

GENDER DIVERSITY

“A gender-equal society would be one where the word ‘gender’ does not exist”

Gloria Steinem

Gender diversity is equitable or fair representation of people of different genders. Gender diversity in a workplace means that men and women are hired at a similar and consistent rate, are paid equally and are given the same working opportunities with the same promotional opportunities. It most commonly refers to an equitable ratio of men and women, but may also include people of non-binary genders. Whilst women make up around 40% of the global workforce, only about 5% of those are in CEO and upper management positions and even then, annual salaries of men in similar positions are not equal. The relevance of the topic in today's world cannot be emphasized enough, and thus, to educate the students on the topic is the need of the hour. A guest session was conducted on the topic “*Gender Diversity*” on 28th December, 2:30-3:30 pm, through the platform of Microsoft Teams, for the students of batches MBA 16, MBA 17, BBA 01 & BBA 02, as well as the faculty members of AIMA. The speaker for the session was Dr. Shalini Sharma (Asst. Prof. & Head-Employability Skills Trainer). The session commenced with the speaker highlighting the difference between gender being a social concept and sex being a biological concept. She further emphasized on gender being acquired and its dynamic nature compared to sex, which is something one is born with and static. The speaker also highlighted the inequality present in the world, from the educational level to the corporate level and the conventional mindset being the main cause. The speaker also analysed the growing pattern of women in the service industry and men in manufacturing industry respectively, and the women having the responsibility of the home and family being a cause for the unequal representation. The speaker concluded by reflecting the tremendous change that has occurred over time, at the same time, the changes that are still needed. This was followed by a Q&A round. The session was concluded by Dr. Shruti Gupta, extending the vote of thanks to the speaker as well as the participants. Total of 165 students and faculty members attended the session.

The screenshot shows a Microsoft Teams meeting interface. The main content is a slide titled "Challenges to Gender Equality" with a blue wavy graphic on the left. The slide lists the following challenges:

- Patriarchal format of the society.
- Myths and stereotypes around gender.
- Gender segregation of family and household responsibilities.
- Under-representation in manufacturing, construction, engineering, communications technology etc.
- Female inclination towards comprom

Below the slide, there is a small video thumbnail of a participant. At the bottom of the screen, there is a row of circular icons representing other participants. On the right side, there is a "Participants" panel with a search bar and a list of 147 participants, including names like Nimisha Shreevastava, AAYUSH SHARMA (MBA-2020), ADARSH KUMAR MISHRA (M...), ADITYA KUMAR SINGH (BBA-2...), ADITYA PRATAAP SINGH (MBA...), ADITYA SODHA (MBA-2020), AJIT SAHU (MBA-2020), AKANSHA YADAV (BBA-2020), and AKANSHA (BBA-2020).