



## GENDER AUDIT

### Introduction:

In conducting a gender audit at Keshav Memorial Institute of Commerce and Sciences (KMICS), the aim is to assess and analyze the institution's policies, practices, and culture through a gender lens. This audit seeks to identify areas of strength and areas for improvement in promoting gender equality and addressing gender-based disparities within the institute.

### Objective of Gender Audit:

The primary objective of the gender audit at KMICS is to evaluate the extent to which the institution promotes gender equality and ensures inclusivity across all its operations, programs, and services. Through this audit, we aim to identify gaps, challenges, and opportunities for enhancing gender mainstreaming efforts within the institution.

### Gender Audit Concept & Methodology:

The concept of a gender audit involves examining the ways in which gender dynamics influence organizational structures, processes, and outcomes. It goes beyond simply counting the number of men and women in different roles to analyze power dynamics, decision-making processes, and access to resources. By adopting a gender-sensitive approach, the audit aims to uncover systemic inequalities and promote actions to address them.

The gender audit at KMICS will employ a multi-faceted methodology, including:  
Review of policies and documents: Examining institutional policies, strategic plans, and other relevant documents to assess the formal commitment to gender equality. Engaging with students, faculty, staff, and administrators through surveys, interviews, and focus group discussions to gather diverse perspectives on gender-related issues within the institution.

Data analysis: Collecting and analyzing quantitative data on gender representation, retention rates, academic performance, and participation in extracurricular activities.

Observations and site visits: Observing the physical environment and organizational culture to identify gender-sensitive practices and areas for improvement.

Comparative analysis: Benchmarking against best practices and standards in gender mainstreaming within the education sector to identify areas for improvement.

  
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## Conclusion:

In conclusion, the gender audit at Keshav Memorial Institute of Commerce and Sciences provides valuable insights into the institution's commitment to promoting gender equality and inclusivity. While certain strengths may be identified, such as existing gender-sensitive policies or inclusive practices, there may also be areas requiring attention, such as addressing gender-based discrimination, ensuring equitable access to opportunities, and fostering a more inclusive and supportive environment for all members of the institution community. The findings of this audit will serve as a basis for developing targeted strategies and interventions to advance gender equality and create a more inclusive campus environment at KMICS.

## Gender Audit Initiation

### AUDIT INITIATION: CONDUCTING INTERNATIONAL WOMEN'S DAY

**OBJECTIVE:** The objective of this audit is to assess the effectiveness and impact of our organization's initiatives in celebrating and promoting International Women's Day (IWD) annually. By conducting this audit, we aim to identify strengths, areas for improvement, and opportunities for advancing gender equality within our organization.

**SCOPE:** Evaluation of activities organized in celebration of International Women's Day over the past year.. Examination of the engagement levels of employees, particularly women, in IWD activities. Review of communication strategies utilized to promote IWD events internally and externally. Analysis of the integration of IWD themes into our organizations broader gender equality and diversity efforts.

**CONCLUSION:** By conducting this audit, we demonstrate our commitment to fostering an inclusive and equitable workplace environment, where the contributions and achievements of women are celebrated and supported year-round, not just on International Women's Day. Through ongoing evaluation and improvement, we aim to create a workplace culture that values diversity, promotes gender equality, and empowers all employees to thrive.

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## **AUDIT INITIATION : EVALUATION OF "A MOTION, E MOTION, AND Y MOTION" PROGRAMS**

**OBJECTIVE:** The objective of this audit is to assess the effectiveness and impact of the "A Motion, E Motion, and Y Motion" programs conducted within our organization. These programs aim to empower students by addressing topics such as emotional resilience, stress management, and overcoming negative thoughts. Through this audit, we seek to evaluate the quality, engagement, and outcomes of these programs to ensure they effectively support the well-being and development of our students.

**SCOPE:** Evaluation of the content, format, and delivery of the "A Motion, E Motion, and Y Motion" programs. Assessment of student's participation and engagement levels in these programs. Examination of the perceived effectiveness and impact of the programs on participants' emotional resilience, stress management skills, and ability to overcome negative thoughts. Analysis of the integration of program outcomes into ongoing students development and well-being initiatives.

**CONCLUSION:** By conducting this audit, we demonstrate our commitment to supporting the holistic well-being and development of our students. Through ongoing evaluation and improvement of the "A Motion, E Motion, and Y Motion" programs, we aim to provide valuable resources and tools to help students build emotional resilience, manage stress effectively, and cultivate a positive mindset, ultimately contributing to their overall health, happiness, and success in the life.

## **AUDIT INITIATION : SURVEILLANCE SELF-DEFENSE WORKSHOP FOR WOMEN**

**OBJECTIVE:** The objective of this audit is to evaluate the effectiveness and impact of the Surveillance Self-Defense (SSD) workshop designed specifically for women in the present society. The workshop aims to empower women with practical skills and knowledge to enhance their personal safety and privacy in an increasingly digital and physical surveillance environment. Through this audit, we seek to assess the quality, relevance, and outcomes of

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the workshop in equipping women with the strategies necessary to navigate and mitigate surveillance threats effectively.

**SCOPE:** Evaluation of the workshop content, structure, and delivery methods. Assessment of participant engagement and satisfaction levels during the workshop. Effectiveness and impact of the workshop on participant's awareness, confidence, and ability to defend against surveillance threats. Integration of workshop outcomes into participants' daily lives and practices.

**CONCLUSION:** By conducting this audit, we demonstrate our commitment to promoting women's safety, privacy, and empowerment in the face of surveillance threats. Through ongoing evaluation and improvement of the Surveillance Self-Defense workshop, we aim to provide women with valuable skills and resources to navigate and mitigate surveillance risks effectively, ultimately contributing to their enhanced security and well-being in the present society.

## **AUDIT INITIATION: WOMEN IN LEADERSHIP: ACHIEVING AN EQUAL FUTURE IN A COVID-19 WORLD**

**OBJECTIVE:** The objective of this audit is to assess the status, challenges, and opportunities for women in leadership roles amidst the COVID-19 pandemic. The audit aims to evaluate the organization's efforts in promoting gender equality, supporting women's leadership development, and addressing the unique barriers faced by women during the pandemic. Through this audit, we seek to identify areas for improvement and develop strategies to advance gender equality and women's leadership within our organization in the context of the ongoing global health crisis.

**SCOPE:** Evaluation of the representation of women in leadership positions before and during the COVID-19 pandemic. Assessment of the impact of the pandemic on women's career progression, including challenges related to remote work, care giving responsibilities, and economic downturn. Examination of organizational policies, programs, and initiatives aimed at supporting women's leadership development and advancement opportunities. Review of

  
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employee feedback, survey data, and performance metrics related to gender equality and women in leadership. Analysis of best practices and lessons learned from other organizations and industries in promoting women's leadership during the COVID-19 pandemic.

**CONCLUSION:** By conducting this audit, we demonstrate our commitment to promoting gender equality and supporting women's leadership development in the face of the COVID-19 pandemic. Through ongoing evaluation and improvement of our policies, programs, and practices, we aim to create a more inclusive and equitable workplace where women have equal opportunities to thrive and lead, contributing to the organization's success and resilience in a rapidly changing world.

## **AUDIT INITIATION: MANIKARNIKA - A TRIBUTE TO RANI LAKSHMIBAI THROUGH SELF-DEFENSE CERTIFICATION COURSE**

**OBJECTIVE:** The objective of this audit is to assess the effectiveness and impact of the "Manikarnika" self-defense certification course conducted in memory of Rani Lakshmibai. This 10-day course aims to empower girl students with practical self-defense techniques, fostering confidence, and promoting personal safety. Through this audit, we seek to evaluate the quality, relevance, and outcomes of the course in equipping participants with the skills and knowledge necessary to protect themselves and navigate challenging situations.

**SCOPE:** Evaluation of the course curriculum, structure, and delivery methods. Assessment of participant engagement and satisfaction levels during the course. Impact of the course on participants' self-defense skills, confidence levels, and sense of empowerment. Analysis of the integration of self-defense techniques into participants' daily lives and practices.

**CONCLUSION:** By conducting this audit, we demonstrate our commitment to honoring the legacy of Rani Lakshmibai and empowering our girl students with practical self-defense skills. Through ongoing evaluation and improvement of the "Manikarnika" self-defense certification course, we aim to provide participants with valuable tools and resources to protect themselves and build confidence, ultimately contributing to their personal safety and well-being.

  
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## AUDIT INITIATION: GENDER EQUALITY TODAY FOR SUSTAINABLE TOMORROW

**OBJECTIVE:** The objective of this gender audit is to assess the current status of gender equality within our organization, with a focus on promoting sustainable practices for a more inclusive and equitable future. Through this audit, we aim to identify areas of progress, challenges, and opportunities for advancing gender equality and fostering a culture of diversity and inclusion. By conducting this audit, we seek to lay the foundation for sustainable gender equality initiatives that contribute to long-term organizational success and social impact.

**SCOPE:** Evaluation of gender representation across all levels of the organization, including leadership positions, decision-making roles, and workforce composition. Assessment of policies, practices, and programs related to recruitment, promotion, compensation, and work-life balance, with a gender lens. Organizational culture, including norms, attitudes, and behaviors that may contribute to gender inequality or discrimination.

**CONCLUSION:** By conducting this gender audit, we demonstrate our commitment to promoting gender equality and fostering a sustainable future for all. Through ongoing evaluation and improvement of our policies, practices, and culture, we aim to create an inclusive and equitable environment where everyone has the opportunity to thrive, contributing to both organizational success and societal well-being.

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