

Gender and Inclusion Leadership Framework

1. Purpose

The Gender and Inclusion Leadership Framework outlines Woxsen University's strategic approach to achieving equality, diversity, and inclusive leadership across all levels of academic, research, and administrative functions.

It provides a unified direction for promoting equal opportunity, balanced representation, pay equity, and inclusive governance — extending the University's commitment beyond gender to encompass all under-represented groups, including persons with disabilities, economically disadvantaged individuals, LGBTQ+ persons, minority communities, and first-generation learners.

2. Scope

This Framework applies to:

- All faculty, administrative, and professional staff.
- All students (undergraduate, postgraduate, doctoral, and lifelong learning).
- All academic schools, centres, and departments.
- All governance and decision-making bodies of the University.

It informs and guides all equality-related initiatives, programmes, and monitoring systems across the institution.

3. Vision Statement

Woxsen University envisions a future where equity, inclusion, and gender balance are embedded in every aspect of its culture — from recruitment and teaching to leadership and research.

The University strives to ensure that every individual, regardless of gender, identity, socio-economic background, or ability, has equal access to opportunity, recognition, and advancement.

4. Strategic Objectives

1. Equitable Representation:

Achieve balanced participation of women and under-represented groups in academic, research, and administrative leadership by 2030.

2. **Equal Pay for Equal Work:**
Maintain transparent and bias-free compensation structures.
3. **Inclusive Recruitment and Promotion:**
Integrate equity principles into every stage of hiring, evaluation, and promotion, encouraging diversity in applicant pools.
4. **Capacity Building and Mentorship:**
Strengthen professional-development and mentoring opportunities for women and other under-represented employees and students.
5. **Safe and Supportive Environment:**
Uphold a workplace and campus culture free from discrimination, bias, or harassment.
6. **Data-Driven Accountability:**
Collect and analyse disaggregated data on gender, disability, background, and representation to measure progress.

5. Alignment with Institutional Values

- **Integrity:** Fairness and transparency in all practices.
- **Respect:** Dignity and inclusion for all.
- **Excellence:** Diverse perspectives driving innovation.
- **Accountability:** Measurable progress and public reporting.

6. Leadership Commitment and Governance

Leadership Role / Body	Responsibilities
Vice Chancellor	Provides executive oversight and reports annually to the Board on equality and inclusion progress.
Vice President	Approves targets and ensures integration into institutional planning.
Human Resources (HR)	Implements equitable recruitment, pay-review, and promotion practices; tracks staff diversity data.
Deans and Department Heads	Embed equity and inclusion in academic operations and leadership teams.
Gender & Inclusion Cell (GIC)	Coordinates awareness, training, mentoring, and monitoring initiatives for all under-represented groups.

Internal Audit & Finance	Conducts annual pay-equity audits and ensures fair resource allocation.
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7. Key Focus Areas

7.1 Representation and Leadership

- Aim for at least **40 % representation of women and under-represented identities** in senior positions by 2027.
- All selection and promotion committees must be diverse and gender-balanced.
- Succession planning shall include identification and mentoring of staff from under-represented groups for leadership roles.

7.2 Equal Pay and Employment Conditions

- HR shall maintain **transparent salary structures** based on role and merit.
- Conduct annual **pay-equity audits** covering gender, disability, and minority status.
- Ensure equitable workload and evaluation standards for all employees.

7.3 Inclusive Recruitment and Advancement

- Job advertisements must use inclusive language and explicitly welcome candidates from under-represented groups.
- Search committees will ensure that **diverse candidates** are considered for every leadership position.
- Recruitment drives in partnership with NGOs and professional networks representing women, persons with disabilities, and minorities.

7.4 Mentorship and Capacity Building

- Launch of a “**Women and Inclusive Leadership**” Programme offering mentorship, peer support, and leadership development.
- Faculty and student mentorship schemes prioritising first-generation learners, women, and disadvantaged students.
- Workshops on negotiation, inclusive leadership, and intercultural collaboration.

7.5 Work–Life Integration

- Reinforce **flexible work arrangements**, parental support, and childcare facilities for all staff.
- Promote re-entry programmes for women and professionals returning after career breaks.

7.6 Cultural and Behavioural Change

- Conduct annual **Equity & Inclusion Training** (including unconscious-bias awareness).
- Celebrate **Inclusion and Diversity Week** recognising contributions of women, minorities, and differently abled persons.
- Showcase role-model stories from diverse communities.

8. Monitoring and Reporting

- HR and the GIC will publish an Annual Equality & Inclusion Report covering:
 - Representation across gender and other diversity parameters.
 - Pay-gap analysis and corrective actions.
 - Participation in mentorship and training initiatives.
- The report will be reviewed by the Vice President and Academic Council.

9. Integration with Other Policies

This Framework integrates and governs:

- Gender Equity & Inclusion Policy
- Parental Leave & Family Support Policy
- Childcare Access & Support Policy
- Equity & Safe Reporting Policy
- Inclusive Access & Participation Policy
- Disability Support Policy
- Anti- Discriminatory Policy
- Anti- Harassment Policy
- Anti Bribery Policy

Together, these constitute Woxsen University's Equality, Diversity & Inclusion (EDI) Governance Suite.

This policy was approved by the Management Team on 10th October 2020 and last reviewed on 5th October 2023.

NAME OF THE PROGRAM

REPORT SUMMARY:

1.	Program Name	Sow, Grow, Glow (SGG) Grow with your grace and glow with faith in yourself.
2.	Date & Time	12 April, 2025
3.	School/Dept	School of Liberal Arts & Humanities (SoLH),
4.	Venue	Zilla Parishad High School (ZPHS) Kamkole UM, in Kankole, Munipalli, Sangareddy, Telangana
5.	UN SDG	Goals 01, 04, 05, 10, 16
6.	Activity Type	Workshop
7.	Impact Group	ERS and (School students' Empowerment and overall development)
8.	Total Participants	03
9.	Number and Name of Woxsen Student Participating	0
10.	Name of Lead faculty member	Dr Mohd Shahid Ali, Dr Shriman Naveen, Dr Jyotasana
11.	Supportive Faculty members	2
12.	Link to LinkedIn post	

DETAILED REPORT OF THE PROGRAM:

The ‘Sow, Grow, Glow (SGG)’ initiative is a one-year program designed to inspire and motivate school students, particularly minority students from rural and semi-urban areas, through workshops and interactive sessions. Guided by an inclusive approach, this program fosters holistic development. It aligns with the United Nations’ Sustainable Development Goals (SDGs), specifically SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 17 (Partnerships for the Goals).

As part of the Sow, Grow, Glow initiative, a **Financial Literacy** session featuring distinguished speakers Dr. Mohd Shahid Ali and Dr. Shriman Naveen was organized. The session provided a dynamic and interactive platform for students to enhance their understanding of financial management and learn how to organize their financial decisions with clarity and confidence.

Dr. Mohd Shahid Ali delivered an insightful discussion covering key financial literacy concepts, emphasizing the importance of effective financial management for individuals at all stages of life. He highlighted crucial aspects such as budgeting, saving, investing, and responsible spending, and explained how mastering financial skills empowers individuals to express themselves confidently in personal and professional settings.

The session also stressed that effective financial management goes beyond numbers—it involves understanding various critical concepts of Financial Literacy. Skills are also essential for meaningful financial conversations and decision-making in different social and professional environments. Students engaged actively in a series of practical exercises, participating in real-life financial scenarios. They received constructive feedback to refine their skills, helping them identify areas for improvement and build greater confidence in handling financial matters clearly and effectively.

The session concluded with a vibrant, interactive Q&A segment, during which students shared challenges related to day-to-day financial management and career planning. Both speakers provided personalized guidance, equipping participants with practical tools to manage their finances better in both formal and informal settings.

CONCLUSION AND FOLLOW-UP PLAN:

This workshop on the Sow, Grow, Glow initiative set a strong foundation by addressing financial literacy and management among students. By providing continuous guidance and resources, the program seeks to empower rural youth and create a significant socio-economic impact.

The initiative will continue bi-monthly workshops focusing on different themes to refine students' skills, address challenges, and inspire innovation. By consistently visiting Zilla Parishad High School (ZPHS), Kamkole, SoLH aims to nurture a thriving community and build an inclusive learning environment.

PHOTOGRAPHS OF THE PROGRAM:





ATTENDANCE SHEETS/ACKNOWLEDGMENT LETTER:

ATTENDANCE SHEETS:

S. No	Name of the Faculty
01	Dr Mohd Shahid Ali
02	Dr Shriman Naveen
03	Dr Jyotasana

Acknowledgment Letter

We would like to sincerely thank Dr. Mohd Shahid Ali and Dr. Shriman Naveen for conducting an insightful and interactive session on 'Financial Literacy' under the Sow, Grow, Glow initiative. Your valuable inputs on financial management, budgeting, and planning helped students gain practical skills and confidence in managing their finances effectively.

I would also like to thank **Woxsen University** for its continuous support and encouragement in facilitating such essential programs and fostering a learning and community engagement spirit. A special thanks to **Zilla Parishad High School (ZPHS)** Kamkole UM, Kankole, Munipalli, Sangareddy, for their warm cooperation and active participation, which made the session even more meaningful and impactful.

Thank you again to everyone who contributed to making this session a success.

Sow, Grow, Glow (SGG): Grow with your Grace and Glow with Faith in yourself

REPORT SUMMARY

1	Program Name	Sow, Grow, Glow (SGG) Grow with your grace and glow with faith in yourself.
2	Duration	December 11, 2024 – October 25, 2025
3.	(Fifth program) Date & Time	February 18, 2025, 03.00 am to 05.00 pm
4.	School/Dept	School of Liberal Arts & Humanities (SoLH),
5	Venue	Zilla Parishad High School (ZPHS) Kamkole UM, in Kankole, Munipalli, Sangareddy, Telangana
6.	UN SDG	Goals 01, 04, 05, 10, 16
7.	Activity Type	Workshop
8.	Impact Group	ERS and (School student's Empowerment and overall development)
9.	Total Participants	03
10.	Total Woxsen Students participated	0
11.	Link to LinkedIn post	https://www.linkedin.com/posts/dr-msali_ersactivity-ethicsresponsibility-sustainability-activity-7297848335275565056-C629?utm_source=share&utm_medium=member_desktop&rcm=ACoAAD04g24Bdf3wwqwUKro2rjA-qBDo5ZTWpZ0

DETAILED REPORT OF THE PROGRAM:

The ‘Sow, Grow, Glow (SGG)’ initiative is a one-year program designed to inspire and motivate school students, particularly minority students from rural and semi-urban areas, through workshops and interactive sessions. Guided by an inclusive approach, this program fosters holistic development. It aligns with the United Nations’ Sustainable Development Goals (SDGs), specifically SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 17 (Partnerships for the Goals).

WORKSHOPS AND ACTIVITIES

1. **English Communication** – Enhancing proficiency through interactive sessions.
2. **Career Counseling** – Exploring career options and opportunities.
3. **Essay Writing** – Encouraging creativity and critical thinking.
4. **Painting** – Developing artistic skills and self-expression.
5. **Public Speaking** – Building confidence in communication.

6. **Social Communication** – Strengthening interpersonal skills and teamwork.
7. **Financial Literacy** – Promoting financial management and economic awareness.
8. **Entrepreneurship** – Inspiring innovation and venture creation.
9. **Social Inclusion** – Encouraging acceptance and diversity.
10. **Children’s Rights** – Educating about fundamental rights and advocacy.
11. **Women’s Rights** – Promoting gender equality awareness.
12. **Hygiene** – Emphasizing personal and community hygiene.
13. **General Policy Awareness** – Understanding government policies affecting students.
14. **State Fellowship/Scholarship Guidance** –Information regarding academic support.
15. **Central Fellowship/Scholarship Guidance** –Information regarding academic support.
16. **Local Governance** – Educating on civic responsibilities and governance.
17. **E-Governance** – Educating on civic responsibilities and governance.
18. **Final Career Counselling Session**– Educating on civic responsibilities and governance.

OBJECTIVES: The primary objectives of the program are:

1. **Raising Awareness:** Educating students about holistic development as a viable career path.
2. **Motivating Students:** Inspiring students to explore diverse career options through inclusive learning.
3. **Providing Career Alternatives:** Highlighting opportunities in entrepreneurship, academics, and other fields.
4. **Skills Development:** Guiding students in essential leadership, communication, and innovation skills.
5. **Fostering Growth:** Enhancing students' overall development and community engagement.
6. **Addressing Challenges:** Tackling socio-economic and cultural themes affecting students’ lives.

Implementation Plan

- **Frequency:** Twice a month on the second and fourth Wednesdays.
- **Location:** Local schools Zilla Parishad High School (ZPHS) Kamkole
- **Duration:** Each session is 2 hours long.

THIRD ERS PROGRAM: ESSAY WRITING

Date: 18th February 2025

Speaker: Ar. Sushant J, Associate Professor, SoAP.

The **Sow, Grow, Glow** initiative hosted a program on **Scope of Painting**, conducted by **Ar. Sushant J** (Mr Ashwini excused due to some other official work). The session aimed to enhance students' painting skills, designing, and ability to organize ideas effectively. Ar. Sushant J covered key aspects of painting, including subject matter, technique, structure, and clarity. It can be categorized into different types, such as portrait, landscape, abstract, still life, and historical painting, each with unique stylistic and thematic elements. The structure of a painting involves composition, colour scheme, perspective, and texture, which together create visual harmony and depth. Clarity in painting refers to the precision of details, the coherence of elements, and the intended expression, ensuring effective communication of the artist's vision. Students participated in a **live painting exercise**, where they received constructive feedback to refine their skills. The session concluded with an interactive Q&A, addressing common challenges in painting and offering tailored guidance.

As part of the session, prizes from the previous **Essay Competition** activity were distributed. **Ar. Sushant J** and **Dr Shriman Naveen** faculty of Woxsen University, presented the **1st, 2nd, and 3rd prizes** to the winning students, recognizing their exceptional performance.

The **interactive Q&A segment** provided an opportunity for students to share their painting - related concerns and receive tailored advice from the speakers. The **bilingual delivery** of the workshop (English and Hindi) ensured accessibility for all attendees, creating an inclusive environment that resonated with the diverse audience. This impactful and dynamic session laid the groundwork for empowering students to take charge of their career journeys with clarity and confidence.

Participation:

- **Students:** 35
- **Faculty from Woxsen:** 4 (SoLH: 3 + SoAD: 1)

Follow-Up Plan

The initiative will continue bi-monthly workshops focusing on different themes to refine students' skills, address their challenges, and inspire innovation. By consistently visiting Zilla Parishad High School (ZPHS), Kamkole, SoLH aims to nurture a thriving community and build an inclusive learning environment.

Expected Outcomes

- Students will develop enhanced essay writing and critical thinking skills.
- Recognition through prize distribution will motivate active participation.
- Hands-on activities and feedback will help improve techniques.
- A positive, inclusive learning environment will foster engagement and enthusiasm.

Team Details:

S. No	Name of the Faculty
01	Dr Mohd Shahid Ali
02	Dr Shriman Naveen
03	Dr Jyotasana
04	Ar. Sushant J

CONCLUSION

The this workshop of the *Sow, Grow, Glow* initiative set a strong foundation by addressing career counseling among students. By providing continuous guidance and resources, the program seeks to empower rural youth and create a significant socio-economic impact.

PHOTOGRAPHS OF THE PROGRAM:





Sow, Grow, Glow (SGG): Grow with your Grace and Glow with Faith in yourself

REPORT SUMMARY

1	Program Name	Sow, Grow, Glow (SGG) Grow with your grace and glow with faith in yourself.
2	Duration	December 11, 2024 – October 25, 2025
3.	(Sixth program) Date & Time	March 12, 2025, 10.00 am to 11.00 am
4.	School/Dept	School of Liberal Arts & Humanities (SoLH),
5	Venue	Zilla Parishad High School (ZPHS) Kamkole UM, in Kankole, Munipalli, Sangareddy, Telangana
6.	UN SDG	Goals 01, 04, 05, 10, 16
7.	Activity Type	Workshop
8.	Impact Group	ERS and (School student's Empowerment and overall development)
9.	Total Participants	04
10.	Total Woxsen Students participated	02
11.	Link to LinkedIn post	https://www.linkedin.com/posts/dr-msali_socialinclusion-ersactivity-ethicsresponsibilitysustainability-activity-7305898130284101634-8R2M?utm_source=share&utm_medium=member_desktop&rcm=ACoAAAvIXVcB0r-8x8Qb0Y7q8KS5shdxN2LdRuA

DETAILED REPORT OF THE PROGRAM:

The ‘Sow, Grow, Glow (SGG)’ initiative is a one-year program designed to inspire and motivate school students, particularly minority students from rural and semi-urban areas, through workshops and interactive sessions. Guided by an inclusive approach, this program fosters holistic development. It aligns with the United Nations’ Sustainable Development Goals (SDGs), specifically SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 17 (Partnerships for the Goals).

SIXTH ERS PROGRAM: SOCIAL COMMUNICATION

Date: 12th March 2025

Speakers: Prof. Venkatesh B and Dr. Jyotasana

Student Participants: Sara Munish & Anushree K.

The Sow, Grow, Glow initiative hosted a Social Communication program by Prof. Venkatesh B and Dr. Jyotasana. The session provided a dynamic and interactive platform for students to enhance their communication skills and effectively organize their ideas with clarity. Prof. Venkatesh B's discussion covered key social and public communication aspects, emphasizing how individuals can express themselves confidently in different settings. Effective social communication involves understanding verbal and nonverbal cues, active listening, and audience engagement, essential for meaningful interactions. The session explored strategies for communicating, adapting to different social environments, and navigating conversations in public spaces. Students actively participated in a communication exercise, where they practiced real-life scenarios and received constructive feedback to refine their skills. This hands-on approach allowed them to identify areas for improvement and build confidence in expressing their thoughts clearly and effectively.

The session concluded with an interactive Q&A, addressing common challenges in social communication, such as overcoming stage fright, maintaining engaging conversations, and handling diverse social interactions. Participants received personalized guidance, equipping them with practical tools to communicate more effectively in formal and informal settings. By fostering a collaborative and supportive learning environment, the session empowered students to use communication as a powerful tool for connection, persuasion, and self-expression, enhancing their ability to engage meaningfully in social and public interactions.

The interactive Q&A segment allowed students to share their communication-related concerns and receive tailored advice from the speakers. The workshop's bilingual delivery (English and Hindi) ensured accessibility for all attendees, creating an inclusive environment that resonated with the diverse audience. This impactful and dynamic session laid the groundwork for empowering students to take charge of their career journeys with clarity and confidence.

Participation:

- **Students: 35**
- **Faculty from SoLH: 4**
- **SoLH Junior Scholar/Students: 02**

PHOTOGRAPHS OF THE PROGRAM:

www.woxsen.edu.in

WOXSEN UNIVERSITY

ERS Activities for School Students
Organizing by School of Liberal Arts & Humanities

SOW, GROW, GLOW

Grow with your grace, & glow with faith in yourself

Objectives:

- To enhance the overall development of school students by providing exposure to diverse skills and knowledge areas.
- To create an inclusive learning environment that encourages personal growth and active community participation.
- To address important educational, socio-economic, and cultural themes relevant to students' lives.

11th Dec, 2024 to 15th Oct, 2025 (Fortnightly)

Topics:

- English Communication
- Career Counselling
- Essay Writing
- Painting
- Public Speaking
- Social Communication
- Financial Literacy
- Entrepreneurship
- Social Inclusion
- Children's Rights
- Women's Rights
- Hygiene
- General Policy Awareness
- Fellowship/Scholarship Opportunities
- Local Governance
- General Policy Awareness
- Fellowship/Scholarship Opportunities
- Local Governance

For more information contact:
Dr. Mohd Shahid Ali
9013828938



www.woxsen.edu.in

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Topic: Social Communication

11th March, 2025

ZPH School Kamkole UM
Kamkole Village Sangareddy Dist.

Lecture Deliver by
Prof. Venkatesh B
Assistant Professor, SOL/H, Wou.

Activity Conducting by
Dr. Jyotasaana
Assistant Professor, SOL/H, Wou.

For more information contact:
Dr. Mohd Shahid Ali
9013828938






Follow-Up Plan

The initiative will continue bi-monthly workshops focusing on different themes to refine students' skills, address their challenges, and inspire innovation. By consistently visiting Zilla Parishad High School (ZPHS), Kamkole, SoLH aims to nurture a thriving community and build an inclusive learning environment.

Expected Outcomes

- Students will develop enhanced essay writing and critical thinking skills.
- Recognition through prize distribution will motivate active participation.
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WORKSHOPS AND ACTIVITIES

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18. **Final Career Counselling Session**– Educating on civic responsibilities and governance.

OBJECTIVES: The primary objectives of the program are:

1. **Raising Awareness:** Educating students about holistic development as a viable career path.
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5. **Fostering Growth:** Enhancing students' overall development and community engagement.
6. **Addressing Challenges:** Tackling socio-economic and cultural themes affecting students’ lives.

Implementation Plan

- **Frequency:** Twice a month on the second and fourth Wednesdays.
- **Location:** Local schools Zilla Parishad High School (ZPHS) Kamkole
- **Duration:** Each session is 2 hours long.

Team Details:

S. No	Name of the Faculty
01	Dr Mohd Shahid Ali
02	Dr Shriman Naveen
03	Dr Jyotasana
04	Prof. Prof. Venkatesh B

CONCLUSION

This workshop of the *Sow, Grow, Glow* initiative set a strong foundation by addressing career counseling among students. By providing continuous guidance and resources, the program seeks to empower rural youth and create a significant socio-economic impact.

Sow, Grow, Glow (SGG): Grow with your Grace and Glow with Faith in yourself

REPORT SUMMARY

1	Program Name	Sow, Grow, Glow (SGG) Grow with your grace and glow with faith in yourself.
2	Duration	December 11, 2024 – October 25, 2025
3.	(Third program) Date & Time	January 10, 2025, 03.00 am to 05.00 pm
4.	School/Dept	School of Liberal Arts & Humanities (SoLH),
5	Venue	Zilla Parishad High School (ZPHS) Kamkole UM, in Kankole, Munipalli, Sangareddy, Telangana
6.	UN SDG	Goals 01, 04, 05, 10, 16
7.	Activity Type	Workshop
8.	Impact Group	ERS and (School student's Empowerment and overall development)
9.	Total Participants	03
10.	Total Woxsen Students participated	0
11.	Link to LinkedIn post	https://www.linkedin.com/posts/dr-msali_ersactivity-ethicsresponsibility-sustainability-activity-7282081054008496128-4xFf?utm_source=share&utm_medium=member_desktop https://www.linkedin.com/posts/dr-msali_when-a-woxsen-ers-ethics-responsibility-activity-7284163551500349440-rSLt?utm_source=share&utm_medium=member_desktop

DETAILED REPORT OF THE PROGRAM:

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Implementation Plan

- **Frequency:** Twice a month on the second and fourth Wednesdays.
- **Location:** Local schools Zilla Parishad High School (ZPHS) Kamkole
- **Duration:** Each session is 2 hours long.

THIRD ERS PROGRAM: ESSAY WRITING

Date: 10th January 2025

Speaker: Dr. Gajanan Pratap Kulkarni, Associate Professor, SoAD.

The **Sow, Grow, Glow** initiative hosted a program on **Essay Writing**, conducted by **Dr. Gajanan Pratap Kulkarni**. The session aimed to enhance students' writing skills, critical thinking, and ability to organize ideas effectively. Dr. Kulkarni covered key aspects of essay writing, including **topic selection, thesis development, structure, and clarity**. He shared practical tips to avoid common mistakes and improve coherence in writing. Students participated in a **live writing exercise**, where they received constructive feedback to refine their skills. The session concluded with an interactive Q&A, addressing common challenges in essay writing and offering tailored guidance.

As part of the session, prizes from the previous **Career Counselling** activity were distributed. **Prof. Konrad Gunesch**, Dean of the School of Liberal Arts and Humanities (SoLH), presented the **1st, 2nd, and 3rd prizes** to the winning students, recognizing their exceptional performance.

Additionally, **Dr. Imran Parray**, who accompanied the team, made a generous contribution by donating his collection of books to the students. This thoughtful gesture added a unique and enriching element to the program, inspiring students to further their academic pursuits. This session was an impactful blend of skill development, recognition, and encouragement, leaving students motivated and better equipped for future challenges.

The **interactive Q&A segment** provided an opportunity for students to share their career-related concerns and receive tailored advice from the speakers. The **bilingual delivery** of the workshop (English and Hindi) ensured accessibility for all attendees, creating an inclusive environment that resonated with the diverse audience. This impactful and dynamic session laid the groundwork for empowering students to take charge of their career journeys with clarity and confidence.

Participation:

- **Students:** 35
- **Faculty from SoLH:** 6

Follow-Up Plan

The initiative will continue bi-monthly workshops focusing on different themes to refine students' skills, address their challenges, and inspire innovation. By consistently visiting Zilla Parishad High School (ZPHS), Kamkole, SoLH aims to nurture a thriving community and build an inclusive learning environment.

Expected Outcomes

- Students will develop enhanced essay writing and critical thinking skills.
- Recognition through prize distribution will motivate active participation.
- Dr. Imran Parray's book donation will support students' academic growth.
- Hands-on activities and feedback will help improve writing techniques.
- A positive, inclusive learning environment will foster engagement and enthusiasm.

Team Details:

S. No	Name of the Faculty
01	Prof. Konrad Gunesch
02	Dr. Gajanan Pratap Kulkarni
03	Dr. Dr. Imran Parray
04	Dr. Mohd Shahid Ali
05	Dr. Shriman Naveen
06	Dr. Jyotasana

CONCLUSION

The this workshop of the *Sow, Grow, Glow* initiative set a strong foundation by addressing career counseling among students. By providing continuous guidance and resources, the program seeks to empower rural youth and create a significant socio-economic impact.

PHOTOGRAPHS OF THE PROGRAM:





ERS PROGRESS REPORT

SCHOOL OF ARTS AND DESIGN

The School of Arts and Design (SOAD), Woxsen University is primarily responsible for conducting activities related to the Sustainable Development Goals (SDGs), 5 - Gender Equality and 13 - Climate Action, as a part of the Ethics, Responsibility and Sustainability (ERS), activities of the institution, and contribute towards realizing the SDGs. The following activity was organized by ERS-SOAD on 7th March as a part of women's day on Woxsen University.

Title of the program: SHELeads - Women Leadership Talk Series (Inaugural Edition)

Programme Summary:

1.	Program Objective	To foster dialogue on gender parity and women's leadership, encouraging students to critically engage with the realities of gender equity in India, and develop leadership skills
2.	Date & Time	22 nd September 2025 10:50-11:50
3.	School/Dept.	School of Arts and Design - Ethics, Responsibility, and Sustainability (ERS)
4.	Venue	Lecture Theatre - 2 Woxsen University Campus
5.	UN SDG	SDG 5: Gender Equality SDG 10: Reduced Inequalities
6.	Activity Type	Leadership Talk Series
7.	Impact Group	Junior Scholars, Students, and Faculty.
8.	Key Personnel Involved	Ms. Valbha Shakya, Deputy Director, Confederation of Indian Industry (CII), Centre for Women Leadership Dr. Adity Saxena - Dean, SOAD, Woxsen University Arun Gupta - Assistant Dean: ERS, SOAD, Woxsen University Prof. Debductta Choudhury Student Volunteer Team - Aswathi S, Harshavardhini Prasanna, Sai Krishna Saanvi Jupudi, Ankitha KP, Ahana Solanki, Hasini Muppa, Jashita Bagga, Laasya Manchukonda

Detailed Report of the Program:

The inaugural edition of **SHELeads - Women Leadership Talk Series** at Woxsen University marked a significant step in fostering meaningful dialogue on gender parity and women leadership.

The session featured **Ms. Valbha Shakya, Deputy Director, Confederation of Indian Industry (CII), Centre for Women Leadership**, who delivered a thought-provoking talk on *"Gender Parity and Women Leadership in India."* Her insights challenged students to look beyond surface-level

narratives, confront workforce disparities, and ask bold questions that matter for building an equitable future.

A unique highlight of this event was the tireless effort of the **student volunteer team**, whose commitment transformed this idea into a successful reality. From planning and logistics to coordination and execution, their dedication showcased the very spirit of leadership this series aims to nurture.

Special acknowledgment was given to **Dean Dr. Adity Saxena** for her constant encouragement and support in driving initiatives that empower students to learn, lead, and create change.

Conclusion:

The inaugural SHELeads session set the tone for an impactful leadership series at Woxsen University. By combining powerful insights from industry leaders with the enthusiasm and energy of students, the program created a platform for dialogue, growth, and empowerment. It reaffirmed the university's commitment to advancing gender equality and cultivating the next generation of leaders.

Photographs of the Program:







NAME OF THE PROGRAM

REPORT SUMMARY:

1.	Program Name	“Shakti: Empowering Labour Women for a Stronger Future”
2.	Date & Time	<u>10th March (4-5) pm</u>
3.	School/Dept	SOLH
4.	Venue	Woxsen University, Room No. C-012
5.	UN SDG	SDG-5
6.	Activity Type	ERS
7.	Impact Group	Women Labour Workers, Students involved in learning gender issues, researchers working on the labor women empowerment
8.	Total Participants	90
9.	Total Woxsen Student participated	2
10.	Link to LinkedIn post	(26) Post Feed LinkedIn

DETAILED REPORT OF THE PROGRAM:

This International Women’s Day, we had the privilege of organizing an ERS (Ethics, Responsibility & Sustainability) initiative at Woxsen University, dedicated to educating and empowering the labour women on our campus. Through interactive discussions, awareness talks, and engagement activities, we created a space for learning, self-expression, and empowerment. The primary aim of this event was to create a **supportive and informative environment** where labor women could openly discuss their challenges and gain insights into topics that directly impact their daily lives. The initiative focused on:

- **Building awareness** about gender equality, financial literacy, and health.
- **Encouraging self-confidence** through interactive activities.
- **Providing practical knowledge** that can contribute to their economic and social empowerment.

The discussion-based session focused on gender rights, workplace respect, and equal opportunities, encouraging women to share their experiences and understand the importance of self-worth and representation. Health and hygiene were also key topics, with demonstrations on hygiene practices, distribution of sanitary kits, and a Q&A session. To promote long-term independence, the financial literacy workshop covered saving money, self-help groups (SHGs), government schemes, banking basics, and small investments, making financial concepts accessible and practical. Additionally, confidence-building activities like storytelling, role-playing, and creative expression empowered women to share their struggles and triumphs, fostering self-belief and community support. The event

successfully enhanced awareness, broke social barriers, and encouraged self-sufficiency, equipping the participants with essential knowledge to make informed decisions in their lives.

It was great turn out and the women participated actively showing a keen interest in further sessions. The students too had a new experience while communicating with them and understood how marginalized women face several challenges which helped them gauge through the social realities. It was interesting to see how women are vocal about learning, and they want to be educated in different spheres of life and can handle different challenges on their own. This motivated us to further develop this activity as a regular initiative by our school which will help us create a stronger community in future.

CONCLUSION AND FOLLOW-UP PLAN:

The ERS initiative at Woxsen University on International Women's Day was a meaningful step toward empowering the labour women on our campus. The discussions and activities not only provided them with valuable knowledge on gender equality, health, financial literacy, and confidence-building but also created a supportive environment where they felt heard and valued. Their enthusiasm and participation reinforced the importance of continuous engagement in such initiatives. True empowerment comes from sustained efforts, and this event was just the beginning of a long-term commitment to their growth and well-being.

Follow-up Plan

To ensure that the impact of this initiative extends beyond a single event, we propose the following follow-up actions:

1. **Regular Awareness Sessions** – Organize monthly workshops on health, hygiene, financial literacy, and legal rights to reinforce learning and provide updates on relevant policies.
2. **Skill Development Programs** – Introduce vocational training sessions focused on skill-building, enabling women to explore economic opportunities beyond their current roles.
3. **Health & Wellness Check-ups** – Collaborate with healthcare professionals to conduct periodic health camps, providing essential medical guidance and preventive care.

4. **Financial Support & Micro-Savings Groups** – Assist in setting up self-help groups (SHGs) to encourage savings and provide access to small-scale financial resources for economic independence.
5. **Feedback & Mentorship** – Establish a mentorship program where faculty and students regularly engage with the women, addressing their concerns and supporting their personal and professional aspirations.

By integrating these follow-up measures, we aim to create a lasting impact, fostering an ecosystem of support, empowerment, and self-reliance for the labour women in our community.

PHOTOGRAPHS OF THE PROGRAM:





Regards,

Dr. Ratnpriya
Assistant Professor (SOLH)

NAME OF THE PROGRAM

REPORT SUMMARY:

1.	Program Name	Domestic Violence Awareness Program
2.	Date & Time	19.05.2025 (3.30-4.30 pm)
3.	School/Dept	SOLH
4.	Venue	ROOM NO. C-012
5.	UN SDG	SDG-5
6.	Activity Type	ERS
7.	Impact Group	Women Labour Workers, Students involved in learning gender issues, researchers working on the labour women empowerment.
8.	Total Participants	70
9.	Number and Name Woxsen Student participated	2 Students (Nivedita, Spoorti)
10.	Name of Lead faculty member	Dr. Ratnpriya
11.	Supportive Faculty members	Dr. Jyotsana
12.	Link to LinkedIn post	(33) Post Feed LinkedIn

DETAILED REPORT OF THE PROGRAM:

As part of Woxsen University's commitment to Ethics, Responsibility, and Sustainability (ERS), a focused workshop was conducted to address domestic violence among labour women. The program aimed to raise awareness, encourage dialogue, and equip participants with essential knowledge and resources to seek support and assert their rights.

The workshop featured an **Introductory Awareness Session**, highlighting the forms, signs, and long-term impact of domestic violence. **Role-play activities** were conducted to simulate real-life scenarios, enhancing understanding of legal rights and redressal mechanisms. Participants were provided with **informational handouts** detailing helpline numbers, support services, and community resources. An **open forum discussion** allowed women to share personal experiences, identify cultural stigmas, and collectively explore solutions to break the cycle of silence and dependence.

The event created a safe and empowering space, with participants expressing a strong interest in follow-up workshops focusing on women's health and financial literacy. This initiative aligns with Woxsen's broader ERS objectives of promoting gender justice, community empowerment, and education as a tool for resilience and self-reliance.

CONCLUSION AND FOLLOW-UP PLAN:

The ERS workshop on domestic violence awareness among labour women at Woxsen University successfully fostered a platform for dialogue, empowerment, and community solidarity. By addressing the often-silenced issue of domestic violence, the session not only raised critical awareness but also equipped participants with practical resources and support options. The creation of a safe and inclusive space enabled participants to voice their experiences, challenge cultural stigmas, and commit to collective action. This initiative underscores Woxsen University's commitment to gender justice, social responsibility, and the empowerment of vulnerable communities.

To build on the momentum generated by this workshop, we propose the following follow-up actions:

1. **Periodic Workshops:** Organize quarterly sessions focused on women's rights, legal literacy, health awareness, and financial independence.
2. **Peer Support Networks:** Facilitate the formation of peer groups within the community to provide mutual support, share experiences, and encourage collective problem-solving.
3. **Resource Centre:** Establish a campus-based or community-linked information hub with access to legal advisors, helplines, and counselling services.
4. **Skill Development & Financial Literacy:** Conduct targeted training sessions to equip women with income-generating skills and knowledge of financial management to enhance self-reliance.
5. **Monitoring & Evaluation:** Develop feedback mechanisms to track the impact of these initiatives and continuously refine content to meet evolving needs.

Through sustained engagement, Woxsen aims to transform awareness into long-term empowerment and resilience for labour women and the broader community.

PHOTOGRAPHS OF THE PROGRAM:



ATTENDANCE SHEETS/ACKNOWLEDGMENT LETTER:

Dr. Ratnpriya
Assistant Professor
SOLH

NAME OF THE PROGRAM: Women's Day Celebration at the
School of Science (07.03.2025) " ORGANISED BY SCHOOL OF
SCIENCES (SoS), WOXSSEN UNIVERSITY

REPORT SUMMARY:

1.1)	PROGRAM NAME	Women day celebration_2025
1.2)	DATE & TIME	07.03.2025, 10.00 AM to 11.00 AM
1.3)	SCHOOL/DEPT	School of Sciences
1.4)	VENUE	LT4, Woxsen University
1.5)	ALIGNED UN SDG	
1.6)	ACTIVITY TYPE	WOMEN EMPOWERMENT
1.7)	IMPACT GROUP	School students
1.8)	TOTAL PARTICIPANTS	100
1.9)	Total Woxsen Student participated	10
1.10)	List of staffs involved in the program	1. Dr. Daya Shankar Tiwari, Dean, School of Sciences Woxsen University: Event Facilitator 2. Dr. Beauty Pandey, Associate Professor, SoS, Woxsen University: Event Facilitator 3. Dr. Ramakrishna Madaka, (Assistant Dean – Student Affairs, SoS, Woxsen University) 4. Dr. Dipak Kumar Sahoo, (Assistant Dean – Academics, SoS, Woxsen University) 5. Dr. T Santhosh Kumar, Assistant Professor, SoS, Woxsen University – Event Coordinator 6. Dr. Suman Chirra, Assistant Professor, SoS, Woxsen University 7. Dr. Amit Kumar Singh, Assistant Professor, SoS, Woxsen University 8. Dr. Amlan Kanti Halder, Assistant Professor, SoS, Woxsen University 9. Dr. Vishal Anand, Assistant Dean-International Relations SoS, Woxsen University 10. Dr Heeramoni Boro, Assistant Professor, SoS, Woxsen University 11. Dr Basu Battacharjee, Assistant Professor, SoS, Woxsen University 12. Dr. Jagoba Rey, Assistant Professor, SoS, Woxsen University

		13. Dr. Jessica Amit Swamy, Assistant Professor, SoS, Woxsen University 14. Dr. Bixapati Nayak, Assistant Professor, SoS, Woxsen University
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Place: LT4, Woxsen University

Date: 07-02-2024 (Friday)

Time: 10.00 AM to 11.00 AM

Student Volunteer: Anchal

School of Sciences Students

1. Introduction:

The " Women Day", organized by the School of Sciences at Woxsen University, on 7^h March 2024.

The School of Science celebrated International Women’s Day on March 7, 2025, with great enthusiasm, recognizing the achievements and contributions of women in various fields. The event aimed to inspire and empower students and faculty members by fostering discussions on gender equality and highlighting influential women from different walks of life. The celebration featured a debate on gender equality, an engaging game of charades, and a session where participants shared stories about the women who have inspired them. The event concluded with a heartfelt vote of thanks, expressing gratitude to everyone who contributed to making the celebration a success.

2. Objective:

3. DETAILED NARRATIVE OF THE PROGRAM:

Debate: Does True Gender Equality Exist in Today’s World? A lively debate was organized on the topic: Does true gender equality exist in today’s world? Participants were divided into two teams—one supporting the idea that gender equality has been achieved and the other arguing that significant gaps still exist.

- **Supporting Arguments:** The affirmative side presented statistics and case studies highlighting how women have broken barriers in politics, business, and science. They pointed out the increased representation of women in leadership roles, progressive policies ensuring equal pay, and social movements advocating for women’s rights.
- **Opposing Arguments:** The opposing team argued that despite progress, disparities still persist, particularly in wage gaps, workplace discrimination, and societal expectations. They

emphasized that women continue to face challenges such as underrepresentation in STEM fields, gender-based violence, and cultural biases that hinder true equality.

The debate was thought-provoking, sparking insightful discussions among attendees. It provided a platform for participants to critically analyze the current state of gender equality and recognize the work that still needs to be done.

Game: Charades, following the intense debate, a fun and interactive session of Charades was held. The game featured words and phrases related to women's achievements, famous female figures, and gender equality concepts. Participants enthusiastically acted out clues while their teammates guessed the answers. The game encouraged teamwork and added a light hearted moment to the event, making it a memorable part of the celebration.

4. Discussion: Speaking About the Women That Have Inspired You Throughout Your Life

One of the most emotional and inspiring segments of the event was when participants shared stories about the women who have influenced their lives. Students and faculty members spoke about their mothers, teachers, historical figures, and even personal mentors who had shaped their perspectives and aspirations. Some notable mentions included:

- Marie Curie for her ground breaking contributions to science despite societal challenges.
- Personal Stories where participants shared heartfelt anecdotes about women in their families who played a significant role in their growth and success.

5. Outcome: highlighted the impact of strong, resilient women in shaping individuals and society.

6. Vote of Thanks: The event concluded with a vote of thanks, expressing gratitude to the organizers, speakers, and participants. Appreciation was extended to the faculty for their support and to the students for their enthusiastic participation. Special acknowledgment was given to the debate panel for their insightful contributions and to the organizing committee for ensuring the smooth execution of the event. The celebration ended on a positive note, leaving everyone inspired to continue advocating for gender equality and recognizing the invaluable contributions of women in all aspects of life.

The Women's Day celebration at the School of Science was a meaningful and engaging event that reinforced the importance of gender equality and honored the achievements of women across generations.

Some Photographs of the event:

