

Awareness and Developmental Activities Conducted by ICC and Genesis forum

Following activities were conducted by Internal Complaints Committee (ICC) for Prevention, Prohibition and Redressal of Sexual Harassment (POSH) in the NICMAR University, Pune for the benefit of all girl students and for all women employees of NICMAR University, Pune.

Activities Conducted in the year 2024- 2025 (May 2024 onwards)

1. Participation in Collective of Real Estate Women (CREW) by Godrej Properties Limited held on July 6, 2024

On July 6, 2024, NICMAR University, Pune proudly participated in the launch of the 'Collective of Real Estate Women (CREW)' by Godrej Properties Limited. This significant event was held at Hotel Conrad, Pune and saw the enthusiastic participation of 300 females from the construction industry, out of which 34 participants were from NICMAR University, comprising faculty, staff, and students. The participation initiative was undertaken by Genesis, the gender championship club and the Internal Committee for POSH. The initiative was aimed to understand the challenges faced by women in the construction sector and promote gender inclusivity within the industry.

Dr. Mrs. Sushma S. Kulkarni, Vice Chancellor, NICMAR University, Pune was invited as a distinguished panel member for the symposium titled, "Decoding Opportunities to Increase Women's Representation in Real Estate", organised on the launch event of C.R.E.W. This event happened to be the first national initiative dedicated to empowering women in the real estate, construction, and allied industries, with the mission of increasing women's representation at all levels within this sector. The panel discussion featured prominent women leaders from the construction industry. In her address, Dr. Sushma Kulkarni emphasized the pivotal role of academia in the construction sector. She highlighted how academia and industry can mutually benefit from each other through collaboration and knowledge exchange. She also stressed the importance of educating girls about the construction sector from a young age to foster awareness and inclusivity. The Vice Chancellor's insights resonated with the audience, particularly her views on how academic institutions can contribute to breaking down barriers and encouraging more women to pursue careers in construction.

The event was not just a launch but a significant step towards fostering a more inclusive and supportive environment for women in the construction industry. NICMAR University's active participation and contributions underscored its commitment to gender inclusivity and the advancement of women in the construction sector.



2. Awareness Sessions on Role of Internal Complaints Committee and Gender sensitization for all 1st year students

Awareness sessions were organised for first year students of all Post graduate Programs on 18th July 2024 and on 13th August 2024 for all first-year students of Undergraduate Programs of NICMAR University, Pune. The sessions were conducted by Dr. Kirti Rajhans, Presiding Officer, Internal Complaints Committee. She in her address created awareness about role of Internal Complaints Committee for prevention and prohibition of sexual harassment at the University campus. She also explained the rights given to every female under Vishakha guidelines, the inquiry procedure and responsibilities of all students in creating a safe

environment around and professional conduct. She updated them about various activities done at NICMAR for creating a healthy environment which supports harmony and inclusivity.

Activities Conducted in the year 2023-2024

- 1) **Celebration of ‘International Women’s Day’ on 8th March 2024** for faculty, staff and students of NICMAR University. Following activities were conducted on this day:
 - a. To commemorate Womens’ strength and resilience on this day, a **Panel Discussion with distinguished Women Leaders** was organised which comprised of women leaders from NICMAR University and three distinguished female alumni members of NICMAR University. The objective was to inspire the students to pursue their dreams and achieve great careers overcoming all hurdles. The panel members shared their leadership challenges and how they overcame all obstacles to achieve success in their respective domains. The Panel members were Dr. Poonam Kashyap, Director- Strategy and External Partnerships, NICMAR, Dr. Sushma Kulkarni, Vice Chancellor, NICMAR University, Pune, Mrs. Pallavi Wasule-Salunke, Assistant General Manager – CBRE, Ms. Jui Yadav –Manager- KEC International, Ms. Ridhi Agarwal, Co-founder- Hipcouch
 - b. To create awareness amongst students about unconscious biases and its behavioural implications, a debate competition was organised on topics like, ‘Is chivalry sexist?’ ‘Male chauvinism and movies’
 - c. Various Team games were also organised after the formal event was over to encourage support and team building in female faculty, staff and students of the University





2) Formation of 'Genesis', the Gender Championship Club

Genesis, a club for gender championship, harmony and inclusivity, was formally launched during the Women's conclave on 25th Sep. 2023, as per UGC guidelines about gender championship. Considering the fact that it is important to initiate change processes at a young age to shape attitudes and transform behaviours and NICMAR University decided to take the cause of inclusivity and harmony ahead through this club. The main objective of the club is to foster positive social interactions in the university, which advocate that all genders are equally respected and valued. Dr. Kirti Rajhans spoke about the vision of the club to support the overall well-being of students and achieve long-term and sustainable social change. Five students were appointed as gender champions of the NICMAR University who will facilitate various activities of the club and take the cause of inclusivity and harmony ahead.



3) Industry Academia Conclave on "Inspirational Women Leaders"

An Industry Academia Conclave titled, "Inspirational Women Leaders" was organised on 25th Sep. 2023 in collaboration with ICC, Women In Construction (WIC) forum and Genesis- the Gender Championship Club, at NICMAR University along with IFEES and GEDC.

Eminent women leaders from industry and academia participated in the conclave. The keynote speech was delivered by Dr. Tarita Shankar, Chair Person and Chief Mentor, Indira Group of Institutes. She in her speech, highlighted the importance of being strong and confident, understanding one's objectives very clearly and taking care of ourselves to all students aspiring to be leaders in future. Dr. Sushma Kulkarni, Vice Chancellor, NICMAR University, Pune spoke about various initiatives taken by NICMAR University for mentorship and development of women and also guided the participants about how to overcome challenges in their professional journey.

During the event, a book "Rising to the Top: Vol. III- Indian Women Stem Leaders Share Their Journeys to Professional Success" was launched. The book is published by International Federation of Engineering Education Societies (IFEES) & Global Engineering Deans Council (GEDC). The book was launched by the hands of Chief Guest, Dr. Tarita Shankar, Eminent panellists of the conclave, Vice Chancellor, NICMAR University and Editor of the book, Dr. Sushma Kulkarni. Dr. Hans J. Hoyer, Secretary General of IFEES & Executive Secretary, GEDC, spoke about the book by joining online during the conclave.

After that, there was an enriching panel discussion on the topic, 'Breaking Gender Barriers: Challenges and Way Ahead'. The panel members, Mrs. Mayuri Dhavale, Dr. Tarita Shankar, Dr. Sushma Kulkarni, Mrs. Archana Srivastava, Dr. Janhavi Inamdar, Dr. Mrinalini Jadhav, Mrs. Deepali Kulkarni and Dr. Hemlata Gaikwad participated actively during the panel discussion. Dr. Kirti Rajhans moderated the panel discussion and facilitated an insightful discussion about how to break the glass ceiling, overcome gender barriers and the way forward for young professionals who are aspiring to go into the leadership roles. The conclave was attended by around 900 students including NICMAR students and students from various Engineering colleges in Pune.





4) Orientation Sessions on Role of Internal Complaints Committee and Awareness about POST Act for all 1st year students

Orientation sessions were organised for first year students of all Post graduate Programs on 27th July 2023 and for all first-year students of Undergraduate Programs on 23rd August 2023 of NICMAR University, Pune. The sessions were conducted by Dr. Kirti Rajhans, Presiding Officer, Internal Complaints Committee. She in her address created awareness about role of Internal Complaints Committee for prevention and prohibition of sexual harassment at the

University campus. She informed students about the committee members, their contact details and how to lodge the complaint in case of any sort of distress faced by the students. She also explained the rights given to every female under Vishakha guidelines and explained the provisions under the act. She updated them about various activities done at NICMAR for creating a healthy environment which supports harmony and inclusivity.