

Gender Champions Cell

Under the aegis of Gender Sensitization Committee & IQAC



NAZARIYA

2022-2023

PROF. VIPIN AGGARWAL
PRINCIPAL

DR. MONIKA RIKHI
CONVENER

MR. ANAAM V.C.
PRESIDENT

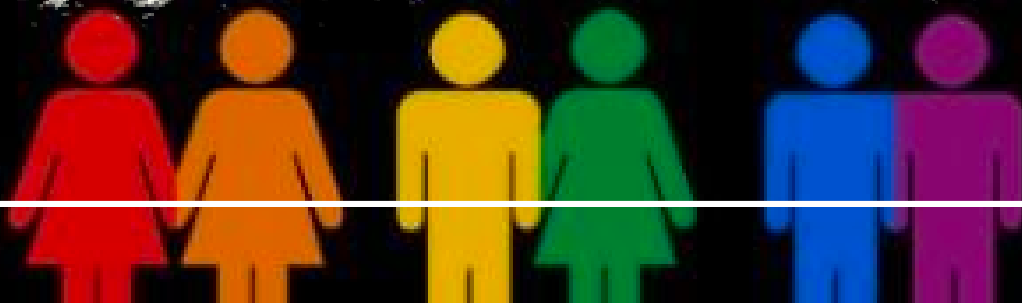


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GENDER CHAMPIONS

Gender Sensitisation Committee

Sri Aurobindo College (E)
University of Delhi

ABOUT GENDER CHAMPIONS, GSC

Gender equality, also known as equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs equally, regardless of gender.

At Sri Aurobindo College (Evening) Gender Sensitization committee work efficiently and effectively towards balancing the parameter of equality between all the genders.

Information materials as in posters, handouts and eye lying pictorials are showcased on campus. Organise awareness programs on various gender issues, laws, government schemes, theme based plays, poster and collage, debate, essay competitions, annual functions on gender equality.

The committee has under it a team of gender champions, which has been formulated by the University Grant Commission. As an academic approach under University Grant Commission(UGC) with a Joint initiative of the Ministry of Women and Child Development and Ministry of Human Resource Development, Government of India, we are trying to bring a change, to shape the attitudes and transform behaviours in the society, to increase the outreach for creating an environment that fosters equal treatment.

Through our events, talks and other programs, we make an attempt to encourage young folks to sensitise and question the issue of gender inequalities, to advocate gender equality and monitor progress towards gender justice.

FROM THE PRINCIPAL'S DESK



Prof. Vipin Aggarwal
Actg. Principal

“
justice starts with
equality

"It takes no compromise to give people their rights.

It takes no money to respect the individual.

It takes no political deal to give people freedom.

It takes no survey to remove repression."

Centuries old prejudices and biases towards women and the LGBTQ+ community have prevailed in our society. Such injustice has led to the underdevelopment of these groups.

Thus, it becomes extremely important that these groups be given the respect and rights they deserve in the society.

With such hope, Gender Champions - The Gender Sensitization Cell of Sri Aurobindo College Evening has been actively working towards making our campus a safe and inclusive environment for every student there.

With the intent to make the college more inclusive and respecting every person, the cell conducts various seminars, conferences, flagship events, sensitization workshops, discussion circles etc. to make people more aware.

Gender Champions work very hard for the cause they stand for- TO MAKE THE WORLD A MORE ACCEPTING PLACE FOR EVERYONE WHO LIVES IN IT.

It is the college's true hope that they continue to work actively towards gender inclusivity and women's rights.

FROM THE CONVENOR'S DESK



Dr. Monika Rikhi
Convenor

“

**If approaches to
gender is changed,
equality will follow**

With splendid pleasure, I with my Gender Champions present you all the NAZARIA 2022-2023. It is a matter of delight for the college to have the Gender Champions working to pursue and promote gender expression and women and gender empowerment.

My Gender Champions led by Anaam V. C. have been working on the principles of equality and humanity. This society is an important part of the college because it promotes greater understanding, acceptance, and empathy. It helps to combat stigma and discrimination against gender and sexual minorities who may not fit into traditional gender or sexual categories.

The Gender Champions work towards the motive of creating a safe space for women and people belonging to the LGBTQIA+ community to feel safe on the campus and also spread awareness about the struggles and discrimination faced by them.

I can proudly mention that Gender Champions are fighting everyday against gender norms to make Sri Aurobindo College a Gender - equal institution.

I congratulate the dedicated, committed Gender Champions and their hardworking team on their achievements and wish them luck for the future. I aspire that they continue to work hard towards the betterment of the college.

FROM THE



TORCH BEARERS DESK



Leading a social cause comes with a lot of responsibility. And for a change to happen is toughest of all. GC has been at the core of my heart since day 1 of my college, and it will be. It thrives for change, change, change.

Anaam VC (he/him), President

The core of GSC was privileged to work with such brilliant minds and executed all plans with great success. The newsletter, "Nazariya" reflects upon this session with our leadership, which was full of morality and integrity towards the communities we work for.

Pragya Saxena (she/her), Vice President



Being the core of GSC taught each one of us the worth and value of working together as a team towards a humanitarian goal and shared objective. We hope that our newsletter, "Nazariya" will successfully illustrate each individual's efforts and the team's contributions.

Prerna Chugh (she/her), Vice-President

Being a part of the core of GSC has been very educative. Working for GSC in itself is a whole experience and our newsletter NAZARIYA includes in it all the hardwork and efforts our society members have diligently put in.

Lakshika Juggal (she/her), Chief Director



NAZARIYA 22-23

EDITORIAL BOARD

SRIJAN (HE/HIM)

Ever since i joined the team I have observed the amount of hard work that GCs put in in each of their events, how they take care of tiny details to make the event perfect. This newsletter includes & represents the dedication of the team towards breaking the patriarchal mindset of society.



NISH (SHE/HER)

Being in a position of dilemma and grief for the communities in India that faces discrimination has given me a perspective which makes me see the issues through their perspectives. NAZARIYA aims to do so.

SHRUTI (SHE/HER)

From a point where the concept of society was new to me, and to the point where things driven me automatically to work together for a change. GC has made me involve in work that was beyond my imagination. I hope via Nazariya I could contribute to the same.



VEDANSHI (SHE/HER)

Newsletter holds power when it comes to mobilizing a social vision. To bring change is to be able to communicate, and I think that via this newsletter, we would be able to communicate the change we need.

ABOUT GC

With the aim to make the young generation gender sensitive and create positive social norms that value each and every individual and their rights in the campus to select responsible leaders who will facilitate an integrated & interdisciplinary approach, understanding the socio-cultural constructions of gender that shape the experience of every human in the society, UGC issued guidelines according to which every educational institutions were to implement Gender Champions.

We, the Gender Champions under the Gender Sensitization Committee have always strived to redefine the meaning of social norms and equality. The sole purpose of Gender Champions under the Gender Sensitization Committee SACE has been to promote gender neutrality and create a better space for every individual free from norms.

The team of Gender Champions have always worked towards awareness among people about different gender identities and to sensitize them so they can respect each and every individual. It's our sole duty to create inclusivity and acceptance among others and to create a safe environment not only in the college campus but in the society. It is to create a constructive and helpful environment for every individual.

Our team members have been through thick and thin to achieve the vision of GC. We believe through persistent hard work we can build an egalitarian society we have aimed for. Our passion to achieve this common goal has helped us to cooperate and coordinate with each other at maximum efficiency. Gender Champions have proven itself to be a family with a solid framework and teamwork and would abide by that in upcoming years.

To promote this inclusivity and neutrality, we have been working together towards different agendas that tend to break the rules which bind a particular group of people from thriving.



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PSYQLOGY

QUEER AFFIRMATIVE COUNSELING FOUNDATIONAL COURSE



Gender Champions SACE conducted a 2-day course on queer-affirming counseling skills and an 8-hour foundational certificate course in collaboration with Humsafar Trust and Abhyaarany. The course was conducted on May 6 and 7, 2022, on the Zoom platform. The course included six regular lectures and one experiential learning session for the students pursuing an Indian higher education degree program (Bachelor's, Master's, or above) in the field of mental health.

The course was conducted by Rashi Juneja (a clinical psychologist with 6+ years of professional experience), Dr. Surabhi Mitra (a psychiatrist, advisor, and board member at Sarathi Trust), and Ms. Sayali Jhadhav (a psychotherapist who is queer affirmative in her practice and has more than 5 years of experience). The facilitators explained the concept to make the participants understand the basics and background. Overall, it was a success.

AADHAR

GENDER SENSITIZATION WORKSHOP



The gender sensitization workshop series AADHAR was organized by Gender Champions SACE to promote awareness and understanding of the foundational theory that our society thinks every Gender Champion should be equipped with. Such workshops provide a platform for participants to learn about gender-related issues and to put the teachings into practice through discussions and activities that help challenge and change gender-based stereotypes, biases, and prejudices.

The workshop began with an introduction to gender sensitization, where the facilitators outlined the structural difference between sex and gender. The main point is that sex is a biological phenomenon, whereas gender has evolved socially. The participants also discussed the issues women face on college campuses, particularly the male gaze, and how we, as individuals, can take steps to correct them.

Finally, the workshop ended with a discussion on ways in which participants can continue to promote gender equality and sensitization in their own lives, communities, and classrooms. This can include taking action to challenge gender-based discrimination and to support those who are affected by it, as well as advocating for policies and practices that promote gender equality and inclusion.

SAMVAAD

GC'S DISCUSSION CIRCLES

The gender champions, SACE discussion circle - 'Samvaad'- had its first session on 20th February 2023. The topic discussion was centered around the topics of "patriarchy", "allyship" and "youth". The members. They had an engaging interaction and thorough exchange of ideas which led to new revelations about the structure of the patriarchal society, and its transhistorical, anthropological development.

Sessions on Women's Empowerment, Abortion Rights, Allyship, Patriarchy, political reformations, social change, and youth mobilization have been consistently discussed.

On the occasion of Shaheed Diwas, the topic of Mahatma Gandhi ji & his contributions to women's empowerment came up in the discussion. We also discussed the contributions of MS Subbulakshmi. Every week, Monday is dedicated to SAMVAAD which takes place on college premises or DDA park. Every session is led by two gender champions. We also talk about how the practice of gender equality was brought into practice by freedom fighters in history.



IRIS'22

VISION OF EQUALITY



Iris, a red-wall event organized by the Gender Sensitization Committee, left a firm mark for one of the most successful events that had been organized in Sri Aurobindo College. One such activity involved whether or not women feel safe on campus, and if not then why, another activity involved people reading the stereotypes and writing their opinions about whether they oppose it or conform to it.

Other than these informational and interactive activities, we had activities designed solely for spreading positivity and fun throughout the day. Face painting activity, in which most students from the campus participated and were so thrilled.

Our showstopper was our dance performance that left everyone awestruck and hooting repeatedly. The act of dance was used as a medium to portray how proud the community is by being whoever they are, the kinds of problems they have to face yet still emerge to be powerful.

HER HAQ : WOMEN EMPOWERMENT



On February 7, GC organized #HerHaq, an event centered around the safety of women on the college campus. We conducted a survey and all of the responses pointed out that the campus is unsafe for most women and not gender neutral due to various issues such as lack of infrastructure, insensitive crowd, etc.

We conducted another activity which symbolized getting rid of their insecurities. We made some posters to depict the gruesome condition of women's education and unemployment. It was a successful event as we got to know the situation of women's safety on our campus and there were also some suggestions regarding how to tackle the problem.



NOOR '23: GENDER CARNIVAL



NOOR '23 was a celebratory event aiming to address the untold notions of:

Legal Empowerment of LGBTQIA+ people and oppressed women, shaping Psychological Wellness perspective on the LGBTQIA+ community, providing a platform for entrepreneurial empowerment

The Gender carnival, "NOOR" had panel discussions and speaker sessions to promote gender equality and gender inclusivity. It represented the capabilities and potentials of several small scale entrepreneurs. The audience was able to reflect upon the mindful speaker sessions with lots of cultural performances and fun activities.

The carnival is also a further attempt to create a safe space for people of all gender identities and backgrounds to come together and express themselves freely, starting from the college campus itself.

GENDER TRAILS: GENDER HERITAGE SITE VISITS

Gender Trails: a series of walks and visits over the heritage and history of India and around. The series comprises Delhi heritages and its significance in women oppression and fights over the patriarchy. The sites are researched by the students and along with teachers, a visit is done. Jamali Kamali, Qasida Masjid, Sunehri Masjid, are the top locations the team will be visiting in March 1st week of 2023.

GC BEYOND COLLEGE

LALIT

Anaam and Pragya from our team attended the Gender and Mental Health Workshop organized by Keshav Suri Foundation at The Lalit Hotel, Delhi in October 2022. The session talked about how gender expression of various genders are oppressed and ignored. A major emphasis on the Arvey Faridabad case was given. The workshop entailed around mental health and gender stereotypes the society has around it. Multiple theories of mental health balance and how to go about changing perspectives and gender notions to better public health.

Later, on March 4, 2023, Swastika and Nish from the Gender Champions team joined the Queering Mental Health with Deepak Kashyap which was hosted by the Keshav Suri Foundation.

They also met the speaker himself and informed him about Gender Champions and their working towards building an inclusive society in Sri Aurobindo College Evening for every student.

DELHI QUEER PRIDE PARADE

After three years, the Delhi Queer Pride Parade took place to honour acceptance of diversity. The 13th Pride Parade featured about 12,000 participants who marched and danced from Barakhamba Road to Jantar ntar.

Team members Anaam, Nish, Sahej, and Srijan joined the Parade to demonstrate their support for the LGBTQIA+ community. They marched side by side in opposition to the discriminatory practices, legislation, and assaults that the LGBTQ community must endure.

The day came to a close with a reminder of all the struggles the LGBTQIA+ community encountered and how much more is still up for gain!

TECHUGO WORKSHOP

Techugo, one of the top Mobile App Development companies in India invited Anaam, President of Gender Champions to conduct a workshop titled "The Pride Talk" in October 2022. The session entailed a deep discussion on the difference between sex, gender and sexuality. They also talked about creating empowering spaces for the marginalized genders.

The session talked about representation of queer individuals in the corporate space along with grave topics such as rainbow washing, infrastructural needs of non binary individuals, developing better employment policies against harassment and more.

I FEEL ADIPOLI

—BY MANIKA JAIN

2ND YEAR, APP. PSY., SRI AUROBINDO COLLEGE EVE

Two years ago, Zahad (23) and Ziya Paval (21), a transgender couple living in Kozhikode, started their gender transition process. But early last year, they paused the journey to become a trans man midway to first becoming parents.

Zahad and Ziya Paval have been living together as a transgender couple for the last three years. While Paval is from Kozhikode, Zahad, who worked as an accountant before going on maternity leave, is from Thiruvananthapuram. Both left their families after realizing their transgender identities. Since then, they have undergone hormone therapy as part of the gender transition process. Paval said they decided to have a child after giving it much thought.

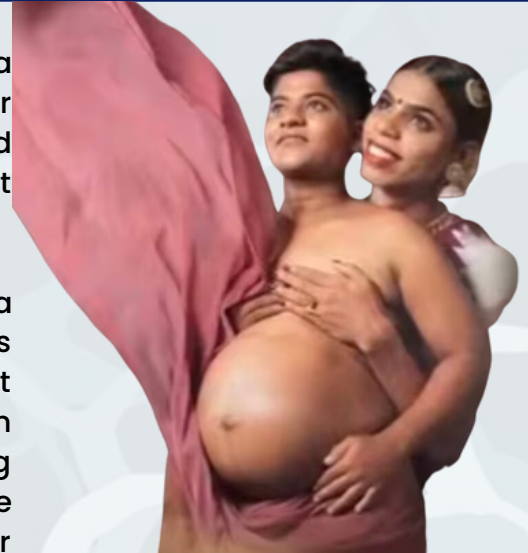
"I'm feeling Adipoli!" (Great.) I'm excited to see my baby doll. Amazingly, I can be both a mother and a father. While it is difficult emotionally, I can't wait to finish this phase as a mother and then become a father," said Zahad. Their couple's photoshoot announcing the pregnancy on social media a few days ago went viral and received a lot of attention. When the couple decided to have a baby, they researched their options and discovered that adopting a child was difficult due to the legal procedures involved. They realized Zahad could conceive despite his attempts to transition into a transman.

Zahad, whose breasts were removed as part of the medical procedure, will begin his transitioning process soon. They have decided to feed the baby breast milk obtained from a milk bank. While the pictures of their pregnancy received a lot of love and support, several comments mocked the couple.

They were overwhelmed by the number of people who wrote to say they'd pray for the baby's health. "However, many others criticize us, claiming that we should conform to the gender roles that were assigned to us at birth. People said it looked like a fancy dress show," explained Ziya, Zahad's partner.

Zahad gave birth on Wednesday, February 8th. The couple decided not to reveal the sex of the newborn and refused to assign the baby's gender at birth.

Paval said they got support from doctors at the Government Medical College Hospital in Kozhikode. Meanwhile, amid their ongoing journey to change their genders, Zahad and Paval are now looking forward to a new journey—as parents.



POSH: PREVENTION OF SEXUAL HARASSMENT

—BY DEEPALI

2ND YEAR, APP. PSY. KAMLA NEHRU COLLEGE



On December 9, 2013, POSH came into effect. The legislation was created to protect women at work. It offers protection from workplace sexual harassment of women. Sexual harassment infringes on a woman's fundamental right to equality, which is protected by articles 14 and 15 of the Constitution, as well as her right to dignity and her ability to engage in any profession or line of work, as stated in articles 21 and 19, respectively.

International treaties like the one on the abolition of all forms of discrimination against women also recognise basic human rights like the right to a job with dignity and the protection of women from sexual harassment. Of course, the Indian government has also made the necessary repairs.

DEFINITION OF SEXUAL HARASSMENT IN THE ACT

The following situations, among others, may qualify as sexual harassment if they result from, are related to, or are associated with any act or pattern of conduct that is sexually harassing:

- Any kind of advance or unwanted physical contact
- Making a sexual favour request
- Using inappropriate sexual language
- Displaying pornography
- Engaging in any other unwanted behaviour, whether it be physical, verbal, or nonverbal



POSH: PREVENTION OF SEXUAL HARASSMENT



—BY DEEPALI

2ND YEAR, APP. PSY. KAMLA NEHRU COLLEGE

OBJECTIVE

The 2013 Sexual Harassment Act's primary goal is to safeguard women against sexual harassment and make the workplace better for them. Sexual harassment at work is regarded as a violation of women's rights to equity, liberty, and life. It fosters hostile work environments that do not encourage women to participate in the workforce, which has a detrimental impact on both the objective of inclusive growth and women's economic and social empowerment.

GLOBAL PERSPECTIVES ON SEXUAL HARASSMENT

The International Labour Organisation (ILO) works to advance social equity and global recognition of labour and human rights. The International Labour Organisation is a United Nations institution with 187 member nations that seeks to bring together government representatives, employers, and workers. Its duties include creating policies, setting labour standards, and promoting initiatives to guarantee fair working conditions for both men and women. ILO also states that sexual harassment is any unwanted sexual behaviour that, in the recipient's reasonable opinion, produces an intimidating, hostile, or offensive work atmosphere. Such conduct is especially serious when it is carried out by an official with the authority to affect the recipient's career circumstances (including recruitment, assignment, contract renewal, performance appraisal, or promotion).

Sexual harassment among employees is an issue in both developed and developing nations, as well as in less developed nations. To the whim of the women who are affected, these nations, however, typically approach this problem on an individual basis.

CONCLUSION

In summation, the POSH Act 2013 is a significant advancement in providing all workers in India with a workplace that is free from harassment. It offers a structure to guarantee that all companies adhere to a zero-tolerance policy towards sexual harassment in the workplace. It has had a significant effect on Indian workplaces by giving victims of sexual harassment the necessary legal protection. The POSH Act offers legal protection, but the way it is enforced still needs to be improved. It is crucial to develop strategies to ensure that the goals of the POSH Act 2013 are fulfilled because both employers and employees must collaborate to create a workplace that is safe and harassment-free.

MISREPRESENTATION OF LGBTQ+ IN BOLLYWOOD :

ONE STEP FORWARD, TWO STEPS BACK

—BY ANNAPURNA PARDHI



Misrepresentation of the LGBTQ+ community in Hindi cinema is a tale as old as time. The portrayal of the community is disheartening. Male characters in female-dominated jobs (fashion designers, stylists, makeup artists) are usually portrayed as gay; actors like Suresh Menon have been portraying the stereotypically desperate gay man for almost two decades; cross-dressing is used to make a poor script more comical. But why is that so? Bollywood has provided us with decades of entertainment, but there has always been an unhealthy dose of homophobia and transphobia.

Abhishek Bachchan was one of the celebrities to express his support for the Supreme Court towards the LGBTQ+ community. But unfortunately, his films like *Dostana*, *Housefull*, and *Bol Bachchan* have some of the most offensive portrayals of LGBTQ+ people. Even Akshay Kumar's *Laxmii*, which was a remake of *Kanchana*, also failed to depict a proper and sensible representation; a transwoman trapped inside a cis man for horror comedy sounds severely transphobic. And if you remember *Kaanta Ben* from *Kal Ho Na Ho* (2003), you'd surely remember her homophobic reactions in the scene where she's seen shivering when she sees SRK (Aman) and Saif (Rohit) sleeping on the same bed. The movie didn't show any gay characters anywhere, so was this scene required? It only passed a judgment that having a partner of the same sex is not okay.



MISREPRESENTATION OF LGBTQ+ IN BOLLYWOOD :

ONE STEP FORWARD, TWO STEPS BACK.



The problem is that we are not showing reality but instead making comedy out of such a serious issue. *Humshakals* (2013) had unnecessary, unfunny cross-dressing.

But LGBTQ+ is not just misrepresented via humor. A blatant example of misrepresentation is the stereotypical portrayal of transwomen as heartless, brothel-running villains who always wear shiny clothes loaded with jewelry. Lajja Shankar Pandey from *Sangharsh* (1999), played by Ashutosh Rana, fits perfectly in this category. No doubt his acting was top-notch and impactful for such a powerful character with so much potential, but it also promoted the stereotypes to a greater extent.

Keeping aside a few like *Chachi 420* (1997), most films depict cross-dressing as something casual, added to the film just to make it funnier without any depth. Men wearing fake breasts and over-the-top makeup just to draw laughs—this is exactly what Ajay Devgan, Arshad Warsi, Tusshar Kapoor, and Shreyas Talpade did in Rohit Shetty's *Golmaal Returns* (2008), and this is just one example among many. Such a portrayal adds nothing to the story, but what it does is add a pinch of misogyny to the script.

Few masterpieces nail the representative portrayal. The times have changed, and so has the content. A small portion of Bollywood gives importance to the LGBTQ+ community too. There are only a few mature, sensitive, and realistic movies. Films like *Fire* (1996), *My Brother...Nikhil* (2005), *Aligarh* (2015), and a few regional films too, like *Arekti Premer Golpo* (Just Another Love Story, 2010), *Meghdhanushya: The Colour of Life* (2013), and *Naanu Avanalla...Avalu* (I am not a he, I am a she, 2015). Then there are films like *Chachi 420* (1997) and *Dil Bole Hadippa!* (2009), where 'drag' or cross-dressing is dashed with humor, yet the portrayal is sensible. Ayushman Khurana's *Shubh Mangal Zyada Saavdhan* (2020) also displayed a gay couple with humor and tonnes of drama, again in a mainstream movie starring Ayushmann Khurrana and Vaani Kapoor: *Chandigarh Kare Aashiqui* (2021) sensibly displays the struggles of a transwoman due to the ingrained bias with a dash of romance, humor, and good music. Rajkumar Rao and Bhumi Pednekar's *Bhadhai Do* (2022) tried to showcase the problems in a lavender marriage and the pitiful state of queer couples when it comes to adoption rights in our country, but it too became a theoretically flop movie. It's a relief to see Indian filmmaking finally marching toward an open approach around the real issues. We hope to see a better representation of the LGBT community.



MISREPRESENTATION OF LGBTQ+ IN BOLLYWOOD :

ONE STEP FORWARD, TWO STEPS BACK.



Also, a big thanks to OTT and Parallel Cinema! Now there's some sensible, quality representation. With online streaming sites like Netflix and Amazon Prime, more and more diverse content is expected, with great stories unfolding.

One of the protagonists in Prime Video's widely streamed show *Made in Heaven* is gay and comfortable with his sexuality, and maybe that's the reason it's one of the top streaming shows. Kubra Sait, who plays a transgender character on Netflix's *Sacred Games*, came in for praise thanks to her brilliant performance, but many complained that a trans person could have been picked for the role instead of a cisgender actor. Cis actors playing trans characters is a big debate in the entertainment industry these days.

The Parallel Cinema and OTT platforms are bringing us more and more out-of-the-box content. Some movies and shows are paramount for changing vision and uprooting stigmas. On a cultural level, homosexuality is still taboo in much of the world, especially in India. Shows and movies that have intimacy between same-sex couples and queer characters need to be brought center stage. Movies like "Un-freedom" never got a chance to make it to the big silver screen, but the OTT platform (Netflix) got it covered for the audience.

The big reason for this kind of absurd misrepresentation is that barring a few filmmakers and audience members, most people are unaware of the fact that LGBT is short for LGBTQIIAP2S+. It includes: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intergender, Intersex, Asexuals, Pansexuals, and Two-Spirit, and the '+' at the end of the acronym symbolizes the idea of an unfathomable spectrum of sexual minorities.

If one is not even aware of the full form itself, it's of no use to expect sensible representation and reaction from them. Marriage equality will be a dream until the apex court or the legislature decide whether Indian society is ready to embrace change and grow. But in the meantime, we rely on the entertainment industry, both Bollywood and parallel cinema/OTT, to confront issues like LGBTQ+phobia and make earnest pleas for change.



DE&I COMMITTEE

—BY ANAAM VC

3RD YEAR, APP. PSY. SRI AUROBINDO COLLEGE EVE

Diversity, equity, and inclusion (DE&I) committees have become increasingly common in organizations around the world. These committees are designed to promote greater diversity and inclusivity in the workplace, and to help organizations create a culture that is welcoming and supportive of all employees.

The role of a DE&I committee varies depending on the organization, but typically includes developing policies and programs to address issues related to diversity and inclusion, conducting training and education programs for employees, and advising management on issues related to diversity and inclusion.

One of the key benefits of a DE&I committee is that it can help to create a more inclusive workplace culture. By bringing together employees from diverse backgrounds and perspectives, the committee can help to foster a sense of belonging and promote greater understanding and empathy among colleagues.

Another important benefit of a DE&I committee is that it can help to identify and address issues related to bias and discrimination in the workplace. By conducting surveys and gathering feedback from employees, the committee can help to identify areas where improvements are needed, and develop strategies to address these issues.

However, there are also challenges associated with DE&I committees. One of the biggest challenges is ensuring that the committee is truly representative of the organization as a whole. In some cases, the committee may be dominated by a particular group or department, which can limit its effectiveness and undermine its credibility.

Another challenge is ensuring that the committee is given the resources and support it needs to be effective. This can include providing funding for training and education programs, as well as providing support for initiatives and projects that are designed to promote diversity and inclusion.

Overall, DE&I committees are an important tool for organizations that are committed to creating a more diverse, equitable, and inclusive workplace. While there are challenges associated with these committees, their potential to promote greater understanding and empathy among employees and to identify and address issues related to bias and discrimination makes them a valuable asset for any organization

ABORTION RIGHTS IN INDIA: A CRITICAL EVALUATION

—BY NISH

2ND YEAR BCOM, SRI AUROBINDO COLLEGE EVE



Abortion has been legal in India for over five decades now under the Medical Termination of Pregnancy Act, 1971. It was created as an exemption to the Indian Penal Code (IPC) to allow certified medical practitioners to terminate certain pregnancies.

The Act included several crucial details about the grounds on which women may seek an abortion. The essential regulations of the Act were that only a qualified medical practitioner can execute a pregnancy termination if the pregnancy is less than 12 weeks long and done in good faith.

The reasons for lawfully terminating a pregnancy were also specified under Section 3(2) of the MTP Act, this included:-

Pregnancies that can cause grave harm to the expectant woman's body or mental health.

Pregnancy resulting from contraceptive failure,

Pregnancy as a result of rape or sexual intercourse with a mentally challenged woman.

Aside from the conditions above, one could legally terminate a pregnancy if there were substantial prenatal abnormalities, provided that the pregnancy was not more than 12 weeks old.

Then came The Medical Termination of Pregnancy (Amendment) Act 2021. This measure made no substantial changes to the clause dealing with abortion in the first trimester other than reducing the number of opinions required from a medical practitioner from two to one in circumstances wherein the pregnancy termination was up to 20 weeks of gestation.

The top gestation limit was increased from 20 weeks to 24 weeks. This, however, only applied to particular groups of women as stipulated by the Central Government, including survivors of rape, victims of incest, and other vulnerable women such as differently abled women and children, among others.

ABORTION RIGHTS IN INDIA: A CRITICAL EVALUATION

CONTINUED...

—BY NISH

Furthermore, it ordered every state government or union territory to form a Medical Board wherein a Gynaecologist, a Paediatrician, and a Radiologist or Sonologist must all be present. The women were to appear in front of the Medical Board for an examination. If a foetal anomaly is found, then the upper gestation restriction would not be considered in the case.

The measure suggested that married and unmarried women should be treated equally and therefore, permitted an unmarried woman to terminate her pregnancy if it is caused by the failure of a contraceptive device or technique. In a significant attempt, it initiated a provision of a confidentiality clause. It said that the identity and other details of a woman whose pregnancy had been terminated could not be divulged to anyone other than a person authorised by law.

The implementation of the MTP legislation of 1971 had severe flaws. Despite the exemptions given on mental and physical grounds, the law overlooks the most significant exception, namely the woman's decision not to have that child, a woman's willingness or desire to go through pregnancy is completely overlooked.

The MTP Amendment 2021 intended to make abortions safer and more accessible and include births from live-in partnerships and casual sexual encounters, which are often frowned upon by society.

An incident from Deutsche Welle's article covers how a girl had to go away from her home to have an abortion. She explained how she was frequently questioned and handled harshly by the clinic employees and was terrified that they would compel her to seek permission from her family.

This makes it clear that the doctor-patient confidentiality that prevents them from discussing it does not shield these unmarried pregnant ladies from the many judgements and character assassination.

Also, the measure taken to protect the privacy of pregnant women seeking abortions was futile as the term "person authorised by law" is ambiguous, and should be defined precisely.

INTERVIEW OF PARUL

A WOMAN ENTREPRENEUR

—BY MANIKA JAIN

2ND YEAR, APP. PSY. SRI AUROBINDO EVE



Women entrepreneurs have made significant contributions to various industries, and their stories and experiences can be very inspiring and insightful. Women entrepreneurs are often at the forefront of innovation in their industries.

By bringing new ideas and approaches to the table, they can drive progress and create new opportunities for growth.

One such businesswoman that has appeared to create a significant impact is Parul Gulati. She is an actress who started her business, 'Nish Hair', in February 2017; now, in March 2023, her business is valued at Rs 50 crore. She founded Nish Hair with the goal of normalising hair loss by creating high-quality yet affordable products for the vast population struggling with the issue. The journey started in a 1-bedroom apartment with a team of two people and a handful of customers, whereas now they are a brand with their own store, a global customer base, and an ever-growing team of young, confident women.

Her recent appearance in Shark Tank India, where her witty and creative pitch left the judges stunned, surprised everyone because it revealed that not only is she a successful actress, but she has worked diligently to honour her entrepreneurial spirit as well.

In a recent interview, when asked if her appearance on the show was scripted, she replied, "People also thought I was confident, but actually, I was quite nervous when I started the pitch. It did irk me a little with the reaction I received. I thought I took that Rs 1 crore check home, but they didn't." This clearly goes on to show that despite working very hard and honestly, it is only usual to question women on their success.

Every business requires skill sets, dedication, and a lot of sacrifice for it to be successful, and her previous professional achievements didn't make starting a new business any easier.



The actress claimed that people were insinuating that the show was scripted simply because she responded to every question posed by the sharks. Her wit and ability to respond to questions smoothly and effectively have everything to do with her being a talented and successful woman and nothing to do with the show being scripted. This is a very real example of why women constantly battle the people around them and have to go the extra mile to prove themselves. But there is hope that these dynamics will change soon.

Similar to Parul, numerous female entrepreneurs are rising to prominence, but there is still much to be done. The percentage of Indian start-ups and the entrepreneurial environment have been increasing constantly.

Making the most of every chance, female entrepreneurs who own start-ups are expanding their presence in a variety of industries, from finance to technology to retail to the arts.

Females are eager to drive development and make their imprint in perfect cooperation with their male counterparts in a nation where the youth population is the largest and the entrepreneurial ecosystem is expanding very quickly.



INTERVIEW OF JEFF

A QUEER ENTREPRENEUR

— BY SAHEJ

2ND YEAR, ECO. HONS. SRI AUROBINDO EVE



Entrepreneurs are often driven by a desire to create something new and innovative. With their goods or services, they can upend established industries and introduce new ideas to the market. But they have to face all sorts of difficulties before making a name for themselves, and if they especially mention the LGBTQ community, then they are doubly disadvantaged.

There are many challenges that LGBTQ entrepreneurs may face, including discrimination, lack of access to capital and resources, and difficulty finding supportive networks and mentors. However, with resilience, LGBTQ entrepreneurs can thrive, particularly in industries that cater to LGBTQ consumers or focus on diversity and inclusion.

One such person is Jeff Tidwell, who started nextforme.com, which publishes a weekly newsletter covering work in 50+ communities. It covers ideas about transforming yourself from who you have been in your career and how you're going to address the next 20 or so years.

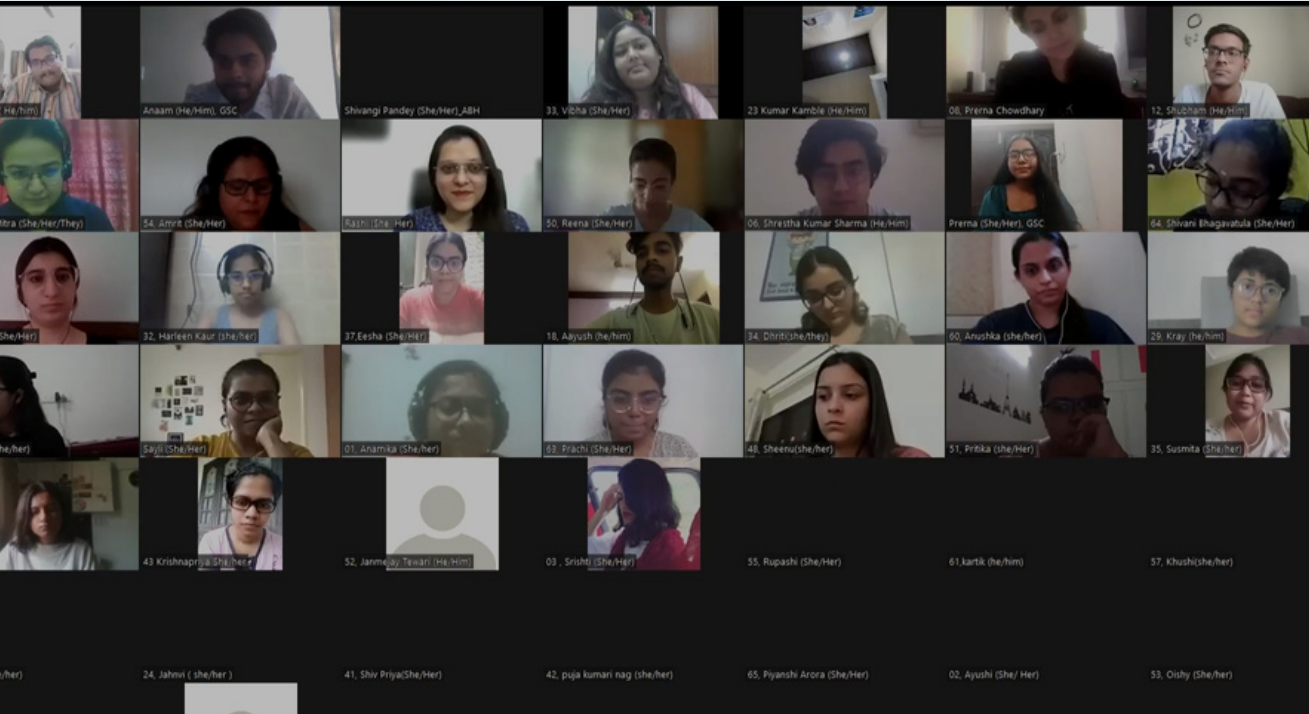
The agency hosts events across the country where people gather informally and talk about various issues, and they publish the results of those gatherings. They have welcomed the idea that they can get together in a safe environment and talk about issues that are sometimes embarrassing or considered taboo.

On being asked what challenges Jeff has faced as an LGBTQ entrepreneur, he quoted, "A lot of it, you wouldn't even know if it was staring you in the face. There are some forms of discrimination or being overlooked that you don't quite recognise when they're happening. I'm blind to a lot of it unless it's extremely blatant. I have a strong will but little patience for any kind of discrimination.

I know that I'm unique in that I don't feel a lot of it, but I absolutely believe that it exists and that we have to support each other in ways that will overcome those discriminatory behaviours."

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GLIMPSES OF GC 22-23



more positive research.
 Watch positive movies/series/documentaries.
 Listen to the lives and struggles of other people who have come out and are helping the public.
 Become an ally.
 Sign petitions.
 Participate in Pride March as an ally.
 Do not use words such as 'butch', 'femme', 'top', 'bottom', 'dominating' or 'submissive'.



SNAP IT GCSACE

GLIMPSES OF GC 22-23



SNAP IT GCSACE
GLIMPSES OF GC 22-23





'discrimination free world is the goal'

Anaam vc

**GENDER CHAMPIONS
UNDER THE AEGIS OF ICC & GSC
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