

Gender Equity And Sensitization

A.Y 2021-22

Report on "Breaking the Glass Ceiling"

On the eve of International Women's Day, 8th March 2022, the Women Development Committee organized an inspiring and insightful session for women staff members titled **"Breaking the Glass Ceiling."** The event featured Mrs. Sujata Soparkar, Managing Director of Integrated Electronics Technology Pvt. Ltd., as the keynote speaker, bringing her wealth of experience and success in the corporate world to motivate and empower the attendees.

The session began with a warm welcome from the Women Development Committee chairperson, who introduced Mrs. Soparkar and highlighted the significance of addressing the glass ceiling phenomenon in today's professional landscape. The term "glass ceiling" refers to the invisible barriers that prevent women and minorities from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements.

Mrs. Soparkar commenced her talk by sharing her personal journey in the male-dominated field of electronics and technology. She recounted the challenges she faced as a woman in a leadership position and how she overcame them. Her narrative served as a powerful testament to the potential for women to succeed in any industry, given the right mindset and perseverance.

The speaker then delved into the various aspects of breaking the glass ceiling:

- 1) **Recognizing invisible barriers:** Mrs. Soparkar emphasized the importance of identifying subtle forms of gender bias in the workplace. She provided examples of how unconscious biases can manifest in daily interactions and decision-making processes.
- 2) **Building confidence and self-advocacy:** The importance of self-confidence was stressed, with practical tips on how to assert oneself in professional settings. Mrs. Soparkar encouraged the attendees to speak up, take credit for their work, and negotiate for what they deserve.
- 3) **Networking and mentorship:** The speaker highlighted the crucial role of professional networks and mentors in career advancement. She shared strategies for building meaningful professional relationships and seeking out mentors who can provide guidance and support.
- 4) **Continuous learning and skill development:** Mrs. Soparkar emphasized the need for constant upskilling in today's rapidly evolving work environment. She encouraged the attendees to embrace new technologies and stay abreast of industry trends.



- 5) **Creating inclusive workplaces:** The speaker discussed the role of women leaders in fostering inclusive work environments. She emphasized the importance of supporting other women and advocating for policies that promote gender equality in the workplace.

Throughout the session, Mrs. Soparkar engaged the audience with interactive elements, encouraging participants to share their own experiences and challenges. This created a supportive atmosphere where women could openly discuss the obstacles they face in their professional lives and brainstorm solutions collectively.



The latter part of the session included a Q&A segment, where attendees had the opportunity to seek advice on specific career-related issues. Mrs. Soparkar provided thoughtful and practical responses, drawing from her years of experience in navigating the corporate world as a woman leader.

As the session concluded, Mrs. Soparkar left the audience with a powerful message of empowerment, urging them to believe in themselves, support one another, and persistently work towards their goals, regardless of the barriers they may encounter.

The Women Development Committee chairperson delivered closing remarks, thanking Mrs. Soparkar for her invaluable insights and encouraging the attendees to apply the lessons learned in their professional lives. The session was met with enthusiastic feedback from the participants, many of whom expressed feeling inspired and better equipped to tackle gender-based challenges in their careers.

A handwritten signature in dark ink, appearing to read 'Soparkar', written over a horizontal line.

Signature of the Committee Convenor



Report on Guest Session: "Women Health and Hygiene"

On March 8, 2022, in commemoration of International Women's Day, the Women Development Committee (WDC) organized an informative guest session on "Women Health and Hygiene" for female students and staff members. The session was conducted by Dr. Supriya Chincholkar, a renowned expert in women's health.

The event began with a brief introduction by a WDC representative, highlighting the importance of health and hygiene in women's overall well-being. Dr. Chincholkar then took the stage, bringing her expertise to address crucial aspects of women's health that are often overlooked or considered taboo.

Dr. Chincholkar's presentation covered a wide range of topics, including:

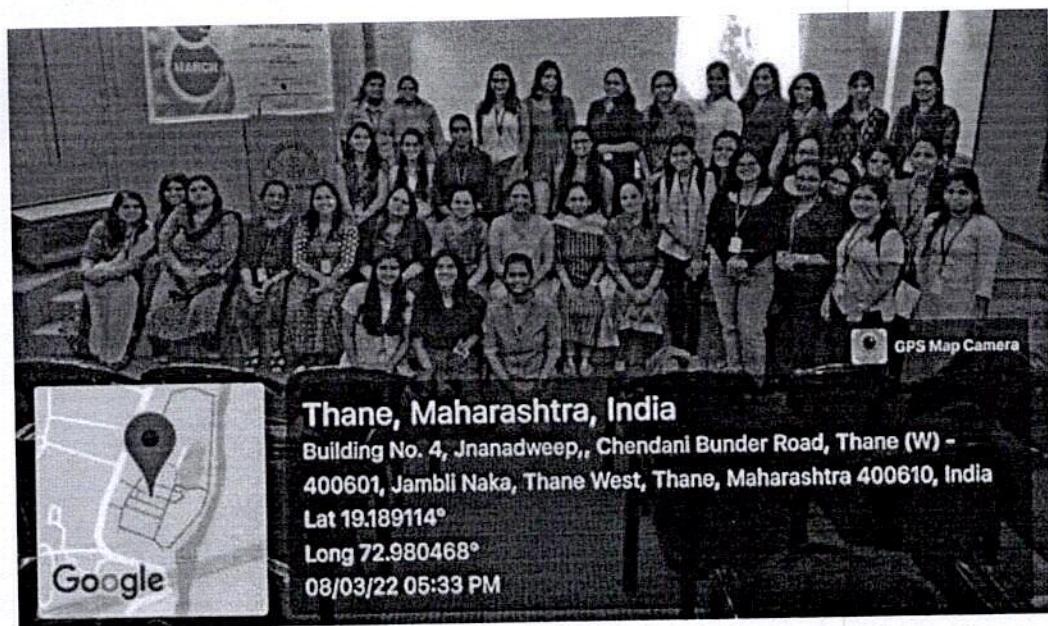
- 1) Menstrual hygiene and management
- 2) Reproductive health and common gynecological issues
- 3) Nutrition specific to women's needs
- 4) The importance of regular health check-ups and screenings
- 5) Mental health and its connection to physical well-being
- 6) Personal hygiene practices for optimal health

Throughout the session, Dr. Chincholkar emphasized the importance of self-care and proactive health management. She provided practical tips on maintaining good hygiene, managing stress, and recognizing early signs of health issues that require medical attention.

The presentation was followed by an interactive Q&A session, where attendees had the opportunity to ask questions and seek clarification on various health-related concerns. Dr. Chincholkar addressed these queries with professionalism and sensitivity, creating a comfortable environment for open discussion.

The session was well-received by the participants, who appreciated the comprehensive and practical information provided. Many attendees expressed that the session helped demystify certain aspects of women's health and encouraged them to prioritize their well-being.





In conclusion, this guest session on "Women Health and Hygiene" proved to be a valuable initiative by the WDC. By addressing crucial yet often neglected aspects of women's health, the event contributed to raising awareness and empowering women to take charge of their health. The timing of the session on International Women's Day further underscored the importance of women's health as a fundamental aspect of gender equality and empowerment.

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Signature of the Committee Convenor

