



SELF STUDY REPORT (SSR) FOR SATISH MISAL EDUCATION FOUNDATIONS' BRICK SCHOOL OF ARCHITECTURE 2020	Satish Misal Educational Foundation's  <b>BRICK</b> <sup>TM</sup> SCHOOL OF ARCHITECTURE
<b>Criterion 7 – Institutional Values and Best Practices</b>	
7.1 Gender Equity	


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***7.1.1. Number of gender equity promotion programs organized by the institution during the last five years***

Sr. No	Title of the program	for	Date	Duration	Number of participants
1	Women's Mentoring Program	Faculty	Started in June 2014	Ongoing	14 in the beginning, now 21
2	Internal Complaints committee	Students and faculty	Started in 2016	Ongoing	Entire institute with ICC committee
3	Counselling	Students and faculty	Started in 2017	Ongoing (every Friday counsellor visits to campus)	50 students till today
4	Seminar on Gender Discrimination by Dilmeher Bhola	Admin, faculty and students	June 2020	One day	80

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## 1. Women's Mentoring Program (imbibed in the culture)

The annual Mentoring Program was introduced in 2014 and supports the individual development of female professionals and academic staff. This program has been integrally designed in line with individual professional development as well as the institutional development. The program facilitates mentoring partnerships which provide women with opportunities to reflect on and grow their leadership capabilities and build professional skills. Under this program, different portfolios have been assigned to senior faculty, and they have started grooming the junior faculty. The pair of Mentor and Mentee in this program necessarily have to have one female member.

### Benefits of being a mentee include:

- Developing new skills and knowledge
- Identifying areas for professional growth and developing strategies to accomplish these
- Improved understanding of Brick School's Philosophy
- Greater access networking outside the institute
- Increased confidence in abilities
- Greater effectiveness in current role
- Improved leadership skills
- Enhanced enthusiasm for work and improved job satisfaction

### Benefits of being a mentor include:

- Developing skills in coaching, and listening
- Enhanced self-esteem through recognition of professional abilities
- Increased organisational knowledge, especially from the viewpoint of the mentee
- Developing and demonstrating management skills
- Enhancing leadership skills
- Gaining a sense of satisfaction in assisting a colleague to develop professionally
- Increased job satisfaction
- Enhancing interpersonal skills



## 2. Internal Complaint Committee



### SATISH MISAL EDUCATIONAL FOUNDATION'S BRICK GROUP OF INSTITUTES

#### INTERNAL COMPLAINTS COMMITTEE Date of Establishment: 5<sup>th</sup> DECEMBER, 2016

##### Objectives:


- 1) To handle women harassment complaints as per the sexual harassment of women at workplace (Prevention, Prohibition & Redressal) Act, 2013.
- 2) To establish dignity, self-esteem and respect for female students and faculty without any gender bias in the system.
- 3) To create a comfortable and healthy environment for all the women associated with the institution.

##### ICC Committee member List

Sr. No.	Name	Designation	Role
1.	Ar. Manali Deshmukh	Associate Professor	Presiding Officer
2.	Ar. Jayaalaxmie Deshmukh	Faculty Member	Member
3.	Mr. Hemant Joshi	Faculty Member	Member
4.	Mrs. Medha Deo	Sr. Clerk	Member
5.	Mr. Mahesh Pardeshi	Jr. Clerk	Member
6.	Ms. Akansha Sethi	Senior Student	Student Member
7.	Mr. Chaitanya Gokhale	Senior Student	Student Member
8.	Ms. Poojal Jagad	Junior Student	Student Member
9.	Adv. Heenal Punjabi	Trustee	NGO

**Non Governmental  
Organization**  
Adv. Heenal Punjabi

**Presiding  
officer**  
Ar. Manali  
Deshmukh

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### 3. Counseling

S.M.E.F.'s Brick School of Architecture is providing Counseling to the students and members of college community from September, 2018 with the aim to have greater mental health for better functionality of students, promoting healthy development of students and college as a whole.

Counseling is done by helping counselee to identify own triggers for Distress and help Identify his own resources on basis of principle of empowerment and Assist to resolve Personal, Social, Psychological difficulties.

First things first, Efforts are taken to break any stigma about counseling sessions. This is done in the introductory sessions. Confidentiality of the sessions is also communicated to students to encourage them to come for counseling sessions.

The counselor uses Eclectic approach for counseling, along with REBT as basic psychotherapy tool.

Counseling is done in college in various setups like-

#### 1. Individual Counseling

It is available on every Friday. Students take appointment for individual sessions and some do walk in too. Record of each session is kept with counselor. It is a confidential record but is shared with college officials as and when asked for. Generally, if any self-harm tendency is seen or threat to own or other's life is doubted during

- helps student identify the issues for distress.
- Helps in Managing life with pressure from school, friends, relationships and family.
- Helps develop coping skills for existing issues with family disputes, violence, mental health issues, stress, depression and anxiety, drugs and alcohol, learning difficulties or disabilities.
- Students are **given referrals** for any issue needing special counseling or psychiatric treatment. In such cases, students are counseled for acceptance of problem and to break stigma of approaching a psychiatrist for proper treatment.

It is generally a one-hour session but can extend little if needed.

#### 2. Group Counseling

Counseling done for students in small groups sharing similar issues. For example group counseling for attendance issue of selected students.

It is generally **one-hour** session but can extend little if needed.


#### 3. Classroom Group Sessions –

In classroom sessions Developmental Counseling is conducted. Specific topics are taken in classroom counseling like-

- Goal Setting
- Self-awareness
- Emotional Intelligence
- Communication and listening skill

It is generally a **Two hours** session but can extend little if needed.

4. **Phone Counseling** – Phone counseling is given to students only in special circumstances of severe stressful, trauma condition where they need someone to listen to and support. Phone counseling is sometimes used for parents. Efforts are done to counsel them and listen to their issues regarding students.

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**Actual Sessions conducted in college: Sep.'2018 to May '2019**

**Individual counseling** - 20 Sessions for 13 Individuals

**Classroom sessions** - 4 sessions

**5 Sessions** - for students – Self awareness, Goal setting, Emotional Intelligence

**1 Session** – for Admin Staff- Self awareness

**1 Session** - for Teaching Staff- what is counselling, How it works, Identifying need in the student and encouraging students for counselling.

Self awareness

**Actual Sessions conducted in college: Jun. 2019 to Feb. 2020**

**Individual counseling** - 19 Sessions for 12 Individuals

**Group Session** - 1 Session for Attendance issue

**Classroom sessions** - 3 sessions

**The aim of college counseling service is to have greater mental health for better functionality of students, promoting healthy development of students and college as a whole. All the efforts are done to achieve this.**

**Shweta Joshi**

**9881234193**

**College Counsellor**

**13/02/2020**



## 4. Seminar on Gender Discrimination

Poster

Satish Misal Educational Foundation's  
**BRICK**  
GROUP OF INSTITUTES

**BRICK CONVERSATIONS 08**

**GENDER DISCRIMINATION - REALITY OR MYTH?**  
BY  
DILMEHER BHARUCHA BHOLA

**GENDER DISCRIMINATION - Reality or Myth?**  
By Dilmeher Bharucha Bhola

Dilmeher Bharucha Bhola is a well learned personality specializing in Medical and Psychiatric Social Work. She worked with TISS as Program Officer on a project on substance abuse, coordinating existing NGOs, holding awareness programs and initiated an intervention with a group of women addicts. At present she is associated with an NGO- CYDA- Centre for Youth Development Activities as President. She also does individual and family counselling.



Dilmeher Bharucha Bhola

**Date: 26<sup>th</sup> June '20 Friday | Time: 3.00 pm – 4.30 pm**  
**Venue: Google meet**  
Online registration is mandatory to attend the program  
**IQAC Initiative by SMEF'S Brick School Of Architecture, Undri Pune**

Screenshot of the event


sha manjrekar is presenting

Aishwarya Khun... and 54 more

3:50 PM

**Gender Inequalities...**

- Girls' access to education
- Nutrition and primary health care
- Reproductive and sexual health and rights
- Freedom of movement
- Political participation of women
- Economic empowerment of women
- Unequal participation in decisions to family, community and development
- Investigation and prosecution of crimes against women and girls
- Harmful traditional practices- dowry system, caste system, infanticide, foeticide
- Violence against women



Participants: Rutuja Chavan, Anuradha Wanaskar, shail gupta, Jaya Deshmukh, Ketaki Gujar, Shivani Gautam, shweta joshi, shradha manjrekar, Dilmeher Bharucha Bhola





## 5. Healthinar 2020

E-mail sent to the faculty for Healthinar



Brick Group of  
Institutes Mail - W

Poster of the event

*About the speaker*

**DR. GEETA DESAI**

Geeta Desai did her graduation -B.Sc-Home Science (1985) from SNDT Pune & M.Sc. in Food Science & Nutrition (1987) from S.V.T. Mumbai. She has **33 years** of experience, in the field of Diet & Nutrition . Currently, she is practising as a Diet Consultant and Lifestyle Counsellor at AUNDH dealing with LIFESTYLE & WEIGHT MANAGEMENT PROGRAMMES and THERAPEUTIC DIETS specialising in diets for Diabetes, Cardiac & Renal problems, Hypertension, Ulcers, diets for Pregnant & Lactating mothers, Children and also for Sportsperson



**18TH MAY 2020**  
**11 a m - 12 p m**

**Venue -  
Webinarjam**



### Names of the participants

- |                        |                        |                           |
|------------------------|------------------------|---------------------------|
| 1. Poorva Keskar       | 11. Meghana Patel,     | 21. Sumedh Gite,          |
| 2. Shraddha Manjrekar  | 12. Anuradha Wanaskar, | 22. Priyanka Mangaokar,   |
| 3. Manali Deshmukh     | 13. Ramiya Gopal,      | 23. Ruchi Bajaj,          |
| 4. Jayalaxmie Deshmukh | 14. Gurudatta Ingale,  | 24. Gargi Bachal,         |
| 5. Hemant Joshi,       | 15. Abhang Kamble,     | 25. Girija Indulkar,      |
| 6. Shaduli Joshi,      | 16. Kataki Gujar,      | 26. Shraddha Gurjar,      |
| 7. Divya M.,           | 17. Nupoor Rugvedi,    | 27. Ramiya Gopal,         |
| 8. Anurakti Yadav,     | 18. Kanchan Shinde,    | 28. Prajakta Chakrawarty, |
| 9. Sudhir Deshpande,   | 19. Ninad Revatkar,    | 29. Shraddha Gurjar,      |
| 10. Vaidehi Lavand,    | 20. Vaibhavi Agarwal,  | 30. Meghana Patel         |

### Photographs of the event

