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Marathwada Mitra Mandal's

**Shankarrao Chavan Law College, Pune 411004**

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## Equal Opportunity Cell Report (AY- 2024- 2025)

### *Barrier-free, Inclusive and Diverse Environment*

The Equal Opportunity Cell (EOC) of the college is committed to fostering an environment that embraces equality and supports the varied needs of our student body. The EOC diligently organizes a range of activities throughout the academic year. These initiatives are designed to promote inclusivity, address disparities, and create a campus culture where every individual feels valued and empowered. From awareness campaigns, guest lectures, seminar and workshops to mentorship programs and events, the EOC endeavours to ensure that every student has equal access to opportunities, regardless of their background.

Following are the various activities organised by EOC in the academic year 2024- 2025 so as to celebrate diversity, breaking barriers, and building a community that thrives on the principles of equity and respect.

1. The Equal Opportunity Cell (EOC) of the college participated in the **12th Pune Pride Parade, themed "LGBTQIA+ Inclusion at Education Institutes," on June 2, 2024.** Dr. Renu Naidu, Assistant Professor of Sociology and Chairperson of the EOC, along with 10–15 student members, represented the college in this event. The participation aimed to raise awareness among students, celebrate progress in LGBTQIA+ rights, promote diversity, and advocate for the recognition of basic human rights for the LGBTQIA+ community in India and beyond. **Recognizing the college's efforts over the past four years, Dr. Renu Naidu was honored as Co-Grand Marshal to lead the parade.**



*Dr. Renu Naidu, carrying Pride Flag alongwith her student and other allies at the Parade*





*Core team student members of Equal Opportunity Cell proudly participating at 12<sup>th</sup> Pune Pride Parade*


2. On 6<sup>th</sup> July, 2024 Equal Opportunity Cell organised one day **Faculty Development Program** for teaching and non- teaching members. **The resource persons for this FDP were Bindumadhav Khire**, Director of Bindu Queer Rights Foundation, lawyer, author, **Ms. Amruta- Tranwoman**, CSR, SGAnalytics and **Mr. Sammy Pagare-Tramsman**, working as Green Marshal with Pimpri Chinchwad Municipal Corporation conducted one day Faculty Development Program titled **“Empowering Educators: Gender Sensitization and Legal Frameworks for Creating Inclusive Spaces”** at Marathwada Mitramandal’s Shankarrao Chavan Law College, Pune for teaching and non- teaching staff members.

The aim of this faculty development program is to equip teaching and non- teaching staff members with the knowledge and skills necessary to foster inclusive and equitable educational environments. By focusing on gender sensitization and understanding legal frameworks, the program seeks to empower the educators to recognize and address gender biases, promote diversity, and create supportive spaces for all students. This initiative will enhance staff members' ability to implement inclusive practices, ensuring a respectful and legally compliant educational setting.

Following are the objective of the program:

- To increase medical, legal and social awareness on LGBTQIA+
- To increase sensitivity towards LGBTQIA+ concerns
- To increase types of inclusive spaces
- To increase the number of inclusive spaces PROFESSIONAL
- To increase understanding of LGBTQIA+ related laws and their limitations in defining the institution’s policies
- To increase the ability to study and update existing policies to make them more inclusive
- To increase support structures available for LGBTQIA+
- To increase the degree of safety and wellbeing felt by LGBTQIA+ students/staff in being part of the educational institution.







**Marathwada Mitra Mandal's  
Shankarrao Chavan Law College, Pune**  
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**Resource Person**

**Bindumadhav Khire**  
Director - Bindu Queer Rights  
Foundation, Pune  
Lawyer, Author & Activist

**EQUAL OPPORTUNITY CELL**  
*organizes*  
**ONE DAY FACULTY DEVELOPMENT PROGRAMME**  
*on*  
**"Empowering Educators: Gender Sensitization and  
Legal Frameworks for Creating Inclusive Spaces"**

On 6th July, 2024 | 10:00 am - 01:30 pm  
 MMSCLC, 202/A, Deccan Gymkhana, Pune- 411004

<b>Convener</b>	<b>Faculty Co-ordinator</b>
<b>Dr. Kranti Deshmukh</b> (Principal MM SCLC, Pune)	<b>Mr. B.G. Jadhav</b> (Exc. President, SCLC)
<b>Asst. Prof. Dr. Renu Naidu</b> (Chairperson, Equal Opportunity Cell)	

*Information Brochure for the one day Faculty Development Program*



*Dr. Renu Naidu introduced and welcoming the resource persons. During the event, the Principal Resource Person, Bindumadhav Khire, presented books to Dr. Kranti Deshmukh he had authored as a gift to the College's Library*



*Resource Persons- Bindumadhav Khire, Ms. Amruta and Mr. Sammy Pagare*





*Resource Persons Bindumadhav Khire, Ms. Amruta and Mr. Sammy Pagare during the first two sessions*



*Participants participating during the thought-provoking session*



*Group presentation emphasizing on identified issues needing attention to accommodate members from LGBTQIA+ community in the mainstream society*





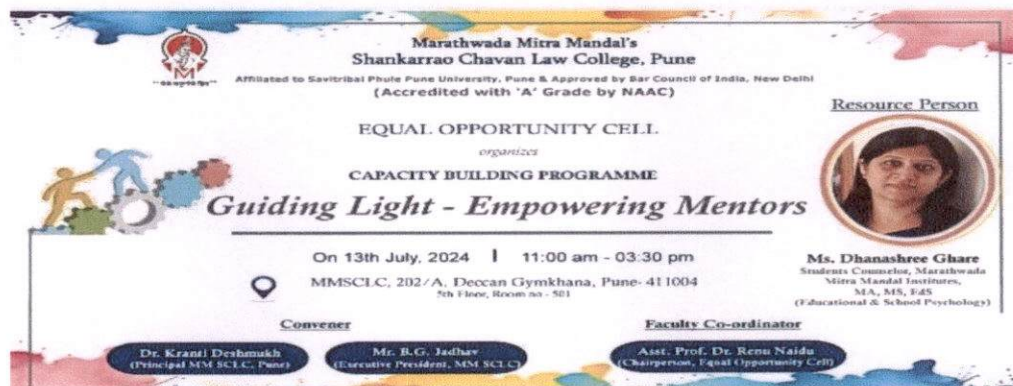
*Faculty members after successfully completing one day faculty development program “Empowering Educators: Gender Sensitization and Legal Frameworks for Creating Inclusive Spaces” and the Certificate issued to teaching and non-teaching staff members after the Program*

3. Equal Opportunity Cell organised one day Capacity Building Program for teaching faculty members on 13<sup>th</sup> July, 2024 Ms. Dhanashree Ghare, Counselor Marathwada Mitramandal Institutes, Pune conducted one day Capacity building Program titled “Guiding Light: Empowering Mentors” at Marathwada Mitramandal’s Shankarrao Chavan Law College, Pune for teaching faculty members.

The broader aim was to equip mentors with essential skills and knowledge to effectively support their mentees. This includes understanding the impact of mentoring, emotions in human development, deepening relationships, acquiring counseling skills, and improving the mentoring process, fostering a nurturing environment for personal and professional growth.

The program was designed keeping in mind the following objectives:

- To understand the significance and long-term impact of mentoring
- To understand evolved emotions in the context of human development
- To learn ways of deepening human relationships
- To understand basic counselling skills that empower mentors
- Brainstorm ways of improving the mentoring process



*Information Brochure for the one day Capacity Building Program*





***Dr. Renu Naidu, Assistant Prof. Sociology introduced the guest to the participants and Dr. Kranti Deshmukh felicitated Ms. Dhanashree Ghare during the Program***



***Ms. Dhanashree Ghare explaining the foundation of mentoring and trust-based relationship during the interactive group activity session***



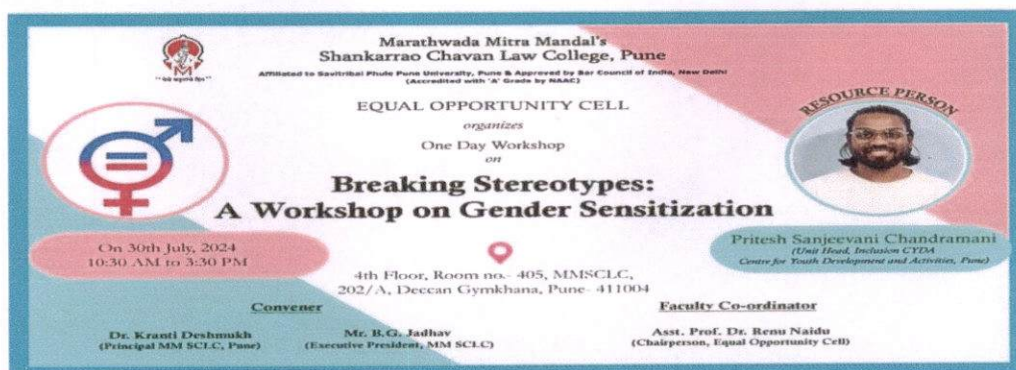
***Faculty members after successfully completing one day Capacity Building program on "Guiding Light: Empowering Mentors" and the Certificate issued to faculty members after the Program***

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4. Equal Opportunity Cell organised one day workshop for **B.A.LLB IInd Year students** on **“Breaking Stereotypes: A Workshop on Gender Sensitization”** on **30<sup>th</sup> July, 2024**, at Marathwada Mitramandal’s Shankarrao Chavan Law College, Pune. The **Principal Resource Person** for this workshop was **Pritesh Sanjeevani Chandramani Kamble** social worker, sex educator, and counselor with a profound commitment to advancing the welfare and rights of marginalized communities. Currently, he leads the **Inclusion Unit at the Center for Youth Development and Activities (CYDA India)**, where he focuses on promoting equality and inclusivity for diverse groups. Along with principal resource person, seven other guest speakers from the LGBTQIA+ community were invited to share personal experiences, perspectives, and discuss challenges faced by the LGBTQIA+ community members. Total number of students participated in this workshop were 111 from B.A.LLB- IInd year.

The aim of the one-day workshop was to create a more inclusive, respectful, and equitable society by addressing and dismantling misconceptions and stereotypes related to sex, gender, and sexuality. This workshop seeks to foster understanding and acceptance of diverse gender identities and expressions, reduce prejudice, and promote supportive environments for all individuals. By educating law students on these critical issues, the workshop aims to prepare them to become effective, empathetic, and informed legal professionals, capable of addressing the legal needs of a diverse and evolving society.



### ***Information Brochure for one day workshop on Gender Sensitisation***



***Dr. Renu Naidu giving brief introduction about the College and the guest and Ms. Dhanashree Ghare, Counselor- Marathwada Mitramandal Institutes felicitating Principal Resource Person Pritesh Kamble- Inclusion Unit Head, CYDA***





*Pritesh Kamble interacting with students in a fun activity that promotes conversation and understanding*

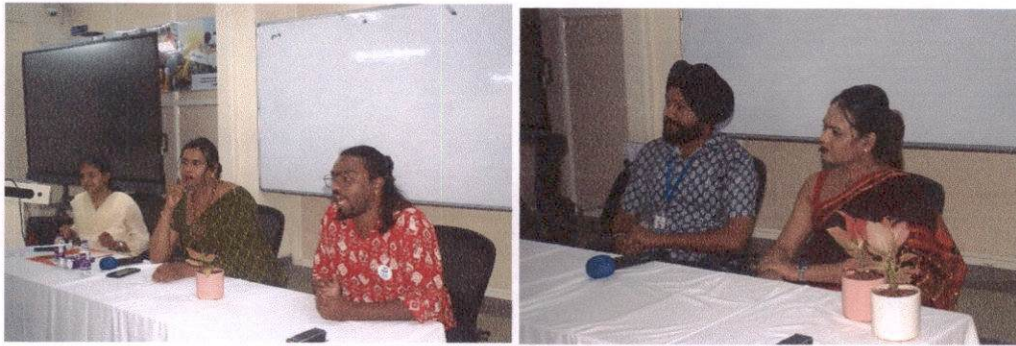


*Participants sharing personal experiences, expectations from the workshop and engaged in small group discussions to deepen their understanding*



*Assistant Prof. Ms. Pooja Baghel and Ms. Dhanashree Ghare- Counselor felicitating Guest Speakers Nihal (Transman), Teju (Transwoman), Shivanya (Transwoman), Riyansh (Transman) and Rupa (Transwoman) from the LGBTQIA+ community and these guests shared their personal experiences and journeys*





*Milan (Transwoman) and Chandan (Gay) interacting with student participants who had the opportunity to gain insights and perspectives directly from a member of the LGBTIQ+ community*



*Resource Person, Guest Speakers along with staff members and students after successfully completing one day long workshop on “Breaking Stereotypes: A Workshop on Gender Sensitization”*

5. The Equal Opportunity Cell arranged an NGO visit to NAVKSHITIJ- Home for Mentally Challenged Adults, Marunji Village, Hinjawadi, Marunji, Pimpri-Chinchwad, Maharashtra 411033 for B.A.LLB II Year students, on 16<sup>th</sup> and 17<sup>th</sup> August 2024.

The aim of visiting an NGO like Navkshitij, a home for mentally challenged adults, provides law students with invaluable insights into the real-world application of social justice and disability rights. This experience fosters empathy and a deeper understanding of the challenges faced by vulnerable populations. Also, engaging with the residents and staff broadens their perspectives, challenges prejudices, and inspires



a commitment to pro bono work and ethical legal practice. Ultimately, such visits bridge the gap between academic knowledge and practical application, preparing students to become compassionate and effective legal professionals.

Following are the objectives behind this NGO visit:

- To sensitize law students to the challenges faced by mentally challenged adults and their caregivers.
- To foster empathy and understanding of the legal and social rights of individuals with disabilities.
- To provide students with practical exposure to the functioning of NGOs working in the field of mental health and disability support.
- To inspire students to explore ways they can contribute legally and socially to such causes.



*Our students attended an insightful introductory session about Navkshitij, led by the organization's CEO- Prof. Smita Shetty, and Senior Project Coordinator- Mr. Rameshwar*





*Our students explored and purchased the gift items crafted by the differently-abled adults at Navkshitiij and contributed to the environment by planting fruit trees on their campus*



*Our students engaged with the differently-abled adults at Navkshitiij, gaining insights into their daily routines, which include physical workouts and a variety of other activities*

The visit provided students with valuable insights into the lives and rights of mentally challenged adults, fostering meaningful discussions on legal frameworks and policies that support individuals with disabilities. It enhanced their sense of responsibility and empathy toward marginalized communities, inspiring many to consider pursuing disability rights and advocacy as part of their future legal careers.

**Dr. K. Pranti Deshmukh**

Principal  
MMSCLC  
Pune

**Dated: 21/08/2024**

**Dr. Renu Naidu**

Assistant Professor, Sociology  
Chairperson Equal Opportunity Cell  
MMSCLC, Pune

