

## **The Gender Sensitization Action Plan**

The Gender Sensitization Action Plan highlights AIBM's unwavering dedication to fostering an inclusive, respectful, and equitable learning and working environment. By prioritizing awareness, education, policy review, and robust support systems, AIBM seeks to cultivate a culture where every individual feels valued, respected, and empowered to thrive. Through collective action and sustained commitment, the institution aspires to be a driving force for positive change, advancing gender equality and diversity within academia and beyond.

Promoting gender sensitization is crucial for nurturing an environment rooted in inclusivity and fairness at Arihant Institute of Business Management (AIBM). This commitment reflects the institution's proactive approach to addressing gender biases and championing diversity at all levels.

### **Session on Gender Sensitivity and Human Rights**

#### **Introduction:**

The guest lecture on Gender awareness and Human Rights aimed to foster understanding, acceptance, and inclusion of individuals from the various gender community among MBA students. The lecture provided a platform to discuss the challenges faced by different genders in professional settings and explored strategies for creating more inclusive workplaces.



## **Session on Gender Sensitivity and Human Rights**

### **Key Points from the Session on Gender Sensitivity and Human Rights**

#### **1. Understanding Gender Sensitivity**

- Explored the concept of gender sensitivity, focusing on recognizing and addressing gender biases in various social and professional contexts.

#### **2. Interconnection Between Gender and Human Rights**

- Highlighted how gender equality is a fundamental aspect of human rights, emphasizing the importance of creating an equitable environment for all genders.

#### **3. Role of Education in Promoting Gender Sensitivity**

- Discussed the need for awareness and education to break stereotypes and foster gender-inclusive mindsets.

#### **4. Human Rights and Vulnerable Groups**

- Addressed the challenges faced by women, transgender individuals, and other marginalized groups, emphasizing the importance of inclusive policies and protective frameworks.

#### **5. Legal Frameworks for Gender Equality**

- Reviewed key national and international laws, conventions, and policies aimed at promoting gender equality and safeguarding rights.

#### **6. Practical Approaches to Gender Sensitivity**

- Shared actionable strategies, such as promoting inclusive language, equitable practices, and safe spaces in educational and professional settings.

#### **7. Role of Civil Societies and Institutions**

- Emphasized the responsibility of organizations and civil societies in advancing gender equality and upholding human rights through advocacy, policy change, and community engagement.

This session fostered a deeper understanding of gender sensitivity and its critical role in ensuring human rights for all, inspiring participants to drive change in their spheres of influence.



## Student-Led Initiatives

At Arihant Institute of Business Management (AIBM), student-led initiatives play a pivotal role in fostering leadership, creativity, and a sense of responsibility among students. These initiatives are designed to encourage students to take ownership of projects, collaborate with peers, and apply their classroom knowledge to real-world scenarios. From organizing cultural events and academic seminars to managing social outreach programs and entrepreneurial ventures, AIBM students actively engage in activities that enhance their holistic development. These platforms provide opportunities to build essential skills such as teamwork, problem-solving, and strategic thinking, preparing students to excel in their professional lives.

The students organized a Poster Competition aimed at fostering gender sensitization and creating awareness about gender equality. Students from diverse programs participated enthusiastically, showcasing their creativity and understanding of the theme. The posters highlighted issues like breaking gender stereotypes, promoting inclusivity, and ensuring equal opportunities for all genders.

The Social Club at Arihant Institute of Business Management (AIBM) is dedicated to promoting gender sensitization through various engaging initiatives and activities.

It serves as a platform for students to discuss, learn, and address critical issues related to gender equality and inclusivity. The club organizes workshops, seminars, and panel discussions featuring experts who shed light on breaking stereotypes and fostering an equitable society.

Interactive activities like role-playing, debates, and storytelling sessions are conducted to challenge gender biases and encourage empathy.





## Promoting Gender Sensitiveness by Sports

At Arihant Institute of Business Management (AIBM), sports serve as a powerful medium to promote gender sensitiveness and foster equality among students. Inclusive sports events, such as mixed-gender tournaments, encourage participation from all genders, showcasing talent and fostering mutual respect and collaboration. These activities help break traditional stereotypes by emphasizing that skills and abilities are not bound by gender. AIBM also integrates workshops on gender equality alongside sports events to raise awareness and address unconscious biases.

The institute actively promotes the representation of all genders in leadership roles within sports through coaching and mentorship programs. By celebrating achievements of athletes from diverse genders, AIBM inspires students to pursue their aspirations without limitations. Equal access to resources, facilities, and opportunities is ensured for everyone, reinforcing the values of fairness and inclusion. Sports programs at AIBM not only enhance teamwork and competitive spirit but also serve as a platform to instill respect and inclusivity, making them a cornerstone of the institute's efforts towards fostering a culture of gender equality.





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## Promoting Gender Sensitiveness by Cultural Activities at AIBM

Cultural events provides an additional platform for advancing gender equality by highlighting a wide range of talents and viewpoints. At Arihant Institute of Business Management (AIBM), cultural activities play a vital role in promoting gender sensitiveness and fostering inclusivity. Events such as drama, dance, and storytelling are used as powerful mediums to highlight issues related to gender equality and break societal stereotypes. Festivals and cultural programs are celebrated inclusively, ensuring equal participation and representation from all genders. Through activities like debates, art exhibitions, and skits, students are encouraged to express their perspectives on gender biases and advocate for equality. AIBM's cultural initiatives create a safe and collaborative space where students can learn, share, and grow with mutual respect and understanding, reinforcing the institute's commitment to building a gender-sensitive environment.



  
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## Promoting Gender Sensitiveness by Leadership

The appointment of Class Representatives (CRs) and Heads of Various clubs at Arihant Institute of Business Management (AIBM) demonstrates the institute's commitment to fostering gender sensitivity in leadership roles. AIBM ensures that heads and vice heads positions are accessible to students of all genders, creating equal opportunities for leadership development and active contribution to the campus community, irrespective of gender identity.

These efforts reflect AIBM's dedication to building a campus culture rooted in respect and inclusivity. By encouraging equal participation in sports, celebrating diverse talents through cultural programs, and offering leadership opportunities to everyone, the institute actively promotes a more equitable and inclusive environment, paving the way for a society that values and upholds gender equality.



  
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