Coercion:** Campuses operate on steep power gradients (such as between faculty and students or senior and junior scholars). Harassment leverages these unequal professional dependencies rather than being simple interpersonal friction.

The Limits of Mere Numerical Presence

- **Beyond Demographic Head-counts:** A higher ratio of female students and staff does not inherently reflect gender equity.
- **Substantive Inclusion:** Achieving genuine gender justice demands agency, structural influence, and safe spaces. Campuses remain unsafe if an underlying patriarchal climate persists, regardless of demographic balance.

Assessing Redressal Systems (POSH and ICC)

- **Procedural Realities:** While higher education institutions are legally mandated by UGC guidelines and the POSH Act to maintain Internal Committees (ICs/ICCs), their everyday execution often falls short.
- **Deficits in Autonomy and Trust:** Because university administrations typically appoint committee members directly, structural conflicts of interest arise, leading to widespread student distrust.

Fostering Everyday Campus Dignity

- **Continuous and Preventative Sensitisation:** Campus safety requires proactive education rather than purely punitive reactions. This involves embedding gender studies into standard coursework and sustaining autonomous sensitisation programs instead of isolated, tick-box events.
- **Equal Access to Campus Spaces:** True dignity guarantees that women and queer individuals can freely use laboratories, shared public areas, and classrooms at any hour, unimpeded by surveillance or micro-aggressions.

The speakers commended Sri Venkateswara College for adhering to the guidelines governing the constitution of the Internal Complaints Committee, both in letter and in spirit.

Questions for the Group to Consider:

- Do you think the case is fit to be considered one of 'sexual harassment' for the Internal Committee to undertake? If yes, what form of harassment under the POSH Act does it come under — *hostile work environment, quid pro quo/ preferential treatment, threat about present or future employment status, humiliating treatment likely to affect health and safety, etc.*
- What challenges might the aggrieved person experience in lodging a complaint? List them out.
- Can someone who is aware of the details of the case lodge a complaint on behalf of the aggrieved person? If yes, how?
- What steps should the Internal Committee follow once the complaint has been lodged?
- What biases and other challenges might the members of the Internal Committee encounter while addressing this case? List them out.

Attendance of Day 3 participants

Internal Quality Assurance Cell
Sri Venkateswara College
University of Delhi

WISCOMP
Women in Security
Conflict Management & Peace

Title of the Event : Cultures of Silence and Violence: Dignity at Workplace and Redress Mechanism for Sexual Harassment on Campuses

Date of the Event : Wednesday, 2 September 2026

Name of the Organizing Body : IQAC and Gender Audit Coordination Committee

Name of the Coordinator(s) : Prof Rina Ramdev and Dr Arpita Kaul

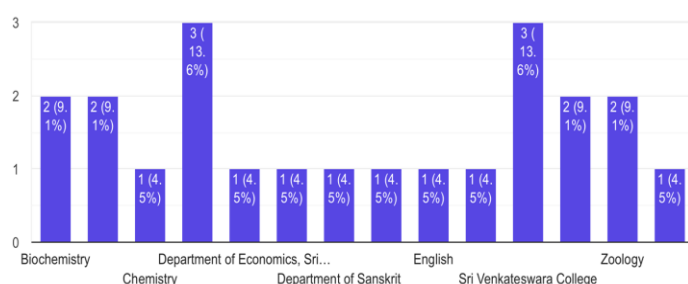
Attendance Sheet (For Faculty Members)

S. No.	Name of the Participant	Name of the Department	Signature
1	Dr. Shalini Sen	Biochemistry	[Signature]
2	Dr. Ravindra Varma Polisetty	Biochemistry	[Signature]
3	Dr. Sarika Yadav	Biochemistry	[Signature]
4	Dr. Pooja Gokhale	Botany	[Signature]
5	Dr. Shantanu Mandal	Botany	[Signature]
6	Dr. Aditi Kothari	Botany	[Signature]
7	Dr. Murali Mohan Achari Kamalsali	Chemistry	[Signature]
8	Dr. Shefali Shukla	Chemistry	[Signature]
9	Dr. Arpita Kaul	Commerce	[Signature]
10	Dr. P. Chengalrayulu	Commerce	[Signature]
11	Dr. Mohini Yadav	Commerce	[Signature]
12	Dr. Sonakshi Jain	Economics	[Signature]
13	Dr. Sheebani Goswami	Economics	[Signature]
14	Dr. Neeru Kumar	Electronics	[Signature]
15	Dr. Hari Singh	Electronics	[Signature]
16	Prof. Ratna Raman	English	[Signature]
17	Dr. Ritika Singh	English	[Signature]
18	Prof. Rina Ramdev	English	[Signature]
19	Mr. Aman Nawaz	English	[Signature]
20	Dr. N. Tejaswini	English	[Signature]
21	Dr. Nishant Prakash	English	[Signature]
22	Dr. Robin Suyesh	Environmental Science	[Signature]
23	Dr. Sunitaa Saika	History	[Signature]
24	Dr. Praveen Verma	History	[Signature]
25	Ms. Rajbir Kaur	History	[Signature]
26	Dr. Ningmuanching	History	[Signature]
27	Dr. Rahul Thakur	Mathematics	[Signature]
28	Dr. P. Devaki	Mathematics	[Signature]
29	Dr. Ram Lal Awasthi	Physics	[Signature]
30	Dr. Haokam Vaiphei	Political Science	[Signature]
31	Dr. Kanwar Singh	Sanskrit	[Signature]
32	Dr. Ravi Kumar Meena	Sanskrit	[Signature]
33	Dr. Niharika Jaiswal	Sociology	[Signature]
34	Dr. Padma Priyadarshini	Sociology	[Signature]
35	Dr. Kalpana Yadav	Statistics	[Signature]
36	Dr. Nagendra	Statistics	[Signature]
37	Dr. Tanuja Sriwastava	Statistics	[Signature]
38	Dr. Deepika Dipika	Statistics	[Signature]
39	Prof S. Seenivasan	Tamil	[Signature]
40	Dr. T. Satheesh	Telugu	[Signature]
41	Dr. P. Jayaraj	Zoology	[Signature]
42	Dr. Anjali S. Nawani	Zoology	[Signature]

Feedback Analysis Day 2 and 3

Department/Institution

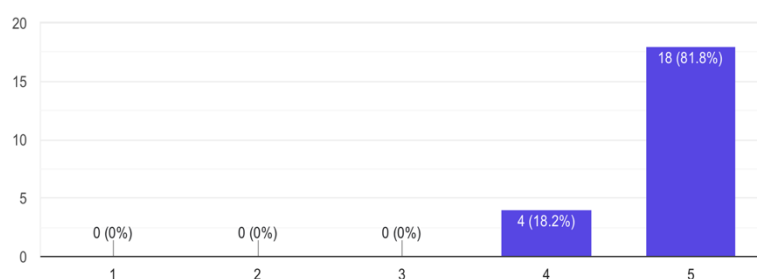
22 responses



Faculty from 15 different departments participated in the workshop.

The workshop has increased my understanding about the distinction between the Grievance Redressal and Internal Complaint Committee.

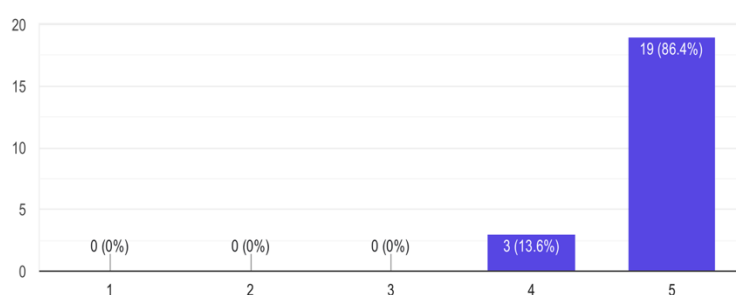
22 responses



81% participants strongly agreed that after attending the workshop they have increased understanding about the distinction between the Grievance Redressal and Internal Complaint Committee.

The workshop enhanced my understanding of gender-sensitive and inclusive academic spaces.

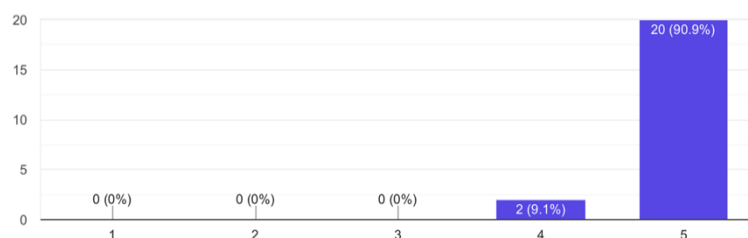
22 responses



85% participants strongly agreed that after attending the workshop they have increased understanding of gender-sensitive and inclusive academic spaces.

The content of the workshop was relevant to contemporary issues in higher education.

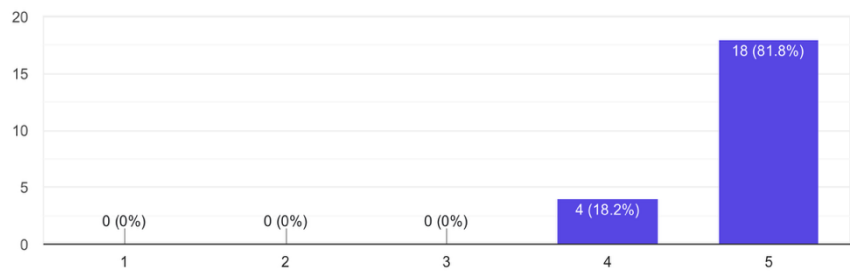
22 responses



90.6% participants strongly agreed that after attending the workshop was relevant to contemporary issues in higher education.

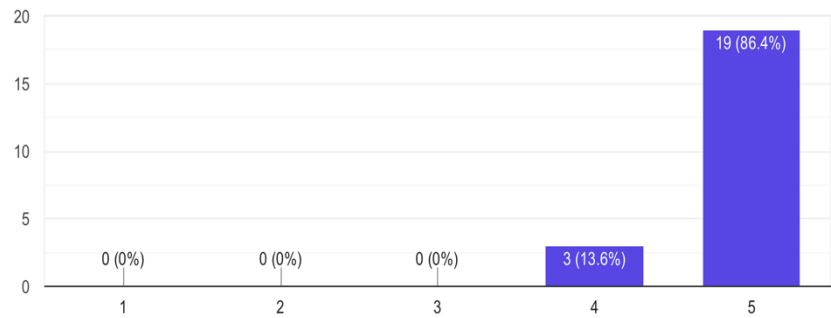
The workshop has increased my awareness about the process of filing a complaint with Internal Complaint Committee.

22 responses



The workshop has increased my awareness about the mechanism of the proceedings of Internal Complaint Committee.

22 responses



Day 4 (10 September, 2026)

Day 4, the concluding day of the Gender Audit Workshop, marked an engaging culmination of the four-day programme. The session brought together the participants, the Gender Audit Core Committee, the Women's Development Cell (WDC), and other stakeholders for reflection, discussion and collective learning.

The session began with Dr. Meenakshi Gopinath appreciating the efforts of the Gender Audit Core Committee, the Women's Development Cell, and all the participants for their active participation and meaningful engagement throughout the workshop. She acknowledged the collective effort involved in undertaking the gender audit and emphasised the importance of continued dialogue and reflection for creating more inclusive and equitable institutional spaces.

As part of the concluding activities, participants were provided with slips containing key ideas and thought-provoking themes related to gender, equality, inclusion, participation and institutional practices. Participants were divided into groups and invited to discuss, deliberate and critically reflect on the ideas assigned to them. Each group subsequently shared its insights and observations with the larger gathering. The group discussions provided an opportunity for participants to bring diverse perspectives and experiences to the conversation. The deliberations encouraged critical thinking, dialogue and collective reflection, while also highlighting the importance of listening to multiple voices when examining issues of gender and institutional culture.

As part of the gender audit process, the time sheet shared by the Audit Committee was circulated among the participants and completed by the members. The responses provided by the participants were subsequently discussed and deliberated upon collectively. The exercise enabled participants to reflect on the distribution of their time across different activities and responsibilities and provided an opportunity to examine the responses from a gender-sensitive perspective. The discussion helped participants identify patterns, experiences and perceptions emerging from the responses, thereby contributing to a deeper understanding of gendered roles, responsibilities, participation and time use within the institutional context.

The concluding session thus served not merely as a closure to the Gender Audit Workshop but as a platform for translating reflection into meaningful institutional dialogue and action. It reinforced the need for sustained engagement with questions of gender equity, inclusivity, participation and representation within the institution. The four-day Gender Audit Workshop concluded on a positive and reflective note, with appreciation expressed to all those who contributed to its successful organisation and participation.



Ms. Seema Kakran, Deputy Director, WISCOMP giving a presentation

Audience deeply engrossed in the session



A group photograph of the Criterion VI, IQAC Team with the guests and participants

Internal Quality Assurance Cell
 Sri Venkateswara College
 University of Delhi

WISCOMP
 Women in Seniority
 Conflict Management & Peace

Title of the Event : Gender Audit at Sri Venkateswara College:
 Next Steps
 Date of the Event : Thursday, 10 September 2026
 Name of the Organizing Body : IQAC and Gender Audit Coordination Committee
 Name of the Coordinator(s) : Prof Rina Ramdev and Dr Arpita Kaul

Attendance Sheet (For Students)

S. No.	Name of the Participant	Name of the Course	Sem	Signature
1	Jessica	B.A.(Hons) Economics	V	
2	Preety	B.Sc.(Hons) Mathematics	V	
3	Jayant Yadav	B.A.(Hons) Political Science	V	
4	Aditi Dhawan	B.A.(Hons) English	V	
5	Tanishka	B.Sc.(Hons) Biological Sciences	V	
6	Aditi Joshi	B.Sc.(Hons) Biological Sciences	V	
7	Ria Chhabra	B.Com (Hons)	V	
8	Ayaan	B.Sc.(Hons) Mathematics	III	
9	Arpit	B.Sc.(Hons) Statistics	III	



Title of the Event : Gender Audit at Sri Venkateswara College:
Next Steps
Date of the Event : Thursday, 10 September 2026
Name of the Organizing Body : IQAC and Gender Audit Coordination Committee
Name of the Coordinator(s) : Prof Rina Ramdev and Dr Arpita Kaul

Attendance Sheet (For Faculty Members)

Gender Audit Coordination Committee (GACC)			
S. No.	Name of the Participant	Designation	Signature
1	Prof. Nandita Narayanasamy	Vice Principal	Nandita
2	Dr. S. Krishna Kumar	Bursar	S. Krishna Kumar
3	Prof. Rina Ramdev	Convener (GACC, WDC)	Rina
4	Dr. Arpita Kaul	Convener	Arpita
5	Prof. Sharda Pasricha	Coordinator (IQAC) Member (GACC)	Sharda
6	Dr. Neeru Kumar	Presiding Officer (ICC) Member (GACC)	Neeru
7	Dr. Namita Pandey	Proctor (SVC) Member (GACC)	Namita
8	Dr. Shruti Mathur	Secretary (Staff Council) Member (GACC)	Shruti Mathur
9	Prof. Om Prakash	Staff Advisor Member (GACC)	Om Prakash
10	Dr. P. Devaki	Member	P. Devaki
11	Prof. Muktikant Sukla	Member	Muktikant
12	Dr. Shefali Shukla	Member	Shefali
13	Dr. Pooja Gokhale	Member	Pooja
14	Dr. Aditi Kothari	Member	Aditi Kothari
15	Dr. Hari Singh	Member	Hari Singh
16	Dr. Anjali S. Nawani	Member	Anjali
17	Dr. Haokam Vaiphei	Member	Haokam
18	Dr. Nagendra Kalaparthi	Member	Nagendra
19	Dr. Shantanu Mandal	Member	Shantanu
20	Mr. Aman Nawaz	Member	Aman Nawaz
21	Ms. N. Tejaswini	Member	N. Tejaswini
22	Mishant	English	Mishant

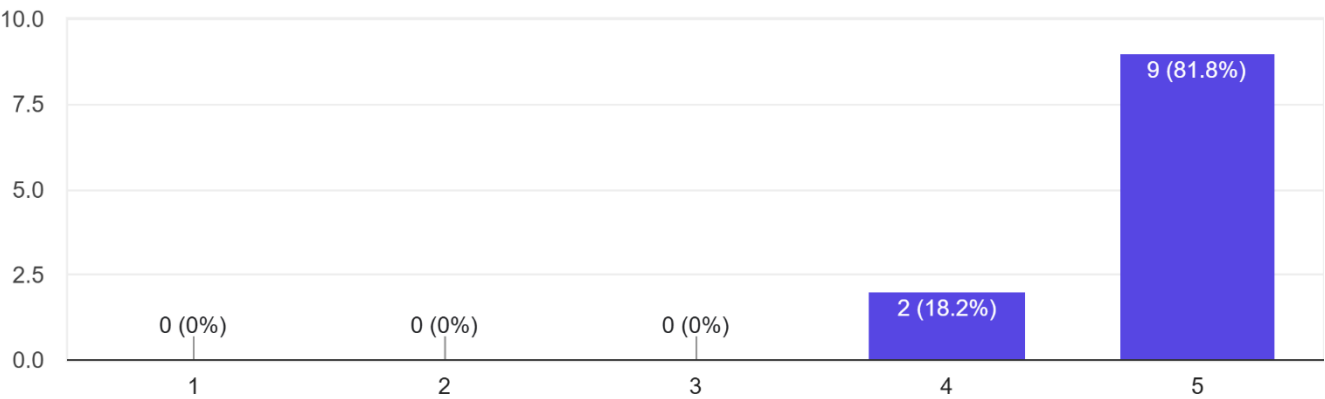
Internal Complaints Committee (ICC)			
S. No.	Name of the Participant	Designation	Signature
22	Prof Seenivasan	Member	Seenivasan

Women Development Cell (WDC)			
S. No.	Name of the Participant	Designation	Signature
23	Dr Niharika	Member	Niharika
24	Dr Praveen	Member	Praveen
25	Dr. Rajbir Kaur	Member	Rajbir Kaur
26	Dr Kalpana	Member	Kalpana

FEEDBACK:

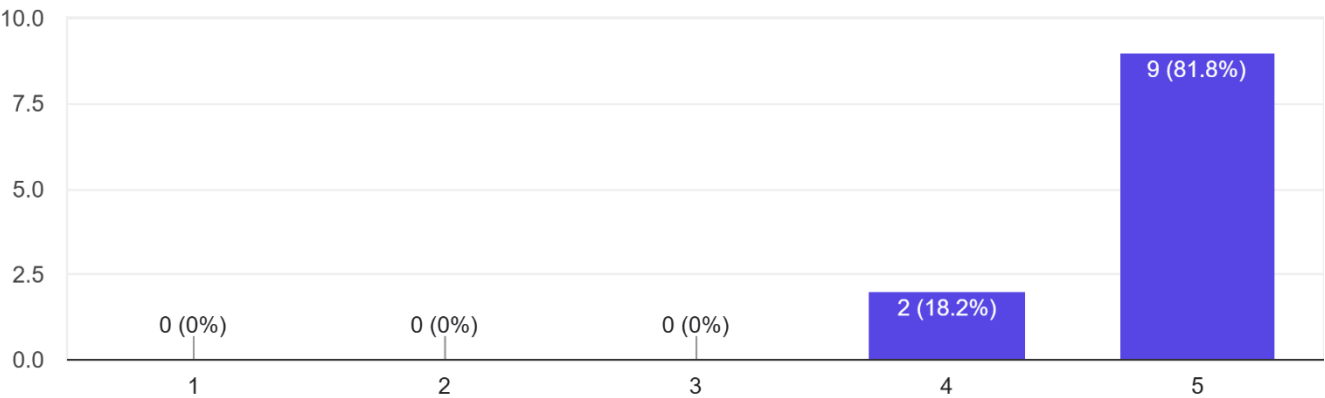
The objectives of the workshop were clearly communicated.

11 responses



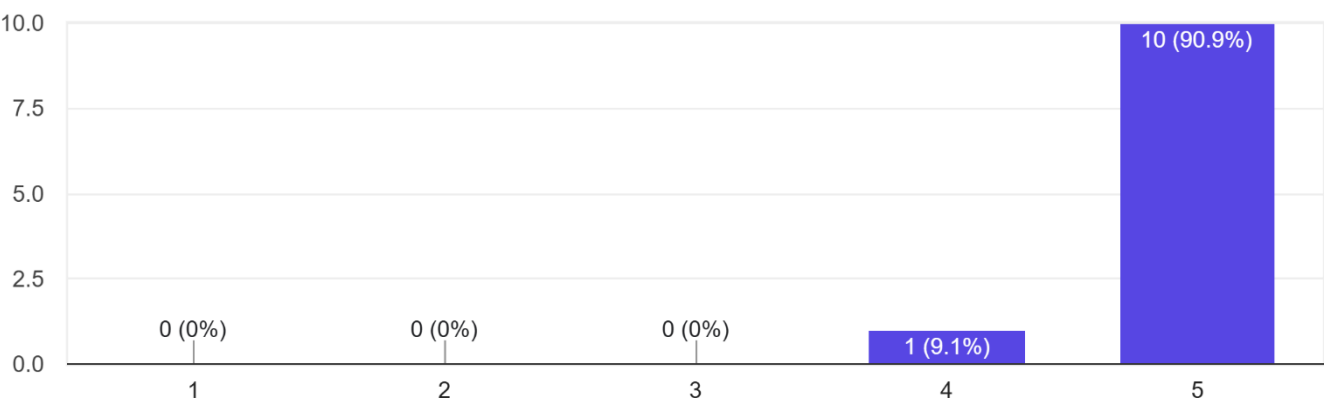
The content of the workshop was relevant to contemporary issues in higher education.

11 responses



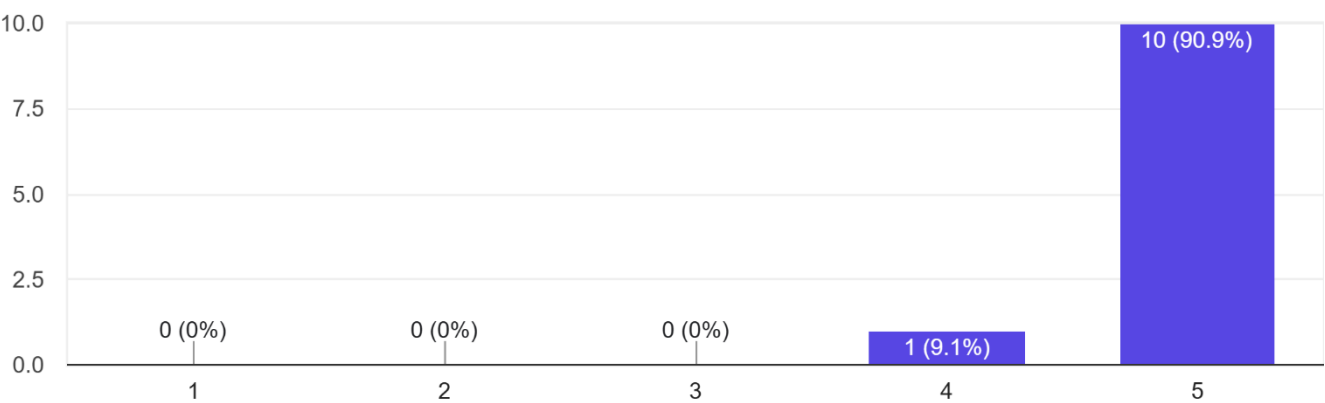
The workshop enhanced my understanding of gender-sensitive and inclusive academic spaces.

11 responses



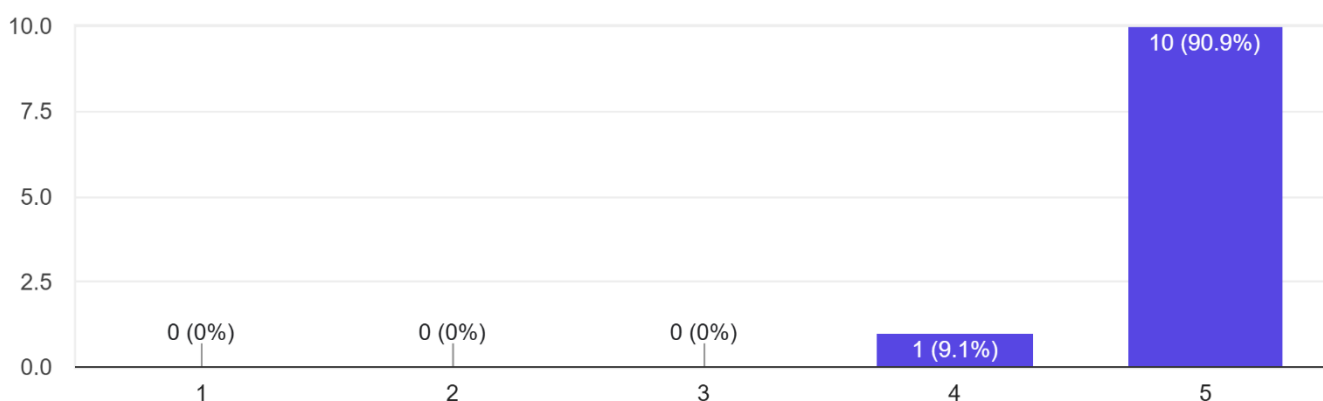
The resource person/facilitator demonstrated good knowledge of the subject.

11 responses



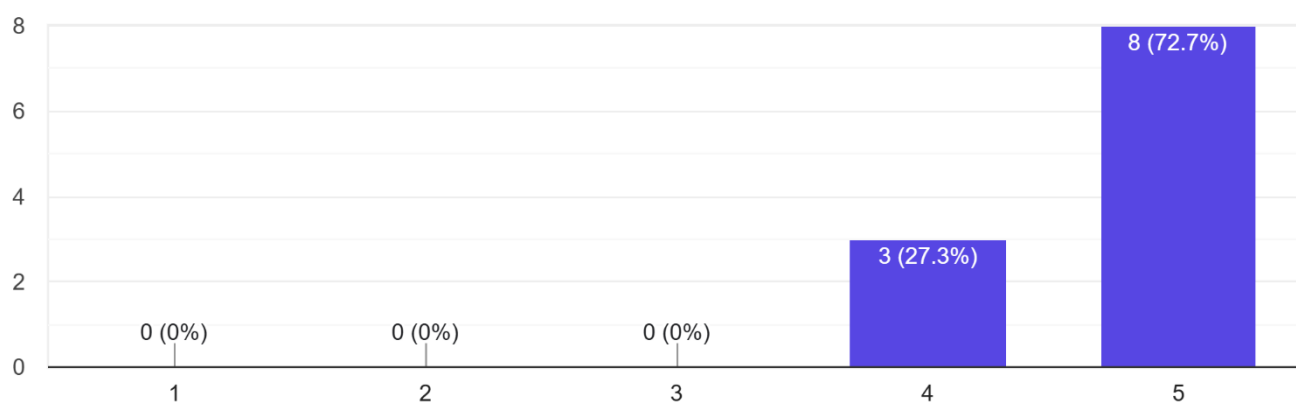
The presentation/discussion was clear, engaging and interactive.

11 responses



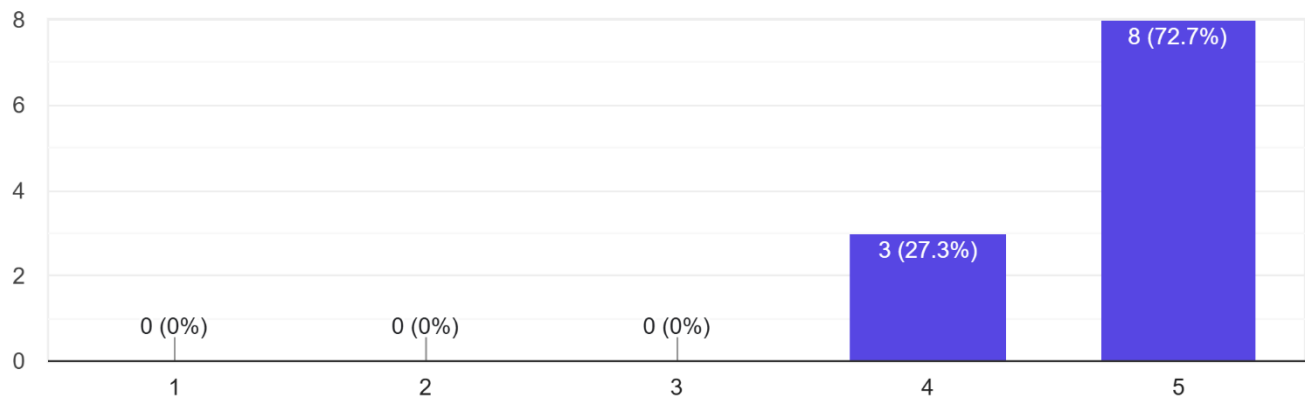
The workshop has increased my awareness about how to identify the issues of gender equality that need addressing.

11 responses



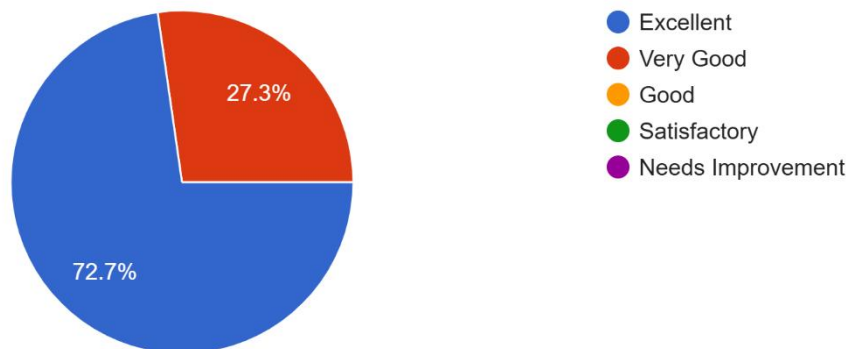
The workshop has incresed my understanding about what needs to be done to advance gender justice at our campus.

11 responses



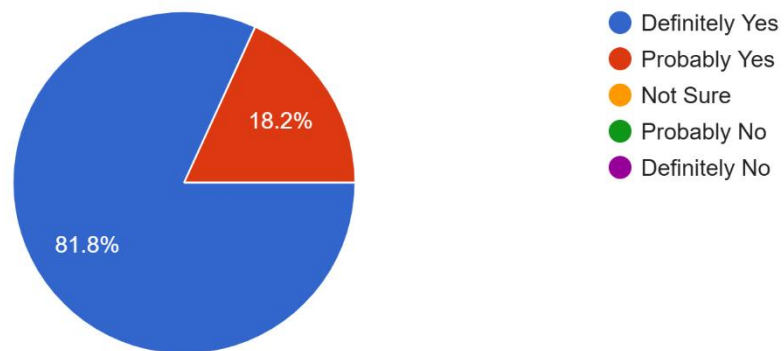
How would you rate the workshop overall?

11 responses



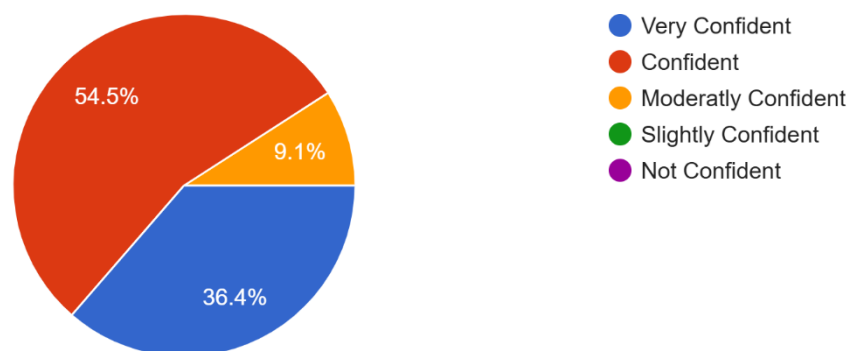
Would you recommend similar programmes to other students/faculty members?

11 responses



After participating in this workshop, how confident do you feel about contributing to a more inclusive and participative academic environment?

11 responses



Permission Letter



Tirumala Tirupati Devasthanams
శ్రీ వేంకటేశ్వర కళాశాల
Sri Venkateswara College
(University of Delhi)
NAAC Grade A+

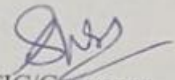
PERMISSION FOR ORGANIZATION OF EVENTS

- NOTE: 1. Please ensure a pre booking of the venue before getting the permission letter signed.
2. A copy of this duly filled form signed by the TIC/ Convener, IQAC Coordinator and Principal shall be submitted to ICT and/or Caretaker for necessary action.
3. Please ensure that the completion certificate of the event is physically signed by the Convener of the event, IQAC Coordinator and Principal after the event report is made.

EVENT DETAILS

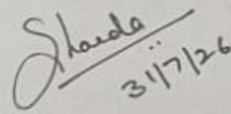
1. Name of the Department/Society/Association:.....CRITERION 6,
IQAC.....
2. Name of the TIC and/or Convenor: Dr. Arpita Kaul.....
3. Proposed Title of the Event: ... GENDER AUDIT
4. Nature of Event: Seminar/Conference/Symposium/Workshop/FDP/Public or Community outreach/ Skill enhancement/others (Please specify).....Series of workshops on Gender Audit by WISCOMP
5. Participants: Student-centric /Faculty/ Other stakeholders (Please specify)...Faculty and staff.....
6. Event Type: Offline/Online/Hybrid; **Offline** Indoor/Outdoor: **Indoor**
7. Collaborating Agency /Organization (If any): ...WISCOMP..
8. Tentative List of Speakers with affiliations: Attached detailed schedule of all the 4 workshops
9. Date & Time (from – to): ...20th August, 2026, 11:45 am – 1:45 pm, 25th August, 2026, 11: 45 am – 1:45 pm, 2nd September, 2026, 11:45 am - 1:45 pm and 10th September, 10:45am - 1:45pm

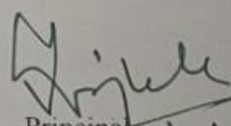
10. Financial Assistance/ Funding received (if any) (Please specify amount):
11. Proposed Budget (please attach details in a separate enclosure): Approved budget
attached – bifurcation submitted for approval
12. Faculty responsible for Geo Tagged Pictures Dr. Shantanu Mandal
13. Faculty responsible for Event Report Dr. Aditi Kothari & Dr. Anjali S. Nawani
14. ICT support required, if any (ICT Lab, Laptop, LCD projector)
15. Caretaker support required (tables, chairs, public addressing system, sanitation, manpower
assistance)
16. Venue requirement (Seminar hall/ Ground/others) Seminar hall 


TIC/Convenor

Date: 31/7/26

For official purpose
Comments (If any)


IQAC Coordinator
Date:


Principal
Date: 31/7/26



Tirumala Tirupati Devasthanams

శ్రీ వేంకటేశ్వర కళాశాల

श्री वेंकटेश्वर महाविद्यालय

SRI VENKATESWARA COLLEGE

(University of Delhi)

NAAC Grade A+

समापन प्रमाण पत्र

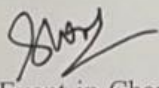
COMPLETION CERTIFICATE

यह प्रमाणित किया जाता है कि WISCOMP के सहयोग से IQAC क्राइटेरिया VI और जेंडर ऑडिट कोऑर्डिनेशन कमिटी द्वारा 20 अगस्त, 25 अगस्त, 02 सितंबर और 10 सितंबर, 2026 को 11:45 पूर्वाह्न से 1:45 अपराह्न तक ऑफलाइन माध्यम में जेंडर ऑडिट वर्कशॉप सफलतापूर्वक आयोजित किया गया और इस कार्यक्रम की रिपोर्ट अभिलेख के लिए आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (IQAC) को जमा कर दी गई है।

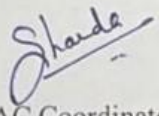
This is to certify that the **Gender Audit Workshop in collaboration with WISCOMP** was successfully conducted on **August 20, August 25, September 02, September 10, 2026**; from **11:45am to 1:45pm** by **IQAC Criteria VI and Gender Audit Coordination Committee** in the **Offline** mode, and its event report has been submitted to IQAC for records.

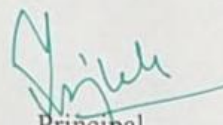
Departmental file no: **SVC/GACC/2026-27/Aug-Sep 2026/01**

IQAC File No: SVC/IQAC/2026-27/Aug-Sep 2026


Event-in-Charge
Dr. Arpita Kaul

Date: **15/9/26**


IQAC Coordinator
Coordinator, IQAC
Sri Venkateswara College
(University of Delhi)
Dhaura Kuan, New Delhi-110021


Principal
प्राचार्य
Principal
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Sri Venkateswara College
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