IGES
INITIATIVE FOR GENDER EQUITY AND SENSITISATION
IIT Delhi launched an Initiative for Gender Equity and Sensitisation (IGES) in March, 2018.

**IGES aims**
- Recognizes the importance of addressing gender issues in higher education institutions
- Create a safe campus for students and other community members
- Build understanding on Gender and related issues and create an environment for gender friendly conversations
- Create accessible space for everyone in the Institute community
- Proactive Gender Mainstreaming in the campus life than just being responsive or reactive to situations or issues
- Outreach to schools to draw more girls into STEM; address challenges women face in STEM disciplines
The need for Equity among Genders to bridge the Gap of Gender Inequality
Inclusion across social factors, addressing issues of discrimination
IITD’s Anti- Sexual Harassment Policy

- IITD complies with the Govt. of India’s Law against Sexual Harassment at the Workplace.
- IIT Delhi has a zero-tolerance policy towards sexual harassment.
- It seeks to build a safe and secure environment for everybody, especially women.
- IIT Delhi has an Internal Complaints Committee that females with a grievance can reach out to.
IGES plays an important long-term role with regard to prevention of gender discrimination, sexual harassment, and other forms of gender-based violence on campus.

The kind and nature of interventions in such cases are different from the ones dealt with by Internal Complaints Committee (ICC) and the Students Counseling Service (SCS), two existing entities that deal with prevailing sexual harassment cases. While ICC and SCS involve interactions at one-to-one or committee level, IGES undertakes public engagement in order to bring about a paradigm shift in the way people perceive gender altogether.
Making people see gender equality through the lens of equity requires changes at the grass root level. The unit has already started work in this direction by preparing Guidelines for IITD’s faculty and students for the prevention of gender discrimination and sexual harassment on campus.

From time to time, IGES also initiates important tasks such as preparing educational and communication materials (IEC), displaying gender sensitization messages on campus, disseminating awareness, especially among the youth, via different institute forums, and celebrating women as role models to increase their presence in STEM fields.
IGES strategies towards a more gender equal campus

For Inclusion across multiple vertices of marginalisation and discrimination like gender, race, caste, religion, language etc. that become factors for structural exclusion.

- Sensitisation of faculty members and capacity building of students, staff and other stakeholders.
- Organise events to build awareness and promote a Gender positive environment
- Create a strong student base for more ownership, visibility, outreach and sustainability
• Goal: To redress the severe paucity of girls in IITs.
• Purpose: Counselling of girls who had cleared JEE Advanced to encourage them to join IITs, especially in view of the scheme of supernumerary seats introduced by JAB this year.

• Enthusiastic participation by student and faculty volunteers.
• Number of candidates who turned up, increased from 15 girls to 175 girls this year.

• The number of queries received and addressed through different media (mail, phone) this year, increased by 300% compared to last year.

• Number of queries received through mail: 200.
• Number of queries received through phone: ~ 25.
IGES participated in the three day Student Orientation for new UGs (950) and PGs (1100) students.

- The students introduced to IGES through a presentation by Dean, Student Affairs.

- IGES occupies a space in the BSW diary this year

- IGES's core group members addressed the PG students through a separate session.

- Hosted a kiosk to reach out to students and parents with its objectives, to get suggestions for IGES's future work.
IGES Team

- **Students Representatives**
  - Deepa Bhardwaj - Chemistry
  - Sumallya Mukhopadhyay – Humanities and Social Sciences

- **Staff Representatives**
  - Shashi Bala - Physics
  - Sharan Preet Kaur Dhiman – E II
  - Vandana Ahluwalia - Computer Science and Engg
IGES Team

- Prof. Ravinder Kaur - Humanities and Social Sciences
- Prof. Narayanan Kurur – Chemistry
- Prof. G. Bhuvaneswari – Electrical Engineering
- Prof. Shalini Gupta – Chemical Engineering
- Prof. Neetu Singh – Biomedical Engineering
- Prof. Ashu verma – Energy Studies
- Prof. Seshan Srirangarajan – Electrical Engineering
- Prof. Richa Kumar - Humanities and Social Sciences
International Women’s day 2019

Celebrating Women in Science and Technology
13th March, 2019
Initiation of Gender Equality and Sensitisation
JEE Female Counseling 2019
THE POWER WALK
CELEBRATING WOMEN AND THEIR POWERFUL JOURNEYS

On the occasion of
The International Women’s Day

March 4, 2020
4:00 - 7:00 p.m.

Organised by
Initiative for Gender Equity and Sensitisation
IIT Delhi
Lecture Hall 310 and 121

Join us for High Tea at 7:00 p.m., LHC Foyer

EVENT SCHEDULE

Keynote Address
“Gender Justice at the Workplace”
Ms. Uttara Babbar, Advocate, Supreme Court
4:00 - 5:00 p.m., LH310

Panel Discussion
Barriers to Diversity in STEM
Organised in collaboration with
Women@IITD, BSP and Pariti
5:00 - 6:00 p.m., LH310

The famous performance
“WALK”
by Maya Krishna Rao
Theatre Artist & social Activist
6:00 - 7:00 p.m., LH121
New initiatives from IGES

- IGES website coming soon!

- Guidelines for faculty to prevent gender discrimination and sexual harassment at workplace have been passed by the Institute

- Guidelines for students in approval stage

- Guidelines for staff in finalization stage
IGES calls upon each one of you to shape this new initiative

contribute your ideas, your thoughts, your concerns, your issues, your worries on Gender issues across campus.

You may reach out to us at igesiitd@gmail.com
Research students

- Get to know the lab environment, work culture, job prospects and other aspects concerning their study and work
- Familiarize and talk with their lab-mates, supervisor and lab staff
- Ask about the typical duration of the PhD programme in the lab/group you are interested
- Get frequent feedback to ascertain their work progress

Remember that your association with your supervisor will be life-long; make a prudent choice.
Guidelines for students – an extract

- Understand what is gender discrimination and harassment. Recognize your own boundaries and respect the boundaries of people you interact with.

- Do not practice, engage in or support (directly/by being silent/as a bystander) any form of sexual harassment.

- Do not create a hostile work environment by
  - Talking about sex, cracking obscene jokes, using sexually suggestive gestures without consent of person/s present.
  - Using flattery, or crude and offensive language.
  - Persistent requests for dates, outings, lunches, dinners, etc.
  - Influencing relationship decisions and denying access to opportunities.
  - Unsolicited or unwanted touching of any part of clothing or body, or commenting on someone’s physical appearance.
  - Talking/spreading rumours about someone’s sexual orientation or sex life.
  - Showing sexually suggestive pictures, notes, magazines, or cartoons etc.
  - Staring, cornering, following, blocking someone’s path or stalking.
Reach out to IGES!

Thank you for your attention!

Questions?

Please write to any of the IGES team members or to iges.iitd@gmail.com