

PREFACE

The Gender Champion Club is committed to fostering gender equality, empowerment, and social justice, all while contributing to the broader global and national agendas for sustainable development. In line with the United Nations Sustainable Development Goals (UNSDGs), particularly Goal 5: Gender Equality and Goal 10: Reduced Inequalities, our initiatives aim to address the systemic barriers that perpetuate gender-based disparities and inequalities in various spheres of life. Our work is not confined to gender equality alone; we also strive to reduce all forms of inequality, with a particular focus on vulnerable and marginalized communities. We believe that creating a more equitable society requires dismantling all forms of discrimination and ensuring that everyone, regardless of their gender, caste, class, or background, has access to equal opportunities and a life of dignity.

In addition to the UNSDGs, our efforts are closely aligned with national initiatives of Unnat Bharat Abhiyan, a flagship program launched by the Ministry of Education, Government of India, through various outreach programs, workshops, and initiatives. The Gender Champion Club's work complements this vision by focusing on rural and underserved communities where gender-based inequalities are often more pronounced.

Additionally, the Mulya Pravahs, our cultural values rooted in inclusivity and respect—serve as a guiding force in our approach. These traditional principles emphasize community solidarity, collective responsibility, and mutual care, all of which are crucial in addressing gender-based and social inequalities.

This report highlights the initiatives, challenges, and successes of the Gender Champion Club over the past year, carried out in 5 adopted villages of the institute detailing our contributions to the achievement of UNSDG Goal 5 and Goal 10. Through our continued engagement with the principles of Unnat Bharat Abhiyan, we are striving for a world where gender equality and reduced inequalities are not just ideals, but the foundation for a more just, inclusive, and sustainable future for all.



GENDER CHAMPION CLUB

Estab. as per Ministry of Women & Child Development, GoI Norms

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1.1 INTRODUCTION

Gender socialization begins early, and it is important to initiate change process at a young age to shape attitudes and transform behaviors. Schools and colleges play a major role in this regard, because students spend large amounts of time engaged with peers in such settings. Creating positive social norms in educational institutions that value girls and their rights is important to improve the well-being of girls and achieve long-term and sustainable social change. India is home to around 232 million individuals aged 15-24 years, who account for 19.15% of the country's population. Engaging with these young students is crucial to help them critically assess notions of masculinity and question prevailing gender inequities. We need to tap into the goodness and sense of justice of these young minds to give them tools for maintaining those gifts as they encounter people and experiences that are different from their own. We need to engage with them to challenge and shift gender norms that contribute to girls and women having less worth, opportunities and decision-making ability than boys and men. In order to promote gender equality, guaranteed by Article 15 of the Indian Constitution, we need to change the mode of interaction at all levels – home, school, college, and workplace and so on. To increase the outreach for creating an environment that fosters equal treatment, Government of India envisages engagement of Gender Champions in all schools and colleges across 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 Child Development and Ministry of Human Resource Development. Gender Champion Club has been established in TIAS as per the directions issued by UGC, GOI vide letter No. F.91-7/2016(GS) dt 7 April, 2016 to undertake innovative activities on gender equality issues (Annexure 1).

1.2 OBJECTIVES

The broad mandate of a Gender Champion is –

- 1) To provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shapes the experiences of women and men in society.
- 2) To make the young boys and girls gender sensitive
- 3) To create positive social norms that values the girls and their rights.

1.3 GCC OUTCOMES

The Gender Champions will be able to-

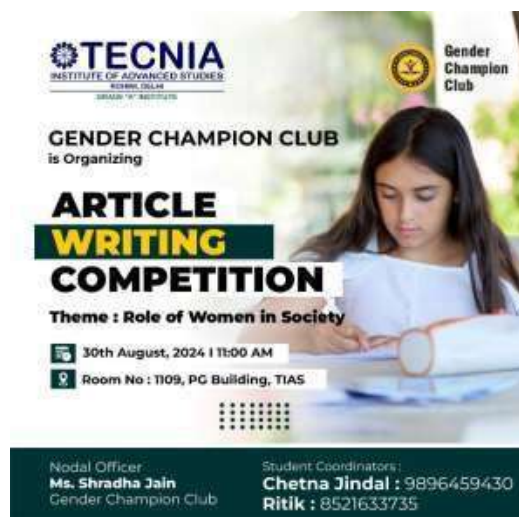
- 1) Promote Gender equality through different campaigns and drives.
- 2) Adopt positive behavioral changes through different workshops and seminars.
- 3) To build leadership and advocacy skills by organizing various campaigns etc.

2. EVENTS CONDUCTED

2.1 Event: Article Writing Competition on the Role of Women in Society

Report: On 30th August 2024, the Gender Champion Club held an Article Writing Competition on “The Role of Women in Society,” aiming to celebrate women's achievements while examining societal shifts needed to foster a more inclusive world.

Open to all students across disciplines, the competition encouraged participants to explore the theme from diverse perspectives, such as historical, societal, personal, or analytical, in articles ranging from 700-1000 words. Through these reflections, students delved into gender roles and considered personal contributions to a supportive environment for women.



2.2 Event: Workshop on Student Empowerment

Report: The workshop on "Student Empowerment, Personality Development, and Personal Grooming" was organized on 14th September 2024 to equip students with the necessary skills and knowledge for holistic development. The workshop was organized by ‘Whisper and Gillette India’ to empower students by enhancing their self-confidence, developing their personalities, and equipping them with skills for personal grooming.



2.3 Event: Awareness Campaign on Gender-Related issues at Nangli Puna Village

Report: The Awareness Campaign on "Girl Child Education and Domestic Violence" was conducted at Nangli Poona, on 28th September, 2024 in a semi-urban locality, to raise awareness about the importance of educating girls and addressing the pressing issue of domestic violence.

The awareness campaign on gender-related issues at Nangli Puna aimed to educate and sensitize the local community about the importance of gender equality and the challenges different genders face.



2.4 Event: Seminar on the Global Perspectives on Gender Equality: Lessons from Different Cultures

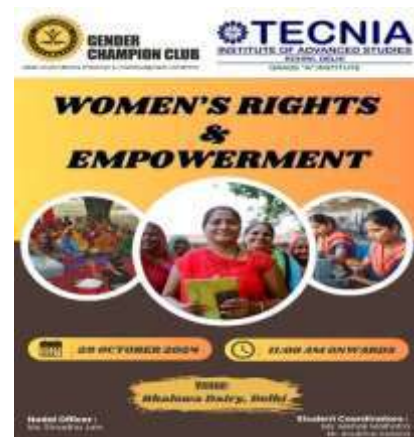
Report: The seminar "Global Perspectives on Gender Equality: Lessons from Different Cultures" was held on 28th October 2024, focusing on case studies from four countries—

Sweden, Rwanda, India, and Japan—to analyze how cultural contexts influence gender equality efforts. Experts and scholars presented real-world examples, shedding light on successes, challenges, and policy approaches.



2.5 Event: Awareness Campaign on Women's Rights and Empowerment at Bhalswa Dairy Village

Report: The campaign on , "Women's Rights and Empowerment ," was conducted on 29 October'2024. The Gender Champion Club organized an outreach activity on Women's Rights and Empowerment at Bhalswa Dairy to raise awareness about gender equality and advocate for women's rights.The training was aimed at raising awareness about personal safety and empowering individuals, especially women, to defend themselves in times of potential danger.



2.6 Event: Role Play on issues faced by women in workplace

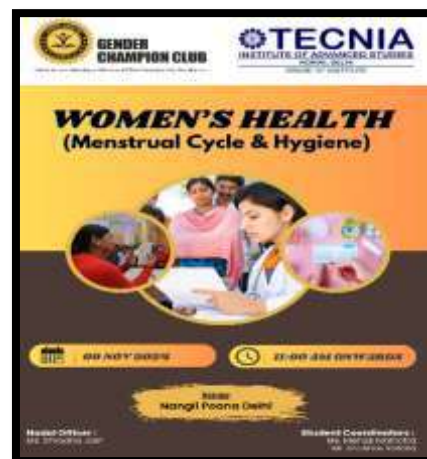
Report: A role play activity on "*Issues Faced by Women in the Workplace*" was conducted on 18th November 2024, to raise awareness and encourage discussion on gender-based challenges within professional environments.

The participants enacted real-life scenarios highlighting discrimination, harassment, unequal pay, and lack of representation in leadership roles.



2.7 Event: Awareness Campaign and Discussion on Women's Health at Nangli Poona Village

Report: The Gender Champion Club organized an **Awareness Campaign and Discussion on Women's Health** at Nangli Poona Village (village adopted under UBA) to educate the community on crucial health issues affecting women was conducted on 09th November 2024. The discussion covered the importance of understanding the menstrual cycle, managing menstrual hygiene effectively, and addressing common health issues related to menstruation.



2.8 Event: Discussion on Social Media and Cyber-bullying awareness Campaign at Bhalswa Dairy Village

Report: The "Social Media and Cyberbullying" initiative was conducted on 09'December'2024. The Gender Champion Club of Tecnia Institute of Advanced Studies organized an insightful awareness session on Social Media and Cyberbullying at Bhalswa Dairy, New Delhi. The campaign aimed to raise awareness, educate users, and promote responsible online behavior. A discussion was held to address the growing concerns surrounding social media usage and the rising incidents of cyber-bullying, particularly among young people.



2.9 Event: Gender Equality in workplace- Is remote work the answer to gender disparities?

Report: A thought-provoking debate on “Gender Equality in the Workplace: Is Remote Work the Answer to Gender Disparities?” was conducted on 25th, January, 2025, aiming to explore whether remote work can bridge the gender gap in professional settings. Participants were divided into two teams—affirmative and opposing—each presenting arguments supported by research, real-life examples, and policy insights.



2.10 Event: Workshop on Gender-inclusive language

Report: A workshop on “Gender-Inclusive Language” was conducted on 24th February, 2025 to raise awareness about the power of language in shaping inclusive and respectful communication. The session was attended by students, educators, and professionals from diverse backgrounds.



2.11 Event: Gender-inclusive Sports Event-Badminton Mixed Doubles

Report: A gender-inclusive sports event featuring Badminton Mixed Doubles was successfully organized on 08'March'2025 at College backyard, UG building, TIAS. The event aimed to promote equality, teamwork, and inclusivity in sports by encouraging participation from players of all genders in a collaborative and respectful environment.



2.12 Event: Outreach Campaign on Donation drive on Gender-neutral toy distribution at Nangli Poona Village

Report: The Gender Champion Club successfully conducted a Gender-Neutral Toy Donation Drive at Nangli Poona on 08'April'2025. with the objective of promoting gender equality and challenging traditional gender stereotypes in childhood play. This initiative was part of the club's broader mission to foster inclusive thinking and gender sensitivity among communities, beginning with the youngest members-children.



2.13 Event: Campaign on Gender Equality Pledge: Stand for Change” at Bhalswa Dairy Village

Report: The Gender Champion Club of Tecnia Institute of Advanced Studies successfully organized the “Gender Equality Pledge: Stand for Change” campaign on 05th, May, 2025, with the aim of promoting awareness and commitment toward gender equality among students and staff. The event highlighted the importance of dismantling gender-based stereotypes and building a more inclusive society.



3. FUTURE PLANS

The Gender Champion Club is committed to further advancing its mission of promoting gender equality and reducing inequalities, while aligning with global and national frameworks like the UNSDGs, Outcome-Based Education (OBE), and Mulya Pravahs. Our

future plans focus on scaling up our impact through innovative initiatives, stronger community engagement, and continuous educational improvements.

S. No.	Date	Event	Learning Outcomes	OBE Values- Mulya Pravah	UNSDG	Village adopted under UBA
Awareness Activities						
1	30th August, 2025	Activity on “Gender Walk Simulation”	To help participants understand the unequal access and opportunities that different genders experience due to social norms, stereotypes, and systemic biases.	INCLUSIVENESS: • Empathy • Gender Sensitivity	• Goal 4: Quality Education • Goal 5: Gender Equality • Goal 16: Peace, Justice and Strong Institutions	NA
2	13 th September, 2025	Anonymous Gender Confessions Wall	To encourage open expression, increase awareness of lived gender experiences, and foster	RESPECTFULNESS: • Freedom of expression • Emotional awareness	• Goal 4: Quality Education • Goal 5:	NA

			empathy, support, and dialogue within a school or college community.		Gender Equality • Goal 16: Peace, Justice and Strong Institutions	
3	25 th October, 2025	Break the Label	To help participants recognize the negative effects of labeling individuals based on gender norms and stereotypes and empower them to reject harmful labels while promoting self-expression and gender equality.	INCLUSIVENESS: • Critical thinking • Empathy • Respect	• Goal 4: Quality Education • Goal 5: Gender Equality	NA
4	22 nd November, 2025	Gender Lens Photo Walk	To develop gender sensitivity and awareness by observing how gender roles, access, representation, and	INCLUSIVENESS: • Critical thinking • Empathy • Freedom of expression • Awareness	• Goal 4: Quality Education • Goal 5: Gender Equality	NA

			stereotypes are reflected in everyday environments—and to encourage critical thinking and advocacy through visual storytelling.		lity	
5	24 th January 2026	“Dear Society” Wall	To give students a safe and anonymous space to express feelings toward societal expectations.	INTEGRITY: • Freedom of expression • Empathy • Analytical thinking	• Goal 4: Quality Education • Goal 5: Gender Equality • Goal 16: Peace, Justice and Strong Institutions	NA
6	28 th February 2026	Gender Box Installation	To challenge stereotypes about masculinity, femininity, and non-binary identities and To foster a safe, non-judgmental space for	BELONGINGNESS: • Life Skills • Freedom of expression • Critical thinking	• Goal 4: Quality Education • Goal 5: Gender Equa	NA

			expression and learning		Goal 10: Reduced Inequalities	
7	28 th March 2026	“Gender Equality in History” Quiz show	To highlight significant historical figures — men and women — who fought for or contributed to gender equality.	EQUALITY: - Critical thinking - Knowledge check - Team work	- Goal 4: Quality Education - Goal 5: Gender Equality - Goal 10: Reduced Inequalities	NA
Outreach Activities						
8	29th September, 2025	An outreach activity on “Bias Busters” Pop-up Booth	To help participants identify and bust common gender stereotypes and biases through interactive games, displays, and conversations, thereby promoting critical thinking,	RESPECTFULNESS: - Critical thinking - Empathy - Respect	- Goal 4: Quality Education - Goal 5: Gender Equality - Goal 16: Peace, Justice	Akbar Pur Majra

			inclusion, and gender sensitivity.		e & Strong Institutions	
9	25th October, 2025	An outreach activity on “Stories for Change”	To inspire behavioral change and promote gender equality through real-life or fictional stories that highlight courage, fairness, resilience, and inclusion across all genders.	INTEGRITY: • Cultural sensitivity • Communication skills • Collaboration	• Goal 4: Quality Education • Goal 5: Gender Equality • Goal 10: Reduced Inequalities	Kham Pur
10	10th November, 2025	An outreach activity and Discussion on Elder Stories Circle – "When We Were Young"	To foster intergenerational dialogue on gender roles by sharing elders' life stories, highlighting changes and promoting mutual understanding.	BELONGINGNESS: • Respect • Cultural understanding • Listening & Communication Skills	• Goal 4: Quality Education • Goal 5: Gender Equality • Goal 16: Peace, Justice & Strong	Nangli Poona

					Institution s	
11	24 th January 2026	Gender Equality Sports Day	To promote equal participation of both men and women in physical activities and sports, breaking down stereotypes around gender roles in sports	BELONGINGNESS: • Team work • Collaboration • Community building	• Goal 3: Good Health and Well-being • Goal 5: Gender Equality • Goal 10: Reduced Inequalities	Bhals wa Dairy
12	7 th March 2026	“Health for All” Gender Equality Health Camp	Encourage men and women to take active roles in managing their health, promoting shared responsibility for family health.	EMPOWERMENT: • Community engagement • Knowledge enhancement	• Goal 3: Good Health and Well-being • Goal 5: Gender Equality • Goal 10: Reduced Inequalities	Nangli Poona

4. CONCLUSION

In conclusion, the Gender Champion Club has made meaningful contributions to advancing gender equality and reducing inequalities, in alignment with the UNSDGs Goal 5 (Gender Equality) and Goal 10 (Reduced Inequalities). Our numerous outreach activities, including workshops, awareness campaigns, skill-building sessions, and community engagement efforts, have reached hundreds of individuals, helping to foster a deeper understanding of gender justice, social inclusion, and sustainable development. These initiatives have

empowered participants to challenge stereotypes and actively advocate for equality in their communities.

Central to our success has been the integration of Outcome-Based Education (OBE), which has allowed us to measure the effectiveness of our programs and ensure that each activity brings tangible and impactful results. By focusing on measurable outcomes, we have been able to refine our approaches and ensure the continued success of our initiatives.

Additionally, Mulya Pravahs—our cultural values of respect, inclusivity, belongingness and integrity —have played a key role in guiding our work. These principles have ensured that our outreach activities resonate with local communities and align with their cultural and social contexts. Central to our efforts is the Indian Knowledge System, which emphasizes holistic development, respect for diversity, and community-driven progress.

Students involved in the Gender Champion Club have become vocal advocates for gender equality, challenging outdated norms and pushing for societal transformation. In an interconnected world, the issues surrounding gender equality transcend borders, and the actions of students are helping to shape global conversations on gender rights. Students, as the driving force behind the club, have the potential to be powerful agents of change, influencing attitudes, policies, and practices related to gender equality.

1. ANNEXURES

Certificate of Establishment

Annexure 1

Date: 24.08.2023

OFFICE ORDER

Subject: Nominated Nodal Teacher of 'GENDER CHAMPION CLUB'

In reference to directives of the UGC vide letter no. F. 91-7/2016(GS) Dt. 7th April, 2016 w.r.t. Ministry of Women & Child Development, Office Memorandum F. no. 4-2/2014-WW Dt. 03.06.2015 regarding to increase the outreach for creating an environment that workplace, Govt. of India envisages engagement of Gender Champions in all Educational Institutions across the country.

In reference to the previous order no. TIAS/Dir.Off./ 2022-23/25 Dt. 28.02.2023. In light of above, below mentioned faculty is hereby being nominated and entrusted in responsibility as NODAL TEACHER of 'Gender Champions Club' w.e.f 24.08.2023 to facilitate the activities on gender equity on issues through Untold Stories, Film Exhibitions / Fest, Exposure Visit, Life Skills, finding new Gender Champion, analyze greeting cards through Nodal Teacher to coordinate, implement, monitor, evaluate and report students for his/her commitment towards promoting gender equality for a period of 1 year which may be extended for one more year.

Accordingly, Nodal Teacher is required to follow the guidelines of Gender Champions issued by the Ministry of Women & Child Development, GoI for all activities and compliances. Further, Nodal Teacher is required take all conceivable efforts and makes herself abreast with all the notifications issued by the competent authority time to time and take requisite action; make report of the activities under this club and upload the Institute website for the advantage of all stakeholders. Further she is required to follow Guidelines for Gender Champion Clause: 8 Duties and Responsibilities of Nodal Teacher, Clause: 9 Annual Activity Calendar, Clause: 13 Monitoring & Reporting etc. assume the charge in its letter and spirit.

The aforesaid duty assigned as per UGC; Gazette Notification; Dt. 18.07.2018; UGC Regulations on minimum qualifications for appointment of teacher and other academic staff in universities and colleges and measures for the maintenance of standards in Higher Education, 2018; pg. no. 104; Appendix-II; Table-I; Assessment Criteria and methodology for university/college teachers; S. No. 2; Heading: Grading Criteria; "Involved in at least 3 activities"

Florida Institute of Advanced Studies

To: Ms. Shraddha, Assistant Professor-Department of Management Sciences

Copy forwarded to the following for information and necessary action:

All HoDs- Dept. of BBA/ BCA/ MBA & BA (JMC)
All Class In-Charges/Mentors notified through respective HoDs, TIAS
Dean/Coordinator Academic Cell - to inform all concerned
In-Charge, Events, TIAS
In-Charge Students' Welfare, TIAS
In-Charge Librarian, TIAS
Coordinator-IQAC, TIAS
Admin-Chairman Secretariat, TIAS
In-Charge ITC- for uploading the same on the institute website
Personal File
Guard File

Noted and
received
26/08/23

Club Core Committee**Annexure 3**

S. No	Name	Designati on	Mobile No	Email
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10	Mr. Harsh Negi	Student, BCA, 3rd year	8287220477	harshnegi2704@gmail.com
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