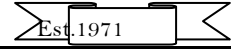




☎ : 01342-264077  
E-mail : [rbdgirlspg@rediffmail.com](mailto:rbdgirlspg@rediffmail.com)  
: [rbdgirlspg@gmail.com](mailto:rbdgirlspg@gmail.com)  
Website : [www.rbdgirls.in](http://www.rbdgirls.in)

***Rani Bhagyawati Devi (R.B.D.) Mahila Mahavidyalaya, Bijnor***  
***Govt. Aided (Naac Accredited)***

Affiliated to M.J.P. Rohilkhand University, Bareilly  
UGC Certificate – 12B & 2 F



## **Annual Gender Sensitization Action Plan**

### **2022-2023**

An annual gender sensitization action plan is a strategic document that outlines specific actions and initiatives aimed at promoting gender equality and raising awareness about gender-related issues within an organization, community, or society. The plan typically includes goals, objectives, and activities designed to address gender biases, discrimination, and inequality.

Annual gender sensitization action plan of the college includes.

To conduct a thorough assessment to identify the specific gender-related challenges and issues that need to be addressed within the organization or community.

To define clear and measurable goals that the action plan aims to achieve. These goals should be aligned with the overall vision of promoting gender equality and inclusivity.

To promote awareness campaigns. To develop and implement awareness campaigns to educate individuals about gender-related issues, including gender stereotypes, gender-based violence, and workplace discrimination. These campaigns can take the form of workshops, seminars, webinars, panel discussions, or social media campaigns.

**Training and Capacity Building:** Provide gender sensitivity training and workshops to employees, members, or community leaders to enhance their understanding of gender-related issues and promote inclusive attitudes and behaviours. Training should cover topics such as unconscious bias, gender inclusive language, and promoting diversity.

**Policy Review and Development:** Review existing policies and procedures within the organization or community to identify any gender biases or discriminatory practices. Develop and implement gender responsive policies that promote equality and inclusivity.

**Collaboration and Partnerships:** Establish partnerships with relevant stakeholders, such as NGOs, community groups, or government agencies, to leverage collective efforts in promoting gender equality and to collaborate with external organizations that specialize in gender-related issues to gain expertise and guidance.

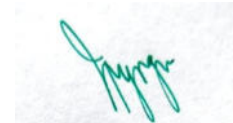
**Monitoring and Evaluation:** Regularly monitor and evaluate the progress and impact of the gender sensitization initiatives. Collect feedback from participants, measure changes in attitudes and behaviours, and make necessary adjustments to the action plan based on the evaluation results.

**Resource Allocation:** Allocate sufficient resources, including budget, staff, and time, to support the implementation of the action plan effectively. This may involve securing funding or seeking support from organizational leaders or community members.

**Reporting and Communication:** Share regular progress reports and communicate the outcomes of the gender sensitization initiatives to key stakeholders, including employees, members, or the wider community and to make transparent communication that helps and maintain accountability and encourages ongoing support for the cause.

**Sustainability and Long-term Commitment:** Ensure that gender sensitization efforts are integrated into the organization's or community's long-term strategy. Develop mechanisms to sustain the initiatives beyond the annual action plan, such as creating gender equality committees or task forces.

The annual gender sensitization action plan of the college meets the specific needs and context of the organization or community. It is dynamic and adaptable to address emerging gender-related challenges effectively.



**Prof. (Dr.) Parul Tyagi**  
Principal