



Name of the Policy/Guidelines	Access and Participation Plan for Women
Short Description	This Policy aims to promote gender equality (SDG5) by addressing matters related to the application, acceptance, admission, and involvement of women at Amrita Vishwa Vidyapeetham.
Scope	This Policy applies to all applicants, students, program participants, faculty and staff at Amrita Vishwa Vidyapeetham.
Policy Status	Revised
Date of Approval of Original Policy	2019
Revision no.	5
Brief description of the last revision	The latest updates highlight the launch of a new network, co-chaired by Amrita Vishwa Vidyapeetham, to bring together women leaders and professionals engaged in ethical AI.
Date of approval of the current revision	1 December 2024
Effective Date	1 December 2024
Approval Authority	School of Social and Behavioural Sciences, Leadership Council, Amrita Vishwa Vidyapeetham
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Our Principles: Advancing Women's Access and Participation

At Amrita Vishwa Vidyapeetham, we are unwavering in our commitment to fostering equal and equitable opportunities for all applicants and students, irrespective of their gender. This access and participation plan specifically addresses women's applications, acceptance, entry, and participation within Amrita Vishwa Vidyapeetham. Our aim is to eliminate any gender-based disparities and ensure that all female students can realize their full potential.

The vision of our Chancellor, centered on gender equity, has been the guiding philosophy of Amrita Vishwa Vidyapeetham since its inception. We are steadfast in our commitment to empower female students, ensuring their full and active participation.

Women's Access: Applications, Acceptance and Entry

Students' admissions are based on the scores obtained by applicants in competitive exams such as Amrita Vishwa Vidyapeetham Engineering Entrance Examination (AEEE), CAT, MAT, NEET, etc. However, our university has set up a variety of programs and initiatives that help female applicants and students access the same opportunities as male applicants and students, including for example:

- **Academic support and other financial resources:** scholarships are available for female students facing financial difficulties or lack of financial support from their families.
- **Flexible Ph.D. programs:** Female Ph.D. students who become pregnant during their studies have the option to temporarily suspend their research and join another cohort at a later time.
- **Child Care services:** On-campus child care services are provided for female students with children.
- **Equal Access:** Amrita Vishwa Vidyapeetham ensures equal access to education, opportunities, mentoring programs, social services, technology, accommodation, transportation, and other resources for all students.
- **Mentoring Programs:** Female students are encouraged to take advantage of mentoring programs, connecting them with female faculty members or industry professionals who offer guidance and support for academic and career development.
- **Career Readiness and Skill Development:** Additional career support programs, including skill-building workshops, counseling, and industry-specific mentorship, are offered for female students in high-demand fields, with a focus on STEM.
- **Gender Sensitization Plan:** Amrita Vishwa Vidyapeetham is committed to conducting a Gender Sensitization Plan on a regular basis, promoting gender equity through various activities such as workshops with students and staff, regular awareness-raising, faculty members advocating for fair representations in leadership roles, ensuring gender balance in team projects, providing a network of gender equality advisers for research and coursework, and promoting gender parity in the student code of conduct. More details: <https://www.AMRITA.edu/gender-plan>

Systematic Monitoring and Assessment to Ensure Equal Opportunity and Participation

To maintain and improve current levels of access, participation and entry of women students throughout all stages of their studies, Amrita Vishwa Vidyapeetham conducts systematic monitoring and assessment through the following:

- **Performance Tracking and Management:** Utilizing the AMRITA University Management System (AUMS), a world-class integrated platform, we monitor student progress, from admissions to graduation. The AUMS system facilitates administrative and learning management and can be accessed here:
<https://www.AMRITA.edu/unsdg/sdg5/performance-tracking-and-management>
- **Periodic Data Evaluation:** We conduct periodic evaluations of data on access and participation of women throughout all stages of students' lifecycle and analyze potential gaps and barriers in women's application and participation processes, if any, and ways to address them.
- **Surveys and Feedback Mechanisms:** Surveys and feedback systems are available to assess female students' experiences in various departments, focusing on inclusivity, support, and resource access.
- **Needs Assessments:** The Centre for Gender Equality and Women Empowerment (CWEGE), one of Amrita Vishwa Vidyapeetham's Research Centers, which also holds the activities of India's UNESCO Chair on Gender Equality and Women's Empowerment, conducts overall needs assessments and mapping of vulnerabilities on a multi-campus level, based on its AWESOME Framework (Gressel, et al., 2020). This framework maps women's vulnerabilities and addresses the mental space domain at its core, followed by awareness, access, and opportunities across the various framework's six dimensions: economics and livelihood, education and skill development, health, environment, society and culture, and safety. This assessment encompasses students, faculty, staff, and facilities, providing valuable insights into issues inhibiting both genders from realizing their full potential, both personally and academically.
- **School and Department Monitoring:** Each school and department undertakes specific monitoring of admission and retention outcomes.
- **Annual Reports:** We compile yearly reports as part of Amrita Vishwa Vidyapeetham's annual plans to provide insights into our progress.

Additional Measures: Enhancing Women's Participation

In addition to our core principles and assessment strategies, Amrita Vishwa Vidyapeetham is committed to implementing the following additional measures to enhance women's participation and address gender disparities:

- **Gender-Sensitization Curriculum:** Amrita Vishwa Vidyapeetham has designed a gender sensitization curriculum designed to address gender issues, promote gender equality, and includes gender-sensitive content.

- **Women in Leadership Positions:** We support the appointment of women in leadership roles within Amrita Vishwa Vidyapeetham to serve as inspirational figures for female students.
- **Promoting Female Leadership:** Efforts are made to ensure gender representation within student councils and other leadership positions. Leadership training is also offered to female faculty and staff to prepare them for senior roles.
- **Awareness Campaigns:** We conduct regular awareness campaigns and workshops focused on gender equality, diversity, and inclusion to foster an inclusive campus culture.
- **Safe Campus Environment:** We ensure the safety and security of female students through well-lit pathways, campus security measures, and reporting mechanisms for incidents of harassment or discrimination.
- **Research on Gender Disparities:** Having been appointed as India's only UNESCO Chair on Gender Equality and Women's Empowerment, Amrita Vishwa Vidyapeetham and its Research Center for Women's Empowerment and Gender Equality, are dedicated to conduct research and field projects to address gender disparities.
- **Collaborations with Partners:** Amrita Vishwa Vidyapeetham engages in collaborations with a variety of institutions, including UN Agencies, to develop initiatives, scholarships, and advocacy efforts that promote women's access to education and equal participation.
- **Support for Non-Traditional Fields:** Amrita Vishwa Vidyapeetham is committed to promote and support female participation in non-traditional fields and STEM disciplines by exploring additional resources, scholarships, and encouragement.
- **Support for Women's Organizations:** Amrita Vishwa Vidyapeetham is committed to support women's organizations and clubs on campus, whenever relevant, which empower women and provide a platform for networking and collaboration.
- **Showcasing Women in STEM:** Amrita Vishwa Vidyapeetham highlights the achievements of female students in STEM to inspire prospective students and boost visibility through media and events.
- **Partnerships with Industry:** Whenever relevant, Amrita Vishwa Vidyapeetham explores partnerships with industry leaders to create internship and job opportunities, including for female students and graduates, helping them transition into the workforce.
- **Feedback Mechanisms:** Amrita Vishwa Vidyapeetham allows for feedback from female students to express their concerns, suggestions, and experiences regarding gender equity on campus. Surveys are conducted by the Center for Women's Empowerment and Gender Equality.

- **Celebrate Women's Achievements:** Amrita Vishwa Vidyapeetham recognizes and celebrates the achievements of female students, faculty, and alumni through awards, ceremonies, and public acknowledgment.
- **Annual Gender Equity Report:** A yearly report summarizes initiatives, achievements, and efforts to ensure transparency for all stakeholders.
- **Professional Networks in collaboration with UNESCO:** Networks such as the South Asia Chapter of the Women for Ethical AI Network, co-launched and chaired by Amrita Vishwa Vidyapeetham in collaboration with UNESCO, serve as vital platforms for women leaders and professionals in AI to promote inclusivity and engage with key stakeholders across government, academia, and civil society. Such networks play a crucial role in fostering collaboration and ensuring that the AI ecosystem evolves to be more inclusive and equitable.
- **Regular Review and Updates:** Amrita Vishwa Vidyapeetham conducts periodic reviews of this Policy to assess its effectiveness and make necessary updates to address evolving challenges and opportunities.

Tracking Measures

To track progress, we are introducing measurable Key Performance Indicators (KPIs) such as enrollment rates, retention percentages, and leadership representation goals for female students and staff across disciplines. Annual reviews will evaluate these metrics to ensure consistent improvements.