



7.1.2: Measures initiated by the institution for the promotion of gender equity during the last five years.

Promoting gender equity within an institution necessitates a multidimensional strategy that considers numerous aspects of organisational culture, policy, and practices. Here's an overview of strategies that institutions typically implement to promote gender equity:

1. **Policy Development:** Institutions frequently begin by creating or modifying policies that expressly encourage gender parity. This comprises procedures for recruiting, hiring, promotion, and retention that are fair and unbiased to all genders.
2. **Training and Awareness Programmes:** Implementing training programmes on unconscious bias, diversity, and inclusion may assist staff and faculty understand the need of gender equity. These programmes may also offer tools and techniques for identifying and correcting bias in decision-making processes.
3. **Gender Equity Committees:** Forming committees or task forces committed to advancing gender equity might assist move projects ahead. These committees may be tasked with formulating plans, reviewing progress, and making recommendations to leadership.
4. **Gender-Neutral Recruitment and Hiring Practices:** To reduce prejudice during recruitment and hiring, institutions might use gender-neutral language in job descriptions, create diverse candidate pools, and use blind review processes.
5. **Support for Work-Life Balance:** Flexible work arrangements, maternity leave policies, and on-site childcare facilities can all assist to eliminate barriers that disproportionately impact people of specific genders.
6. **Mentorship and Sponsorship Programs:** Establishing mentorship and sponsorship programs specifically aimed at supporting women and other underrepresented genders can help provide guidance, networking opportunities, and career advancement support.



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7. Equitable Compensation and Benefits: Conducting regular reviews of compensation and benefits to ensure equity across genders is crucial. This includes addressing any pay gaps that may exist and providing equal access to benefits such as healthcare and retirement plans.

8. Promotion of Women in Leadership Roles: Actively promoting and supporting women's advancement into leadership positions is essential for fostering gender equity within an institution. This can involve targeted leadership development programs, mentorship opportunities, and transparent promotion processes.

9. Safe Reporting Mechanisms for Gender-Based Discrimination and Harassment: Establishing confidential and accessible reporting mechanisms for gender-based discrimination and harassment is critical for creating a safe and supportive environment for all members of the institution.

10. Data Collection and Analysis: Gathering and analysing data on gender representation, wage equity, promotion rates, and other related indicators is critical for tracking progress and pinpointing areas for improvement. Transparency in data reporting can also help organisations hold themselves responsible for their efforts to promote gender parity.

11. Gender Equity Integration into Curriculum and Research: Including debates about gender equity in academic curricula and research can assist students and faculty enhance awareness and encourage critical thinking about gender problems.

12. Partnerships and Collaborations: Working with other organisations, such as other institutions, industry partners, and community groups, can give extra resources and support for gender equity efforts.

Institutions may make significant headway in fostering gender equity by applying these strategies and constantly monitoring and revising their efforts.



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