



**Sophia College (AUTONOMOUS),
Mumbai
Bhulabhai Desai Road, Mumbai - 400 026**

**GENDER AUDIT REPORT
(2020-2021, 2021-2022, 2022-2023)**

27th March 2023

CONTENT	Page No.
1. About Sophia College 1.1 Vision and Goals of the College 1.2 Demographic Profile 1.3 Gender-Responsive Infrastructure	3 - 4
2. Internal Set-up for Gender Inclusivity 2.1 Management Commitment 2.2 Objectives of Gender Audit 2.3 Benefits of the Gender Audit 2.4 Target Areas of the Gender Audit 2.5 Operational Committees at Sophia College	5 - 8
3. Significant Departments 3.1 Internal Quality Assurance Cell (IQAC) 3.2 Sophia Irene Heredia Centre for Women’s Studies and Development (SIHCWSD)	9 - 12
4. Existing Gender Practices 4.1 Academic 4.1.1 Syllabus 4.1.2 Teaching 4.1.3 Extension Academic Activities (Seminars/Conferences / Symposium/ workshops) 4.1.4 Add-on Courses 4.1.5 Sophia College Library 4.1.6 Research and other activities 4.2 Non-academic 4.2.1 Sports 4.2.2 J.N. Heredia Counselling Centre 4.2.3 National Service Scheme 4.2.4 Gym 4.2.5 E-Cell 4.2.6 Hostel 4.2.7 Placement Cell 4.3 Students Initiatives 4.3.1 College Union Committee (CUC) 4.3.2 Various Clubs 4.3.3 Kaleidoscope 4.3.4 SCESA 4.3.5 MUNSOPHICAL 4.3.6 Placement Cell	13 - 21

<p>5. Gender Audit Survey</p> <p>5.1 Audit Methodology</p> <p>5.2 Highlights and Summary</p> <p>5.2.1 Students</p> <p>5.2.2 Teaching Faculty</p> <p>5.2.3 Head of Departments</p> <p>5.2.4 Non-teaching Staff</p>	<p>22 - 39</p>
<p>6. Audit Analysis</p> <p>6.1 Key Findings and Observations</p> <p>6.2 Evaluation of Findings</p> <p>6.3 Committees Recommendations</p> <p>6.4 External Experts' Recommendations</p>	<p>40 - 42</p>
<p>7. Annexure</p> <p>Annexure I College Infrastructure</p> <p>Annexure II Student Survey Form</p> <p>Annexure III Teaching Faculty Survey Form</p> <p>Annexure IV Heads of Departments Survey Form</p> <p>Annexure V Non-teaching Staff GD - Unstructured Interview Schedule</p>	<p>43 - 57</p>

1. ABOUT COLLEGE

Sophia College, since its inception in 1941 has been committed to the integrated development of women. It is geared to providing the opportunity for higher education to women, especially those who come from disadvantaged sections of society. Sophia College (Autonomous) is a grant-in-aid institution, affiliated to the University of Mumbai. Under Article 30(1) of the Constitution of India, the college is primarily for Christian Minority students, but it admits everyone without discrimination, based on merit and other legal provisions.

The mission of the college has always essentially been a commitment to women's education, which is perceived to be the means for both personal and societal transformation. The vision is to uplift women through an education that is holistic and provides for all-around growth. The College Management is committed to creating an atmosphere in which the zest for learning thrives and where students are trained to be women of conviction and values. All programmes are learner-centered, providing ample opportunity for the development of one's capabilities, skills, self-assurance, and leadership.

The college was first accredited by NAAC in 2003 with an 'A' grade with an overall institutional score of 88%. In 2009 it was re-accredited (2nd cycle) by NAAC and scored an 'A' grade with a CGPA of 3.61 on a scale of 4. In the 3rd cycle of accreditation, it was awarded an 'A++' grade with a CGPA of 3.70 on a four-point scale. The college was granted Autonomy on 18th July 2018.

Sophia College has an exciting future and is committed to excellence and integrity. The goals of the college are revised to keep pace with the changing needs. The College is fortunate in having a highly qualified and motivated teaching faculty, many of whom are actively engaged either in research work or in extension activities. The committed supporting staff is an additional enabling aspect of Sophia's ethos. Sophia Campus has excellent infrastructural facilities and is always alive with activity-academic, co-curricular, extra-curricular, and sports. Our students actively participate in and engage with many opportunities offered, so that they can develop into self-confident, responsible, ethical, and compassionate human beings.

1.1 Vision and Goals of the College

Vision: The empowerment of women through a holistic education which fosters independent thought and responsible action.

Our Goals which emanate from the stated vision are as follows:

1. To enable each student to develop her full intellectual potential through a focused academic experience that is simultaneously rich, extensive, and collaborative.
2. To offer students scope for critical thinking and discernment, leading to the development of value-based convictions.
3. To help students develop a degree of self-reliance and determination to respond with courage and sensitivity to personal and social issues.

4. To generate among students an awareness of women's issues, human rights and environmental issues, so that they understand and respond constructively to these.
5. To sensitise students to look at the world from the perspective of the less privileged and to respond with concern and in a humane manner.
6. In the context of globalisation, to foster in students a sense of national identity that is secular and multicultural, with respect and tolerance of all cultures and religions.
7. To encourage Christian students to develop their religious convictions in an atmosphere of respect for other faiths and for each individual's personal beliefs.

1.2 Demographic Profile

Year	Students		Teaching		Non-teaching	
	Female	Male	Female	Male	Female	Male
2020-2021	3437	-	82	10	43	58
2021-2022	2043	8	82	7	42	55
2022-2023	2816	1	85	10	37	57

The data includes the college as a whole i.e. Sophia Jr. College and Sophia College (Autonomous)

1.3 Gender-Responsive Infrastructure

A physical verification was made about the nature of the gender-sensitive features within the campus. The following features were found to be present:

Basic sanitation facilities in the form of separate toilets for female and male students and staff are provided on the campus. There is a need for permanent signage for toilets for females and males.

There are several safety features in place keeping in mind the need for the safety of all persons on campus.

- 200 CCTV cameras are installed at all prominent locations on the campus and in all classrooms
- On-campus presence of female and male security guards

The Facilities offered include Classrooms, Laboratories, Seminar Halls, Library, Women's Studies Centre, Computer Laboratory with internet facility, Counselling Centre, Canteen, Basket Ball and Volleyball Court, Gymnasium, Hostel for Students, and Staff Room. (For detailed college infrastructure set-up refer to Annexure I)

2. INTERNAL SET-UP FOR GENDER INCLUSIVITY

2. Audit planning

A pre-audit planning meeting is an important prerequisite for a gender audit because it is the first opportunity for the audit team to meet and discuss the purpose and methodology for the study. The audit protocol and audit plan were discussed at this meeting held on 19th January, 2023. The meeting provided an opportunity to reinforce the scope and objectives of the audit and discussions were held on the practicalities associated with the audit.

2.1 Management commitment

A core principle of the college and its management is the persistent search for wisdom, through a comprehensive education system that is relevant for the present as well as the future. Sophia College with its sprawling, and beautiful campus with rich diversity, sufficiently motivates one to engage with, appreciate and benefit from its galaxy of empowering attributes. An effort to get involved with the overall growth and well-being of our students is the purpose that we strive towards; this being one means by which our educational vision is taken forward. It is our hope that through the varied assets of experiences here in Sophia College, everyone will find meaning, and that their lives may be positively enriched and transformed.

Being essentially a college for women students, Sophia College focuses on the overall development and transformation of women for them to discover their full potential through the holistic education that they engage in here. We believe that an effective means for the empowerment of women is to educate young minds so as to enable them to transcend and outgrow the patriarchal and restrictive frames of society. With this view, Sophia College, through its various academic and co-curricular activities like webinars, conferences, discussion forums, artistic and cultural events, provides numerous opportunities for students to explore their varied potential and abilities beyond typical gender restrictions. It makes for the holistic development of our learners. “Sophia” stands for ‘wisdom’, and it is our fervent hope that this will lead those entrusted in our care to develop the ability to discern through life’s myriad challenges.

2.2 Objectives of Gender Audit

The term ‘gender’ as used in this Gender Audit includes the widest possible way to include all genders and gender identities within the gender spectrum. It is not restricted to ‘women’ as a category. College as an agency continues the lifelong process of gender socialisation and this has a significant bearing on how an individual’s attitudes and behaviours are shaped for life. The role of educational institutions is especially significant since students who have access to formal education spend large amounts of time in such settings. Creating an ethos that promotes a positive self-identity and scope to be authentic persons goes a long way if the environment that one is immersed in, upholds gender equality and gender sensitization. This is an important aspect to achieve long-term and sustainable social change. In order to promote equality, as guaranteed by Article 15 of the Indian Constitution, especially in an institute of Higher Education where the maturity level of the students is higher, a greater

outreach can be expected by promoting, implementing and monitoring specific policies and procedures that question inequalities and foster equal opportunity to people of all genders.

The University Grant Commission has also focussed on gender inclusion and accordingly, many gender-positive initiatives are now required to be implemented, for example, to periodically assess gender balance and make appropriate interventions at the institute level for course correction and improvisation. Accordingly, all Higher Education Institutions (HEIs) are expected to conduct a Gender Audit to monitor and promote gender inclusion and gender equity in every dimension and at all levels within the organization structure.

HEIs in India today are at a critical juncture in relation to the basic ideals of equality enshrined in the Constitution. The recent expansion in higher education has made colleges and universities more demographically diverse and heterogeneous social groups. According to the All-India Survey on Higher Education (AISHE) 2019-20, the gross enrolment ratio of female students stood at 27.3%, more than that of male students, which was 26.9%. At the same time this closing gender gap hides the on-going inequalities and disparities among women, men and transgender persons, which can only be approached with an intersectional analysis that combines gender with region, ethnicity, class, caste, religion, ability, sexuality, etc. Sophia College opposes all forms of discrimination and harassment that is detrimental to any section of society. The college upholds the value of respect for all people, irrespective of their identities and it seeks to promote social justice.

The National Policy of Education (2020) also supports the importance and value of inclusivity in education and gender education. The policy makes reference to the need to promote and support the education of Transgender persons. Transgender persons include girls and women who identify differently. This gender audit factors in the 'gender spectrum' and the range of gender expression and gender fluidity.

Audit Team

Following members of the Audit team have collated the data and interpreted/analysed the same with respect to the survey results for presenting the same in this report. The team held several meetings in the planning as well as analysis stages of the report on the following dates of 21st January, 3rd February, 8th March, 9th March and 17th March.

Dr Anagha Tendulkar Patil (Principal)

Dr Ananda Amritmahal (Dean of Students)

Dr Ivan John (Senior Teacher, Department of Sociology)

Dr Lata Pujari (Coordinator, SIHCSWD)

Ms Deepti Anil (Senior Programme Officer, SIHCWSD)

2.3 Benefits of the Gender Audit:

The Aims of the Gender Audit are:

1. Understanding the organisation's current practices from a gender perspective

2. Identifying gender gaps
3. Discovering strengths
4. Creating a road map for gender action.
5. Effectively implementing the recommendations of the external audit committee

The benefits of the Gender Audit will help to:

1. Enhance the collective capacity of the organisation to examine its activities from a gender perspective.
2. Identify strengths and weaknesses with a view to support and promote gender equality and gender inclusivity.
3. Assess existing processes and programmes.
4. Identify gender biases, phobias and myths and gender-based discrimination (if any).
5. Pay attention to different issues such as the status of gender equality and representation in the organisational structure, programmes, processes, activities, and ethos of Sophia College
6. Gather student and staff perceptions, understanding and behaviours towards gender and related concerns.
7. Formulate a Gender-inclusive Policy for Sophia College.

2.4 Target Areas of the Gender Audit

The Gender Audit was conducted mainly to find out the extent of gender inclusion and gender balance within the college in the following dimensions:

- i. Academic programmes
- ii. Co-curricular programmes
- iii. Instructional processes
- iv. Staffing patterns
- v. Student enrolment
- vi. Infrastructure
- vii. Health & Safety Norms

The Gender Audit will be reviewed by an External Committee comprising experts in the areas of Gender and/or Administration. This committee shall suggest measures and strategies to help bridge the gender gaps, if any, in the above-mentioned areas.

2.5 Operational Committees at Sophia College

- I. **Anti-Ragging Committee**
 1. Principal Dr Anagha Tendulkar Patil (*Coordinator*)
 2. Ms Beena Gonsalves
 3. Ms Boskey Martis
 4. Ms Jihasa Vachharajani

5. Dr Arjumanara Surti
6. Ms Aditi Gupta

II. Grievance Redressal

1. Principal Dr Anagha Tendulkar Patil (*Coordinator*)
2. Ms Beena Gonsalves
3. Ms Boskey Martis
4. Ms Jihasa Vachharajani
5. Dr Arjumanara Surti
6. Ms Aditi Gupta

III. Internal Complaint Committee (Sexual Harassment)

1. Principal Dr Anagha Tendulkar Patil (*Coordinator*)
2. Mr Ajay Yadav
3. Dr Ivan John
4. Dr Lata Pujari
5. Ms Audrey D'Mello (Advocate with Majlis)

IV. Caste-based Discrimination Committee

1. Principal Dr Anagha Tendulkar Patil (*Coordinator*)
2. Dr Vaishali Pachunde
3. Mr Chetan Lingayat

3. SIGNIFICANT DEPARTMENTS

3.1 Internal Quality Assurance Cell (IQAC)

As per a directive issued by the Director of NAAC (National Assessment and Accreditation Council), all accredited colleges are required to set up an Internal Quality Assurance Cell (IQAC). This is a post-accreditation quality sustenance measure to maintain standards. IQAC primarily becomes responsible to initiate, plan and supervise various activities that are necessary to increase the quality of the education imparted in an institution or college. The Sophia College (Autonomous) IQAC has been operational since 2003.

All stakeholders of the institution participate in this process of ensuring quality by feedback taken and processed on various aspects of academic and allied activities of the college including its infrastructure, amenities, programmes of study, course content, faculty, evaluation, teacher-pupil relations and so on, which are vital for the growth of Sophia College (Autonomous) as an educational institution.

IQAC is committed to ensure gender equity and inclusivity on campus, encouraging activities and events towards this purpose at the Department and Club level. Committees have been formed like, Sophia Grievance Redressal Cell, Internal Complaints Committee, Sophia Caste-based Discrimination Complaints Committee, Sophia Anti-Ragging and Sexual Harassment Compliance Committee, in view of the same.

IQAC, in collaboration with Foundation Course faculty, organised two online sessions on 'Stand Up against Street Harassment,' for FY and SY students of the college in which around 350 students and 2 teachers participated in the session conducted on 28th July 2022 and around 320 students and 4 teachers participated in the session conducted on 19th October 2022.

IQAC has also entered MOUs with organisations that focus on training students and faculties on sound perspectives towards diversities including gender diversity. MOUs with REDDOT Foundation were entered in Academic Year 2022-2023, from 1st September 2022 to 31st March 2023 Under this MOU, in partnership with the Canadian Government, Red Dot Foundation (RDF) Global, partnered with our college to create a safe campus culture and to reduce the risk of sexual violence on campuses. Five students were trained in a 5-day Leadership Program for Rainbow Circle Ambassadors. After this training, each student conducted a series of activities on and off Sophia campus. They reviewed and evaluated internal policies and remedial mechanisms and build confidence among peers to address sexual violence whenever it was experienced or witnessed. The trained youth will further go on to be ambassadors and active citizens in taking up civic projects as part of the RDF alumni network. Faculty and the administration also get sensitized through workshops, particularly on the Prevention of Sexual Harassment (POSH) Act and the Protection of Children from Sexual Offences (POCSO) Act. An event was co-organized with the Consulate of Netherlands and Red Dot Foundation on 19th December 2022 in which Deputy

Consul General of Netherlands interacted with 75 students (25 of them were from Sophia College) across Mumbai colleges on ‘Toxic Masculinity and challenging harmful norms’.

3.2 Sophia Irene Heredia Centre for Women’s Studies and Development (SIHCWSD)

Launched in 2001, the SIHCWSD has proven to be a stimulating and engaging centre with multidisciplinary activities happening throughout the year focussed around the theme of Gender. The overarching goal of the centre is the development of women. The centre is rooted firmly in the principles of academics, advocacy and action. Based on this the centre has three major focus areas based on this, they are

1. Courses and Instruction

The Centre conducts varied courses for both in-house Sophia College students as well as outsiders. These courses are intensive and applicable learning programmes which have great appeal. SIHCWSD conducts multiple courses throughout the academic year, all of which are designed to address the needs of a diverse set of students. The courses offered by the SIHCWSD in the academic year 2021-2022 and 2022-2023 include,

- i. Certificate Course in Women’s Empowerment
- ii. Certificate Course in Social Work Focusing on Women and Girls
- iii. Certificate Course in Personal Finance Management (which aims to increase financial literacy amongst the female students in Sophia College)
- iv. Certificate Course in Entrepreneurship Training (to increase awareness and help young women entrepreneurs)
- v. Certificate Course in Feminist Lawyering
- vi. Women’s Leadership Training Programme in collaboration with the Bombay Archdiocesan Women’s Commission to empower Roman Catholic women, to develop leadership skills and participate actively within their parishes.
- vii. **Post Graduate programme:**
Master of Arts (M.A.) in Gender Studies was started in the academic year 2021-2022 in collaboration with the Department of Sociology, Sophia College (Autonomous) and with approval from the University of Mumbai. Enrolment numbers of the programme is as follows:

Academic Year	Enrolment number	
	Female	Male
2021-2022	08	Nil
2022-2023	06	Nil

Events and Conferences

Since its inception SIHCWSD has been an active participant in organising gender-themed relevant workshops and events for improving the knowledge base of participants, networking with others and increasing awareness on gender. Events of the centre include the following:

- i. Genderlogue: Since 2019, the SIHCWSD has been collaborating with FES (Friedrich Ebert Stiftung, New Delhi) to instill values of gender sensitivity and inclusion in the student community via dialogue and discussion. The events include expert panel discussions, student research paper presentations, and several student-led activities. Since 2019, the SIHCWSD has conducted several two-day events on the following themes - Gender Stereotypes and Care Economy (2020-2021), Generational Equality (2021-2022) and Gender in the Metropolis: Power and Prejudices (2022-2023)
- ii. International Conference on ‘Gender Sensitisation and Protection of the Rights of Children and Vulnerable Adults’. (17-18 January 2022)
- iii. ‘All about Eve’: This was an online panel discussion organised with authors (Anju Kapoor and Harry Kurup) of the book, ‘Seven Personas of Eve’ in association with Crossword Bookstore on 4th July 2020.
- iv. Competitions: Poetry, Mono Acting, Singing and Poster Making Inter-College events for students from colleges all over Mumbai since 2020. These were carried out in collaboration with St Xaviers Institute of Education; they were carried out on the following *significant* days - World Population Day (10th July), International Day of the Girl Child (11th October), International Day for Violence against Women (26th November), International Women’s Day (8th March)
- v. All India programme as a Western region centre for IAWS (Indian Association for Women’s Studies) for IAWS (Indian Association for Women’s Studies) on the topic “Gender and Challenges: Work Continuum During and After Lockdown” on 26th November 2020. The programme included a panel discussion with eminent panellists like Ms Mariam Dhavale General Secretary AIDWA, Dr. Dhammasanghini WSC, STM Nagpur, Dr Sona Mitra, Principal Economist IWWAGE and LGBTQ rights activist Vicky Shinde. There were scholarly paper presentations from researchers pan India.
- vi. Short-Term Course on Gender Sensitisation: A Shift In Perspective in association with UGC Human Resource Development Centre, University Of Mumbai. From 4th to 10th February 2021 for lecturers from different higher education institutions across the country.

2. Library and Documentation services

The SIHCWSD library has an extensive collection of books with a focus on women’s issues. The library has a stock of posters on gender issues collected from national and international NGOs (100+). The library also has a collection of relevant journals and we hope to subscribe to more journals for our members. While it is not a lending library it is

a very useful reference centre and the library has been growing – both in its resources, as well as its availability and usefulness to its members since 2001.

Category / Years	June 2020 - May 2021	June 2021 - May 2022	June 2022 - May 2023
Books	21	29	13
Journals & Periodicals	7	4	5
Total No. of Books at SIHCWSD Library – 2756			

Since 2001, the SIHCWSD has documented information from daily newspapers in English, Hindi and Marathi, covering a wide array of gender-related issues. This continues to be of much value for researchers and students from Sophia College as well as outsiders. Awareness about gender-related programmes are open to all persons. There is a continuous effort to expand library resources.

3. Research and Publications

SIHCWSD has always been actively involved in research projects focussing mainly on women and issues related to them, since its inception in 2001. The centre has published research paper series on issues related to women.

Our in-house journal *Urdhva Mula* is multidisciplinary and peer-reviewed journal on Women's Studies with a wide variety of articles from Indian and international scholars. Though the journal has been published since 2002, the first issue with an ISSN number 2277-7954 was Volume 6, published in 2012. Recent Volumes (Issues in 2017, 2018, & 2019) are accessible on the Sophia College website.

4. EXISTING GENDER PRACTICES

4.1 Academic

4.1.1 Syllabus

The following Departments have gender-related modules in their Syllabi:

Strategic Communication & Journalism	SBMMED105: Introduction to Mass Media: Module I: Mass Communication, Culture, and Media Literacy; Module III: Media and Their Audiences SBMMED204: Reading Literature II: Module I: The Novel - 1984 SBMMED205: Understanding Mass Media: Module IV: The Critical Cultural Trend in North America; Module V: Audience Theories; Module VI: Theories of the Effect of Media on Society
Zoology	FYBSc - SBSZOO202 - Unit 3 : Nutrition & Public Health : Dietary requirement of an infant and growing child irrespective of the gender, diet of a pregnant woman and a lactating mother, benefits of breastfeeding, Nutritional disorders such as Anaemia and Osteomalacia and its higher occurrence in women. SYBSc - SBSZOO302 - Unit 2 : Genetics : Methods of sex determination, Intersex conditions, Barr body in females and amniocentesis test
Economics	TYBA Economics of Development, Module 3, Inclusive Development Indian Economy Agricultural Economy
English	SYBA, Paper 2, Sem 4, Unit 2, History of English Literature Gender-related components in FYBA, SYBA & TYBA
History	FYBA, Paper 1, Ancient Indian from Earliest Times to 1000CE SYBA, Paper 2, Landmarks of World History (c 13 century CE to 1945 CE SYBA History of Modern India (c1800 – 1947 CE
Foundation Course	Semesters 1 and 2, Module 3 FYBA/Sc Sem 3, Units 1 and 2
Philosophy	Paper 9, Sem 6, Module 1
Political Science	Paper 1, Sem 2, Political Values and Ideologies

Psychology	SYBA Developmental Psychology TYBA Paper 9, Sem 1, Module 2, Differences in Gender
-------------------	---

4.1.2 Teaching

More Arts departments and fewer Science departments teach modules or sub-modules related to gender. Responses from the Students' Survey indicate that apart from the teaching components, several teachers hold informal discussions on gender-related issues in the classroom.

4.1.3 Extension academic activities (Seminars/Conference/Symposium/Workshop)

Department	2020-21	2021-22	2022-23
SCJ	Documentary Film Festival (DFF) 2021 March 19 - April 2, 2021	Documentary Film Festival (DFF) 2022 February 14 - 28, 2022	Documentary Film Festival (DFF) 2023 February 10 - 11, 2023
Maths & Statistics	Nil	Nil	RUSA Conference on Legal Rights And Remedies For Women - Fundamental Rights, Inclusion, IPR And Matrimonial Rights November 24,2022
English	Nil	Student-led international conference "Qissa", 65 students registered for the conference	RUSA-supported one-day conference on "Interrogating Masculinities in Contemporary Indian Literature and Culture", 112 participants

Hindi	Nil	<p>1. "Sahitya, Matrubhasha aur Stree: sambandh evm Mahattv" (साहित्य, मातृभाषा और स्त्री: संबंध एवं महत्व") by eminent hindi writer- Geetanjali Shree.</p> <p>2. "Making your own destiny " (गाढ़े अपनी ज़िंदगी स्वयं) by Ms. Pallavi Singh - New Era Entrepreneur and Sophia College Alumna</p>	<p>1.T- Shirt Painting Competition on the topic - Gender Inclusive.</p> <p>2. Symposium, Kashish Queer film festival in collaboration with Department of Education and SSRI</p>
Education and Hindi	Nil	Nil	LGBTQ T-Shirt Painting Competition on Gender Inclusion and Gender Representation 20/01/2023
Psychology	Nil	Two-day International Conference on Gender Sensitization and Protection of the Rights of Children and Senior Citizens On 17th-18th January 2022 in collaboration with SIHCWSD, De Nobili, Pune and	Transgender Awareness 30/31 Jan 2023, Debate on Designer babies 12th July 2022
Sociology	Nil	Down Memory lane with Gay Activist Mr. Ashok Row Kavi, 2021 Samajik Sociology Constitution of India and Gender Equality	Nil
Chemistry	Nil	Positive health: Empowering Women Seminar 11/11/2022	Nil

Education	The KASHISH FORWARD Symposium, held on 25th March 2021	The BEST of KASHISH Symposium, held on 8th March 2022	The BEST of KASHISH Symposium, held on 21st January 2023
------------------	--	---	--

4.1.4 Gender-related Add-on courses

1. Women's Empowerment (SIHCWSD)
2. Introduction to Feminist Lawyering (SIHCWSD)
3. Social Work Course focussing on Women and Girls (SIHCWSD)
4. Personal Finance Management (SIHCWSD)
5. Entrepreneurship Training (SIHCWSD & Sophia E-Cell)
6. Gender Inclusivity (Department of Education)
7. Memory Studies (Department of English)
8. Post-Humanism (Department of English)

4.1.5 Sophia College Library

The Sophia College Library has over 70,000 books in its collection. It serves as an modern information centre and also provides services to assist study. The facilities are especially for Sophia College students and staff, but visitors are also welcome.

Newly added Books and Journals on Gender Based on Academic Year			
Categories	2020-2021	2021-2022	2022-2023
Books	01	20	06
Journals/ Magazines	18	05	05
Events	Nil	Nil	Women's Day - Quiz Competition

4.1.6 Research and other activities

GENDER-RELATED COMPONENTS	YES	NO
Gender-Related Research	14	30
Gender-Related Writing	14	30
Gender-Related Activities	17	27
Gender-Related Programmes	14	30
Gender-Related Student Guidance	12	32
Gender-Related Student mentoring	06	38

4.2 Non-academic

4.2.1 Sports

The positive impact that sports can have on the emancipation of young girls and women is well-established. Participating in sports can help break down gender stereotypes, improve the self-esteem of students and contribute to the development of their leadership and strategic thinking skills. The Sports Department at Sophia College has been actively entering students for competitions at various levels and Sophia students have been winning accolades for their outstanding performance at these forums. All the sports activities are fully sponsored by the Sophia College management.

Students participation in various games in the Academic Year 2022-23					
Sr. No.	District	Zonal	State	National	University
1	Shooting	Shooting	Shooting	Shooting	
2	Archery	Archery	Archery	Archery	Archery
3	Swimming	Swimming	Swimming	Swimming	Swimming
4	Judo	Judo	Judo	Judo	...
5	Athletics	Athletics	Athletics	...	...
6	Korfball	Korfball	Korfball	Korfball	...
7	Volleyball	Volleyball	...	...	...

8	Football	Football	Football	...	...
9	Badminton	Badminton	Badminton	...	...
10	Cricket	...	...	...	...
11	Fencing	Fencing	...	...	...
12	Lawn Tennis	Lawn Tennis	...	...	...
13	Squash	Squash	...	...	...

4.2.2 J.N. Heredia Counselling Centre

Located on the first floor of the Sophia Andersson Annexe, the Centre offers students a professional and formal resource in times of personal stress as well as opportunities for individual and group enrichment.

A small range of gender issues were dealt with at the Sophia J.N. Heredia Counselling centre. The most common problem was gender disparity at home. Male siblings were valued more and given more tangible liberties than their sisters despite doing well in academics. Problems linked to sexual harassment at their part-time workplace were the most common with students who were working to help their single mothers and families. There have been 3 to 4 cases of reported sexual abuse and physical abuse of students who approached the centre. We have tried to deal with such cases in a family setting. There were also 2 cases in the past 4 years who struggled with the anti-gay attitude from their peers and family.

4.2.3 National Service Scheme

The NSS Unit at Sophia College provides numerous opportunities for its members to participate actively and with enthusiasm in its outreach to the wider community within and outside Sophia College. Since 2020, the following gender-related events were organised:

Nature of Event	Topic	Date
Webinar	Law and Rights of Women	8 August 2020
Webinar	PCOS	4 October 2020
Talk	Hemoglobin levels and Women's Hygiene	28 November 2020
Project	Menstrual Awareness	22-28 February 2022

The following Empowerment Programs for Women were organised:

- i. Financial Literacy (04/08/2021)
- ii. Self-Defence Project (24/01/22)
- iii. Picture With Girl Child (22-24/01/22)
- iv. A Pursuit of Glory: Careers in Indian Defence Services (13/08/2022)
- v. Financial Literacy (19/09/2022)
- vi. Self-Defence Workshop (24/09/2022)
- vii. Leadership workshop (12/11/2022)

4.2.4 Gym

The gymkhana offers opportunities to both Junior and Senior College students to play indoor and outdoor games. It is open only to girls and women staff.

4.2.5 E-Cell

The Entrepreneurship cell helps young women entrepreneurs who wish to have start-ups of their own. In the academic year 2023, in association with the SIHCWSD the cell conducted a Certificate course in entrepreneurship training.

4.2.6 Hostel

Sophia College offers efficient, well-managed and clean hostel accommodation to 116 girls and women students from outside Mumbai. Personal attention is provided and opportunities to immerse in collaborative activities, healthy interaction, group events, and also to develop their academic skills. The hostel gives students an opportunity to meet students from other regions and cultures.

4.3 Students Initiatives

4.3.1 College Union Committee (CUC):

The Sophia College Students' Association was originally started in July 1944 where students could develop the qualities of leadership and inculcate a spirit of democracy. The 'College Union Committee', popularly known as CUC, is the body that comprises elected and nominated members by the students of Sophia College (Autonomous). It comprises Elected Class Representatives (CRs), Club Secretaries, Cultural Committee (PRISM) leaders, and the Public Relations Team. It is headed by a Core team which includes the Student Body President, Cultural Secretary, General Secretary and Treasurer. The Principal, Coordinator of Students, and College Warden are ex-officio members and act as advisors. All students of Sophia College have Voting Rights for positions that have elected members/representatives.

The CUC seamlessly adapts to any situation which is faced by the students. The CUC is directly or indirectly in charge of all the extracurricular activities that take place in Sophia College (Autonomous). There are 13 clubs/associations that create enriching opportunities for all students on campus, all year round. The CUC organises and assists the organisation

and implementation of any activity that comes under the purview of Sophia College (Autonomous) such as Teachers' Day, College Day, Degree Conferring Ceremony, etc.

The CUC plays a significant role in bridging the gap between the students and the College. The Core Members of the CUC are also a part of various college committees, such as the Internal Quality Assurance Cell (IQAC), Grievance Committee, Placement Cell, Kaleidoscope, etc. which enables the appropriate representation of the student's voice at several forums. This year the CUC conducted a programme on Menstrual Hygiene.

4.3.2 Various Clubs and their gender-related activities

International Relations Club (IRC):

IRC had its last event of the academic year on 10th February 2023. This was a collaboration with SSRI, titled "Hijab Row: A Year in Review", and was a discussion to analyse the political and social environment triggered by the hijab row in the Indian, Iranian, and French context.

SIGMA:

An on-line Talk on PCOD was held on 28th November 2022.

Students' Social Reform Initiative (SSRI):

The Students' Social Reform Initiative (SSRI) provides a platform for students who are committed to reaching out to the wider community. Their activities aim at bringing about change and transformation in the lives of many others. Using the means of politics, history and current affairs, SSRI believes in building individuals that are active agents of social change in our society. This year SSRI worked towards creating a stronger foundation for the Sophia Queer Collective (SQC) with the aim of emerging into an independent association in the coming years. Along with the Kashish Foundation, Departments of Education and Hindi, an International Queer Film Festival 'The Best of KASHISH' on 21st January, 2023. The film festival featured films on LGBTQAI+ identities and struggles. The event was attended by the Festival Director and Curator, film-maker Mr Sridhar Rangayan and the directors of two of the short Indian films that were screened. The event had around 96 participants, and each screening was followed by a question-answer session and an active discussion at the end.

Sophia Queer Collective (SQC):

In the fourth year since its conception, Sophia Queer Collective was able to organise events on a greater scale than in the previous years. The year SQC began the year with its recurring event 'Queer Stories' which was held on the 7th of November, along with candid, unstructured events, Queer Stories also covered topics such as Queerbaiting in its first event. The collective launched a new online initiative called 'They Got It Right', with a weekly post of times popular shows and movies got their representation of queer individuals and couples right.

4.3.3 Kaleidoscope:

Over the years it has been a gender-inclusive, intercollegiate student festival. There was a Gender-Neutral Fashion Panel, 2022 which was an event promoting gender equality and gender fluidity.

4.3.4 Sophia College Ex-students Association (SCESA):

The ex-students association, established in 1945, helps empower women, encourages women networking and bonds them together for a common good. This is achieved through remedial classes for the underprivileged, development skills for college/college dropouts, fundraising for the mentally disabled and poverty-stricken, career guidance seminars for students. The association initiated a programme in association with SIHCWSD titled “Sugar and Spice” to empower women senior citizens on topics of health, wellness, nutrition, technology, dance, and art therapy in 2019.

4.3.5 MUNSOPHICAL:

In Munsophical 2023, the discussions in UNW were centered around the crimes and violence against women taking place, especially in conflict areas and warzones, which included gender inequality, commercial sex work, domestic violence, trafficking, suppression, neglecting women's education and lack of healthcare facilities, resulting in severely impacting them psychologically and physically. Measures, laws and policies that must be implemented and abided by, for example, more inclusivity and representation of women in decision-making, awareness-raising campaigns, providing equal opportunities, stricter punishments for the offenders, and more, were talked through. The steps taken by various countries for the empowerment of women and refugees were debated as well. The conclusion was that most countries want to work for women's rights and their protection.

In Munsophical 2022, the UN Women sessions were also conducted under this and delegates were open to listening to the views of others on both days. As a result, the committee was able to reach a consensus, draft a resolution and even come up with measures for implementation and prevention of gender-based violence.

4.3.6 Placement Cell:

The Placement Cell of any college is considered by students as a gateway to the world of work, and that serves as the cornerstone of what we as a team seek to achieve. Not only do we want to bring to our students the best of internships and placement opportunities, we also wish to empower them with the knowledge and skills required for the 21st century. We hope to carry this out by conducting several workshops and seminars that we hope would add value to our students' academic and professional careers.

5. GENDER AUDIT SURVEY

5.1 Audit Methodology

As part of the Audit, the Gender Audit Committee conducted an online survey through Google forms specially designed for the Students, Teachers and Heads of Departments/Coordinators of Departments. Informal group discussions were held for the non-teaching staff in order to gather and collate the respondent's perceptions on the prevailing gender practices and facilities.

The data obtained is segregated on the basis of curriculum, female-male composition across various Teaching Departments, Events, Workshops and Seminars/Webinars conducted on Gender-related topics during the Academic Years 2020-21, 2021-22 and 2022-23. The statistical data provided for three academic years, together with the findings of the online survey across respondent groups are analysed and presented, for a meaningful evaluation to help in identifying areas of concern and intervention and to discover opportunities for improvement and wider inclusive practices on Sophia campus.

5.2 Highlights and Summary

The respondent categories are:

1. Student – Online Google survey form (GAS-S)
2. Teaching faculty - Online Google survey form (GAS-T)
3. Heads of Departments (HoD) and Department Coordinators - Online Google survey form (GAS-H)
4. Non-teaching staff – Group Discussion / Personal Interaction

Following is the Sample distribution of the respondent of the online survey and group discussion carried out:

Students	Teachers	Heads of Departments	Non-teaching Staff	Total
686	44	9	50	789

5.2.1 Students survey Highlights

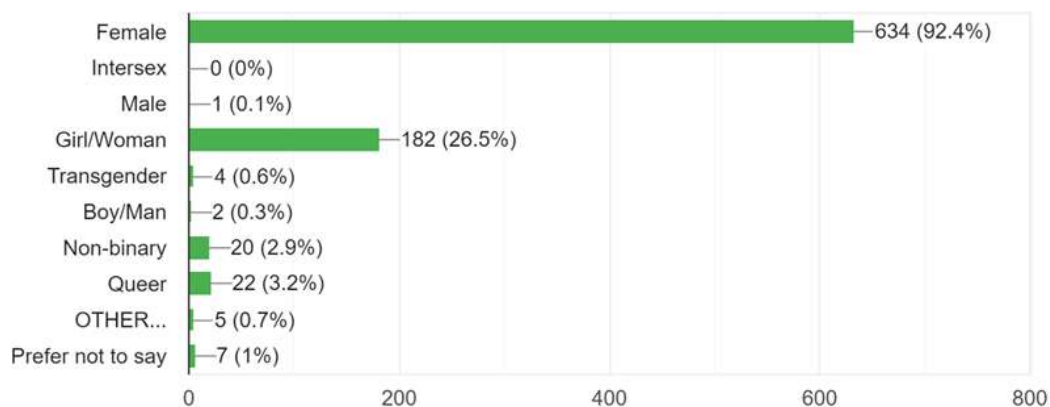
Class	Number of students	Percentage (%)
FYBA	166	24.2
SYBA	50	7.3
TYBA	139	20.3
FYBSc	67	9.8

SYBSc	29	4.2
TYBSc	26	3.8
FYBA (SCJ)	35	5.1
SYBA (SCJ)	55	8
TYBA (SCJ)	15	2.2
FYBSc (I.T.)	50	7.3
SYBSc (I.T.)	11	1.6
TYBSc (I.T.)	23	3.4
Post Graduate Class (MSc, MA, PGDQA)	20	2.9
Total	686	100

Students preferred gender identification:

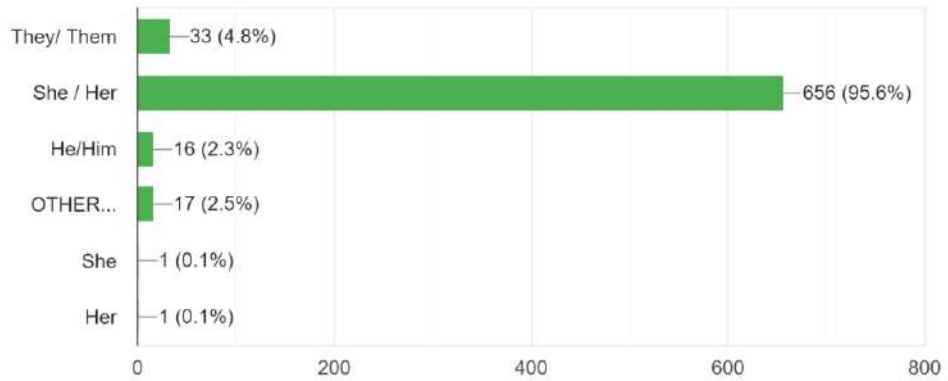
(ii) I identify as:

686 responses



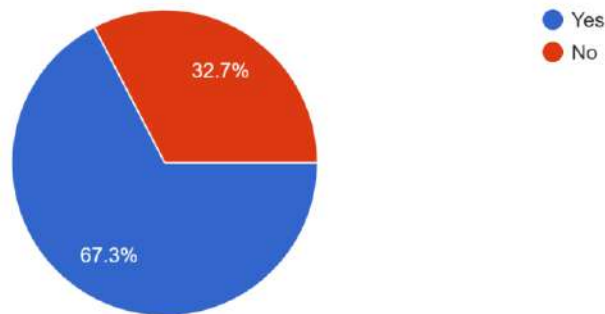
(iii) The pronoun/s I use for myself is/are: (You may check more than one option.)

686 responses



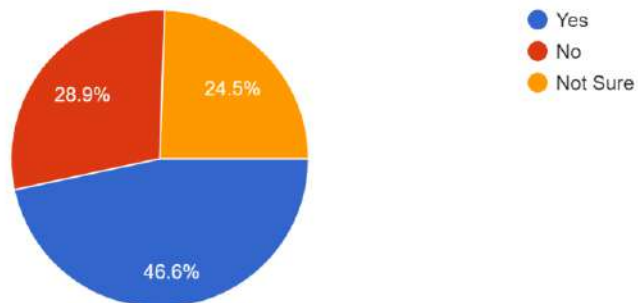
1. Do you think there should be a Gender Policy in Sophia College (Autonomous)? (The term 'policy' refers to a principle of action that is adopted by a...cesses and expected behaviours related to gender.)

686 responses



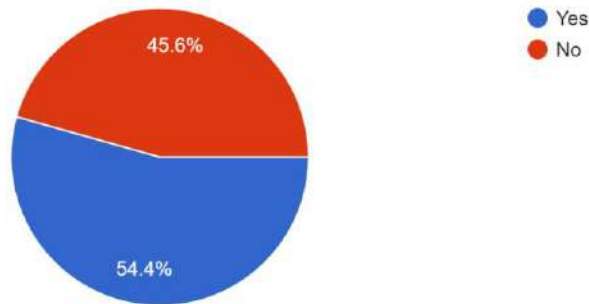
2. In the Subjects/Papers that you are studying presently, is there any component that is related to 'Gender'?

686 responses



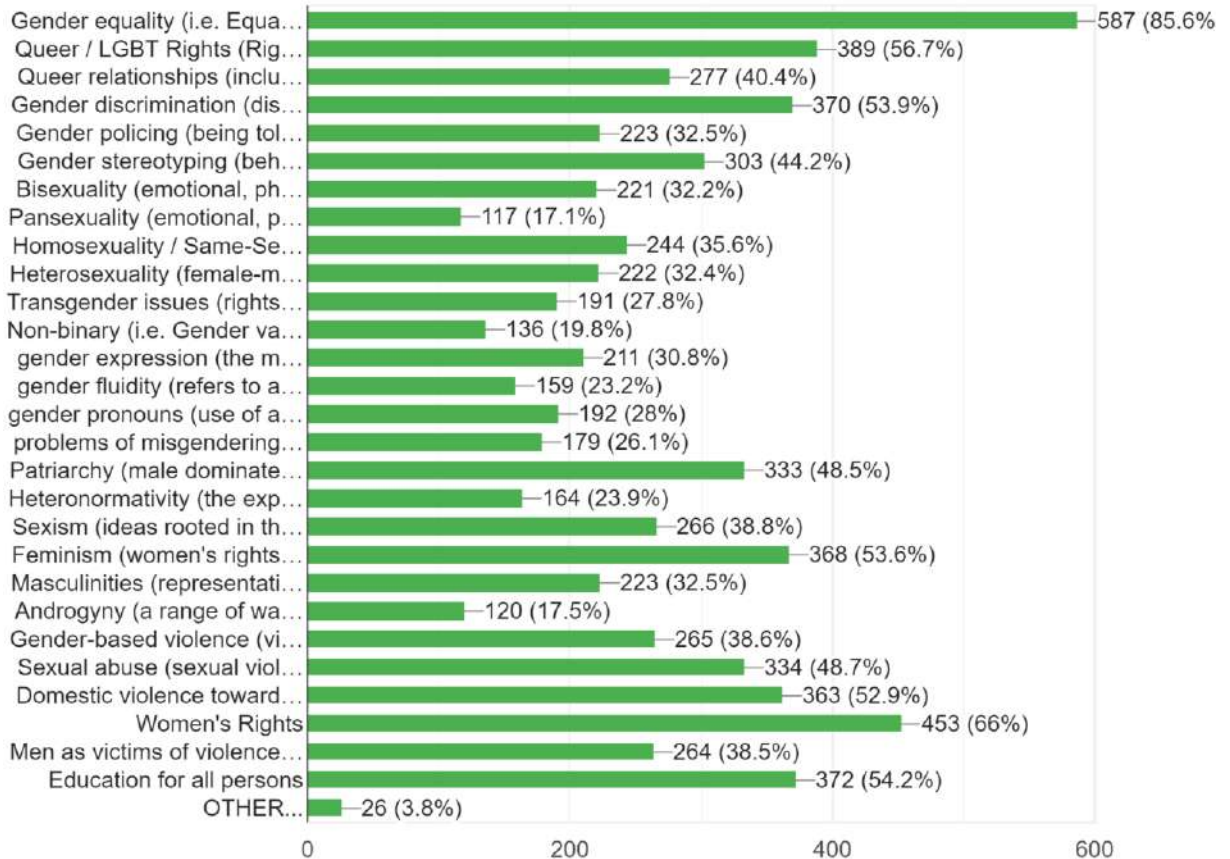
3. Do any of your teachers engage in informal gender-related discussions in the classroom?

686 responses



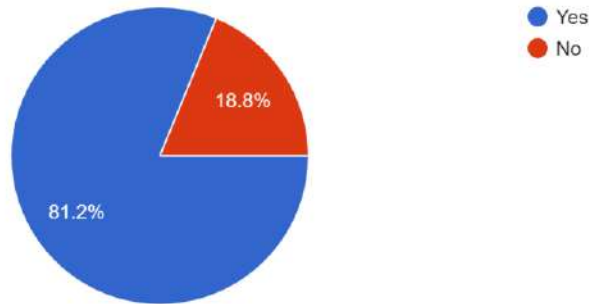
4. I discuss matters/topics related to... (Please check the box(or boxes) relevant to YOUR experiences in Sophia College.)

686 responses



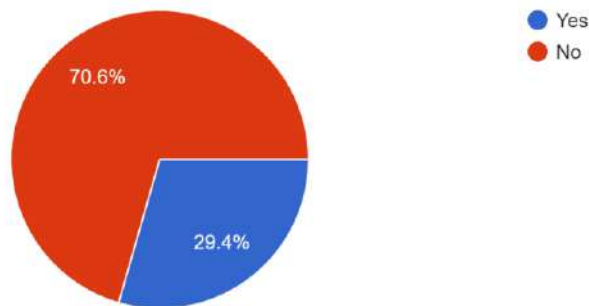
5. With reference to the teachers who teach you, is there an openness to discuss gender issues in a manner that includes all genders (i.e. gender diversity)?

686 responses



6. Are you aware if there is any Gender-related Certificate Course that is offered in Sophia College (Autonomous) during the present academic year 2022-2023?

686 responses



7. Have you completed any Gender-related **Certificate Courses** offered in Sophia College?

YES	NO
49	637

7A. If YES, please mention the Department that conducted the course and the Title of the Course. If NO, type NA.

1. Women's Empowerment (SIHCWSD)
2. Introduction to Feminist Lawyering (SIHCWSD)
3. Social Work Course focussing on Women and Girls (SIHCWSD)
4. Gender Inclusivity (Department of Education)

8. Have you attended any of the following in Sophia College? (You may check more than one option if required.)

- Gender-related Conference - 468 responses
- Gender-related Webinar - 84 responses
- Gender-related Seminar - 90 responses
- Gender-related Competition - 25 responses
- Gender-related Workshop - 59 responses
- Gender-related Event - 107 responses
- NO, Not attended - 366 responses

8A. If you have checked any box in Qs. 8 above, please mention the Department(s) /Clubs that conducted it and mention the Title of the Conference, Seminar, Webinar, Competition, Workshop, Event, with dates. If you have not checked any boxes, please type NA.

Club/Association	Programme
CUC	Menstrual Hygiene
SQC	Kashish Queer Stories Queer Karoke Body Image Charcha Screenings on LGBTQAI+ Gender identities seminar Gender sensitization
SQC and ELS	Book Discussion: The seven husbands of Evelyn Hugo
SSRI	Screenings on LGBTQAI+
SIHCWSD	Genderlogue 25/08/2022, 17/11/2022
Kaleidoscope	Gender Neutral Fashion Panel, 2022 Gender Equality Event Gender Fluidity
NSS	Street Play
WMDC	Conversations with female artistes

9. Are you comfortable with your gender identity, as a student in Sophia College?

YES	NO	SOMETIMES
643	6	37

9A. Briefly describe your reasons for your choice.

Respondents who were comfortable responded with comments as follows:

1. Seeing more women – comfortable and safe
2. An understanding atmosphere
3. No one is judged
4. Lets me explore my sexuality, expressing myself as woman
5. Respectful to others
6. Open and safe college
7. Welcomes all
8. Made me aware of gender identities and our diversity
9. Queer-friendly college
10. Open discussions about genders and sexualities
11. An accepting environment
12. More free at Sophia than at home
13. Freedom to be oneself

Some comments of concern:

1. Constant need to correct people about appropriate pronouns
2. As non-binary – feel overlooked at times; feel excluded
3. Getting constantly misgendered and deadnamed
4. Being told that it's a Women's College and only she/her pronouns will be used by the Dept.
5. Willing to talk about anything but no support for non-Cis students
6. It is not a community college; it's a women's institute
7. Sometimes queer people are invalidated by peers
8. Need for gender awareness
9. Misgendering by certain teachers/departments
10. Sexist, misogynist, racist, homophobic, transphobic; "I do not feel safe with my gender here"

11. Some teachers not respecting pronouns; rebuke students with different pronouns
12. Assumption of she/her pronouns à “gives me gender dysphoria”
13. Sometimes students do not understand the need for use of appropriate pronouns
14. Use of gender stereotypes à feel left out
15. Questionable things on gender made me extremely uncomfortable in class”
16. “I don’t care if people close to change their gender as long as people stop expecting special treatment, making their gender seem like an achievement and force people to refer to them by their gender if the other person is not comfortable
17. Cisgender comfort and privilege

10. Have you experienced any discrimination on the Sophia College campus on account of your gender identity?

665 responded saying NO; 21 responded saying YES

10A. If YES, please describe the experience, in brief.

The students responded by saying yes to the earlier question having issues with peers and teachers deadnaming them and identifying that they are transgenders. A student has mentioned a disturbing incident that she encountered with a female security guard at the gate.

11. Has any Teacher treated you in a manner that you felt was gender-derogatory?

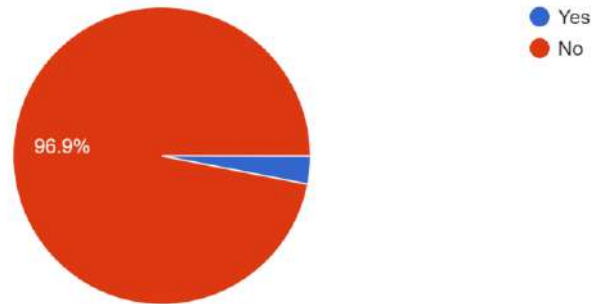
668 responded saying NO; 18 responded saying YES

11A. If 'YES', please briefly describe one such instance. If NO, please type NA.

The students faced the gender-derogatory behaviour of the college warden commenting on their appearance; a male teacher having reservations about the gender identity of students; a teacher and a department not considering the chosen name by a student; teachers perpetuating stereotypes surrounding girls and young women; teachers commenting on sports outfits as “*Cheerleading uniform*”; some students major issue with security guards objecting on dress-code. Students have also reported a slut shaming experience.

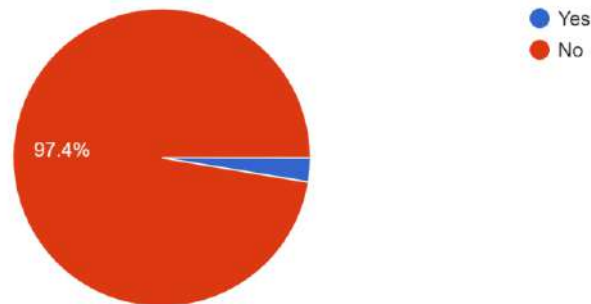
10. Have you experienced any discrimination on Sophia College campus on account of your gender-identity?

686 responses



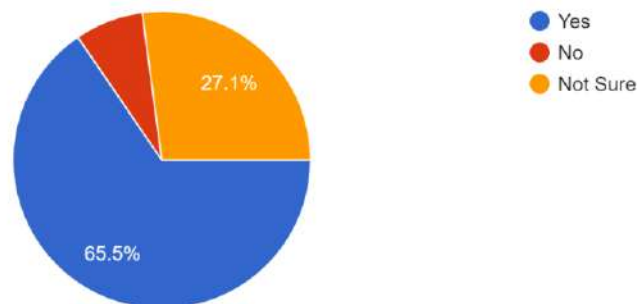
11. Has any Teacher treated you in a manner that you felt was gender-derogatory?

686 responses



12. On the whole, would you consider Sophia College to be a gender-inclusive college?

686 responses



13. If you have **any SUGGESTION(s)** to promote gender inclusivity in Sophia College, please mention them below. IF you do not have any suggestions, please type NA.

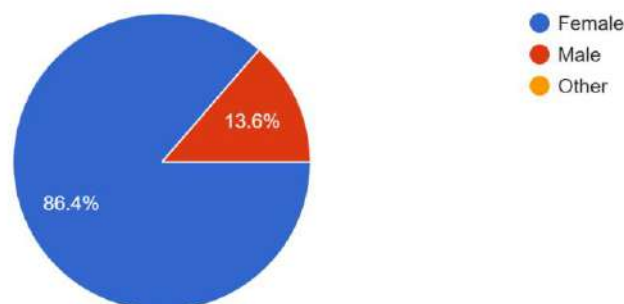
To promote gender inclusivity on the Sophia College campus students have suggested:

1. Gender-related events - Seminars, workshops and courses explaining gender, Gender-inclusive activities i.e. Gender fair, awareness about gender fluidity; freedom to talk about gender.

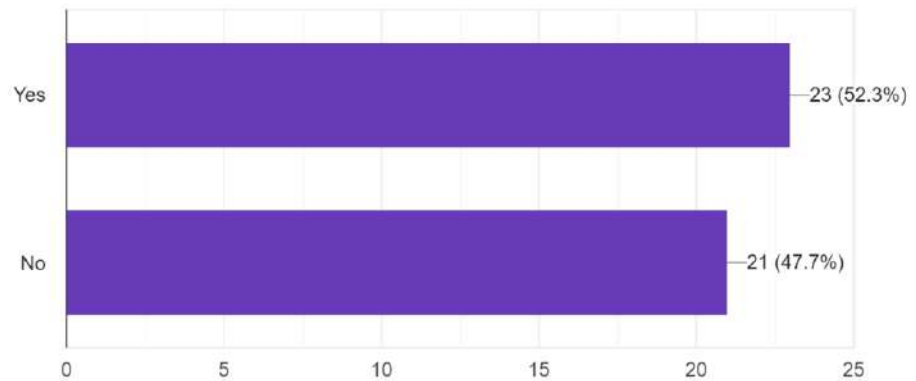
2. Gender as an independent subject/ paper in other disciplines. Encourage informal conversations in classrooms.
3. Mandatory counselling sessions on ‘Gender acceptance/ inclusivity’ for students as well as for teaching and non-teaching staff.
4. Open platforms to talk about Gender-related issues, and flagship events of clubs.
5. Sophia Queer Collective (SQC) to be an *independent* club - support group or team to help LGBTQIA+ students.
6. Compulsory paper on ‘Gender’.
7. Teachers should respect students' requests for students' chosen names and pronouns when they have been informed of the same and their need to be addressed accordingly. Students are bale to gauge their teachers' approach to gender. Teachers need to learn how to treat or talk to students in a gender-diverse classroom.
8. Gender sensitization workshop/training for teachers.
9. Washroom facility for Transgender-identifying students.
10. Even though gender inclusive, public place sense to be observed (no PDA).
11. No dress code in ‘Girls’ college’. Let men on campus be respectful towards girls instead of having pride in being men and controlling the freedom of girls’ dressing.
12. New code of conduct on a college campus.
13. On notices, students can simply be referred to as a collective body of ‘*students*’ and avoid using the pronoun '*she*'.

5.2.2 Teaching Faculty Survey Highlights

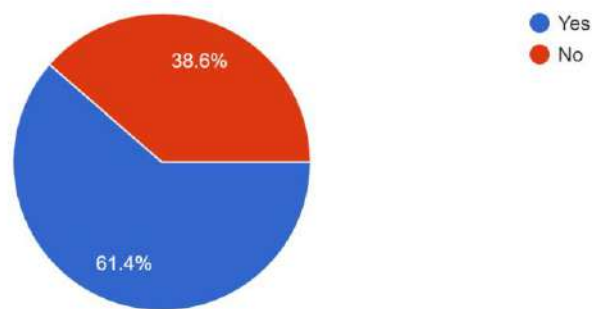
Sex Identity
44 responses



1. Do you feel the need for a policy to promote gender equality in Sophia College (Autonomous)?
44 responses



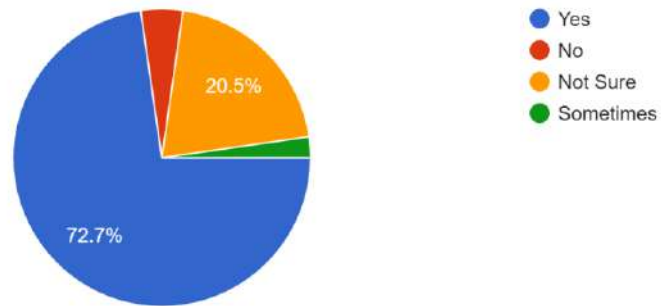
2. Is there a Gender-related component in the Subject(s)/Papers that you teach?
44 responses



2A. If YES, mention the Level, Paper Title, and Module number; specify the Gender-related components. If NO, please type NA.
(For syllabus details refer to page no. 13)

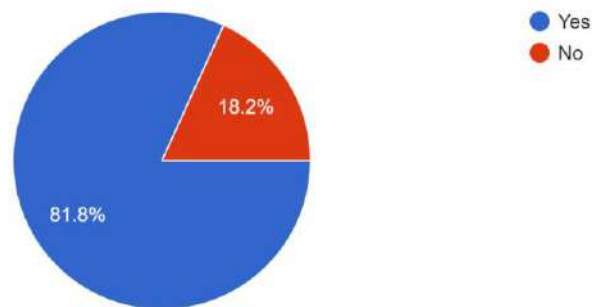
4. On the whole, and on the basis of your observation and actual experiences in Sophia College (Autonomous), with persons in 'senior positions' ...ey demonstrate a commitment to gender issues?

44 responses



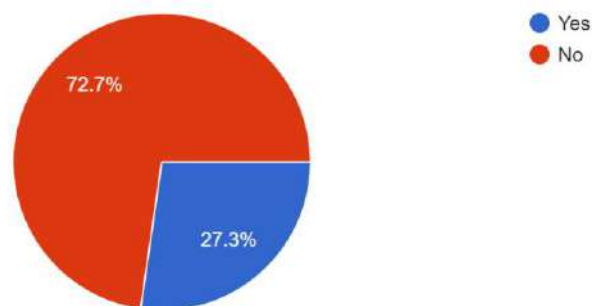
5. Do you discuss gender-related issues openly, with your students?

44 responses



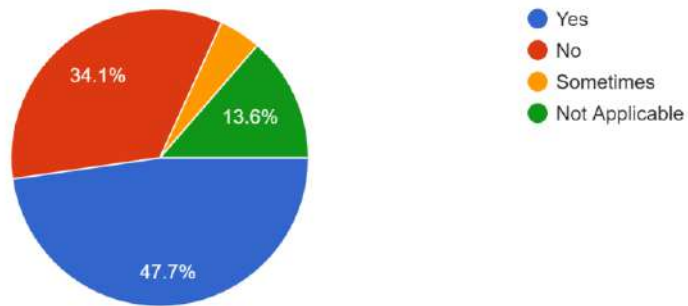
6. Has any student made you aware of gender pronouns that they prefer to use?

44 responses



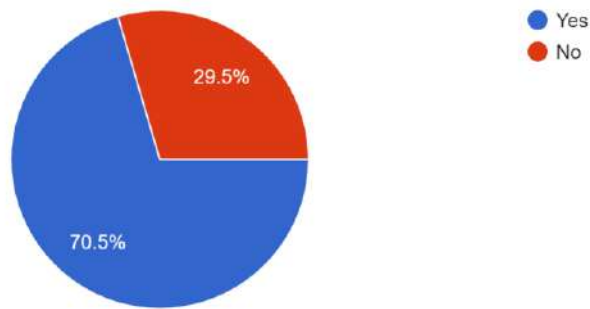
6A. If YES, do you address such students using their preferred pronouns? IF NO, please select Not Applicable option.

44 responses



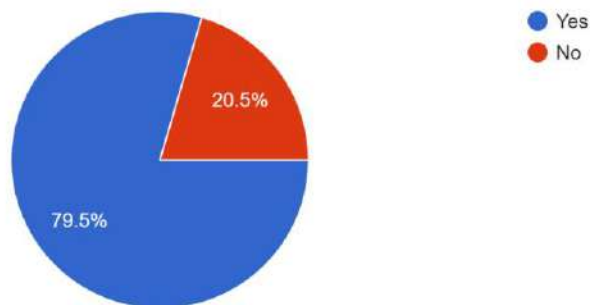
7. As a teacher, have you clearly expressed to your students, the need for gender-sensitive behaviours in your Classroom interactions?

44 responses



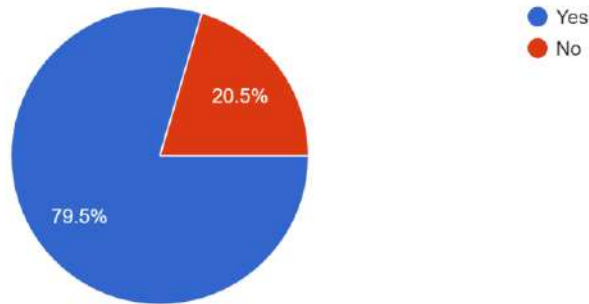
8. Do you use gender inclusive language while teaching?

44 responses



9. Do you use gender inclusive language when you speak to/work with members of Sophia College staff?

44 responses



10. Are you involved or have you been involved in any of the following?

Component	YES	NO
Gender-Related Research	14	30
Gender-Related Writing	14	30
Gender-Related Activities	17	27
Gender-Related Programmes	14	30
Gender-Related Student Guidance	12	32
Gender-Related Student Mentoring	6	38

11. *Until the time of responding to these questions, how familiar have you been with regard to the following terms and expressions?*

Terms/Concepts	Very familiar	Somewhat familiar	Limited familiarity	No familiarity
Sex	41	2	1	0
Gender	41	2	1	0
Sex binary	23	8	7	6
Gender Binary	24	9	5	6
Sexuality	36	6	1	1
Gender stereotype	32	8	2	2
Gender expression	23	10	7	4
Gender	20	9	7	8

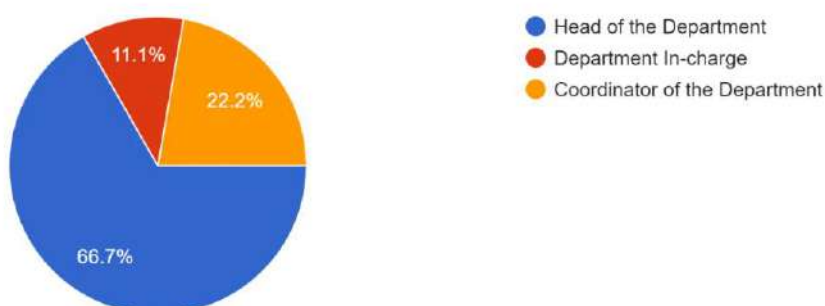
Terms/Concepts	Very familiar	Somewhat familiar	Limited familiarity	No familiarity
fluidity/Gender fluid				
Transgender	35	7	2	0
Intersex	27	9	6	2
Cisgender	20	10	4	10
Gender discrimination	37	6	1	0
Gender-based violence	36	6	2	0
Non-binary gender	19	11	4	10
Asexuality	28	7	7	2
Bisexuality	29	9	5	1
Pansexuality	21	21	5	8
Gender policing	24	10	7	3
Androgyny	20	10	0	9
Gender spectrum	20	11	5	8
Genderlogue	13	11	7	13
Heteronormativity	20	5	8	11
Sexism	26	9	6	3
Patriarchy	36	7	1	0
Gender inclusion/ Gender inclusive	34	9	1	0
Gender variance	17	8	10	9
Queer	27	8	7	2
Homophobia	26	8	4	6
Transphobia	24	8	3	9
Biophobia	22	8	5	9

12. In your view, which of the following measures have the potential to make Sophia College (Autonomous) a **gender-inclusive** educational campus? (You may check more than one box.)

Suggested Measures	Responses
Formulate a Gender Inclusive Policy	14
Develop a Gender Inclusive Curriculum	18
Encourage gender sensitivity in Extra-curricular and Co-curricular activities	29
Use of Gender Inclusive language	23
Gender-affirmative Counselling / LGBT-friendly Counselling Services	20
Special provisions for Transgender persons (e.g. Toilet facility)	14
Provisions for Preferred Pronouns on Application Forms for Admission	23
Formulate a Zero Tolerance Policy for Gender discrimination, Gender-based labelling, harassment and violence	25
Training programmes to enhance Gender Sensitization on campus	27
Admit Transwomen to Sophia College	22

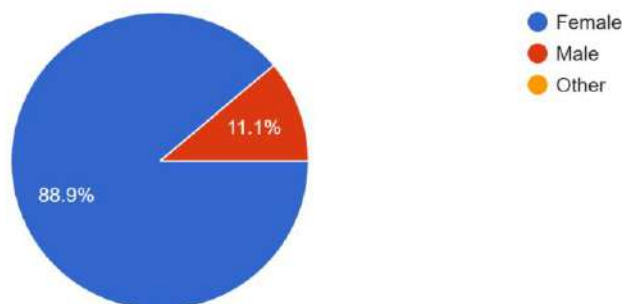
5.2.3 Head of Departments Survey Highlights

Role
9 responses



Sex Identity

9 responses



5.2.4 Non-teaching Staff GD Highlights

Department-wise group discussions for the non-teaching staff were held on Monday, 20th March, 2023, at an independent venue - Computer Lab. No. 2 from 9.30 PM to 1:00 PM.

The discussions took place in an informal manner with Dr Lata Pujari, Dr Ivan John and Ms Deepti Anil directing the discussions with 50 Non-Teaching Staff from the General Office, Accounts office, Library, Laboratory Assistants, Peons, Cleaning staff, Gardeners, Kitchen staff, Gym staff, College Wardens and the Student Coordinator. At the onset, the participants explained the purpose behind the gender audit, and their consent for participation was obtained. They were also assured of anonymity of their identity during and after the data collection process, with a view to providing a safe and uninhibited space to express their views, opinions, observations, concerns, and suggestions freely. The gender-focussed dimensions covered the following areas: work culture in their department and in Sophia College, gender-based discrimination experienced or observed in their work areas, and infrastructural features. The key responses noted from the non-teaching staff are as follows:

1. There was an overwhelmingly positive response from all staff about their work environment being gender-inclusive and gender just. No one reported any gender discrimination at the workplace.
2. One female member of staff shared about feeling intimidated by some male members in the department concerned when it came to work-related issues, through the use of raising the voice and disrespecting women's personal space.
3. Male staff expressed the need for more accessible washrooms for men and the need to have more urinals. They requested permanent signages indicating directions to Toilets for Men. Signages would particularly be helpful for outsiders, guests and visitors on campus.
4. A suggestion was made for a recreational space for a Common Room for Women Non-Teaching Staff on campus and a recreational room and access to the gym for the Male staff.

5. Some staff expressed the need for freedom for dressing for students and staff, as long as it is appropriate. They felt that students should not be enforced and must be relaxed instead. One interviewee requested a relaxed dress code for staff too.

6. AUDIT ANALYSIS

6.1 Key findings and observations

1. Overall ethos: Sophia College is on the whole a gender-inclusive college which respects the gender identities of all persons. It is an open and safe space that is respectful of gender variance.
2. Use of appropriate pronouns and names: Students from the gender spectrum who identify as gender non-binary/gender queer/transgender have expressed their need to be addressed by their respective preferred pronouns and preferred name and not their “deadnames” in their conversations.
3. Gender Inclusive Policy: More students have expressed support for a formally stated gender-inclusive Policy as this will protect the rights of all persons irrespective of gender identity and greater accountability. By contrast, staff are less supportive of the need for a Gender-inclusive policy.
4. Infrastructural deficits as shared by the non-teaching staff needs to be addressed
5. There is a scope for gender-related research and publications in academics.
6. Students need more encouragement and awareness about gender-related activities and add-on courses offered on campus.

6.2 Evaluation of findings

1. In light of NEP 2020, and its intrinsic support for all genders including Transgender persons, the need for all persons to be respectful of gender variance has legitimacy in all educational institutions even if it is a Women’s college such as Sophia College (Autonomous).
2. An all-inclusive Gender Policy cannot be detrimental/harmful to any segment of the student and staff population in Sophia College. As a matter of fact, it will endorse, reinforce and encourage individuals to be their authentic selves and this in turn helps mental health and productivity. This would be in sync with the explicitly stated Vision and Goals of the college.

6.3 Committees Recommendations

1. Develop a Gender Policy that is inclusive of all genders and that which clearly forbids any gender-based harassment, labelling, violence and discrimination. The policy should promote gender equality and foster understanding of genders.
2. Formation of Sophia Queer Collective (SQC) as a recognized students' association as this will be a step closer to demonstrating that Sophia “walks the talk”. It will be a safe space that respects the gender identity especially of women students across the gender spectrum.

3. Gender sensitisation programmes: There are always persons who may not understand the richness and diversity that is 'gender'. This is necessary for the following objectives: (i) creating awareness (ii) sensitisation about the plurality of gender (iii) debunk gender myths (iv) tackle issues related to misogyny, masculine toxic behaviours, homophobia, biphobia, transphobia, gender inequality, etc.
4. Introduce a component/module - 'Understanding Gender' across all academic programmes on offer at Sophia College (Autonomous). This is one way of creating an accurate and healthy understanding of gender, gender diversity and inclusion on Sophia campus.
5. Encourage all Departments to introduce within their Syllabi, discipline-related gender-based modules; or analysis through a gender lens; or Departmental activities/events/research that promote gender inclusion and celebrate gender diversity.
6. Clubs and Associations of the college can include in their plans for the year at least one gender-related activity/event.
7. Toilets (Washrooms) for Females, Males, Others & Physically Disabled persons. Additional Urinals for Males.
8. Common Room for Women Non-Teaching (Support) Staff
9. Permanent Signages for Toilets on the Sophia campus.
10. Gender inclusivity and awareness programmes/ workshops for Teaching and Non-teaching (and Support) staff. The same can be achieved in students' groups by encouraging them to join Gender-related Add-On courses offered by various departments.
11. Institute can have research grants exclusively for gender-related research to encourage more research and publications for the same.

6.4 External Audit Committee Recommendations

1. To achieve a gender-sensitive infrastructure Sophia College must adopt structured mechanisms for students' safety and disabled-friendly features.
2. Gender sensitisation initiatives for staff on campus (teaching and non-teaching) as well as all AMC workers who enter the campus is mandatory.
3. There is a need to address inter-sectional vulnerabilities in the post-covid pandemic – class, caste, religion, and gender. This will enable gender mainstreaming in the academic arena as well as extension activities of the college.
4. The admission form at Sophia College should include an option for those who identify as non-binary gender/others and scholarships and freeships should be instituted for all genders.

5. The College faculty must develop extra-mural lectures, Diploma programs, and certificate courses related to the theme of gender.
6. For increasing gender sensitivity and awareness College departments must organise more gender-related seminars, workshops, and conferences.
7. As a concrete strategy, College must seek to increase funding and channelise it to encourage staff to develop gender-related research projects, especially in STEM subjects.
8. The committee suggested a modification in the name of the committee from “Caste-based Discrimination Committee” to “Caste-based Discrimination Prevention Committee”
9. Establish a mental-health helpline at the J.N. Heredia Counseling Centre for those in severe mental distress.
10. The committee recommended that addressing a student by a chosen name should be ideally done within a legal framework for the convenience of administration.
11. It was also discussed that programs related to well-being, mental health, and leadership development among all students need to be formulated and implemented.
12. The empathetic nature of hand-holding of students in personal difficult circumstances with regard to curricular, co-curricular, and extra-curricular activities should be instilled in all staff so as to ensure a safe environment at Sophia College.
13. The college needs to carry out continual gender audits periodically to reduce gender gaps.
14. All students and staff should be made aware of the presence of ICC. The record of complaints made (orally or written) should be maintained diligently in the College records.

External Audit Members:

Prof. Vibhuti Patel, Former Professor TISS, Mumbai, and S.N.D.T. University, Mumbai

Dr. Lily Bhushan, Principal, KES BK Shroff College, Kandivali, Mumbai

Dr. Hrishikesh Samant, Vice-principal, St. Xavier’s College, Mumbai

Annexure I
Sophia College Infrastructure

(Buildings) - Part I	
<p>The plan of the location on which the building is standing or is proposed to be constructed :</p>	
* Name of the Locality	: Peddar Road
* Name of the Road	: Bhulabhai Desai Road, Mumbai - 400026
* Plan for the proposed construction	: NA
* Documentary evidence of the legal title of the Society / Trust to the plot	: Society for Higher Education of Women in India, 1053 of 1940-1941 dated 20-01-1941
* The Total area of the plot used for the Building	: 17211.37 sq.m
* The Total area of the plot on which the building stands or is proposed to be constructed	: 17211.37 sq.m
* The Total floorwise built up area of the building	: Arts building: 9882.20 sq.m Science building: 5456 sq.m Library building: 3462.75 Multipurpose Hall: 445 sq.m Women Centre: 5520 sq.m
* The floorwise carpet area of the building	: 18574.47 sq.m
* Details of open space on the four sides of the building	: 15-20 mtrs outer space around the building
<hr style="border: 0.5px solid black;"/>	
(Buildings) - Part II	

Sr. No	Room/Hall No.	Designation of the Room/Hall	Floor	Area of the Room/Hall	The purpose for which it is used / proposed to be used
1	Admin	Admin Office	0	239.132 sq.	Office work
2	Library	Library	3	5433.25sq.f	Reading
3	A.V. back	Audio Visual room (back)	1	750 sq.ft	tutorials
4	A.V. front	Audio Visual room (front)	1	750 sq.ft	tutorials
5	29	Classroom	2	180 sq.ft	classroom
6	28 A	Classroom	2	580 sq.ft	classroom
7	28	Classroom	2	600 sq.ft	classroom
8	27	classroom (science building)	4	1200 sq.ft	classroom
9	26	classroom (science building)	0	360 sq.ft	classroom
10	25	classroom (science building)	0	500 sq.ft	classroom
11	24	classroom (science building)	2	1200 sq.ft	classroom
12	23	classroom (science building)	2	900 sq.ft	classroom
13	22	classroom (science building)	2	390 sq.ft	classroom

14	21	classroom (science building)	1	900 sq.ft	classroom
15	Sci. Aud	Science Auditorium	0	1600	seminars
16	37	IT classroom	3	750 sq.ft	IT classroom
17	36	IT classroom	3	750	IT classroom
18	35	Classroom	1	2000 sq.ft	classroom
19	34	Classroom	2	300sq.ft	classroom
20	33	Classroom	2	400 sq.ft	classroom
21	32	Classroom	1	400 sq.ft	classroom
22	31	Classroom	1	1000 sq.ft	classroom
23	30	Classroom	0	1000 sq.ft	classroom
24	A.V.	Audio Visual Hall	0	2000 sq.ft	seminars
25	20	Classroom	4	240 sq.ft	classroom
26	20	Classroom	4	240 sq.ft	classroom
27	19	Classroom	4	240 sq.ft	classroom
28	18	Classroom	4	240 sq.ft	classroom
29	15	Classroom	0	681 sq.ft	classroom
30	14	Classroom	1	678 sq.ft	classroom
31	13	Classroom	1	760 sq.ft	classroom
32	12	Classroom	2	804 sq.ft	classroom

33	11	Classroom	2	804 sq.ft	classroom
34	10	Classroom	2	805 sq.ft	classroom
35	9	Classroom	2	483 sq.ft	classroom
36	8	Classroom	2	236 sq.ft	classroom
37	7	Classroom	2	234 sq.ft	classroom
38	6	Classroom	2	286 sq.ft	classroom
39	5	Classroom	2	172 sq.ft	classroom
40	4	Classroom	2	885 sq.ft	classroom
41	3	Classroom	2	1150 sq.ft	classroom
42	2	Classroom	2	17211.37	classroom
43	1	Classroom	2	1205 sq.fee	classroom

(Buildings) - Part III				
Sr. No.	Designation of Accomodation	Number	Carpet Area in sq.mtrs	Purpose for which other rooms are used
1	Teacher's Common Room	1	118.9159	Staffroom
2	Sanitary arrangements for Women Students	2	4.45934	Toilets(1 toilet=2.22967 sq.mts) in Arts building
3	Sanitary arrangements for Women Students	3	33.7239	Toilets(1 toilet=11.2413 sq.mts) in Women Centre
4	Sanitary arrangements for Women Students	3	61.3161	Toilets(1 toilet=20.4387 sq.mts) in Science building
5	Principal's Office	1	16.546	Principal Office
6	Library and Reading Room	1	6608	Reading
7	Co-operative Store	1	36.7896	Stationary Shop
8	Laboratories	1	135.2668	Biology lab
9	Laboratories	1	135.2668	Life-Science Lab
10	Laboratories	1	135.2668	Physics Lab
11	Laboratories	1	135.2668	Biochemistry Lab
12	Laboratories	1	130.0643	Chemistry lab
13	Laboratories	1	130.0643	Microbiology lab
14	Laboratories	1	32.7019	Psychology lab
15	Laboratories	1	13.9355	Computer Lab 4
16	Laboratories	1	38.6477	Computer lab 3

17	Laboratories	1	81.7547	Computer lab 2
18	Laboratories	1	81.7547	Computer lab 1
19	Halls for indoor games	1	222.967	Indoor games, Gym
20	College Office	1	239.132	Office Work
21	Canteen	1	418.063	Canteen

Annexure II

Student Survey Form

2022-2023: Students Gender Audit Survey

(i) During the academic year 2022-23, I am studying in: (Select only ONE)

(ii) I identify as:

(iii) The pronoun/s I use for myself is/are: (You may check more than one option)

(iii) The pronoun/s I use for myself is/are: (You may check more than one option.)

1. Do you think there should be a **Gender Policy** in Sophia College (Autonomous)? (The term 'policy' refers to a principle of action that is adopted by an institution. The policy will guide the processes and expected behaviours related to gender.)

1A. If YES or NO, please describe your views/reasons briefly:

2. In the Subjects/Papers that you are studying presently, is there any component that is related to 'Gender'?

2A. If YES, mention the **Title of the Paper(s)** and its **Gender-related components**. If NO or Not Sure, please type **NA**. (i.e. Not Applicable)

3. Do any of your teachers engage in **informal** gender-related discussions in the classroom?

4. I discuss matters/topics related to... (Please check the box(or boxes) relevant to YOUR experiences in Sophia College.)

- Gender equality (i.e. Equality between all genders)
- Queer / LGBT Rights (Rights of Lesbian, Gay, Bisexual, Transgender, Queer persons etc.)
- Queer relationships (inclusive of LGBTQAHI+)
- Gender discrimination (discrimination due to one's gender)
- Gender policing (being told or instructed to conform to gender stereotypes)
- Gender stereotyping (behaviours and mannerisms that are typically linked to girls/women and boys/men)
- Bisexuality (emotional, physical, sexual, romantic attraction to 2 different genders)
- Pansexuality (emotional, physical, sexual, romantic attraction to more than 2 different genders)
- Homosexuality / Same-Sex relationships (Lesbian and Gay relationships)
- Heterosexuality (female-male attraction or relationships)
- Transgender issues (rights of Transgender persons, their challenges, their inclusion, etc.)
- Non-binary (i.e. Gender variance, individuals who do not conform to gender binary ideas, behaviours, expression)
- Gender expression (the manner in which a person expresses one's gender)
- Gender fluidity (refers to a changing gender identity and/or expression)
- Gender pronouns (use of appropriate pronouns for individuals, especially

- transgender and intersex persons))
- problems of misgendering people (calling or referring to persons by the wrong pronouns)
- Patriarchy (male dominated society, "male supremacy" and its effects)
- Heteronormativity (the expectation that only men can be sexually attracted to women; it normalizes heterosexuality)
- Sexism (ideas rooted in the notion that looks down upon girls/women/females)
- Feminism (women's rights, women's point of view, valuing girls and women)
- Masculinities (representation of what constitutes masculinity, masculinities, impact of patriarchy)
- Androgyny (a range of ways of being and expressing that are both, masculine and feminine)
- Gender-based violence (violence towards members of any gender)
- Sexual abuse (sexual violence of a person)
- Domestic violence towards women and girls
- Women's Rights
- Men as victims of violence and abuse
- Education for all persons
- OTHER...

4A. IF you have selected OTHER, please specify, briefly. IF you have not checked OTHER, please type NA.

5. With reference to the teachers who teach you, is there an openness to discuss gender issues in a manner that includes all genders (i.e. gender diversity)?

6. Are you aware if there is any Gender-related Certificate Course that is offered in Sophia College (Autonomous) during the present academic year 2022-2023?

7. Have you completed any Gender-related **Certificate Courses** offered in Sophia College?

7A. If YES, please mention the **Department that conducted the course** and the **Title of the Course**. If NO, type NA.

8. Have you attended any of the following in Sophia College? (You may check more than one option if required.)

- Gender-related Conference
- Gender-related Webinar
- Gender-related Seminar
- Gender-related Competition
- Gender-related Workshop
- Gender-related Event
- NO, I have NOT attended any Gender-related conference, programme, etc.

8A. If you have checked any box in Qs. 8 above, please mention the **Department(s) /Clubs** that conducted it and mention the **Title** of the Conference, Seminar, Webinar, Competition, Workshop, Event, with dates. If you have not checked any boxes, please type NA.

- 9.** Are you comfortable with your gender identity, as a student in Sophia College?
- 9A.** Briefly describe your reasons for your choice.
- 10.** Have you experienced any discrimination on the Sophia College campus on account of your gender identity?
- 10A.** If YES, please describe the experience, in brief.
- 11.** Has any Teacher treated you in a manner that you felt was gender-derogatory?
- 11A.** If 'YES', please briefly describe one such instance. If NO, please type NA.
- 12.** On the whole, would you consider Sophia College to be a gender-inclusive college?
- 13.** If you have **any SUGGESTION(s)** to promote gender inclusivity in Sophia College, please mention them below. IF you do not have any suggestions, please type NA.

Annexure III

Teaching Faculty Survey Form

2022-23: Teachers Gender Audit Survey

Name of the Teacher:

Designation:

Sex Identity: ___ Female, ___ Male, ___ Other

Department:

1. Do you feel the need for a policy to promote gender equality in Sophia College (Autonomous)?

1A. If YES or NO, please describe your views/reasons.

2. Is there a Gender-related component in the Subject(s)/Papers that you teach?

2A. If YES, mention the Level, Paper Title, and Module number; specify the Gender-related components. If NO, please type NA.

3. Have you faced gender discrimination as a teacher in Sophia College?

3A. If YES, did you take up the matter with the person/department concerned or complain to a higher authority? If NO, please type NA.

4. On the whole, and on the basis of your observation and actual experiences in Sophia College (Autonomous), with persons in 'senior positions' (i.e. Head of Department, Librarian, Coordinator, Controller of Examination, Vice Principal, Director, Dean, Principal; Superintendent, Registrar, Convenor of Committees), do they demonstrate a commitment to gender issues?

5. Do you discuss gender-related issues openly, with your students?

6. Has any student made you aware of gender pronouns that they prefer to use?

6A. If YES, do you address such students using their preferred pronouns? IF NO, please select Not Applicable option.

7. As a teacher, have you clearly expressed to your students, the need for gender-sensitive behaviours in your classroom interactions?

8. Do you use gender inclusive language while teaching?

9. Do you use gender inclusive language when you speak to/work with members of Sophia College staff?

10. Are you involved or have you been involved in any of the following?

	YES	NO
Gender-Related Research		
Gender-Related Writing		
Gender-Related Activities		
Gender-Related Programmes		
Gender-Related Student Guidance		
Gender-Related Student mentoring		

11. Until the time of responding to these questions, how familiar have you been with regard to the following terms and expressions?

	Very familiar	Somewhat familiar	Limited familiarity	No familiarity
Sex				
Gender				
Sex binary				
Gender Binary				
Sexuality				
Gender stereotype				
Gender expression				
Gender fluidity/Gender fluid				
Transgender				

Intersex				
Cisgender				
Gender discrimination				
Gender-based violence				
Non-binary gender				
Asexuality				
Bisexuality				
Pansexuality				
Gender policing				
Androgyny				
Gender spectrum				
Genderlogue				
Hetronormativity				
Sexism				
Patriarchy				
Gender inclusion/ Gender inclusive				
Gender variance				
Queer				
Homophobia				

Transphobia				
Biophobia				

12. In your view, which of the following measures have the potential to make Sophia College (Autonomous) a gender-inclusive educational campus? (You may check more than one box.)

	Responses
Formulate a Gender Inclusive Policy	
Develop a Gender Inclusive Curriculum	
Encourage gender sensitivity in Extra-curricular and Co-curricular activities	
Use of Gender Inclusive language	
Gender-affirmative Counselling / LGBT-friendly Counselling Services	
Special provisions for Transgender persons (e.g. Toilet facility)	
Provisions for Preferred Pronouns on Application Forms for Admission	
Formulate a Zero Tolerance Policy for Gender discrimination, Gender-based labelling, harassment and violence	
Training programmes to enhance Gender Sensitization on campus	
Admit Transwomen to Sophia College	

12A. If you have checked the OTHER box, please type your views/suggestions. If you have not checked OTHER, please type NA.

43 responded saying N.A. and 1 commented “*Ensure that at least one LGBT+ Faculty and Counselor, are recruited, every year*”.

13. My response to questions related to 'gender', is mainly in terms of

Males and representation of gender as boy/man (e.g. male scholars, male scientists, etc)	
Females and males; girls/women and men/boys; masculinity and femininity	
Plurality of sexes, genders, sexualities (that go beyond the binaries of female-male; girl-boy; woman-man; feminine-masculine)	

Annexure IV

Heads of Departments, Coordinators, In-Charges of Departments Survey Form

1. Gender-related Add-on/Credit Courses (Course Title, Duration, No. of Students who completed) in the academic years 2020-21, 2021-22 and 2022-23.
2. Gender-related Events, Activities, Seminars, etc. (Title, Duration, No. of Students who completed) in the academic years 2020-21, 2021-22 and 2022-23.
3. Departmental approach to Gender
4. Additional views/suggestions

Annexure V

Non-teaching Staff - GD - Unstructured Interview Schedule

The group discussion was held primarily focusing on the following dimensions:

1. Work environment
2. Inter-personal relationships within work space (e.g. Office, Kitchen, Hostel, etc)
3. Infrastructure facilities (e.g. Toilets, Common Room, etc)
4. Gender-based discrimination (if any)
5. Work processes _ interactions, leave approval, etc.
6. Personal Experiences
7. Personal observations

FEEDBACK ON GENDER AUDIT FOR ACADEMIC YEARS 2020-2023

Name & Address of the College	Sophia College (Autonomous) Bhulabhai Desai Road, Mumbai 400026
External Members of Gender Audit Committee	Professor Vibhuti Patel <i>Vibhuti Patel</i>
Date & Time	27 th March 2023 at 11:00 a.m.
Gender Audit Presentation Venue	Principal's Conference Room
<p>Suggestions by External Gender Audit Member/Panel: I found the report exhaustive and gender-inclusive. The content needs to be organised as follows-</p> <ol style="list-style-type: none"> ① Gender Responsive Student Support System ② Gender Inclusive infrastructure to ensure safety and comfortable space ③ Disabled friendly support system ④ Regular gender sensitization of staff, faculty and all those who visit the college and work with college programmes ⑤ Handholding of students in personal difficult circumstances with regards to curricular, co-curricular and extracurricular activities ⑥ Addressing intersectional vulnerabilities of caste, class, religion, disability gender disability, gender ⑦ Gender Mainstreaming in Academic Arena ⑧ Scholarships, foreship & Extension activities 	
<p>Signatures:</p> <p>1. Professor Vibhuti Patel <i>Vibhuti Patel</i></p> <p>2. Dr Lily Bhushan <i>Lily Bhushan</i></p> <p>3. Dr Hrishikesh Samant <i>H. Samant</i></p>	

FEEDBACK ON GENDER AUDIT FOR ACADEMIC YEARS 2020-2023

Name & Address of the College	Sophia College (Autonomous) Bhulabhai Desai Road, Mumbai 400026
External Members of Gender Audit Committee	Dr Lily Bhushan <i>Llbhushan</i> 27/3/23
Date & Time	27 th March 2023 at 11:00 a.m.
Gender Audit Presentation Venue	Principal's Conference Room

Suggestions by External Gender Member/Panel:





- ①. 'Others' to be mentioned in Admission form.
- ②. Scholarships to be instituted for other genders.
- ③. Sensitisation programmes on gender issues to be held/organised for Entire teaching + Non teaching staff specially the utility staff.

College students involvement in gender sensitisation as an outreach activity should be undertaken. Male counterparts/corporates society at large needs to be made aware of gender issues.

Signatures:

1. Professor Vibhuti Patel *Vibhuti Patel*
2. Dr Lily Bhushan *Llbhushan*
3. Dr Hrishikesh Samant *H. Samant*

FEEDBACK ON GENDER AUDIT FOR ACADEMIC YEARS 2020-2023

Name & Address of the College	Sophia College (Autonomous) Bhulabhai Desai Road, Mumbai 400026
External Members of Gender Audit Committee	Dr Hrishikesh Samant 
Date & Time	27 th March 2023 at 11:00 a.m.
Gender Audit Presentation Venue	Principal's Conference Room
Suggestions by External Gender Member/Panel: <ul style="list-style-type: none">• Look into non-binary/queer etc → scholarships.• Cross correlate the data on page 34 graph 8. by administering an anonymous quiz on 'gender terminology'.• No half measures → start a movement towards legal framework/policy change on gender identification/identity issues. eg. a person wants to be addressed by another 'name' that is socially understood as from another gender.• Design a GE course on gender issues under NEP.	
Signatures:	
1. Professor Vibhuti Patel	
2. Dr Lily Bhushan	
3. Dr Hrishikesh Samant	

ADDITIONAL COMMENTS

- Addressing health needs of students in the post-pandemic period.
- Gender Audit to reduce gender gaps
 - ⊛ Educational opportunities in STEM subjects
 - ⊛ Health < Wellbeing
Mental health
 - ⊛ Leadership Development among students
 - ⊛ Awareness and action on gender based violence

Signatures of External Auditors

Vibhuti Patel

Professor Vibhuti Patel
Ex-Professor TISS, Founding member IAWS,
Board Member, School of Gender and Development Studies, IGNOU

H. Samant

Dr. Hrishikesh Samant
Vice-Principal (Science), St. Xavier's College

L. Bhushan

Dr. Lily Bhushan
Principal, KES Shroff College