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Annual Gender Sensitization Action Plan 2020-2021

Objective:

To further strengthen the institution's commitment to gender equality and inclusivity.

Action Plan:

- I. Strengthening Gender Cell
- 1. Appoint a full-time Gender Cell Coordinator.
- 2. Establish a Gender Cell Advisory Committee.

II. Capacity Building

- 1. Conduct gender sensitization workshops for new faculty and staff.
- 2. Organize training programs for existing faculty and staff.

III. Student Empowerment

- 1. Launch a mentorship program for students.
- 2. Establish a women's support group.

IV. Policy Review and Revision

- 1. Review and revise policies to address emerging gender-related issues.
- 2. Develop a sexual harassment policy.

V. Community Engagement

- 1. Collaborate with local organizations on gender equality projects.
- 2. Organize community outreach programs.

VI. Monitoring and Evaluation

- 1. Conduct regular surveys and feedback sessions.
- 2. Establish a monitoring committee.

Target Outcomes:

- 1. Enhanced capacity of faculty and staff to address gender-related concerns.
- 2. Increased support for students.
- 3. Improved policies and procedures addressing gender-based discrimination.
- 4. Stronger community engagement and partnerships.
- 5. Reduced gender-based discrimination and harassment.

Timeline:

- **Quarter 1 (April-June 2020):** Strengthening Gender Cell
- ♣ Quarter 2 (July-September 2020): Capacity building and student empowerment
- **Quarter 3 (October-December 2020):** Policy review and revision
- **4 Quarter 4 (January-March 2021):** Community engagement and monitoring

By implementing this action plan, the institution aims to further promote gender equality, inclusivity and empowerment, creating a safe and supportive environment for all members.

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