



# **GENDER CHAMPION CLUB**

**DHSK COMMERCE COLLEGE**

**POLICY DOCUMENT**

**SUBMITTED BY-**

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## **INTRODUCTION:**

In order to promote gender equality guaranteed by Article 15 of the Indian Constitution, the Government of India envisages engagement of Gender Champions in schools and colleges all over the country. Gender Champions can be any student above 16 years of age enrolled in educational institutions. It is a joint initiative of the Ministry of Women and Children Development and Ministry of Human Resource Development.

Gender champions are envisioned as responsible leaders who will facilitate an enabling environment in their institution where all genders are treated with dignity and respect. They will strengthen the potential of their peers to advocate for gender equality and monitor the institution's progress towards gender justice.

The broad aim is to make the young students gender sensitive and create positive social norms that values all genders and their rights.

## **ROLES AND RESPONSIBILITIES OF GENDER CHAMPIONS**

The responsibilities of Gender Champions have been laid down by the UGC to include the following:

1. Provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the institution in the form of focused group discussions, debates, poster competitions etc.
2. Engage a variety of stakeholders of the institution/civil organizations/women's groups and the media in gender mainstreaming activities.
3. Identify gaps in institution's activities regarding gender and recommend on how to reduce those gaps. For e.g., observe classroom activities to detect bias in interactions.
4. Organise exposure visits to public health centres, hospitals. Post offices, banks, police stations, block offices etc. to impart knowledge on gender issues as these places affect diverse populations.
5. Popularise phone numbers of police helpline, women helpline and hospitals among students.
6. Arrange for providing necessary life skill education and information/guidance about existing public services to their fellow students.
7. Demonstrate knowledge of important gender based Government schemes, events, legislations and court rulings.
8. Document best practices to measure the extent of behaviour change and display the same through exhibitions, fests, college magazines etc.
9. Organize college week etc. on themes of gender issues and encouraging students to sign up and expressing their support for gender justice and equality by setting up attractively designed Gender Champion booths.
10. Set up a Gender Champion Club in the educational institutions and undertake activities, like:
  - Creating a website/blog on gender equity;

- Regularly writing an equity column on issues like untold stories of extraordinary boys, girls and transgenders; about legislations and government schemes or about finding a new Gender Champion in the institution;
- Organising competitions to analyse greeting cards/ posters/ slogans/ paintings/ poems/ articles etc. from a gender perspective;
- Organising film fest on gender equity etc.
- Organising awareness programmes on gender issues including legislations to bring about behaviour changes. Awareness programmes can include workshops, theme based plays, films, painting competitions etc.

### **ELIGIBILITY CRITERIA FOR GENDER CHAMPIONS**

The UGC has further laid down that it is desirable that Gender Champions should fulfil the following eligibility criteria:

1. Gender Champions can be any student above 16 years of age.
2. Should be enrolled in any regularly attending educational institution.
3. They must have secured minimum of 50% marks or equivalent grade in the annual examinations/school leaving certificate.
4. Excellent oral, written and presentation skills.
5. Should have demonstrated leadership qualities.
6. Excellent understanding of the socio-cultural issues and prevailing gender norms and practices.

### **SELECTION OF GENDER CHAMPIONS**

Regarding selection of Gender Champions in educational institutions, the UGC has directed that the students shall be selected as Gender Champions by the Head of the Institution in consultation with the students' representatives on the basis of their sensitivity, decisiveness and honesty, which are absolutely essential qualities of a leader.

*The selection decision will also be based on whether the candidates:*

- Engages themselves in visible initiatives to reduce gender disparities and has organizational skills, including the ability to manage priorities;
- Makes continuous and substantive time investments in mentoring their peers;
- Are easily recognizable by students/peers as supporters of gender equality and
- Have experience in the field of gender equality and an in-depth understanding of key issues and debates.

### **SELECTION PROCESS**

The process of selecting the Gender Champions as suggested by the UGC is as follows:

- Head of the Institution will put up the guidelines/eligibility criteria in the notice board of the Institution.

- Applications from interested Gender Champions shall be invited giving time of at least one month.
- Applications shall be received by the Office of the Head of the Institution.
- Shortlisting of eligible candidates will be done by the Screening Committee formed by the Principal/Head of Institution. The Screening Committee will have among others, two students representatives (one male, one female). Apart from these two students, one representative from a transgender person, if any, may also be included as a member of the Screening Committee. Also at least one member should be a lady teacher, to be co-opted by the Committee. A
- After verification of the credentials of the shortlisted candidates, the incumbent can be called by the Principal/ Head of the Institution (heading the Screening Committee) for screening/interview and selection.
- The Principal will issue the Gender Champion Badge and the selection letter to the most suitable candidate/s.

### **APPOINTMENT OF NODAL TEACHERS**

Depending on the strength of educational institution, one or more teacher will be assigned to function as nodal teacher to facilitate the activities of the Gender Champions.

### **DUTIES AND RESPONSIBILITIES OF NODAL TEACHERS**

- Provide overall guidance to the Gender Champions on various aspects of activity implementation;
- Participate in all meetings organised by the Gender Champions;
- Motivate and influence the Gender Champions to constantly pursue their activities;
- Communicate with a wide range of stakeholders to facilitate the work of the Gender Champions;
- Facilitate Gender Champions to organise training programmes and other events;
- Collect quarterly reports of the Gender Champions, assess those and send to the Head of the Institution.

### **ANNUAL ACTIVITY CALENDAR**

The Gender Champions along with the nodal teachers appointed for facilitating them will draw up an Annual Activity Calendar meant for the students of that educational institution. Activities may be planned for any two days in a week. The Activity Calendar will be based on the roles and responsibilities of the Gender Champions.

### **TERM OF THE GENDER CHAMPIONS**

The term of the Gender Champion shall initially be for a period of one year and extendable for one or more years as may be decided by the Head of the Institution. The Gender Champions will receive a Certificate of Appreciation from the Head of the Institution for their committed efforts on successful completion of activities towards promoting gender equality.

## **IDENTITY CARDS TO GENDER CHAMPIONS**

Gender Champions will be given an identity Card to authorize their identity, visibility and engagement with the students and other stakeholders to undertake their specific activities. They shall be provided with a special badge after their selection.

## **PROPOSED TRAINING TO GENDER CHAMPIONS**

It is envisaged that a formal training programme shall be organized to equip and empower the Gender Champions. This shall include Information, Education and Communication (IEC) materials pertaining to information about gender stereotypes, various forms of gender based discrimination, gender equity and equality, legislations, life skills etc. Training programmes will be organized by the institutions with inputs from experts. The method of training will be participatory and interactive to enable the Gender Champions further sensitize students/peer groups/family members on gender issues. The Ministry of Women and Children Development will be designing a model training module on sensitizing Gender Champions on gender issues.

## **MONITORING AND REPORTING**

The Head of the institution will maintain a list of Gender Champions with their contact details and verification status. The Institution will also keep a record of efforts or initiatives undertaken by the Gender Champions. At the end of each quarter, Gender Champions will prepare and submit a report to the nodal teachers, on their activities. The report will be based on the Gender Champion's daily diary. The quarterly report will be submitted in a pre-designed format with suitable enclosures as required.

## **ASSESSMENT AND EVALUATION**

On the basis of the quarterly progress reports, each Gender Champion will be assessed according to their level of proficiency and accomplishment. These quarterly reports will be assessed at the end of their tenure to measure their performance. The Gender Champions will be awarded with a Certificate of Appreciation from the Head of the institution for their committed efforts towards promoting gender equality.

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