

CGEE Center for Gender Equity and Equality OUSL

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What is Gender Equality? And Equity?

- Gender equality is when people of all genders have equal rights, opportunities and responsibilities. Freedom to develop, progress and make choices unhindered by gender stereotypes
- Gender equity, meanwhile, is about fairness. To ensure everyone has equal opportunities, we need to consider privilege, bias and other parameters that can limit how people access opportunities.
- This includes all men, women and the intersex categories

What is the formal role and the mandate of the CGEE

- Formal role of the CGEE OUSL is framed within the Gender Policy of the OUSL approved by the council on 26.05.2017
- The preamble specifies refers to 4 aspects
- **Acknowledging** Gender Based Discrimination and Violence (GBDV) is a matter of concern in the SL-HE system
- **Recognising**- GBDV is against Human rights
- **Declaring**- commitment to maintaining gender equality
- **Emphasising** the need to prevent GBDV using proactive measures

Objectives of the Gender Policy of OUSL

- To set out the policy towards gender equity, diversity and prevention of harrasment based on gender
- To establish a complaints and redress mechanism for those affected by it
- To ensure gender mainstreaming into the teaching, learning and the research culture of the University
- To achieve gender equality between men and women to enable equal rights for all
- To take affirmative action to ensure gender equality

Policy principles

- 1. Equality inclusivity and diversity- mainstreaming, conscious awareness sensitivity raising, balanced communication publicity materials, committee to initiate attitudinal change
- 2. Leadership and Management-Gender equality and empowerment in leadership and management among staff and students, sensitive leaders, appointing a highly powered gender committee
- 3. Freedom from violence and discrimination- secure educational environment with zero tolerance of SGBV
- 4. Teaching and Research- Mainstream gender into teaching, research and innovation
- 5. Institutional Mechanisms- Formulate policy documents which articulate gender equality objectives and setting up necessary committees and spaces



Thank You!