



D.B.M.S. College of Education

(Recognised by National Council for Teacher Education)

Affiliated to Kolhan University, Chaibasa & J. A. C., Ranchi, Jharkhand

Road No. 23, Farm Area, Kadma, Jamshedpur-831005 | Phone : 2309097

E-mail : dbms.edu23@gmail.com | Website : dbmscollege.in

REPORT

TITLE OF THE EVENT	: FACULTY DEVELOPMENT PROGRAMME ON GENDER SENSITISATION AND INCLUSION		
ORGANISED BY	: JHARKHAN	STATE	FACULTY DEVELOPMENT ACADEMY
DATE	: 6TH Aug,2026 – 7th Aug,2026		
Venue	: Jamshedpur Women's University		

INTRODUCTION

A 2 day Faculty Development Programme on “Gender Sensitisation and Inclusion” was organised by Jharkhand State Faculty Development Academy on to enhance faculty members' on 6th Aug,2026 – 7th Aug,2026 at Jaamshedpur Women's University for understanding of gender equality, inclusivity and the creation of a safe and equitable educational environment. The programme began with an introductory session highlighting the importance of gender sensitivity in contemporary education. The session was conducted by Dr.Premlata Poonia, founder of Hamari Laado, an organisation dedicated to supporting and promoting the education and empowerment of rural girls. The resource person discussed concepts such as gender stereotypes, gender roles, discrimination, unconscious bias, equal opportunities and inclusive practices.

The session included interactive discussions, case studies, examples from educational settings and group activities. Faculty members were encouraged to reflect on their own classroom practices and identify ways in which gender bias and exclusion may unintentionally occur. Discussions also focused on the role of teachers in promoting respect, dignity, equality and participation among all learners. Participants shared their experiences and suggested practical strategies for developing gender-responsive and inclusive classrooms.

OBJECTIVES

The major objectives of the programme were:

- To develop awareness about gender equality, gender sensitivity and inclusion in education.
- To identify and challenge gender stereotypes, prejudices and discriminatory practices.
- To sensitise faculty members towards the diverse needs and experiences of learners.
- To promote equal participation and opportunities for all students irrespective of gender.



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- To develop inclusive teaching-learning practices that respect diversity and individual differences.
- To equip faculty members with practical strategies for creating a safe, respectful and supportive educational environment.
- To strengthen the role of teachers as facilitators of equity, dignity and social justice.

PROCESS

The workshop was exceptionally well planned. On Day 1, all participants were divided into groups based on the first letter of their names, making the activities interactive and ensuring that every participant actively contributed. Each group was assigned tasks and encouraged to share their perspectives and findings on gender and equality.

Through a variety of games, discussions, and experiential activities, the resource person sensitized the participants to the challenges faced by girls and women in our society, while emphasizing the importance of gender equality and inclusive development.

The session concluded with an interesting research-based assignment. Participants have been asked to analyze the representation of women in leadership by exploring the reasons behind the limited number of women Chief Ministers across Indian states and Union Territories.

On Day 2, the participants were divided in group on the basis of their birthday month. Each group was given a topic related to gender sensitisation to plan among the group members and give a presentation. The session went on smoothly and participants explained the different qualities a business women should have. We were also asked to do an assignment on changes we want in our family, society and at college level related to gender discrimination.

OUTCOME

The programme enhanced faculty members' understanding of the significance of gender sensitisation and inclusion in educational institutions. Participants became more aware of implicit gender biases and the ways in which stereotypes can influence classroom interaction, participation and expectations from learners.

Faculty members gained practical insights into adopting gender-responsive and inclusive pedagogies, using non-discriminatory language, ensuring equitable participation and creating a classroom environment where every learner feels respected and valued. The interactive nature of the programme encouraged reflection and professional dialogue among participants.

CONCLUSION

The Faculty Development Programme on "Gender Sensitisation and Inclusion" was a meaningful initiative towards fostering an equitable, respectful and inclusive educational



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environment. The programme enhanced faculty members' awareness of gender stereotypes, unconscious biases and discriminatory practices and encouraged them to reflect on their own professional practices. It highlighted the important role of educators in ensuring equal opportunities, dignity, participation and respect for every learner. The practical discussions and interactive activities provided useful strategies for incorporating gender-responsive and inclusive approaches into teaching and institutional practices. Overall, the programme strengthened the commitment of faculty members towards creating a safe, supportive and discrimination-free learning environment and promoting the values of equality, diversity, inclusion and social justice.

Overall, the FDP contributed towards developing a more inclusive, equitable and gender-sensitive institutional culture. It encouraged faculty members to integrate the principles of equality, respect, diversity and inclusion into their teaching practices and institutional responsibilities.



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NOTIFICATION OF THE FDP

The Jharkhand State Faculty Development Academy, under the Department of Higher & Technical Education, Ranchi, is organising a two-day workshop titled "Gender Sensitisation and Inclusion" on 06–07 August 2026 (from 09:30 AM to 04:30 PM) at Jamshedpur Women's University, Jamshedpur, in collaboration with the Hamari Laado Foundation under the Centre for Value Based Education.

In this regard, as directed,

All Principals / Principals-in-Charge of Constituent and Affiliated College are requested to nominate two faculty members from your respective colleges to attend the workshop (Reporting Time- 09:00 A.M.).

Kindly send the names of the two faculty members who will attend the workshop by today 09:00 PM.

Treat it as most urgent.

-as per the order



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PHOTOGRAPHS OF FDP

PIC 1: INAUGURAL CEREMONY OF THE PROGRAMME



**PIC 2: MRS.NEHA BHARTI AND
DR.MEENAKSHI CHOUDHURY ATTENDING
THE FDP**





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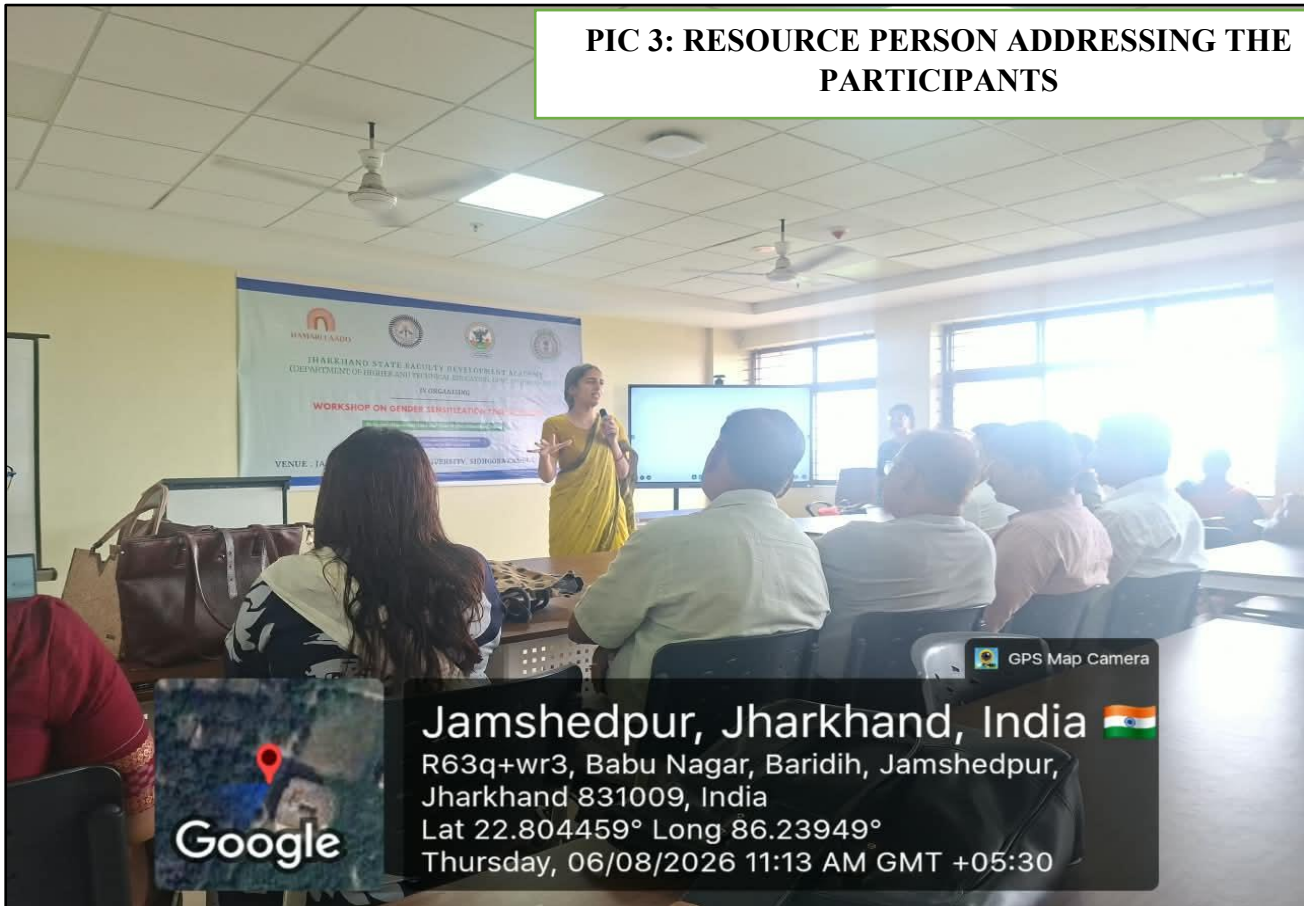
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PIC 3: RESOURCE PERSON ADDRESSING THE PARTICIPANTS



PIC 4: MRS.NEHA BHARTI TAKING PART IN THE DISCUSSION





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PIC 5: DR.MEENAKSHI CHOUDHURY TAKING PART IN DISCUSSION



PIC 6: FACULTY MEMBERS TOWARDS THE DIVERSE NEEDS AND EXPERIENCES OF LEARNERS





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ACCREDITED

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CERTIFICATE OF PARTICIPATION

Certificate No. JSFDA/2026060805


HAMARI LAADO


GOVERNMENT OF JHARKHAND


JHARKHAND STATE FACULTY DEVELOPMENT ACADEMY



Certificate of Participation

This is to certify that Dr./Mr./Ms. **NEHA BHARTI**, Assistant Professor, Department of Education, D.B.M.S. College of Education (Kolhan University, Chaibasa) has participated in and successfully completed the Two-Day Workshop on “Gender Sensitization and Inclusion”, held from 06th to 07th August 2026, organised by the Jharkhand State Faculty Development Academy (JSFDA) at the Jamshedpur Women’s University Campus, Jamshedpur.


(Ms. Premlata Poonia)
Director, Hamari Laado


(Prof. (Dr.) Ela Kumar)
Vice - Chancellor,
Jamshedpur Women's University, Jamshedpur


(Shri Sudhir Bara, IAS)
Executive Director, JSFDA

Certificate No. JSFDA/2026060814


HAMARI LAADO


GOVERNMENT OF JHARKHAND


JHARKHAND STATE FACULTY DEVELOPMENT ACADEMY



Certificate of Participation

This is to certify that Dr./Mr./Ms. **MEENAKSHI CHOUDHARY**, Assistant Professor, Department of Education, D.B.M.S. College of Education (Kolhan University, Chaibasa) has participated in and successfully completed the Two-Day Workshop on “Gender Sensitization and Inclusion”, held from 06th to 07th August 2026, organised by the Jharkhand State Faculty Development Academy (JSFDA) at the Jamshedpur Women’s University Campus, Jamshedpur.


(Ms. Premlata Poonia)
Director, Hamari Laado


(Prof. (Dr.) Ela Kumar)
Vice - Chancellor,
Jamshedpur Women's University, Jamshedpur


(Shri Sudhir Bara, IAS)
Executive Director, JSFDA