WISCOMP
Women in Security
Conflict Management and Peace

Dr. Meenakshi Gopinath
Director

CERTIFICATE

This is to certify that Sri Venkateswara College, University of Delhi, organized a workshop series titled *'Engendering the Academy: Building Participative Pathways in Higher Education through Gender Audits'* from 20th August to 10th September 2026. Organized by the Internal Quality Assurance Cell (IQAC), Sri Venkateswara College, in collaboration with Women in Security, Conflict Management and Peace (WISCOMP), the workshop series drew enthusiastic participation of over 120 faculty members representing diverse disciplines and genders.

A Gender Audit Coordination Committee was constituted at the College, comprising a strategic team of senior administrators and faculty members who propelled the idea of a Gender Audit at the campus and sought to build ownership among diverse stakeholders. The Committee was helmed by the Vice Principal and included the Bursar; Coordinator, IQAC; Convener, Women's Development Cell (WDC); Presiding Officer, Internal Committee for Complaints on Sexual Harassment (IC); Proctor; Secretary, Staff Council; Admission Convener; Heads of Residence of the Boys' and Girls' Hostels, along with faculty members from STEM fields, Social Sciences, Commerce, Humanities and Liberal Arts. A spirited group of students also participated as observers and documented their insights in Reflection Journals.

The workshop series was facilitated by experienced trainers, gender experts and scholars including:

- **Dr. Meenakshi Gopinath**, Founder Director, WISCOMP, and Principal Emerita, Lady Shri Ram College, University of Delhi
- **Prof. Krishna Menon**, Professor of Gender Studies and former Dean, School of Human Studies, Dr. B.R. Ambedkar University Delhi
- **Seema Kakran**, Deputy Director, WISCOMP
- **Shilpi Shabdita**, Assistant Director, WISCOMP

Foundation for Universal Responsibility
of HH the Dalai Lama
Core 4 A, UGF, India Habitat Centre, Lodhi Road, New Delhi-110 003, India • Tel: 91-11-24648450 • Fax: 91-11-24648451
Email: meenug11@gmail.com, wiscomp2006@gmail.com • Website: www.wiscomp.org

The workshop series comprised four sessions. The plenary session ***Gender Equity and Inclusion Pathways: Exploring the Terrain,*** foregrounded how institutions of higher learning can serve as generative spaces that incubate new ideas and have the power to signal to society transformative frameworks on inclusion, equality and gender justice through an intersectional lens. Concerns regarding the safety of women and sexual minorities on campus, along with existing measures for gender equality, were discussed.

The subsequent session in the workshop series, ***Visually Speaking: Texts and Contexts – Reflection on When Women Write Exhibition,*** facilitated a reflective context to explore the intersecting issues of exclusion, discrimination and gender-based violence in the broader society and their resonances within educational institutions. The session ***Cultures of Silence and Violence: Dignity at the Workplace and Redress Mechanisms for Sexual Harassment on Campuses*** examined sexual harassment at the workplace within the framework of dignity and rights. Through case studies, group discussions, and audio-visual clips, the nuances of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), and its lacunae were discussed, alongside emerging themes of consent, sexuality, power and restorative justice.

The concluding session ***Gender Audit at Sri Venkateswara College: Next Steps*** focused on evolving a Gender Audit framework at the college by identifying the key gender concerns and developing a prioritization plan to conduct the Audit, bearing in mind timeline, resources, capacity, and institutional priorities.

The College has over the years built an excellent ecosystem for gender sensitization and gender equality initiatives on its campus. The faculty is always open to improve upon it and after the current Gender Audit, which was a participatory exercise, the Sri Venkateswara community decided to frame a comprehensive **Gender Sensitization Policy** to expand and reinforce activities that speak to the following:

- Greater awareness among students about the Internal Committee and the procedure for raising complaints of sexual harassment through gender sensitization workshops and clear signage displaying the names and contact details of Committee members.
- Access to a crèche facility and feeding rooms on campus.

- Strong mentorship relationships between students and faculty members.
- Making visible the contributions of women scientists and scholars across departments through posters, displays and the inclusion of additional readings in curricula.
- Short-term course on Gender for students.
- More seminars and academic engagements on themes of gender, along with regular gender sensitization workshops for faculty, non-teaching staff, senior management and students.
- Renaming the position of 'Hostel Warden' as 'Head of Residence'.
- Evolving timetables that take into account the gendered caregiving responsibilities of faculty members.

We discovered that the Internal Quality Assurance Cell (IQAC), Women's Development Cell (WDC), and Internal Committee for Complaints on Sexual Harassment (IC) at the College are trying to work collaboratively to include the ever expanding members of the campus community in engaging with issues of gender justice. Among the over 100 higher education institutions that we have interacted with across the country, we would unhesitatingly place Sri Venkateswara College in the top 2%. It has been a pleasure interacting with the faculty, senior administrators, students and support staff, who have been more than open to receive constructive feedback and eager to build on it.

Sincerely,

Meenakshi Gopinath
Director, WISCOMP

7th October 2026