

7.3 - Institutional Distinctiveness

Response:

“**Force de femme**”, the initiative inspired by **Sou. Lakshmibai Bhaurao Patil** (Vahini) a co-struggler and the co-founder of **Rayat Shikshan Sanstha**, with the goal of empowering women and helping each other through personal, family, educational, social, economic and professional goals.

Force de fem is an activity, and initiative to create and connect women with opportunities to build a meaningful relationship through learning and networking. The institution provides experiential co-development groups to support women with their goals and aspirations. Force the fem is an activity or an attempt to include women in spearheading mainstream awareness on matters that are related to the overall development where the institution focuses on network building, entrepreneurship and discussing opportunities for women. The institution work as a platform for women professionals, freelancers, and women entrepreneurs to meet and also grow by their mutual cooperation and cross referral methodologies. Our mission is to provide platform for women who are working or want to work with the vision of mutual growth and exposure.

In order to ensure women empowerment, the various activities addressing gender equity goals and objectives have been conducted by institution. The gender equity goals and objectives have been formed and displayed in the campus and college website. Equal scope and resources have been provided to all faculty and students regardless of gender.

The institution is committed to provide safe and encouraging atmosphere to women entering the campus from various strata's of society. Numerous value added, short term and career oriented courses are being run periodically to enriched female students with experiential learning and providing scope to build their personality as an independent individual. The institution has well established and excellently performing women empowerment committee, sexual harassment prevention committee, Anti ragging committee etc to ensure personality of female students flourish effectively.

The percentage of women working in technical/ICT based work in the institute is appreciably high and hence provides tremendous manpower for development of institute. The ratio of women working as administrators has been consistently increasing. Female faculty involved in research related to fundamental sciences, technology, engineering and mathematics (STEM) is incredible. The institute provides seed money to female faculty and students participating in research resulting into publication of patents, research papers in UGC Care journals, ISBN books, presentations in national and international research events and achieving research prizes, awards and recognitions by women faculty and students. Placement and progression due to female learners has improved impressively over time and institute has many of its female students studying in premium institutes running their businesses, taking offbeat careers and hence establishing themselves in the society as proud alumni of the institution. The women students participating in university, state and national level sports have been provided with incentives, infrastructural facilities, coaching, counseling, sports equipment etc.

The vision of the institution is education through self-help and it provides learning by earning opportunity through its self-designed EARN AND LEARN scheme to the female students.

The counseling cell of the institution provides all the necessary counseling for the holistic development of the female candidates. The institution follows the policy of inclusiveness in terms of sex. However, it is found that the sex ratio has been declining. To address the issue of sex ratio the various activities like awareness campaign about female foeticide, laws for women, domestic abuse, counseling, programs for stress management are conducted through NSS, Women Empowerment Committee and Internal Complaint Committee. The institution has effortlessly been working on the issue of women empowerment through 17 capacity building programmes, entrepreneurial skills development programmes like trade fare, employability enhancement training programmes, interview training by industrial professional like Mahindra Pride. In addition to it, NET/SET examination guidance, Yoga training centre, women's hostel in campus, Competitive Examination Guidance Centre, reading room for girls, common room, health Centre have been set up in the campus to provide required facilities to the female students. A Variety of programmes and activities are conducted specially for female students in order to provide a stage to explore their desire of self-developments. The campus is duly under CCTV surveillance. Along with the efforts to empower the girl students, the institute organizes innovative activities like 'My Mother Home Minister', Selfie with Mother Competition, traditional celebrations for mother parents, health checkup camps to establish meaningful relations with female stakeholders. Our initiative 'Force de fem' has been also working for up gradation of women outside campus through extension activities like 'Know your Note', 'awareness about Net Banking' 'Cyber Security'. The outcome of the initiative can be measured in the terms of academic results, merit scholarships, research endowments, prizes in research competitions, research projects, presentation and publication of research papers, overall adoption of research culture, state level prizes in cultural competitions, participation and achievements in national level sports of female students. The awareness about social responsibility, inculcation of work culture, personality development, inculcation of self-discipline, patriotism, nationalism, democratic values, human values, integrity, love of nature, importance of natural resources, importance of cleanliness, interest in physical and mental fitness, team spirit, game spirit through various NSS, NCC and sports activities has been achieved.

7.3.2: Plan of action for the next academic year

Response: