# Access and Participation Plan for Women

**Policy Adopted on: April 02, 2020**

A strong advocate of non-discrimination and a committed organization towards equal participation, Shoolini University is devoted in ensuring that all applicants and students get non-discriminatory and equitable opportunities, regardless of their gender.

The university's approach is based on three pillars: 1. Access; 2. Success and 3. Progress

**Access** means ensuring that students from disadvantaged backgrounds can access higher education. The focus is on sustained outreach by creating awareness- generation about options and choices available in higher education, increasing ease of applying, fair admissions and schemes for well-articulated programmes.

**Success** means activities to support students in achieving their potential. Here the focus is on success and retention of students by mentoring programmes, transition and induction events, financial support for retention.

**Progress** means further study and/or employment suited to the qualifications and potential of students. This is achieved through placements and internships, employer engagement links, mentoring from alumni and relevant professional links, financial support for students from low income households to attend interviews.

Based on the above pillars, the following plan addresses the specific questions of women's applications, acceptance, entry, and participation within Shoolini University, so as to eliminate any potential gap based on gender.

**Our Principles**

The guiding light for gender equity within Shoolini University is the vision of our respectable Chancellor, which has shaped the philosophy and its functioning. Shoolini University wants to make sure that there is an active and whole heartedly participation of female students in all aspects of the learning, thus seeking the achievement of their potential. We are committed to addressing any kind of barriers, and to make the student community more self-assured on any of the questions of discrimination and biasness.

As a result, Shoolini has always been a front runner in providing total access and unhindered participation to its programs to women candidates and students. Shoolini is strongly committed to maintaining such outcomes and has implemented a number of mechanisms for that purpose.

**Assessment**

Students' admissions are purely based on the scores obtained by applicants, both male and female, in the respective competitive exams.

As expected by NIRF, we have been constantly striving to improve the gender ratio to 50:50.

**Monitoring and Action Plan**

Shoolini has implemented a number of procedures and processes in order to closely and regularly monitor women's access and participation throughout all stages of their studies. Evaluation of the metrics and outcomes is regularly conducted in order to maintain and improve current levels of successful outcomes as well as to address core inequalities in access and participation, from a very early stage.

These include:

- A tracking system and set of schemes on women's likelihood of graduation, developed by Shoolini University in-house. This integrated world-class University Management System (UMS), includes an e-learning platform and enables the tracking of students' progress at any time. It supports Shoolini's major administrative and learning management systems and includes admission module, administration module, academics module, accounts module, examination module, and other modules.
- Periodic evaluation of data on access and participation of women throughout all stages of students' lifecycle and analysis of potential gaps and barriers in women's application and participation process, if any, and ways to address them.
- Overall needs assessments and mapping of vulnerabilities, based on the Centre for Gender Equality and Women Empowerment (CWEGE)'s AWESOME Framework (Gressel, et al., 2020) carried out annually on a multi-campus level. This needs assessment includes vulnerability tracking and assessment of men and women, students, faculty, staff, and facilities in order to best understand any issues that may inhibit either gender from fulfilling their highest potential both personally and academically.
- Specific monitoring is undertaken by each school and department on admission and retention outcomes.

- Possibility for female Ph.D. students getting pregnant during their studies to temporarily suspend their research and join another cohort at a later time.
- Child Care services for female students having children, available on campus.
- Academic support and other financial resources such as potential scholarships for female students facing financial difficulties or lack of financial support from their families decided on a merits basis.
- Equal access to education and opportunities, including access to mentor programs designed to prepare students for top-positions or further studies.
- Equal access to facilities, academic support, social services, technology, accommodation and transportation, and other resources provided by Shoolini.
- Gender equity communication and promotion with activities such as workshops with students and staff, regular awareness-raising, promotion by faculty members of fair representations for leadership roles, impartial participation and gender balance in team projects, providing a network of gender equality advisers for research and coursework, and promoting gender parity at the governance level within the student code of conduct promotes gender parity.

Registrar
Shoolini University of Biotechnology
& Management Sciences
Solan (H.P.)