



Report on

GENDER EQUITY BEYOND THE BINARY

Date: Wednesday, 29-05-2024

Venue: B-301

Mode of Activity: Offline

Time: 10:00 am onwards

Target Group: BPT Students

Coordinators: Dr. Mansi Dewan (PT)

Organized by: School of Physiotherapy and Rehabilitation Sciences

Number of Attendees: 30

INTRODUCTION:

The lecture titled "Gender Equity Beyond the Binary" addressed the complexities and challenges associated with gender equity, emphasizing the need to move beyond traditional binary understandings of gender. Gender Norms are ideas about how people of a particular gender in a specific society or community should behave. Gender norms are the building blocks of gender identity and gender stereotyping. Gender roles are different socially attributed responsibilities, attitudes, and behaviors of each gender. Gender relations are relations between men and women, and how power and access to resources are distributed between men and women.

"Social transformation" involves a lot of work on removing the subconscious biases. Implying gender equity implies- ending gender disparities, eliminating violence against women, eliminating early and forced marriages and securing equal participation and opportunities.

OBJECTIVE:

1. **Expand Understanding of Gender:** To educate the students on the concept of gender as a spectrum rather than a binary classification, emphasizing the diversity of gender identities beyond just male and female.

2. Address Impact of Binary Norms: To discuss the negative consequences of rigid binary gender norms on individuals, including mental health issues, discrimination, and violence against non-binary and gender-nonconforming people.
3. Critique Legal and Policy Frameworks: To analyze existing legal and policy frameworks, identifying gaps and limitations in current laws that fail to protect non-binary and gender-nonconforming individuals adequately.
4. Promote Inclusive Education: To advocate for comprehensive gender education that includes diverse gender identities and expressions, calling for curriculum reforms and educator training to create inclusive educational environments.
5. Advocate for Workplace Inclusion: To highlight the importance of inclusive practices in the workplace, suggesting strategies such as inclusive language, gender-neutral facilities, and policies recognizing all gender identities.
6. Emphasize Intersectionality: To stress the significance of intersectionality, acknowledging how gender intersects with race, class, sexuality, and other identities, and to promote an intersectional approach to achieving gender equity.
7. Raise Awareness and Sensitivity: To increase awareness and sensitivity towards the challenges faced by non-binary and gender-nonconforming individuals, fostering empathy and understanding among the audience.

METHODOLOGY:

The moderator and the panellists for the discussion were welcomed before the lecture began. The event's moderator was Dr. Shobhna Jeet, Associate Professor at SOLS, K.R. Mangalam University. The panellists included Dr. Ritwik Ghosh, Assistant Professor at SJMC, K.R. Mangalam University, and Dr. Mamta Shankar, Coordinator SPRS. MS. Shobhna Jeet gave the BPT students an explanation of the theme before the conversation started. She highlighted the multiplicity of gender identities beyond merely male and female, and the idea of gender as a spectrum as opposed to a binary definition. She also went into detail about how the current legal and regulatory frameworks fall short of providing non-binary and gender nonconforming people with sufficient protection.

Dr. Mamta Shankar went on to discuss the need of gender neutrality in general and healthcare practices in particular. She clarified to the students that everyone should have equal access to healthcare. In order to achieve gender parity, Mr. Ritwik Ghosh emphasised the importance of intersectionality, recognising the ways in which gender intersects with race, class, sexual

orientation, and other identities. In order to help the children develop empathy and understanding, he also went into detail about the difficulties faced by non-binary and gender nonconforming people. As the discussion came to a close, the students spoke with the panellists about their uncertainties.

OUTCOME:

The lecture fostered empathy and sensitivity among the students towards the experiences and challenges faced by non-binary and gender-nonconforming individuals, helping to humanize the data and stories presented. The students became more aware of the gaps and limitations in current legal and policy frameworks, understanding the need for more inclusive laws and protections for non-binary and gender-nonconforming individuals. The lecture facilitated networking and collaboration among participants, creating opportunities for future partnerships and collective action towards achieving gender equity.

FUTURE SCOPE:

The lecture will inspire the students to implement and advocate for inclusive practices in their workplaces, such as adopting inclusive language, providing gender-neutral facilities, and recognizing diverse gender identities in policies. The students will understand the importance of intersectionality in gender equity efforts, which will help them recognize how gender intersects with other identities like race, class, and sexuality, and the need for an intersectional approach in advocacy.



PIC 1- Dr. Shobhna Jeet addressing the audience.



PIC2- Students listening carefully



PIC3- Dr. Mamta explaining the students.



PIC4- Dr. Ritwik addressing the students.