

National Workshop on Strengthening the Role and Functioning of Special Cells/ Equal Opportunity Cells in Universities and Colleges

17-21 December, 2012, NUEPA, New Delhi

Information Brochure



**Department of Educational Administration
National University of Educational Planning and Administration
17-B, Sri Aurobindo Marg, New Delhi – 110 016**

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Background

Equality of opportunities is one of the most important principles of constitutional democracy in India. The state is constitutionally obligated to ensure that no one is discriminated and excluded merely on the ground of social origin and location. This guarantee becomes important given the nature of Indian society. India is not only diverse but also unequal. The convergence of diversity and inequality poses serious problems in the way of transforming the professed principles into practice. Convergence of diversity and inequality is evident in variety of contexts. Education constitutes one such site of convergence. Inequality of educational opportunities is linked to variety of social locations such as caste, tribe, religion, region, language, gender etc. It is also determined by one's class position measured in terms of income, occupation and residential location. Creating a condition of equal access in the midst of diversity and inequality necessitates whole range of inclusive policies and corresponding institutional mechanisms for their effective implementation. As a measure of promoting inclusion and diversity at the institutional level a number of affirmative action programmes and schemes have been initiated by the Government of India and its agencies. Establishment of Special Cells/ Equal Opportunity Cells in different universities and colleges is important intervention in this regard. These cells have been created with two intertwined objectives-i) to ensure nondiscrimination at the institutional level; and ii) to promote diversity and inclusive practices on the campuses of the institutions. Role of these cells becomes especially important given the context of educational institutions in India. There are numerous socially and culturally embedded sites of group based exclusion and discrimination at the institutional level. In fact, the educational institutions do not exist in isolation. The symbiotic relationship that exists between society and institutions gets best reflected in the practices of the educational institutions. In this case an active intervention of the State through an array of inclusive policies and affirmative action programmes becomes a necessity. It is in this context that the Special Cells/Equal Opportunity Cells assume critical importance as mechanisms for addressing the issue of exclusion. They are loaded with the responsibility of creating enabling environment for the disadvantaged groups in

the institutions of higher education. One of the requisites in this case is effective functioning of the Cells. . The Special Cells/ Equal Opportunity Cells are mandated to oversee and ensure implementation of the policies, schemes and programmes for the inclusion of disadvantaged groups within the framework of policies and guidelines of the Government of India/UGC or other governmental agencies.

A preliminary survey of these cells in universities and colleges shows variations in terms of their status and working. In some of the institutions variety of inclusive concerns and requirements are being articulated through an all encompassing cell at the level of institution. The Social Protection office at TISS and the Equal opportunity cell in DU are important cases in this regard. However, there are abundant cases of the variety of cells dealing with the issues of discrimination and exclusion within the institutions. In most of the cases these cells function as parallel mechanisms. They hardly converge together as a single window for redressing the problem of exclusion. Besides the efforts made by institutions as a response to the framework of policies and guidelines of the regulating/governmental agencies, we also come across many innovative inclusive practices at the level of institutions. Jawaharlal Nehru University at one point of time used to follow an admission policy which could reflect and accommodate diversity of the socio-economic background of the students. This was made possible by evolving a cumulative index of diversity and deprivation which ensured better representation of diversity in the institution. This point has been particularly emphasized in the recommendations of the National Knowledge Commission. In recent years the concerns of inclusion and equity have been reiterated in different policy documents on education.

The question, however, remains as to how and to what extent the policies and programmes of inclusion have been implemented at the level of institutions. Functioning of these cells in many cases is not up to the mark. It is generally maintained that these cells in most of the institutions appear to be ornamental. In many cases they hardly discharge the responsibility as mandated to them. It is equally true and also important to note that there could be both positive and negative instances of the working of the Cells. There are varied experiences of the implementation of inclusive policies and practices at the institutional level. There are instances of inclusive practices in some of the institutions which do not necessarily emanate from the mandatory requirement of the Acts or incentive structure of the UGC or other such agencies. Many inclusive practices have been evolved at the level of institutions. Though the idea of nondiscrimination and inclusion lies at the heart of such practices, the institutions have gone ahead of the

framework of mandates and requirements of the regulating agencies. The case of admission policy adopted by the JNU at one point of time is important in this regard. As a contrast to the inclusive practices at the institutional level there could be cases of institutions wherein variety of cells have been created but they remain merely on paper. They hardly function as mechanisms of creating enabling environment for the disadvantaged groups.

There could be variety of constraints emanating from within and out side the institution but the fact of deficient functioning of the Cells remains one of the central concerns. In the light of the above, the idea of organizing a workshop on the theme acquires additional significance. The proposed workshop is intended to revisit the role and functioning of the Special Cells/Equal Opportunity Cells in universities and colleges and bring together various experiences- ranging from various kinds of constraints involved in the process of implementation to exploring possibilities of better implementation. It can further help in guiding policy formulation.

Objectives of the Programme

The main objective of the programme is to map out the status; role and functioning of cells in the universities and colleges across the states and regions. The workshop intends to discuss and diagnose the problems associated with the deficient functioning of the cells. It will attempt to address the issue and evolve strategy for making Equal Opportunity Cell as an effective mechanism for implementing inclusive policies at the institutional level; and strengthening their role in making the campuses of universities and colleges non- discriminatory, inclusive and sensitive to the disadvantaged groups.

Specific Objectives Identified for the Programme are as follows:

- To map out the status, role and functioning of Equal Opportunity Cells/ Special cells in the universities and colleges
- To map out the initiatives taken by the institutions to implement inclusive policies including coaching schemes and variety of capacity-building programmes
- To identify the gap between the envisaged role and actual functioning of the Equal Opportunity Cells/ Special cells in the universities and colleges
- To bring out the best practices promoting inclusion in education at the level of institutions through mutual sharing of experiences
- To evolve strategy and suggest measures for improving the functioning of the Equal Opportunity Cells/ Special cells in the universities and colleges

- Sensitisation and capacity building among the participants through lecture-discussion, informed debate and mutual sharing of experiences

Theme

The theme and its transaction in the proposed programme will revolve around the central issue of inclusion of disadvantaged groups in the institutions of higher education. The focus of the programme will be following themes:

- The Idea of Equal Opportunity and inclusion in the institutions of higher education
- Policy framework and institutional context of implementation of inclusive policies and affirmative action programmes including the institutional context of the role and functioning of Special Cells/ Equal Opportunity Cells
- Capacity building, skill development and inclusion
- Distinctive practices promoting inclusion in universities and colleges; and strategy for effective implementation of inclusive policies.

Methodology

The programme is proposed to be transacted into an interactive mode. The programme consists of four components: i).lecture-discussion on select theme of inclusion both in the macro context of policy and the micro context of institutions; ii); panel discussion on the issue of exclusion and inclusion of select disadvantaged groups as case; iii) presentations on the status and working of Special Cells/ Equal Opportunity Cells by the participating institutions including innovative and best practices; and iv) evolving strategy for making Equal Opportunity Cells as effective institutional mechanism for capacity building and implementation of inclusive policies through group work and panel discussion

Background Materials for the Programme

The participants will be provided the following reference materials:

1. Policy documents including guidelines of implementation and reports relating to the theme of the Workshop (UGC/ Ministries of HRD/Minority Affairs/ Social Justice and Empowerment/Women and Development etc including compendium of programmes/schemes of the UGC or concerned ministries/institutions for the disadvantages groups mainly in soft copy form except the Schemes of Scholarship included in the hard copy of the background material.

2. Select papers relating to the conceptual issues and analytical write-up relating to theme of the programme as background material in the form of Hard copy.

Participants: Participants of the programme include mainly the coordinators of Equal Opportunity Cells or the Special Cells (Gender, SC&ST Cell, Minority Cells, Differently Abled Persons' Cell etc) nominated by their respective Vice-Chancellors from different central and state and deemed to be universities of national repute representing 19 states and union territories of India .About 30 participants have confirmed their participation in the programme. The list of participants is enclosed as Annexure II.

Time Schedule

The training programme will start at 9.30 AM on 17th December, 2012 and closed at 4 PM on 21st, 2012. The tentative time schedule is enclosed at Annexure I.

Resource Persons

Resource persons for the programme are drawn from NUEPA faculty. Only few Resource Persons have been invited from outside NUEPA. A list of resource persons is attached as Annexure III.

Boarding and Lodging

Boarding and lodging arrangements for all the participants have been made in the NUEPA Hostel (on twin sharing basis). Dr. Subhash Sharma, Warden, NUEPA Hostel will be looking after all the arrangements. Telephone and Email facilities are also available within the premise of NUEPA.

Programme Management

The Department of Educational Administration is organizing the programme. Prof. K. Sujatha is the Head of the Department. Dr. Kumar Suresh, Professor in the Department is the Coordinator of the programme. Shri P. N. Tyagi, In-charge, Training Cell, is looking after organizational and administrative activities.

Venue

The venue of the programme will be the Seminar Hall, (No.212) at second floor of the National University of Educational Planning and Administration, New Delhi

NUEPA Library and Documentation Centre

NUEPA is equipped with a well maintained library and documentation centre. The participants may access the library and documentation centre during the duration of the programme. The library remain open from 9:00 – 17:30 on working days.

Medical Care

Medical care will be available to the participants for minor ailments during the programme in the NUEPA Hostel. The Chemist shop is located on the main Mehrauli Road just outside the Campus.

Certificate of Participation

The participants will be provided certificate of participation in the programme. This may help them in completing the record of their official leave from their institutions

Resource Persons

1. Prof. R. Govinda
Vice-Chancellor, NUEPA
2. Prof. J.B.G. Tilak,
Head, Department of Educational Finance
3. Prof. K. Sujatha
Head, Department of Educational Administration
4. Prof Najma Akhtar
Head, Department of Training and Capacity Building
5. Prof. Sudhansu Bhushan
Head, Department of Higher and Professional Education
6. Prof Pramila Menon,
Head, Department of Educational Policy
7. Prof Avinash Kumar Singh
Department of Educational Policy
8. Prof. Pranati Panda
Department of School and Non Formal Education
9. Prof. Mona Khare
Department of Educational Planning
10. Dr. Manju Narula
Department of Educational Administration
11. Dr. V.Sucharita
Department of Educational Administration
12. Prof Kumar Suresh- Programme Coordinator
Department of Educational Administration

NUEPA National Fellow/ Consultant

9. Prof Vimala Ramachandran
10. Prof. Irfan Habib
11. Dr. A.K. Mathew
12. Prof. K. Ramachandran

Outside NUEPA

Prof Joya Hasan
JNU, New Delhi

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Tentative Time Schedule

Day One – Monday, 17 December, 2012

Sessions	Resource Person/ Chair	Time
Registration		09:30. – 10:00
Introductory Session Welcome Programme Highlights Introduction Chairperson's Remarks Vote of Thanks	Prof. Kumar Suresh By Participants Prof. K. Sujatha Dr. V. Sucharita	10:00. – 11:00
	Tea/Coffee Break	
The Idea of Equal Opportunity Cell: A thematic Introduction	Prof. Kumar Suresh	11:30. – 13:00
	Lunch Break	
Presentations by the Participating Institutions: : Gwalior, Bhopal, Raipur, Shimla, Pondichery	Chair: Prof. Mona Khare	14:00– 15:30
	Tea/Coffee Break	
Presentations by the Participating Institutions: Punjab, Kurukshetra, Aligarh, Udaipur, Jammu	Chair: Dr. A.K. Mathew	15:45– 17:30

Day Two – Tuesday, 18 December, 2012

Sessions	Resource Person/ Chair	Time
Equal Opportunity and Inclusive Approach to Education	Prof K. Ramachandran	09:30.–11:00
	Tea/Coffee Break	
Affirmative Action and Inclusion in Higher Education	Prof. Zoya Hasan	11:30 – 1300

	Lunch Break	
Presentations by the Participating Institutions: Kerala, Baroda, Indore, JH, JMI, Tripura, Lucknow,	Chair: Prof. Pranati Panda	1400 – 1530.
	Tea/Coffee Break	
Presentations by the Participating Institutions: Osmania, Kakinada, Sambalpur, Sagar, BHU	Chair: Prof. K. Moorthy	15:45– 17:30

Day Three – Wednesday, 19th December, 2012

Sessions	Resource Person/ Chair	Time
Policy Reforms in Higher Education and Implications for Disadvantaged Groups	Prof Sudhansu Bhushan	09:30.–11:00
	Tea/Coffee Break	
Gender Issue in Higher Education	Prof. Vimala Ramchandran	11:30– 13:00.
	Lunch and Group Photograph	13:00-14:00
Policy Framework and Institutional Context of Inclusion: (Policy Review and Panel Discussion) -The Case of SCs, STs and OBCs	Chair: Prof. A.K. Singh Panelists: Prof G.G. Wankhede Prof Manjit Singh Prof G. Ram Prof Kalika Yadav	14:00– 15:30
	Tea/Coffee Break	
Policy Framework and Institutional Context of Inclusion: (Policy Review and Panel Discussion) -The Case of Women	Chair: Prof Pramila Menon Panelists: Prof. Nafisa Hatimi DR. Leena V. Mehta Dr. Chandra Bain Dr. Rana Zaidi	15:45– 17:30

Day Four – Thursday, 20 December, 2012

Sessions	Resource Person/ Chair	Time
Inclusion through Capacity Building: Select Cases of Innovative Practices (TISS, JNU, D.U., Tezpur University)	Chair: Prof. J.B.G. Tilak Panel: Prof.G.G. Wankhede, Prof Sonajharia Minz Prof. Usha Rao/ Dr.Vipin	09:30– 11:15

	K. Tiwary, Tezpur Univ.	
	Tea/Coffee Break	11:15-11:30
Inclusion through Capacity Building: The Case of Minorities (Residential Coaching Scheme)	Chair: Prof. Najma Akhtar Panel: Prof. Irfan Habib Prof. Anisur Rahman/ Md. Tarique Dr. Firdous Wani JH	11:30– 13:00
	Lunch Break	.
Interaction with Participants	Prof. R. Govinda, Vice -Chancellor, NUEPA	1400. – 15:30.
	Tea/Coffee Break-	15:30-15:45
Discussion on Mutual Experiences and Lesson Learnt	Facilitator/ Coordinator: Dr. Manju Narula/ Dr. V. Sucharita/	15:45. – 17:30

Day Five – Friday, 21 December, 2012

Sessions	Resource Person/ Chair	Time
Towards Effective Equal Opportunity Cell: Evolving Strategies	Group Work by the participants Facilitator/ coordinator: Dr. V. Sucharita/ Dr. Manju Narula	09:30. – 11:00
	Tea/Coffee Break	11:00. – 1130
Towards Effective Equal Opportunity Cell: Evolving Strategies	Group Work by the participants Facilitator/ coordinator: Dr. V. Sucharita/ Dr. Manju Narula	1130– 1300
	Lunch Break	
Presentation of Group Work		14:00. – 15:00
Closing Session Brief Report of the Programme Reaction and inputs on programme Chair Remarks Vote of Thanks	Chair: Prof K. Sujatha Prof Kumar Suresh By the participants Prof K. Sujatha Dr. Manju Narula	1500. -16:00
	Tea/Coffee	

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Equal Opportunity Cells/ Special Cells in Universities and Colleges,
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List of Participants

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Sirohi, Vineeta, Associate Professor

Tyagi, R. S., Assistant Professor

Narula, Manju, Assistant Professor

Sucharita, V., Assistant Professor

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Kumar, Naresh, Assistant Professor

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Awasthi, Kashyapi, Assistant Professor

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Reddy, A. N., Assistant Professor

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Panda, B. K., Associate Professor

Kaushal, Savita, Assistant Professor

Sedwal, Mona, Assistant Professor.

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Habib, S. Irfan, Professor

Registrar

Singh, Binod Kumar

Computer Cell

Srinivas, K., Systems Analyst (on Deputation to Ambedkar University, New Delhi)

Bhatia, Naveen, Computer Programmer and In-Charge, Computer Cell

LIBRARY AND DOCUMENTATION CENTER

Thakur, D.S., Documentation Officer

Verma, Niti, Professional Assistant

Sharma, Sulbha, Professional Assistant

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Rawat, Pramod, Deputy Publication Officer

Singhal, Amit, Publication Assistant

Hindi Cell

Sharma, S.C., Hindi Editor and Assistant Warden, NUEPA Hostel

Gaur, Manoj, Hindi Translator

Training Cells and Cartography Cell

Tyagi, P.N., Cartographer (C A) and In-charge, Training Cell

Administration and Finance

Khanduri, A.K., Administrative Officer

Thyagarajan, Usha, Finance Officer

Prakash, Chander, Section Officer (Accounts)

Bhattacharya, Ujjal, Section Officer (Personnel)

Saxena, P. P., Section Officer (Academic Administration)

Asija, Sushma, PS to Vice-Chancellor