

## **CRITERION-7**

### **INSTITUTIONAL VALUES AND BEST PRACTICES**

#### **7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES**

##### **7.1.1 Measures initiated by the institution for the promotion of gender equity and Institutional initiatives to celebrate/organise national and international commemorative days, events, and festivals during the last five years.**

Shishuram Das College has initiated the Gender Audit and has taken proper initiatives for sensitisation towards gender equality through a few activities during the last five years.

##### **Response:**

Our institution is committed to promote the ideals of gender equity. The college makes a continuous effort to provide equal opportunities to both genders. The institution has conducted the Gender Audit with the initiative of Women Development Cell, IQAC, Internal complaint committee and took necessary steps towards the gender balance within the institution.

##### **Measures taken for the promotion of gender equity:**

- The institution has a well-defined Gender policy published on the official website of the institution.
- The institution pays special attention and support to the girl students from rural, social, and economic backward areas. The college also makes effort to provide a comfortable and homely atmosphere to the girl students from the backward class and minority section. Our aim is to inspire these girl students to pursue higher education after graduation. We also provide various opportunities to the students, who want to be self-sufficient by pursuing vocational training.
- A variety of programmes are periodically organised by the Women's development cell to promote the gender equity. The International Women's Day is celebrated every year on 8<sup>th</sup> of March with commemorative programmes, like seminars, lectures, and cultural functions with active participation of students and faculty members. The Women's Development Cell of the college also organises the screening of documentaries of Women achievers in different walks of life to motivate the students. In this way the

institution aims to provide students with an adequate space to think critically on gender related issues.

- Since women health and hygiene are crucial for gender development, the college authority has arranged for ladies' washrooms, and sanitary napkin vending machine in the girls' common room. Women's cell has organised seminars and interactive programmes on the "Adolescent Health and Hygiene" by inviting doctor from reputed government hospital of West Bengal, to spread awareness among the students.
- The institution is aware of the local scenario, where most of the women neglect themselves during pregnancy and post pregnancy periods. The faculty members and the students have organised an awareness camp at the local "*Anganwari*" centre with the expecting mothers and the women under maternity stage. The speakers have highlighted the importance of consumption of iron and calcium tablets during pregnancy and post pregnancy stages. Importance of nutritional foods for the benefit of the babies were also highlighted by the speakers. Some fruits and health drinks were also distributed among the women present in the camp. It was a small effort by the institution to spread awareness among the local less fortunate women.
- The institution has Grievance and Redressal Cell, Internal Complaint Cell, and Anti-Ragging Cell to solve various issues related to all stakeholders. The girl students can lodge their complaint about harassment and abuse in the Complaint drop box of the Grievance and Redressal cell. They can lodge their complaint regarding ragging, to the convener of the anti-ragging cell through mail or letters. The college is equipped to address grievances related to sexual harassment through its Internal Complaint Cells. Complaint regarding sexual harassment may be lodged to the convener through emails and letters. However, no such grievances have been reported till date.
- Mental and emotional well-being of the girl students have also received due attention. The faculty members engage students in several sessions to minimise their mental stress through open discussions. Women development cell, in association with Department of Education have arranged seminars on mental stress, anxiety and depression. Scope has been created where students could interact with their teachers and express their emotional crisis freely and confidentially.
- The college has a separate girls' common room with amenities for indoor and outdoor games.

- CCTV cameras are installed to monitor the security of the girl students. Identity cards are issued for every stakeholder to restrict the entry of trespassers.
- Financial crisis is often a barrier in the higher education of a girl child. Substantial proportion of female students are privileged through the implementation of a scholarship programme of Government of West Bengal, named “Kanyashree Prakalpa”. It is a renowned state government initiative which seeks to improve the status and wellbeing of girls, through conditional cash transfer assumes special importance in this context. A substantial proportion of girls from our institution are receiving this scholarship for the past few years.
- Gender based modules are included in the curriculum of several departments. Several interactive and associative activities are undertaken to educate the youth on gender norms and gender empowerment. Department of Physical Education and Women’s Cell recently organized a programme of self-defence skill especially for girl students.
- The institution also prioritises participation of girl students in all extra-curricular and co-curricular activities. The female students of South 24 parganas possess multiple skills like stitching, pottery painting, producing design making, tailoring etc. Women development cell has taken initiatives in organising skill-based training, workshops, exhibition, vocational training courses to channelise the existing potential for creating small-scale business initiatives and income-generation.
- All these efforts of Shishuram Das College are demonstrated by the good results of our female students in the final semester. High enrolment in PG programmes in different universities demonstrate the academic achievements of our girl students. The girls from this college got employment in both public and private sector. Apart from this many have started small-scale income generating ventures. All these substantiate that a significant proportion of girl students from Shishuram Das College have empowered themselves socially and economically fulfilling the mission and vision of our college.

### **7.1.2 The Institution has facilities and initiatives for**

- 1. Alternative sources of energy and energy conservation measures**
- 2. Management of various types of degradable and non-degradable waste**
- 3. Water conservation**

#### **4. Green campus initiatives**

#### **5. Disabled-friendly, barrier free environment.**

**Response:**

A. 4 or All of the above.

#### **7.1.3**

**Quality audits on environment and energy regularly undertaken by the institution. The institutional environment and energy initiatives are confirmed through the following.**

##### **1. Green audit/ Environment audit**

##### **2. Energy audit**

##### **3. Clean and green campus initiatives**

##### **4. Beyond the campus environmental promotion activities**

**Response:**

A. All the above

#### **7.1.4**

**Describe the institutional efforts/initiatives in providing an inclusive environment I.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and sensitisation of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words)**

**Response:**

Shishuram Das College has always played a pivotal role in sensitising students about the cultural, regional, linguistic, religious, and socio-economic heritage of our country.

#### **Cultural and Religious inclusiveness:**

- ◆ The college celebrates various cultural festivals with great enthusiasm. Each year, different cultural and regional festivals like Vasant Utsav, Raksha Bandhan, Saraswati Puja, Sarodotsav are celebrated. Rabindra Jayanti, Death anniversary of Rabindranath Tagore (Baishe shraavan), birth anniversary of

Pandit Ishwar chandra Vidyasagar, birth anniversary of Swami Vivekananda (National Youth Day), are celebrated every year. Various cultural events are organised on these occasions in remembrance of these great visionaries. All these programmes and initiatives are aimed at creating an inclusive environment wherein students from diverse backgrounds learn to respect each other and live in harmony. They gain knowledge about the rich and diverse cultural heritage of our country which in turn helps them to contribute towards promoting national integration.

### **Linguistic inclusiveness:**

- ◆ Bilingual mode of teaching has been adopted by the teachers wherever required for the students to overcome linguistic challenges. Bilingual study materials are provided to the students.
- ◆ The institution celebrates International Mother Language Day to instill the importance of mother tongue among the students. Teachers and students from different departments commemorate the day through various cultural programmes.
- ◆ The Department of English celebrates the birth anniversary of William Shakespeare on 23rd of April every year.
- ◆ The Department of English offers a certificate course on “spoken English” to help the students to learn communication.
- ◆ The Department of Sanskrit also offers a certificate course to improve the Sanskrit Communication skills of the students.

### **Communal and Socio-economical inclusiveness:**

- ◆ The college provides scholarships and free ship to students from economically backward communities that help them to continue their study and fulfil their dreams.
- ◆ The institution has a social welfare subcommittee and NSS unit to arrange outreach programmes in villages around the college to instill the spirit of unity among the students and to make them socially responsible.
- ◆ The Social welfare sub-committee of our college has organised an awareness campaign in the neighbourhood area against dengue and malaria and the prevention of these diseases through posters.
- ◆ The Social welfare sub-committee has organised a rally by the teachers and the students, spreading the message of making a pollution free neighbourhood, on World Environment Day. The day was further celebrated

by the distribution of saplings among the students. They planted those saplings at their home garden, and they were also inspired to send pictures of the different stages of growth of their saplings to the sub-committee members, at regular intervals.

- ◆ The college also celebrated Raksha Bandhan Utsav at the local Sarisha High School and the teachers and the students also tied rakhi to the traffic police and local vendors of the locality. In this way the college tries to teach communal harmony among the students.

### **Sensatisation of students and employees to the constitutional obligations:**

- ◆ The institution pays homage to the freedom fighters by celebrating various programmes like Independence Day, Republic Day, and Netaji's Birthday with great grandeur. Students and the staff members participate in the cultural programmes, and flag hoisting ceremony.
- ◆ The institution has a Code of Conduct that helps all stakeholders to acquire human values.

## **7.2 BEST PRACTICES**

### **7.2.1 Describe two best practices successfully implemented by the institution as per NAAC format provided in the Manual.**

#### **Response:**

#### **BEST PRACTICE-1**

#### **1. Title of the practice: Upliftment of the backward class and minority students towards higher education**

Upliftment of the backward class and minority students is one of the best practices in Shishuram Das College. We have thoroughly studied the socio-economic and cultural background of the backward class and minority students.

#### **Objectives of the practice:**

Students from the Backward classes and minority section face a variety of limitations, disgrace, and disadvantages in society, including social and economic issues, poverty, illiteracy, poor status, and so on, which they are forced to inherit because of being born into inferior tribes or castes. Poverty, broken homes and divorce between father and mother, the presence of stepfather or mother in the house, or bad company are some social and environmental causes.

1. Knowing our students comprehensively with special reference to their family background enables the institution to identify the specific needs and challenges of the students from the backward class and minority groups. Since most students pertain to socio-economically vulnerable groups, parental educational status is taken in mapping and the first-generation learners receive special priority.

2. Our aim is to help these students to continue their studies and encourage them to pursue higher education. We have also introduced a few professional courses, which can help them to become self-sufficient, after completion of their graduation.

3. Upliftment and empowerment of the female students from the Backward classes and minority section in the neighbourhood areas by extending academic assistance, introducing professional courses with nominal fees, and make them useful and self-dependent citizens.

### **Evidence of Success:**

1. We have distinguished the specific problems of the students according to their genders and taken necessary actions to solve their problems.

2. The members of the Women's development Cell, in collaboration with the IQAC of the institution organise awareness campaign in the neighbourhood villages, on "*Beti Banchao beti padhao*". Our record shows that we have been successful in inspiring more and more poor girls to join college after completion of their school education.

3. Lack of motivation from the family members and pressure to get married are main causes for discontinuation of education among the girls. The poor economic condition also plays a vital role regarding this issue. The Women's cell of the college, in association with IQAC, organizes regular counseling sessions, which help us to understand the specific problem of each female student from the Backward classes and minority section. The counselors try to identify the specific problem of each student, who is lagging in terms of the peer group.

4. The male students also face difficulties in continuing their studies. As most of them come from a poor economic background, they are under pressure to become an earning member of their families as soon as possible. Many of them come from an agricultural background, they are unable to attend classes during the time of harvest. The teachers are always ready to help them with study materials and conduct extra classes during zero periods.

5.The college helps the students to provide scholarships like *Kanyashree*, *Aikyashree*, *Swami Vivekananda merit-cum-means*, *Student credit card scheme*, introduced by the government.

6.As the students cannot afford the additional cost of the books and study materials, each department of the institution helps the students by providing additional books from their departmental libraries and study materials.

7.The poor students are unable to visit good libraries and deprived of getting reference books. The teachers are always there for them with translated study materials from standard reference books.

8.The Department of English organises certificate course in “Public speaking in English” to help the students to develop their skills in English.

9.The college organises field visits every year. These field trips have become an exposure to the students. They can relate the things which they study in their books. They interact with people, and it helps them to develop their personality.

10.Scoring well helps the students to develop positive feelings about their abilities. It also acts as motivation for them to always strive for excellence.

11.Online systems enable them for extensive practice whenever they are free. As they are mobile friendly the preparation can be taken anywhere and anytime.

12.The online portal and mobile phone-based application enables students to develop their knowledge content and become aware of the procedure and modalities of competitive examinations.

13.Some students may not be able to avail themselves of the online facility due to net based restraints and unavailability of computer and mobile phones. They are encouraged to use the college computers specially assigned for student use.

14.We have successfully motivated our backward class and minority students to achieve higher education beyond the barrier of college. Many of our alumni have successfully obtained post-graduation degree from reputed universities. Few of them have also achieved beyond the master’s degree. We feel proud and honoured when the students express their gratitude for motivating them, in alumni meet, every year.

### **Problems encountered and resources required:**



1.Initially the students did not take interest in the initiative taken by the college. The villagers were also reluctant about the campaign of “*Beti Banchao beti padhao*”. Gradually they have understood the necessity of the requirement of education for the girl children.

2.Students living in remote areas are unwilling to attend college on a regular basis. They need concessions for the transport which they use to go to the college.

3.Poor knowledge in English, inadequate digital knowledge, instable internet facility, inadequate time impose serious challenge in front of the students of the marginalised communities.

4.The institution needs more computers and books for the library to provide more facilities for the students. Assistance from professional institutions is required to make the students financially independent.

## **BEST PRACTICE-2**

### **2. Title of the practice: Empowerment of the students through skill development**

The curriculum that incorporates skill-based learning enhances creativity among the students. Creativity is a characteristic of someone that forms something novel and valuable. Creativity enables the students to solve problems in new or innovative ways. Thus, empowerment of the students through skill development is one of the best practices of our institution.

#### **Objectives of the practice:**

Every student is born with a Beautiful Mind which is to be unearthed and cultured. The teachers as mentors of their student mentees, can play a catalytic role in this regard.

1.The college organises a cultural competition every year and its objective are to carry out programmes and events beyond the narrow domain of regular teaching-learning evaluation and to provide a platform to the students so that they can discover their pent-up skills and latent potential for excellence.

2. The region is full of potentialities in terms of human resources. Shishuram Das College since its establishment in 2010, transmitting smiles in the region by way of spreading the lights of higher education among the thousands of socially

deprived students, to reflect their potential and be inclusive in the national mainstream.

3. The college is thus committed to bring out excellence from among those who during their childhood had very little opportunity to be excellent, as three-quarters of the children come from the SC, ST & OBC communities and BPL (Below poverty line) families living in the disadvantaged locations.

4. Teachers as mentors inspire the student mentees to take part in several contesting events that would help them to develop visual skills (photography contest, poster contest, '*alpona*' or decorative design competition etc), oratory skills (debate, seminar, youth parliament etc) performing art (dance, singing, recitation, *bratachari* or a comprehensive programme of physical, mental, and intellectual culture, based on folk traditions of physical exercise, art, dance, drama, music, and singing), creative art (art and craft exhibition, creative writing competition, drawing competition) and functional skills (bio-data contest, letter/email writing contest, report writing contest).

5. The college has offered tailoring course, beautician course, and a course on electrical repair works to its students. All these co-curricular activities help the students to be self-sufficient by skill-development.

5. Mentors make concerted efforts to guide the students to develop skills, build mindsets to perform and imbibe the feeling "even I can."

6. During

2018-19 altogether 78 participants participated in 6 intra-college events.

2019-20 a total of 123 students took part in 9 intra-college events.

2021-22 a total of 145 students took part in 11 intra-college events.

2022-23 a total of 173 students took part in 12 intra-college events and 18 students had participated in the inter-college competition of Youth Parliament.

7. The uniqueness of this practice is that it is not a cultural programme but in entirety, it addresses the requirements related to the Skill Enhancement Courses of the CBCS and CCF curriculum and makes the students learn to identify skills that are to be acquired, relative strengths and weaknesses in them and brings improvement in them through performances.

8. Another important aspect of this practice is that this cultural competition does not incur a high expenditure. Here, teachers as mentors guide and train the students. As a result, expenditures for training become nil.

## **Evidence of Success:**

1. This cultural competition helps in building healthy teacher-student relations and makes the students feel “home in campus.”
2. As the students come from a very poor economic background, they feel motivated after getting the recognition in the form of a certificate and a token gift. They feel so delighted that sometimes they express their feelings and gratitude through personal messages to their beloved teachers.
3. The objective was to encourage the students to participate and perform. Our college has also participated in the youth parliament and the extempore competition in 2017. The college won the first prize for the extempore competition and made us proud.
4. This reflects the success of the best practice as the college becomes able to bring out the students and make them included in the mainstream.
5. We are so inspired by the willingness of participation by our students and planning to invite the students at the neighbourhood colleges in future and try to modify the event as the ‘Inter-college cultural competition’.

## **Problems encountered and resources required:**

1. Most of the female students come from the orthodox, backward families. So, the girls feel uncomfortable and hesitated in participating in any event. Although we have come across the fact that when they feel ‘at home’ with their mentors, their hidden talents are exposed. In this way, we have made an oath to help this backward section of the society with our love, affection, and assistance.
2. Lack of college fund restricts us to organise cultural competitions more than once.
3. The practice does encounter problems in the areas of time resources. With the introduction of the CBCS, CCF and the semester system, time is becoming the limiting factor – for both the teachers and the students in actualizing the practice.

## **7.3 INSTITUTIONAL DISTINCTIVENESS**

### **7.3.1 Portray the performance of the institution in one area distinctive to its priority and thrust within 1000 words.**

#### **Response:**

#### **Promotion of Extension activities**

The institution endeavours to promote an inclusive educational system which will prioritise the needs and interests of the stakeholders specially those belonging to the weaker sections of the society and make them better citizens. At the same time the college is committed to fulfil its duties towards the society at large. The institution wishes the stakeholders to be socially responsible, participatory, and committed in providing service to the people as education is not an end, but a means to accomplish certain noble objectives and transmit fundamental values. Since its inception, the institution has come a long way in providing quality education to a diverse variety of students, many of them being first generation learners and a significant portion belonging to minority community and other weaker sections.

The college has a tradition of promoting institution-neighbourhood community network and students' engagement. The practice is not confined to seminars and awareness campaigns alone, several field work, and practical applications are also undertaken by different departments. To promote holistic development of its students, the institution has taken several initiatives for various extension activities including community development programmes. This can be identified as one of the most distinctive features of our institution. The extension activities are aimed at fostering empathy among the students, and make them aware of their duties towards the society as responsible citizens.

Under the able guidance of the college authority and with active participation of social-welfare sub-committee, a host of community development activities are being carried out in the neighbourhood area. The teaching and non-teaching staff of the college along with the students enthusiastically participate in these initiatives. The institution periodically arranges for distribution of stationaries, copies, and other food items among the neighbourhood primary school children to encourage and help them. Besides awareness campaign against 'Dengue and Malaria' is carried out in villages. The students of the social-welfare sub-committee, come forward with the project of cleanliness in the neighbourhood areas. Frequent field visit to the locality by the students of department of Geography, accompanied by their teachers have also been conducted in the neighbourhood areas to assess the water quality. The test reports have been shared

with the panchayat authorities so that appropriate steps can be taken for the betterment of the farmers.

The college conducts regular campaigns and social outreach programmes in surrounding areas to increase awareness among the parents about the negative consequences of early marriage, motherhood on the health and socio-economic well-being of a girl child. The members of the Women's development Cell, in collaboration with the IQAC of the institution organise awareness campaign in the neighbourhood villages, on "*Beti Banchao beti padhao*" and a survey shows that we have been successful to minimise the dropouts after completion of the school education.

Awareness programmes about the nutrition and health care of pregnant ladies and the ladies under maternity phase, at the local *Anganwari* centre, has been conducted by the members of the Women's development Cell, in collaboration with the IQAC. The Women Cell has also organised an awareness camp for the lactating children and the nutrition of the children between 1-10 years.

The local women police officer from Kapathat, has attended a workshop, organised by the Women's cell and IQAC of our college regarding the law, related to safety and security of the girls. This programme was organised on the International Women's Day.

The students at the college have organised the 'recycle and reuse' workshop and invited the students of class XI and XII of a local school. The students have also attended a summer internship programme on 'First Aid', in collaboration with local health centre. They have also demonstrated and taught the acquired training to the school students of the locality.

Awareness campaigns and rallies are regularly carried out in the neighbourhood on socially and environmentally relevant issues. The students have actively participated in Vaccination camp for Covid-19, distribution of foods and stationaries to the less fortunate children of the local primary school on Children's Day, celebrating the *Raksha Bandhan* festival in the neighbourhood school and surrounding areas to spread the message of communal harmony, rallies for awareness regarding dengue and malaria prevention, and anti-plastic campaign, Anti-tobacco awareness programme, 'Save Drive Save Live', 'Promotion of Bicycle as means of transport' etc.

The students from the social welfare sub-committee are also engaged in maintaining the cleanliness of the campus and surrounding areas for a more sustainable environment. Rallies regarding the awareness of tree-plantation on World Environment Day, is organised by the social welfare sub-committee. Tree

plantation programme in the campus and distribution of saplings among the students have also been carried out as a part of the environmental awareness. The students are required to send pictures of the saplings and the stages of their development at regular intervals. The aim of this small initiative is to make the locality greener.

The institution has achieved various laurels in recognition to our distinctiveness in carrying out various community development as a part of extension activities. Despite financial constraints, the college wishes to carry out these distinct activities in the future as well with the overwhelming participation of its stakeholders. The institution has been highly successful in sensitising its students regarding the crucial role they can play in dealing with different social and environmental problems. The community service and social work has not only benefitted the target group immensely, but also contributed towards environmental sustainability.