


SSR 2019-20 to 2023-24	<p>Satish Misal Educational Foundation's</p>  <p><b>BRICK</b> SCHOOL OF ARCHITECTURE</p>
Criterion 7 – Institutional Values and Best Practices	
7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. <i>Describe the gender equity &amp; sensitization in curricular and co-curricular activities, facilities for women on campus etc.</i>	



Satish Misal Educational Foundation's



## Gender Equity


### 7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years

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Shraddha Mahore Manjrekar

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## Gender Equity in the institute

The gender equity initiatives carried out in the first cycle are continued for this cycle. The institute is a co-ed institute and believes in encouraging gender equity in all its activities including equal opportunities for development for the students, faculty, admin and ancillary staff for both the genders. Various functional bodies in the institute, like the **Student Council**, the **Internal Complaint Committee (ICC)** and **Women’s Grievance Redressal Committee**, various students’ clubs, and **Alumni Association** have unbiased representation of both the genders. As a part of institutional practices and governance, it includes regular functioning of all these bodies. The institute has made its name and existence in the area of architecture education through winning the architectural competitions, sports and cultural activities and a city level event called 12-on-12, which is an institutional initiative and is a forum for design presentations. In all these events both girls and boys (students) represent the institute with healthy spirits.

Although the campus and people of the institute offer a safe learning environment, For **Safety and Social Security** of the students, the institute displays emergency contact numbers in college campuses. There is CCTV Surveillance throughout the campus for safety and security purposes. During the late night events, Students Council and faculty members ensure that all girl students leave the campus and reach their homes safely after the events. Both Girls’ and Boys’ common rooms are spacious and airy. The basic hygienic facilities (provision of medicines and sanitary pads, dustbins and sanitary napkin dispensers, etc.) are provided in the campus.

Regarding administration of teaching, an equal gender ratio in all the classes is thought of while making sections and also in the group assignments, so that equal opportunities are equally distributed.

Regarding institutional policies, the equity is taken care of by offering maternity leave and paternity leave for all the employees. The equity is there not only in the policies, but the institute culture has a number of occasions, other than regular teaching and learning activities where all the employees get opportunity to work with harmony and develop a sense of bonding and healthy working environment.

On the important days of celebrations, the dignitaries and guests are invited to the campus with a good balanced mix of men and women.

A session on International women’s day was organized by the institute in all five years where women achievers were invited in the institute.





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Fourth year students visiting a housing construction site year 2021-22



Walk and talk event in Nashik- organized by Alumni association of the institute in year 2022-23

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Shivangi Agarwal  
General Secretary  
Fourth Year, Aquamarine Batch



Aditya Ghule  
BSID Representative  
Third Year BSID



Tanishqa Navalakha  
Senior Cultural Secretary  
Fourth Year, Aquamarine Batch



Rounak Tambi  
Treasurer  
Fourth Year, Purple Batch



Esha Jagtap  
Senior Sports Secretary  
Fourth Year, Aquamarine Batch



Amay Rathi  
Competition Representative  
Fourth Year, Purple Batch



Ashutosh Gaware  
NASA Unit Secretary  
Third Year, Yellow Batch



Gaurav Kankekar  
NASA Unit Designee  
Second Year, Green Batch



Swapnil Wagh  
Junior Cultural Secretary  
Third Year




Pruthviraj Khandare  
Junior Sports Secretary  
Third Year BSID



Vedant Joshi  
Second Year Representative  
Second Year, Orange batch

**Year 2021-22 Student Council**



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## Gender equity promotion programs organized by the institution for Students:

In ensuring gender parity for our students, the institute has implemented policies and programs aligned with our core values of Excellence, Integrity, Prudence, Leadership, Resourcefulness, Humility, and an inclusive environment. Academic excellence is at the forefront, with a commitment to a curriculum that reflects diverse perspectives and eliminates gender biases. Mentorship programs and leadership training opportunities are in place to empower students. The institution fosters a humble environment open to feedback, ensuring a supportive and inclusive space for all students to thrive, regardless of gender.

### *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. Jayaatamie 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. Akansa 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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## Counselling

S.M.E.F.'s Brick School of Architecture is providing Counselling 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.

Counselling 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 counselling sessions. This is done in the introductory sessions. Confidentiality of the sessions is also communicated to students to encourage them to come for counselling sessions.

The counsellor uses Eclectic approach for counselling, along with REBT as basic psychotherapy tool.

Counselling is done in college in various setups like-

### 1. Individual Counselling

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 counsellor. 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 counselling or psychiatric treatment. In such cases, students are counselled 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 Counselling

Counselling done for students in small groups sharing similar issues. For example, group counselling 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 Counselling is conducted. Specific topics are taken in classroom counselling like-

- Goal Setting
- Self-awareness
- Emotional Intelligence





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- Communication and listening skill

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

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

### ***Seminar on Gender Discrimination***

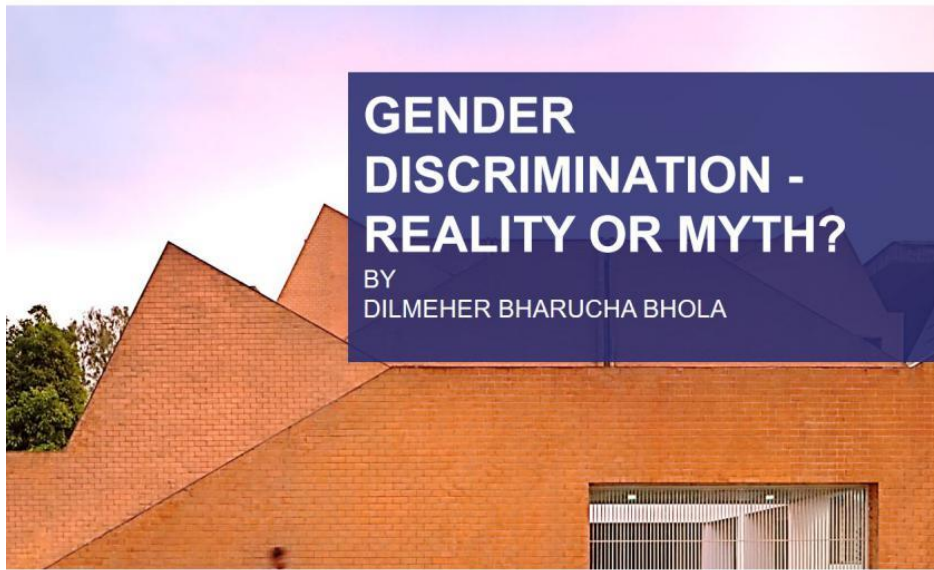
Poster



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**BRICK CONVERSATIONS 08**



**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




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## Events on International Women’s Day

International Women’s Day has existed in various forms across the world for more than 100 years. Initiated in the early 20th century, it has since evolved across a range of different labor and social justice movements, to eventually becoming an official event in 1975 recognized by the United Nations, and thereafter celebrated annually.

According to the UN's International Women's Day Organisation, this is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Every year there is a new theme that is associated with the goals for the upcoming year. The Institute makes sure to celebrate this day every year. Due to the logistics and academic schedule, the date of celebration is adjusted near to March 8<sup>th</sup>.



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### International Women’s Day 2020-21



## INTERNATIONAL WOMEN’S DAY



### EASING OUT LIVES OF MASSES THROUGH GOOGLE

Richa is an architect and Master in urban and rural planning, alumni and gold medalist of IIT Roorkee. At present she is People and Functional manager at Google and leading the team Pixel. Since 2008 she has been part of Google and has played many important roles including Maps, Translate Emerging Markets, i18n, GBoard, I18n, Speech and Pixel. Richa had joined the Google MapMaker team when the product was still under development. Her important milestones include work on Crisis mapping during Myanmar floods and Nepal earthquake. She led her team in enabling mapping and it had been boon for saving lives of people, and rescuing operations. She has made Google reach till the non English speaking people by designing Gboard keyboard design for 11 Indian languages. She was a core member of all the magic behind 'Ok Google, Hey Google' assistant services. Richa initiated and evolved the 'crowdsource community', conducted UX study and budget planning. She has also worked with 'Teach for India' educators.



**Ar. Richa Singh**  
Architect and Masters in urban and rural planning., People and Functional manager at Google


**Date:** 3<sup>rd</sup> March '21 Wednesday | **Time:** 9:30am – 10:30 am  
**Venue:** Zoom meeting + Facebook Page – SMEF's Brick School  
 IQAC Initiative by SMEF'S Brick School Of Architecture, Undri Pune

- |  |  |                               |                            |
|--|--|-------------------------------|----------------------------|
| DR.VAIDEHI LAVAND & AR.KANCHAN SHINDE<br>EVENT COORDINATOR | AR.MANALI DESHMUKH<br>ACADEMIC COORDINATOR | AR.POORVA KESKAR<br>PRINCIPAL | MS.POOJA MISAL<br>DIRECTOR |
|--|--|-------------------------------|----------------------------|

#### Brief of the Session:

The intent of this event and conversation was to introduce to an achiever and an allied area of the profession that can be explored by the students of architecture as career option, and also to give exposure towards the areas where architects are contributing. Ar. Richa Singh has worked on a number of common lines between architecture, planning and google. The examples are google map and applications, universal accessibility. This session had remained very interactive.



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### International Women’s Day 2021-22

2022
**ENTHUVA**
INTERNATIONAL WOMEN'S DAY

## ANNUAL EXHIBITION

Presentation and inauguration by  
Chief Guest Ar. Pratima Joshi



**Ar. Pratima Joshi**  
Co-Founder and Executive Director,  
Shelter Associates

Ar. Pratima Joshi is one of the very few visionaries, who recognized the issues around provision of safe access to basic services such as water, sanitation, social housing, waste management etc., over two decades before today's focus on urban planning and development. A recipient of Aga Khan scholarship and an expert in 'Building Design for Developing Countries', through her Masters-in-Architecture from London based Bartlett School of Architecture and Planning, she is the only Indian to receive 'Google Earth Hero Award', identified by BBC as a leading 'Slum architect of India' and recognized as a Social Entrepreneur by Ashoka Fellowship. Pratima has pioneered her approach by using concepts like multi-stakeholder consultation, user-centric design and participative governance. An architect turned into an influential social entrepreneur, she has successfully empowered communities and has elevated quality of life for urban poor in India!




Date - 7th March, 2022  
Time - 10:30 am



In year 2021-22 the inaugural function of the annual fest was clubbed with celebration of international women’s day. The chief guest invited for this event was Ar. Pratima Joshi, who is Co-founder and executive director of Shelter Associates, Pune. She was invited as a guest of honor on international women’s day and also for inauguration of the seven days brick fest. She is one of the very few visionaries, who recognized the issues around provision of safe access to basic services such as water, sanitation, social housing, waste management etc., over two decades before today’s focus on urban planning and development. A recipient of Aga Khan scholarship and an expert in




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'Building Design for Developing Countries', through her Masters-in-Architecture from London based Bartlett School of Architecture and Planning

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**International Women’s Day 2022-23**



**BRICK**  
GROUP OF INSTITUTES

**DECODING  
YIN-YANG  
LEADERSHIP**

By  
**Ar. Pritika Manjrekar**

On the occasion of **Women's Day**  
- A day to celebrate the Feminine -  
Ar. Pritika Manjrekar will share with you her insights on how to lead an organization with tools built on the principles of yin yang leadership.

**Pritika Manjrekar**  
Leads MoCo Design Studio  
as Founder and Principal Architect,  
with a vision to change the cityscape of Pune.

Her work stands for design and technical excellence over 15 years of rich experience across 15 million square feet of designed spaces. Pritika believes that architecture is a powerful problem solving tool, a potent medium that can stand for change and impact.

**DATE : 8<sup>TH</sup> MARCH 2023 , WEDNESDAY | TIME : 03.30PM - 5.00 PM**  
**VENUE : SMEF'S BRICK GROUP OF INSTITUTES, BSOA**

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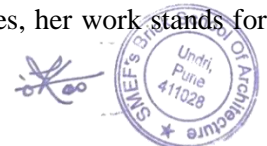
**AR MAYURESH SHIRODKAR**  
HOD, BSID

**AR. MANALI DESHMUKH**  
Vice Principal, BSOA

**DR. POORVA KESKAR**  
Principal, BSOA

**DR. POOJA MISAL**  
Founder Director

In year 2022-23 Ar. Pritika Manjrekar, was invited on the Occasion of International Women’s day. She is the Founder and Principal Architect MoCo Design Studio, has a vision to change the cityscape of Pune. She founded MoCo Design Studio in 2006 in California and moved the headquarters to Pune in 2008. With 15 years of rich experience across 15 million square feet of designed spaces, her work stands for




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design and technical excellence. Ar. Pritika believes in architecture being a powerful problem-solving tool, a potent medium that can stand for change and impact.





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### International Women’s Day 2023-24



## Movie Screening

Let us celebrate **International Women’s Day** by attending the screening event of a movie that beautifully encapsulates Didi Contractor’s transformative works.

Didi Contractor, born Delia Jabin Contractor in 1929, was an acclaimed architect known for her pioneering work in sustainable and eco-friendly architecture in India. She is renowned for using local materials such as stone, mud, and wood, and for employing age-old building methods that blend seamlessly with the natural surroundings.

Earthing - a film based on the works of Didi Contractor.

An initiative by COA in collaboration with the Ecological Foundation & Raza Foundation.

The aim of screening the movie about Didi Contractor on International Women's Day is to honor her Nari Shakti Award-winning contributions to sustainable building, inspiring awareness and emulation of her remarkable achievements.

**Date: 15th March 2024 Friday | Time: 3:15 PM – 4:15 PM**

**Venue: Nari Studio, SMEF’s Brick Group of Institute Campus.**

IOAC Initiative by SMEF’S Brick Group of Institutes, Undri Pune



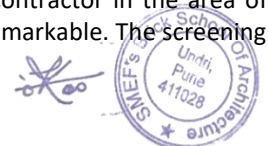
Ar. Manali Deshmukh  
Vice Principal


Dr. Poorva Keskar  
Principal

Dr. Pooja Misal  
Founder Director

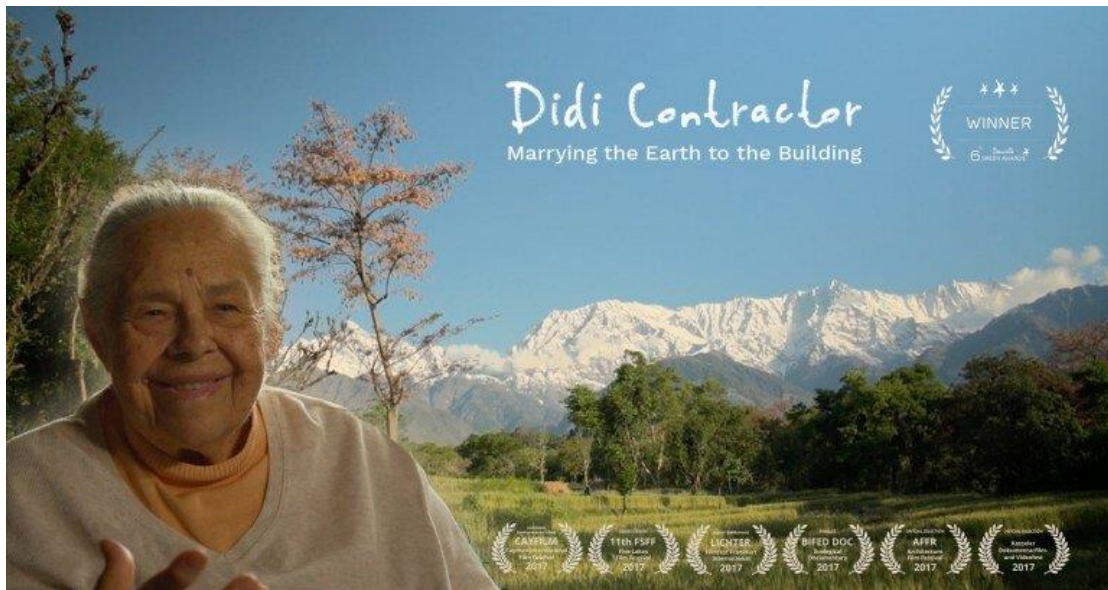


This year one more event was organized to celebrate International women’s day. A movie on Legendary architect Didi Contractor was screened for students and faculty of the institute on March 15<sup>th</sup> 2024. Delia Narayan "Didi" Contractor was an American artist and builder. A self-taught architect, she is known for her work on the vernacular traditions in India, using adobe, bamboo and stone for materials. The works of Didi Contractor in the area of promotion and presentation of indigenous architecture in the contemporary form are remarkable. The screening



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of the movie remained a very thoughtful idea as it sensitized students about the contribution of women towards profession of architecture in the form of sustainable practices.



The celebration of International Women's Day at Brick School of Architecture aimed to honour the achievements and contributions of all the women in the campus, promote gender equality. The male faculty of the institute took the initiative to celebrate this day. Ar. Suraj Bhunje, expressed his gratitude to the womanhood by his speech, Ar. Sudhir Deshpande recited a beautiful Marathi poem written by him titled **“Tuch Astes Naa”** and Ar. Akshay Gandhi arranged the snacks for all the faculty, admin and ancillary staff, and generously served to everyone. Brick Faculty Dr. Vaidehi Lavand presented a song **“ Bekhauf Azad hai jeena Mujhe”**. Ar. Kanchan Shinde gifted handmade bookmarks with empowering quotes for women.



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*Ar. Sudhir Deshpande reciting poem*



*Ar. Vaidehi Lavand singing song*




*Ar. Akshay Gandhi, serving snacks to staff*

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*Ar. Kanchan Shinde Gifting hand-made bookmarks*

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## Policies and Programs for gender parity for faculty and non-teaching staff

The institutional vision gives utmost attention to address diversity, equality, and inclusion. Following is the framework that the institution has adapted in the practices.

**Recruitment and Hiring:** The institute has a fair and unbiased recruitment process. Management encourages the search committees to actively seek diverse candidates, including women, for faculty positions.

**Professional Development:** The senior faculty mentor the other faculty for their professional development.

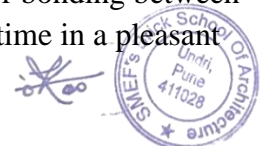
**Maternity and Paternity leave:** All the female employees can avail maternity leave up to 6 months. This facility is offered for the first two children of the female employees. In case of some other medical emergency, if this leave needs to be extended, there is consideration for the same. In addition to this, female employees can club their summer or winter break during the duration of maternity leave. The female faculty joining after completion of maternity leave are given liberty to leave one hour earlier than the scheduled work hours for better child care, for the first six months of their rejoining.

The male employees blessed with a child at home can avail one-week paternity leave. This facility is offered for the first two children of the male employee.

**Equitable Compensation:** An unbiased approach is adopted for the salaries and compensation to both female and male employees.

**Catering to Emotional needs:** Internal Complaint Committee (ICC) is on board. The ICC of the institute is established for addressing the grievances for both the students and the employees. There is availability of part time professional counsellor for Staff and students. The counselor of the institute gives attention to the concerns of faculty, administration staff and also the ancillary staff. They can book appointments for the session and get counseling sessions for their mental and emotional well-being.

**Retreat and bonding Session by Director:** Every year a retreat session for bonding between faculties is organized by the management, where the faculties spend some time in a pleasant



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location and exchange ideas. The venue of this session is thoughtfully decided. It had happened in the resorts, hill stations like Mahabaleshwar, residences of the director or principal or in heritage sites. This year (February 9th 2023) the Founder Director Ms. Pooja Misal had invited all the core and visiting faculty for dinner at Turf Club, Pune to appreciate them on every contribution they made for the institute. Turf club is a luxury hotel in Pune city and is famous for its colonial ambiance, turfs, sports facilities, and fine dine facilities.



Employees' get together at Turf Club, Pune

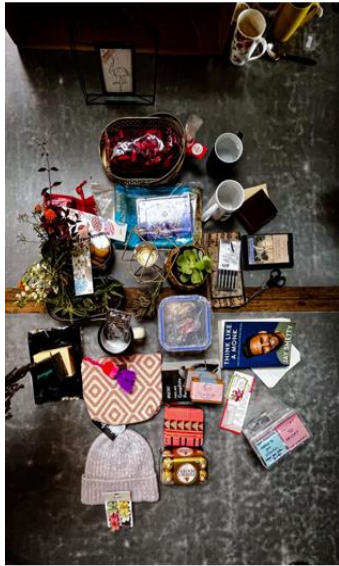
### **Celebration of Birthdays, life events and achievements of employees**

The life events and birthdays of the employees are celebrated in the campus with full enthusiasm. The festivals are also celebrated.

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**October 2023**  
**Cultural day on Diwali**



**Birthday celebrations in the campus**



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**Baby shower party of a faculty (Shraddha Gurjar)  
August 13th 2022**



**Recognition and Rewards**

**Recognition of administrative and ancillary staff**

All the administrative staff and ancillary staff are an integral part of the institute and hence they are introduced to the new batch during orientation session without any gender bias. These people are facilitated during the cultural night of the annual festival of the institute, and all the students, faculty and management people cheer them up during this felicitation event.





**Criterion 7 – Institutional Values and Best Practices**



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Ancillary staff of the institute



Facilitation of admin staff in the campus by students and faculty