



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



# **GENDER AUDIT REPORT**

## **2021-22**



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## INDEX

<b>S.No.</b>	<b>Content</b>	<b>Page No.</b>
1	About DME	<b>03</b>
2	Objective	<b>04</b>
3	Gender Audit Team	<b>05</b>
4	Methodology	<b>06</b>
5	Data	<b>07</b>
6	Findings: Gender Ratio across various Committees/ Bodies	<b>08-18</b>
7	Findings: Gender Ratio amongst Faculties, Staff and Students	<b>19-20</b>
8	Conclusion	<b>21</b>



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## ABOUT DME

Delhi Metropolitan Education (DME) was established on 1<sup>st</sup> August, 2012, under the aegis of Sunshine Educational & Development Society which has been working dedicatedly in the field of education for over 16 years. DME is affiliated to the prestigious Guru Gobind Singh Indraprastha University (GGSIPU), New Delhi and is approved by the Bar Council of India.

DME envisions creating future leaders and nation builders by educating young minds. The institute is committed towards forming and sustaining conditions enabling students to embark on a remarkable educational journey that is intellectually, socially, and personally transformative and enriching. DME offers sought after courses in the field of Management, Journalism and Law as given below:

- BA(JMC) - Bachelor of Arts (Journalism and Mass Communication)
- BBA - Bachelor of Business Administration
- B.B.A.LL.B (Integrated) - Bachelor of Business Administration Bachelor of Law (Integrated)
- B.A.LL.B (Integrated) - Bachelor of Arts Bachelor of Law (Integrated)

The Institute has an intake of 660 students in the courses mentioned above. In short, DME has made a name for itself as one of the top colleges in NCR and a leading educational institute under GGSIPU with excellent infrastructural facilities to support the teaching-learning process.



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## OBJECTIVES

The Internal Quality Assurance Cell (IQAC) of Delhi Metropolitan Education has felt the necessity to conduct a Gender Audit to prepare a detailed assessment of the gender distribution within the organisation, to identify any existing gender gaps or imbalances and to provide recommendations for actions that can be taken to promote greater gender diversity and equity in the workplace.

It involves the inclusion of women's and men's needs and experiences. It's a process of incorporating a gender equity approach in all aspects, such as governance, decision-making, needs analysis, institutional services and operating mechanisms, evaluation in institutions, etc., to produce an institution that's gender indifferent.



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## GENDER AUDIT TEAM

Following members of the Gender Audit team have collected the data from various departments for presenting the same in this report.

1. Dr. Poorva Ranjan, Professor, DME Management School
2. Dr Rajinder Kaur Randhawa, Associate Professor, DME Law School
3. Dr Manmeet Kaur, Associate Professor, DME Media School
4. Ms Navya Jain, Assistant Professor, DME Management School
5. Mr Gunjan Agrahari
6. Ms Disha Aneja, Student, B.A.LL.B
7. Ms Khushboo Sharma, Student, B.B.A.LL.B
8. Ms Ankita Bhandari, Student, BBA
9. Ms Priya Yadav, Student, BA(JMC)



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## AUDIT METHODOLOGY

The methodology for analysing the gender ratio comprised of collecting relevant data on the gender composition of the organisation and gender distribution across different bodies, cells, committees, departments, and functions. This data was collected through employee records and other relevant sources.

Statistical tools and techniques were used to analyse the collected data to find out whether there exist any significant differences in the representation of men and women across various bodies and committees.

Statistical tools and techniques were used to analyse the gender-wise composition of the organisation to identify any significant differences in the representation of men and women across Faculties, Staff and Students.



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## DATA

The data for the following committees were analysed:

1. Governing Body
2. Internal Quality Assurance Cell Committee (IQAC)
3. Grievance Redressal Committee (GRC)
4. Discipline Committee
5. Anti-Ragging and Anti-Bullying Committee
6. Women Cell and Equal Opportunity Committee
7. Internal Complaints Committee
8. NSS

The gender-wise composition of the following was analysed:

1. Teaching Staff
2. Non-Teaching Staff
3. Students admitted in the year 2021-22



Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## FINDINGS: GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

### 1. GOVERNING BODY

S./No.	Name	Professional Affiliation	Designation on GB	Gender
1.	Mr Vipin Sahni	Chairman, Sunshine Educational & Development Society	Chairman	Male
2.	Mr Aman Sahni	Vice Chairman, Sunshine Educational & Development Society	Vice Chairman	Male
3.	Prof. Dr Ravi Kant Swami	Director/Principal, DME & Dean, DME Management School	Member Secretary (Ex-Officio)	Male
4.	Hon. Justice Bhanwar Singh	Former Judge, Allahabad High Court	Member	Male
5.	Prof. Dr. Ambrish Saxena	Dean, DME Media School	Member	Male
6.	Prof. Dr. Rashmi Khorana Nagpal	Dean, DME Law School	Member	Female
7.	Prof. Dr. Poorva Ranjan	Head, DME Management School	Member	Female
8.	Prof. Dr. Susmita Bala	Head, DME Media School	Member	Female
9.	Dr R.S. Rai	Professor, Amity University	External Expert Member	Male
10.	Prof. Subhash Dhulia	Founder- Director News writers. in, Former Vice Chancellor, Uttarakhand Open University	External Expert Member	Male





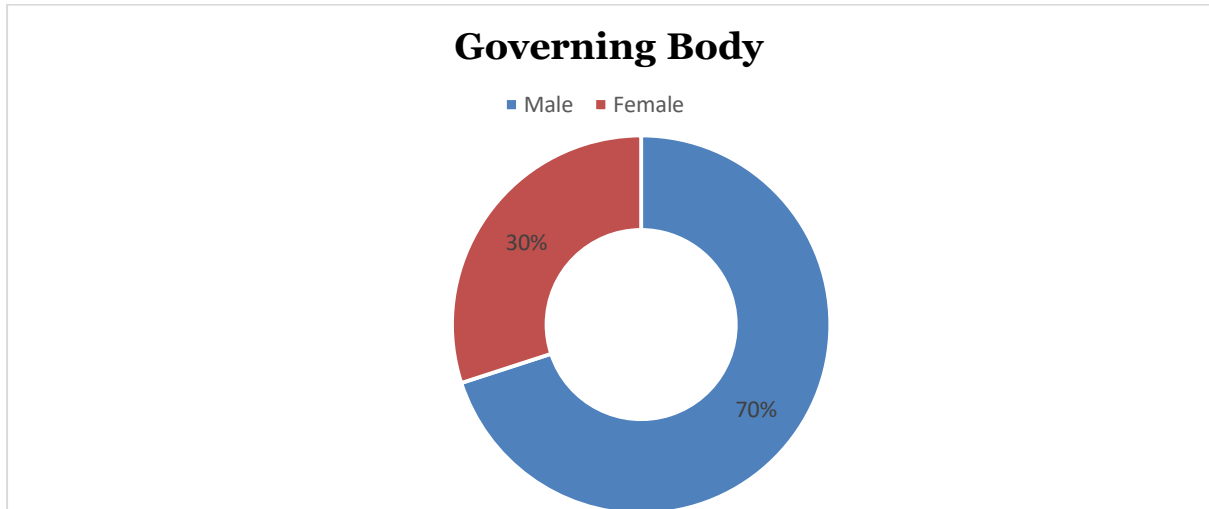
Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



<b>Male</b>	<b>07</b>
<b>Female</b>	<b>03</b>
<b>Total</b>	<b>10</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## 2. INTERNAL QUALITY ASSURANCE CELL COMMITTEE (IQAC)

S.No.	Name & Designation	Designation	Gender
1.	Prof. (Dr.) Ravi Kant Swami, Director, DME	Chairperson	Male
2.	Dr Ambrish Saxena	Coordinator/Director	Male
3.	Dr Manasvi Maheshwari, Associate Professor, DME Media School	Secretary	Female
4.	Dr Navya Jain Assistant Professor, DME Mgmt. School	Deputy Secretary	Female
5.	Dr Pooja Sharma Assistant Professor, DME Mgmt. School	Faculty Member	Female
6.	Dr Rajinder Kaur Randhawa, Associate Professor, DME Law School	Faculty Member	Female
7.	Pramod Kumar Pandey, Assistant Professor, DME Media School	Faculty Member	Male
8.	Dr Shuchi Goel, Associate Professor, DME Management School	Faculty Member	Female
9.	Gunjan Agrahari Assistant Professor, DME Law School	Faculty Member	Male
10.	Neha Sharma Assistant Professor, DME Law School	Faculty Member	Female
11.	Justice (Retd.) Bhanwar Singh, Director General, DME	Management Representative	Male
12.	Aman Sahni Vice Chairman, DME	Management Representative	Male
13.	Pawan Saxena Head (Accounts & Finance)	Finance Representative	Male
14.	Tulika Arora, Manager (Communication & Coordination)	Administration Representative	Female
15.	Neeraj Kumar Assistant Registrar, DME	Administration Representative	Male
16.	Adarsh Raghuvanshi	Alumni Representative, B.B.A. LL.B. Batch 2014- 19	Male
17.	RV Gopal	Local Community Representative	Male
18.	Muskan Sharma	Student Representative BBA, Batch 2021-24	Female
19.	Prashant Khare	Employer Representative	Male
20.	Sanjay Kumar Kaushal	Stakeholder Representative (Parent)	Male



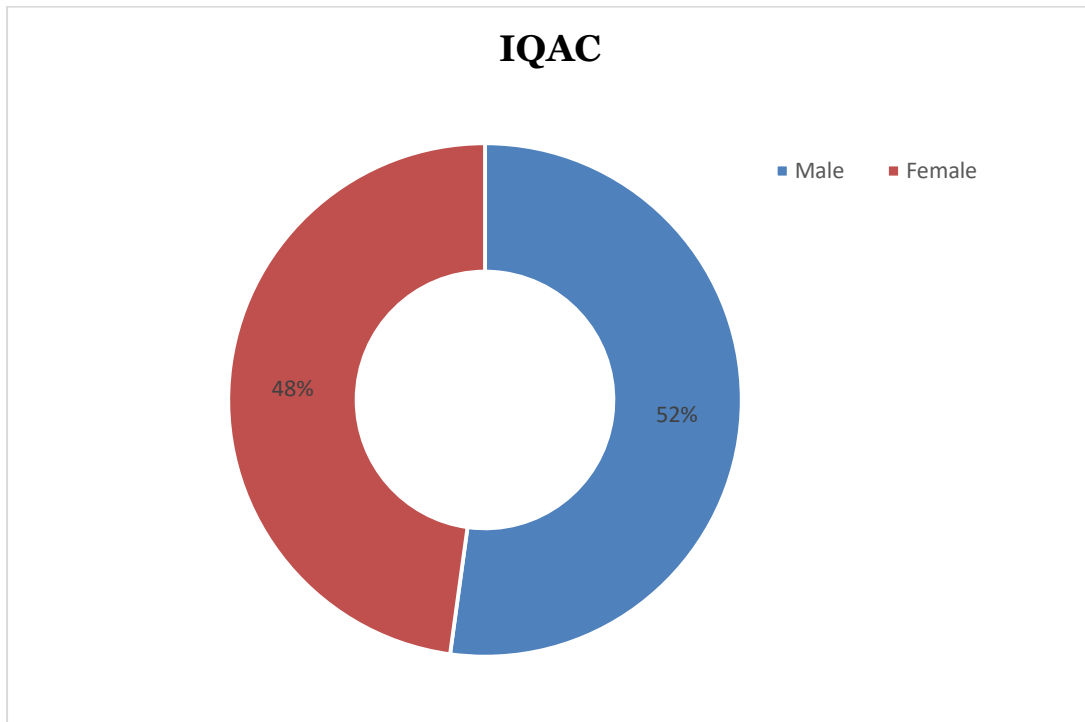
Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



<b>Male</b>	<b>12</b>
<b>Female</b>	<b>08</b>
<b>Total</b>	<b>20</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

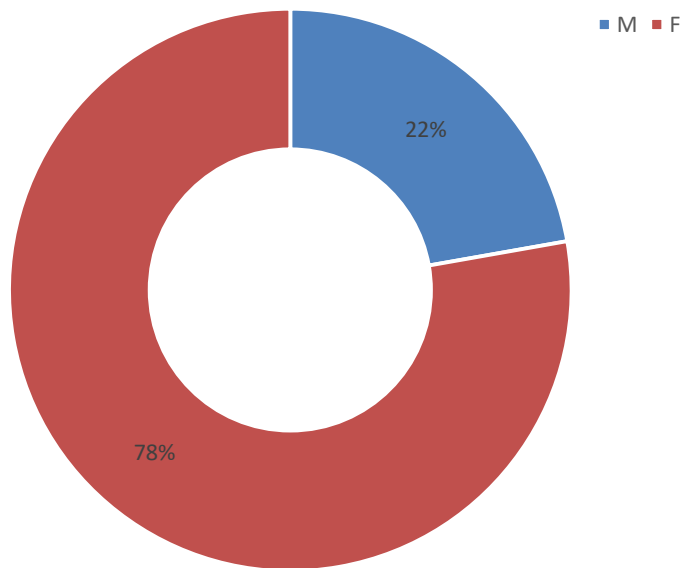


### 3. GRIEVANCE REDRESSAL COMMITTEE (GRC)

S.No.	Name & Designation	Designation	Gender
1.	Prof. (Dr.) Ravi Kant Swami, Director, DME	Convener	Male
2.	Prof. (Dr.) Rashmi Khorana Nagpal Dean, DME Law School	Member	Female
3.	Prof. (Dr.) Ambrish Saxena Dean, DME Media School	Member	Male
4.	Prof. (Dr.) Poorva Ranjan Head, Department of Mgmt.	Member	Female
5.	Prof. (Dr.) Susmita Bala, Head, DME Media School	Member	Female
6.	Eknur Khurana (BA LLB Batch 2018_23)	Student	Female
7.	Samridhi Bhat (BBA LLB Batch 2017_22)	Student	Female
8.	Priyanka Nathani (BA JMC 18_21)	Student	Female
9.	S. Suganthi (BBA batch 2018_21)	Student	Female

<b>Male</b>	<b>02</b>
<b>Female</b>	<b>07</b>
<b>Total</b>	<b>09</b>

### Greivance Redressal Committee



## 4. DISCIPLINE COMMITTEE

S.No.	Name & Designation	Designation	Gender
1.	Mr Bhupender Singh, Assistant Professor, DME Management School	Convener (Chief Proctor, Ex Officio)	Male
2.	Ms Pooja Tripathi, Assistant Professor, DME Management School	Co-Convener	Female
3.	Ms Navjot Suri, Assistant Professor, DME Law School	Co-Convener	Female
4.	Ms Sukriti Arora, Assistant Professor, DME Media School	Co-Convener	Female

<b>Male</b>	<b>01</b>
<b>Female</b>	<b>03</b>
<b>Total</b>	<b>04</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

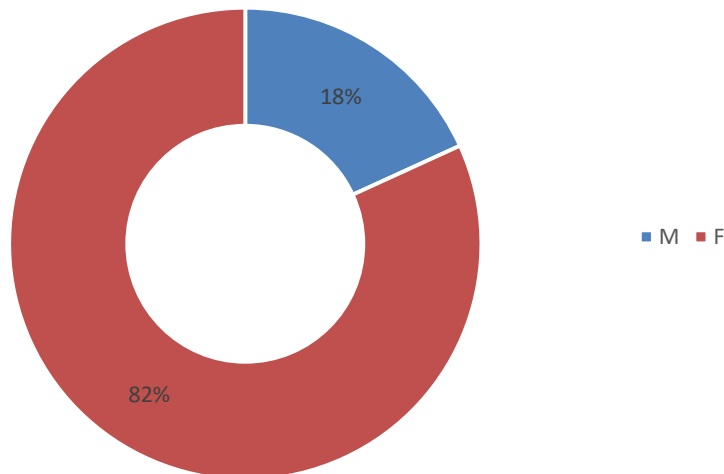


## 5. ANTI-RAGGING AND ANTI-BULLYING COMMITTEE

S.No.	Name & Designation	Designation	Gender
1.	Dr Krishna Pandey, Associate Professor, DME Media School	Convener	Female
2.	Dr Tinam Borah, Assistant Professor, DME Media School	Co-Convener	Female
3.	Ms Navya Jain, Assistant Professor, DME Management School	Co-Convener	Female
4.	Akanksha Marwah, Assistant Professor, DME Law School	Co-Convener	Female
5.	Shreya Mahajan, Assistant Professor, DME Law School	Co-Convener	Female
6.	Dakshina Sharma (BBA LLB_19_24)	Student	Female
7.	Rishita Chandwani (BA LLB Batch 19_24)	Student	Female
8.	Sakshi Thapa (BA JMC Batch 2019_22)	Student	Female
9.	Yugal Shukla (BBA Batch 2019_22)	Student	Male
10.	Mr. Sanju Kaul	Parent member	Male
11.	Kavita Pandey	Parent member	Female

<b>Male</b>	<b>02</b>
<b>Female</b>	<b>09</b>
<b>Total</b>	<b>11</b>

### Anti Ragging and Anti Bullying Committee





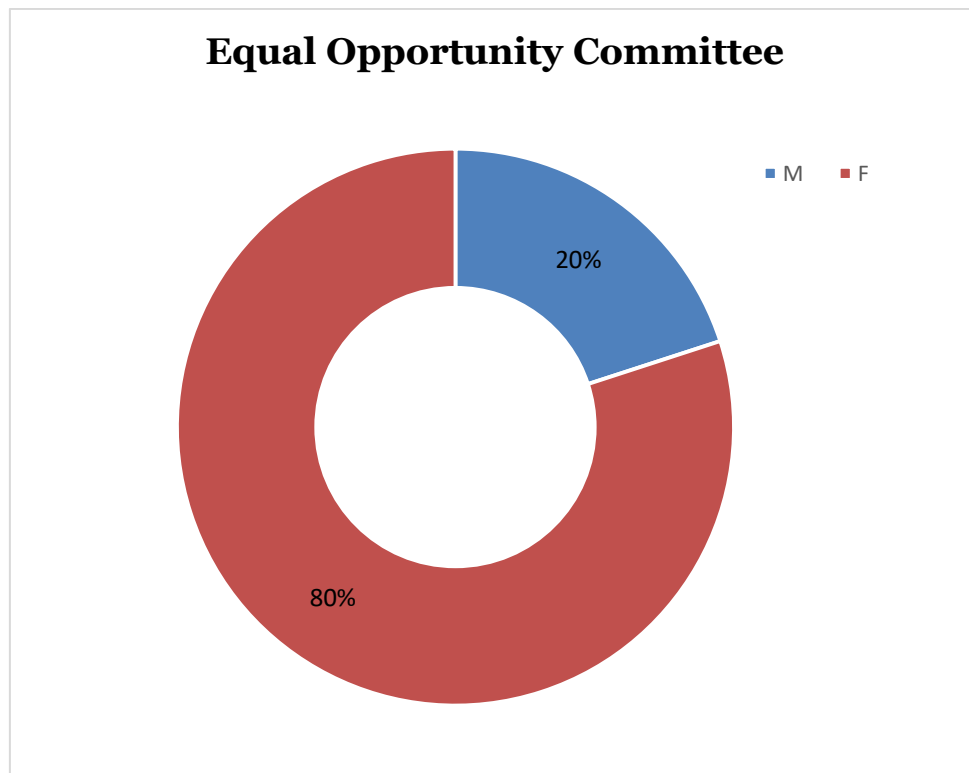
Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India



## 6. EQUAL OPPORTUNITY COMMITTEE

S./No.	Name & Designation	Designation	Gender
1.	Dr R.K. Randhawa, Associate Professor, DME Law School	Convener	Female
2.	Prof. (Dr.) Poorva Ranjan Head, DME Management School	Co-Convener	Female
3.	Dr Seema Mam, Associate Professor, DME Management School	Member	Female
4.	Ms Rituparna Bhattacharjee, Assistant Professor, DME Law School	Member	Female
5.	Pawan Saxena, Head (Accounts & Finance)	Member	Male

<b>Male</b>	<b>01</b>
<b>Female</b>	<b>04</b>
<b>Total</b>	<b>05</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India

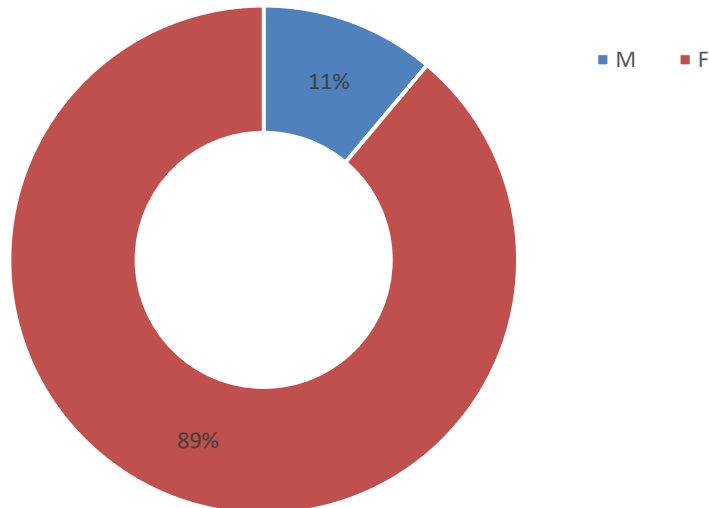


## 7. WOMEN CELL AND INTERNAL COMPLAINTS COMMITTEE

S./No.	Name & Designation	Designation	Gender
1.	Dr Isha Jaswal, Associate Professor, DME Law School	(Presiding Officer & Faculty charge)	Female
2.	Upasna Singh	Deputy Incharge	Female
3.	Navya Jain	Deputy Incharge	Female
4.	Rimsi Sood	Deputy Incharge	Female
5.	Pawan Saxena	Deputy Incharge	Male
6.	Charu Wali Khanna (BALLB)	Student	Female
7.	Prerna Mohan (BALLB)	Student	Female
8.	S. Revathi (BBA)	Student	Female
9.	Somya Bhaskar (BA JMC)	Student	Female

<b>Male</b>	<b>01</b>
<b>Female</b>	<b>08</b>
<b>Total</b>	<b>09</b>

### Women Cell and Internal Complaints Committee







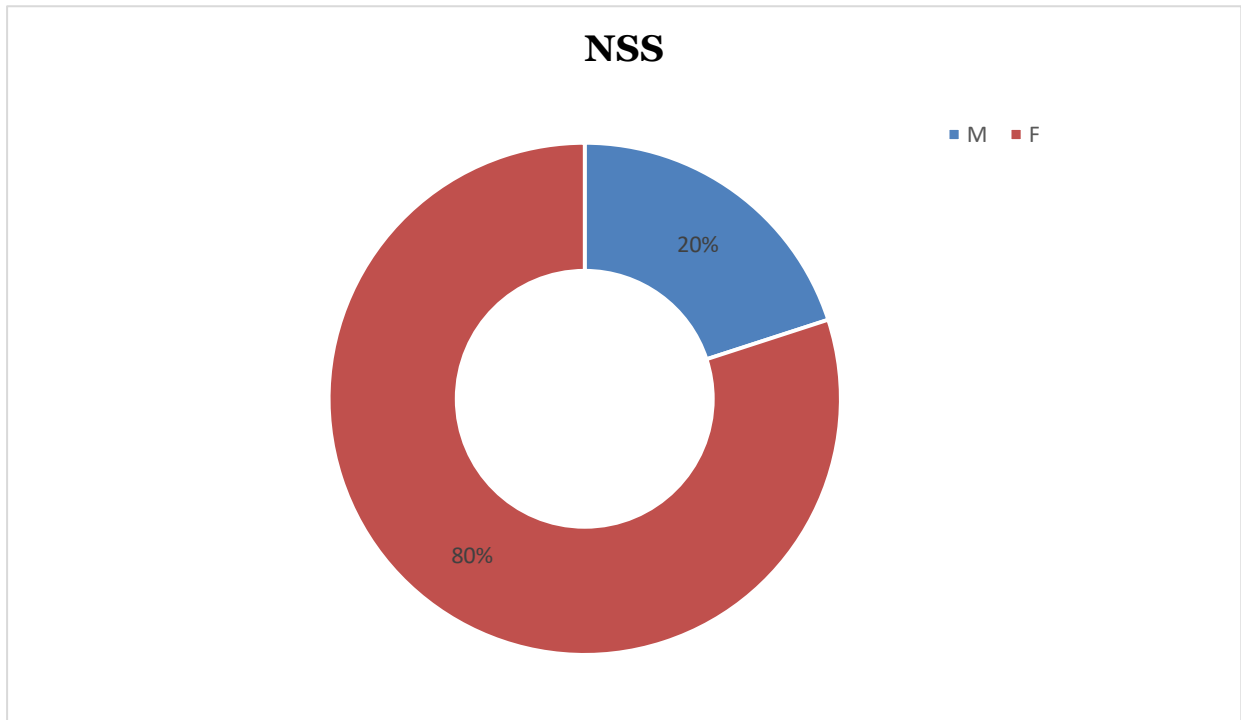
Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India



## 8. NATIONAL SERVICE SCHEME

S./No.	Name & Designation	Designation	Gender
1.	Dr Smita Gupta, Associate Professor, DME Law School	Faculty Incharge	Female
2.	Neha Sharma, Assistant Professor, DME Law School	Deputy Incharge	Female
3.	Sachin Nair, Assistant Professor, DME Media School	Deputy Incharge	Male
4.	Pallavi Tyagi, Librarian	Deputy Incharge	Female
5.	Rimsi Sood, Coordinator, Students Services and Administration	Deputy Incharge	Female

<b>Male</b>	<b>01</b>
<b>Female</b>	<b>04</b>
<b>Total</b>	<b>05</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

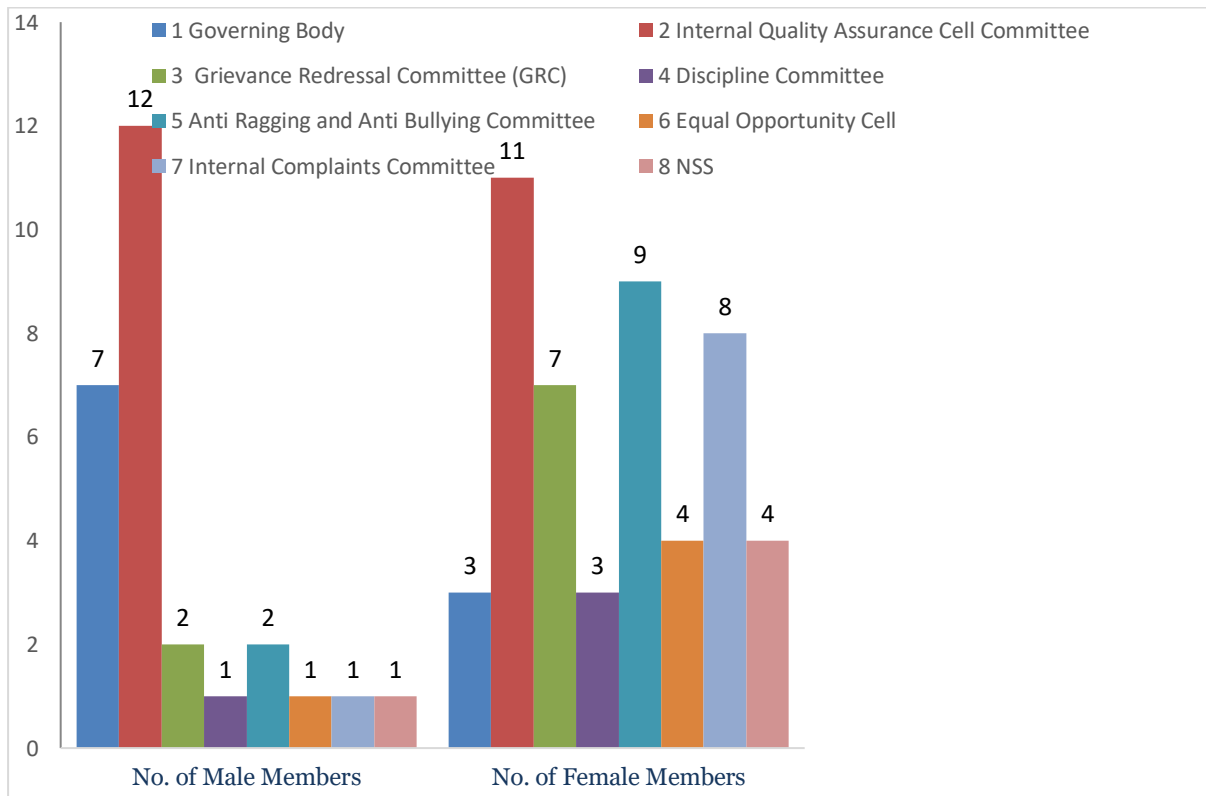
# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## OVERALL COMPARATIVE ANALYSIS

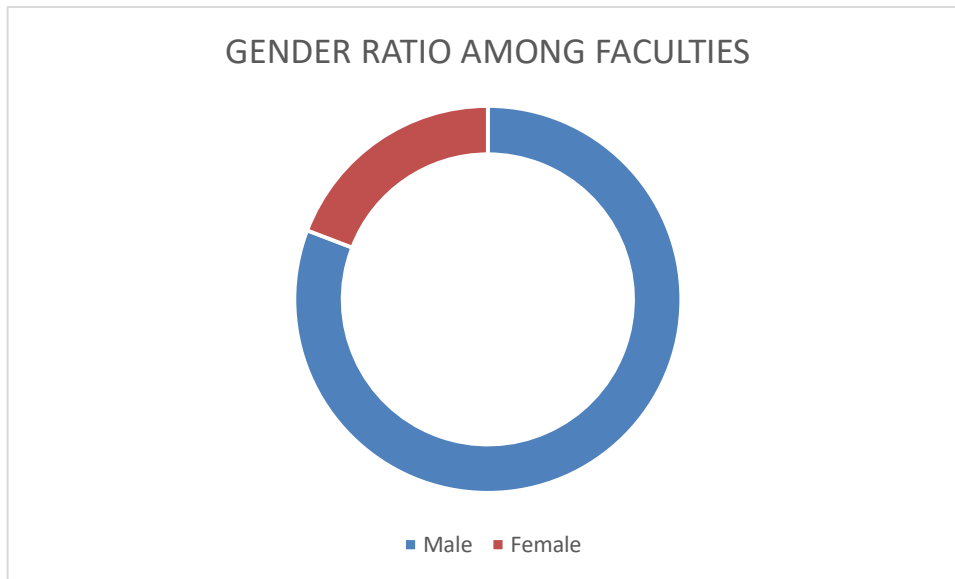
S.No.	COMMITTEE/BODY	No. of Male Members	No. of Female Members
1	Governing Body	7	3
2	Internal Quality Assurance Cell Committee (IQAC)	12	08
3	Grievance Redressal Committee (GRC)	2	7
4	Discipline Committee	1	3
5	Anti-Ragging and Anti-Bullying Committee	2	9
6	Equal Opportunity Cell	1	4
7	Internal Complaints Committee	1	8
8	National Service Scheme	1	4
<b>TOTAL</b>		<b>27</b>	<b>46</b>



## B. FINDINGS: GENDER RATIO AMONGST FACULTIES, STAFF AND STUDENTS

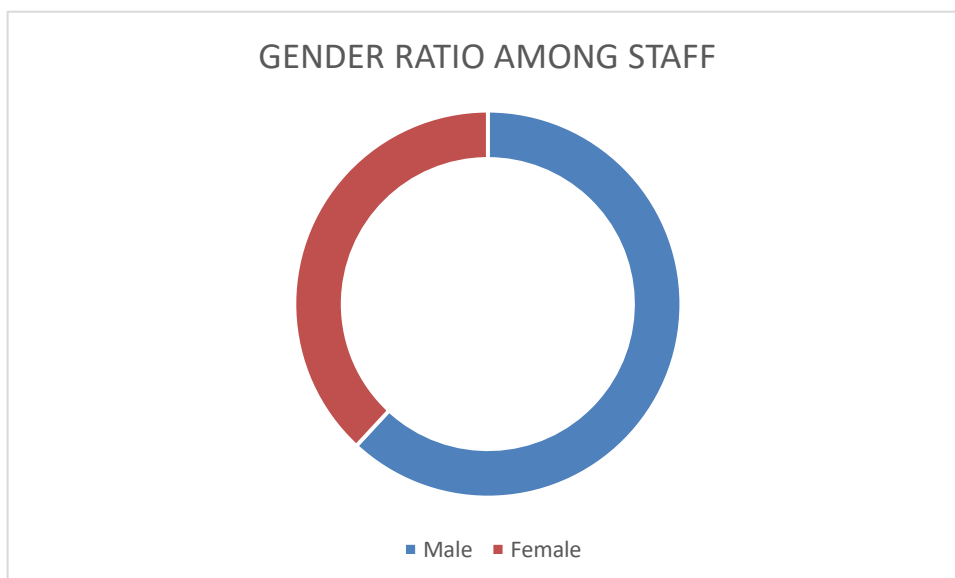
### 1. GENDER RATIO AMONG FACULTIES

<b>Male</b>	<b>80</b>
<b>Female</b>	<b>19</b>
<b>Total</b>	<b>99</b>



### 2. GENDER RATIO AMONG STAFF

<b>Male</b>	<b>13</b>
<b>Female</b>	<b>8</b>
<b>Total</b>	<b>21</b>



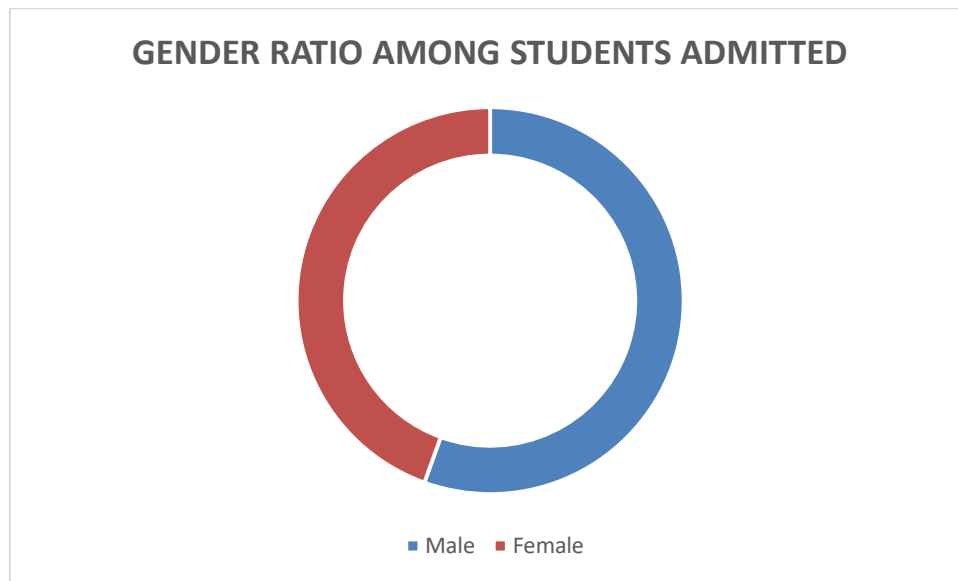


Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India



### 3. GENDER RATIO AMONG STUDENTS ADMITTED

<b>Male</b>	<b>1337</b>
<b>Female</b>	<b>1071</b>
<b>Total</b>	<b>2408</b>





Affiliated to GGSIPU, New Delhi &  
Approved by Bar Council of India

# Delhi Metropolitan Education

Affiliated to GGSIPU, New Delhi & Approved by Bar Council of India



## CONCLUSION

For encouraging a safe, comprehensive, and inclusive learning environment in educational institutions for all students, faculty members and staff members, a balanced gender ratio plays an indispensable role, leading to significant intellectual development and academic achievement.

A gender-inclusive environment in educational institutions helps generate a broad range of perspectives and ideas focussing on equitable learning opportunities.

It is highly recommended and essential for the institution to address gender imbalances so that all students get mentored and guided by diverse mentors.

DME promote gender equity goals and objectives in all the policies and programmes of the college. The Gender Audit Team analysed that gender equality and gender sensitivity are highly encouraged by the management and the college staff members.

It is commendable that the institution has made a noteworthy contribution to achieving gender diversity, with the maximum representation of female faculty members across various cells, committees, and Bodies.