

Women Development Cell

Teacher In-Charge: Prof. Tejashree Patankar

Secretary: Ms Swara Bhanushali

About the forum:

The University of Mumbai made the formation of a college-level woman mandatory after the Vishaka Judgment in the year 2001. In compliance with this mandate of the Mumbai University, the Women Development Cell was formed in our college in the year 2001 under the Chairmanship of Prof. Manjusha R. Sawant. Since 2005 this cell has been chaired by Prof Tejashree Patankar. Women Development Cell always aimed at making college campus safe for all our college students by conducting activities that empowered them and boost their confidence.

Event 1: My Idea of Women's Liberation

Day and Date: Friday, 5th December 2025

Venue and Time: M11, 11:00am to 12:00pm

No of Attendees: Male – 10, Female – 17

Description: A representative from Maharashtra Stri Mukti Parishad visited our college to conduct a short awareness session on women's liberation and feminism. The speaker explained the meaning of women's liberation and emphasised the importance of equality, respect, and equal opportunities for women in society. The session also briefly discussed feminism and clarified that it promotes gender equality rather than the superiority of women over men. The speaker encouraged students to challenge gender stereotypes and support a more inclusive and respectful society. The session was informative and helped students gain a better understanding of women's rights and the importance of gender equality.



Event 2: Gender Audit

Day and Date: Wednesday, 4th February 2026

Venue and Time: R.A Podar College of Commerce and Economics, 11:00am to 4:00pm

Report on Gender Audit Conducted in the College

Introduction:

A Gender Audit was conducted in our college to evaluate the institution's commitment towards gender equality, inclusivity, safety, and equal opportunities for all stakeholders. The audit aimed to assess

existing policies, infrastructure, practices, and the overall campus environment from a gender

perspective.

The Gender Audit Committee consisted of the following members:

- Professor Urvashi Manuprasad Pandya – Chairperson
- Professor Kalpana Patankar Jain – Member
- Professor Darshana Oza – Member
- Dr. Supriya Karande – Member
- Dr. Ganesh Chandanshive – Member



Professor Urvashi Manuprasad Pandya



Professor Kalpana Patankar Jain



Professor Darshana Oza



Dr. Supriya Karande



Dr. Ganesh Chandanshive

Arrival and Introduction Session:

The audit team arrived at the college in the morning. The college professors and administration formally welcomed the committee members. An introductory session was conducted by the college authorities, where the objectives and purpose of the Gender Audit were explained, along with the initiatives undertaken by the institution to promote gender equality and inclusivity.



Breakfast and Informal Interaction:

After the introductory session, breakfast was arranged for the audit team. This provided an opportunity for informal interaction between the committee members and faculty representatives.

Inspection Round:

Post breakfast, the audit committee began their inspection of the campus. They examined various facilities including classrooms, restrooms, common rooms, library, administrative offices, and other infrastructure to assess whether they are gender friendly and inclusive.

Interaction with Female Teaching and Non-Teaching StaU:

The committee conducted a separate interactive session with female teaching and non teaching staff members. During this discussion, they gathered feedback regarding workplace safety, equal opportunities, grievance redressal mechanisms, and overall work environment. Staff members were encouraged to share their experiences and suggestions openly.



Student Interactive Session:

An interactive session was also held with students. The audit team asked questions related to campus safety, gender sensitization programs, awareness about Internal Complaints Committee (ICC), and equal participation in academic and extracurricular activities. Students actively participated and shared their views and suggestions.

Interaction with Male Teaching and Non-Teaching Staff:

The committee also held discussions with male teaching and non-teaching staff to understand their perspective on gender policies, inclusivity practices, and institutional culture. This ensured a balanced and comprehensive evaluation.



Conclusion:

The Gender Audit was conducted in a systematic and transparent manner. The process included inspections and interactive sessions with various stakeholders to ensure a holistic understanding of the college environment. The audit reflects the institution's commitment towards promoting gender equality, maintaining a safe campus, and creating an inclusive academic atmosphere.