మహాగురుభూమి జ్ఞానం సంపూర్ణం యేసా
ముందు శాస్త్రం

విభాగాలి
Gender Sensitivity
A Discourse and Dialogue
GENDER SENSITIVITY

The act of being sensitive to the ways people think about gender.
An Awareness Informed Propensity to Behave in a manner which is Sensitive to Gender Justice and Gender Equality Issues.

Gender Sensitizing is about Changing Behaviour and Instilling Empathy into the Views that We Hold about Our Own & Other Genders

An understanding and taking account of the ‘Societal & Cultural Factors’ involved in Gender-Based Exclusion & Discrimination in the most diverse spheres of Public &
Global Gender Equality
The best and worst places in the world to be a girl.

The Ten Best Countries for Girls
1. Canada
2. Norway
3. Croatia
4. Iceland
5. Australia
6. Austria
7. Lithuania
8. Estonia
9. Poland
10. Singapore

The Ten Worst Countries for Girls
1. Chad
2. Guinea
3. Niger
4. Somalia
5. Afghanistan
6. DR Congo
7. Ethiopia
8. Mali
9. Angola
10. Central African Republic
Gender equality ranked

The World Economic Forum measured gender inequality in 149 countries with an index based on 4 criteria: economy, education, health and politics.

Country ranking:
1 = Equality
0 = Inequality
+

+ from 0.8
0.7 - 0.8
0.6 - 0.7
0 - 0.6
No data

Source: The Global Gender Gap Report 2018 (WEF)
Gender equality is a vital part of humanity’s progress.
Women in IT security

Gauge

Do you think the security industry has fallen short in advocating, or embracing, diversity in the workforce?

- 53% No
- 47% Yes

Are gender gap concerns magnified in the IT security space, compared to other tech fields?

- 39% Yes
- 22% No
- 22%

To make the most headway in closing the industry’s gender gap, the community should:

- 38% Make the corporate culture more inviting.
- 48% Educate girls early on about careers in IT security.
- 14% Expand mentoring and networking programs.

- SC Online Reader Polls
Section A: Workplace Operations

Gender Equality Checkup

Section B: Content & Portrayals
Section A: Workplace Operations

Organisational Gender Policy

Does the Organisation have a Gender Policy & Is this made Widely Available & Well-Known To All Employees?

- **Yes & It’s Well Known** (5 Points)
- **Yes, But it's Not Well Known** (2.5 Points)
- **No** (0 Points)
Gender Diversity In Senior Management

Does the Organisation have a Program on Diversity & Representation of Women at Senior Management Level?

Does the Organisation have a Policy to Train & Equip Women to Improve their Representation for Senior Positions?

➢ Yes, We’ve Both (5 Points)

➢ Yes, We’ve a Program on Diversity / Policy for Senior Positions (2.5 Points)

➢ No, We’ve Neither (0 Points)
Harassment & Complaint Procedures

Does the Organisation have a Policy on Sexual Harassment, Procedures & Processes for dealing with Complaints?

- Yes, Our Staff Know About It & Our Managers are Trained To Deal With It (5 Points)
- Yes, But We Could Do More To Ensure Complaints Are Effectively Dealt With (2.5 Points)
- No (0 Points)
Section B: Content & Portrayals

Bias & Stereo-Types

Does the Organisation Regularly Review its Content to Check for Gender Bias & Gender Balance in Stories?

Does the Media Output show a Range of Gender Perspectives & Have a Process of Checking for / Eliminating Gender Based Stereo-Types in its Commercial Messages / Advt.,
Section B: Content & Portrayals

Bias & Stereo-Types

1. Yes, To All of These! (5 Points)

2. Yes, To Some of These, We could do Better (2.5 Points)

3. No, We don't have Checks & Balances for Gender Bias & Gender Balance (0 Points)
Experts & Sources

Does the Organisation ensure Women are Equally represented amongst Sources & Experts Cited?

Does the Organisation have a Database of Contacts of Women News Sources & Women Experts?

1. Yes, We’ve Women’s Source Book & We’ve Women Equally Represented (5 Points)

2. We Could Do Better in this Area (2.5 Points)

3. No, We Don’t Do Either of These Things (0 Points)
Watchdog Function

If You’re a Media House, Do You See Covering Gender Equality as a part of Your Function as a Watchdog Over Public Institutions?

Does Your Organisation play a part in ensuring that the Media can operate in a Free & Independent Environment?
Watchdog Function

1. Yes, We Do & We Ensure that Gender Equality or / are Striving for it in Our Daily Work. We Promote the Importance of a Free & Independent Media (5 Points)

2. Yes, We Do Believe that Gender Equality is a Function, But We Could Do More to have a Gender Equality and a Free Independent Environment (2.5 Points)

3. No, We Struggle With This... (0 Points)
**Time For Gender Sensitivity Check Up**

- **25 or More**
  - Congratulations! Organisation is Gender Sensitive

- **15 - 24.5**
  - Good Job! Organisation is Gender Responsive

- **14.5 or Less**
  - Congratulations on making the 1st Step Towards Gender Awareness
Women Are Flowers Of The World
Women Can Be As Good Engineers As Men
Men Can Take Care of Babies as well as Women
Men Are The Elephant’s Front Legs
& Women Are Its Hind Legs
Gender Sensitivity - The Resources

1. Find Out Where You Are On The GEM Scale

2. Familiarise Yourself & Organisation with the Guidelines on Gender-Neutral Language

3. No Confusion About Gender Language

4. Use Gender-Sensitive Indicators for Media
Gender Sensitivity - The Resources

5. Become A Gender Manager in Media

6. "Getting the Balance Right: Gender Equality in Journalism"

7. General Tools
BE THE CHANGE that you want to see in the world.
- MAHATMA GANDHI

Fill the brain with high thoughts, highest ideals, place them day and night before you, and out of that will come great work.

Swami Vivekananda

ISHWAR CHANDRA VIDYASAGAR
The Great Reformer

Image Credit: bangladeshinfo.blogspot.com
2020

HAPPY NEW YEAR

Dr. K. BHANU PRAKASH