

## CRITERION VII-INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

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

- **Annual gender sensitization action plan**

In common with many other Institution, SMIDS has adopted the five broad themes of framework as the underpinning approach to the generation of our action plan. These themes are the following:

1. Infrastructure
2. Influencing the influences.
3. Raising awareness and aspiration.
4. Encouraging applications.
5. Supporting success.

- 1) **Infrastructure:** Improve staff awareness and confidence in understanding and addressing gender equality and gender imbalance. Collaborate with internal or external network.
- 2) **Influencing the influencers:** Increased uptake of opportunity from minority gender students, The impact of gender stereotypes on progression and career choice is reduced.
- 3) **Raising awareness and aspiration:** An increase in balance of gender participation, Increased awareness and interest in atypical carrier and course opportunities, Identification of positive and cool atypical role models. Use of videos, social media, workshop, and talks, role model.
- 4) **Encouraging applications:** Develop interest in gender imbalanced subject areas and encourage potential to students to progress interest to applications. Embedding gender equity in prospects positive statement in gender equality and website.



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- 5) **Supporting success:** Encourage to share success and good practices. Monitor action taken within subject areas with the highest level of gender imbalance and identify /share key areas of success.

Annual review of gender dimension and to ensure equality. Apply remedy where needed.

• **Specific facilities provided for women in terms of:**

- ✓ **Safety and security:** The institution management is very concerned about health and security of students and staff members and thus provided with bus to attend any kind of emergency as the fully functional Medical college and Hospital is located inside the same campus. Separate hostels for both boys and girls are made available with the overall capacity of more than one thousand students. Wardens for boys and girls hostels are residential who stay in hostel. Wardens take care of students and inspect the hostel premises on regular basis. Departmental store is available in the campus to meet the daily needs of students. Canteen is also available inside the campus with hygiene food served for staff and students.

The biometric way of marking student's attendance is mandatory, this is an effective way to overcome proxy. Students and staffs are provided easily identifiable and authentic ID cards and wearing of such cards in the institution premises must be made compulsory by administration. Institution has installed CCTV cameras covering the entire places of work which includes classrooms, labs and library. Cameras are installed in corridors and common places like main gate, parking area, inside classrooms, canteen, hostel and the way to hostel. The monitoring of these is being carried out in a distributive fashion by Administrative officer, Head of the Institution, Director of the Institution and Security officer from their respective rooms.

Self defense training for women studying and working inside the campus are conducted in the institute in the form of Safety awareness programs and seminars. Anti-ragging committee is also formed in the Institution and the mobile numbers of the committee members are given to all the students and their parents. Institution maintains a



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single point entry/exit for all students. Students have to seek permission from corresponding wardens before leaving the hostel. There are four checkpoints inside the campus. Clearance has to be obtained by visitors to ensure the security of students. Complaint boxes is installed in the administrative block in which the students can drop their suggestions.

- ✓ **Counseling:** The students admitted to this Institution are from different background and culture. They have different social and financial intricacies. Due to these at times students are bound to undergo stress and depression. Trained Counsellors can give confidential advice to students struggling with their studies or problems at home.

Faculty Counselors and counseling Psychologists are available inside the campus and their personal mobile numbers is provided to all students. Professionals listen and help in gaining insights and enabling students to work towards relating and living in a more satisfying and resourceful way. Services are free and confidential.

- ✓ **Common rooms:** Common rooms are to relax and socialize in an environment with friends. This helps students to mix with their peers beyond their classes, learning about one another. Spacious common rooms are available for boys and girls separately. Common rooms are cleaned daily and hygiene is maintained very well. Common rooms also have lockers and needful amenities.

Separate toilets for boys and girls are provided in each floor with sufficient water facility.

- ✓ **Day care centre for young children:** The Institution recognizes the need to address childcare issues which are growing dramatically. One of the leading competitive issues in higher education is the recruitment and retention of women faculty. The challenge is that the tenure clock coincides with the biological clock, forcing many female academics to make a very difficult choice: either career or children. Childcare center is currently planned in Institution campus. The purpose of this center is to increase the participation of women faculties in the Institution. Moreover childcare strategy is a part of Institute's initiative to further improve the quality of work in the campus for faculty.



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The institution guarantees equality and bans discrimination among the students and staff on the grounds of race, sex, religion, opinion and any other conditions or circumstances, personal or social, urban or rural locality.

Upon the promotion of equal treatment of men and women, staff recruitment in different positions is as balanced as possible and also ensures equal treatment in their promotion. The working conditions are also made in such a way that it is suitable to work for both men and women, the staff and students are also protected from gender based harassment.

The institution is committed to creating a environment fit for students in a gender equal manner and the elimination of all forms of discrimination against women,also shows keen interest in development of girls and boys on an equal basis.

Over the years education is focused on access and parity that is closing the enrollment gap between boys and girls and attention has been paid to retention and achievement or the quality and relevance of education.

✓ **Women's day celebration:** as life on the internet, social media and websites have become particularly rich sources for trolls, and the victims mostly being girls of the age group 18 – 29. Taking this issue into consideration, the Institution celebrated women's day in a grand manner by arranging for an eminent speaker to prepare and defend the students of this institution from cyber crime.

**About the speaker:** the chief guest for the event was Dr.Dhanya Menon who completed her diploma in cyber crime from asian school of cyber law, Pune. She is a full time cyber crime investigator having completed her post graduate diploma in cyber crime from ICFAI and a cybercrime investigation course from asian school of cyber law. She is also selected as an associate of the cybercrime investigation team of the Indian Government that was involved in cracking high profile cases. She received the "First women achievers award" from the Indian President Sri.Ram Nath Kovind in 2018.she is now the managing director of Avanzo Cyber Security solutions, located at thrissur, Kerala. The students and the staff actively participated in the function.



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