ਸ਼ਹੀਦ ਮੇਜਰ ਹਰਮਿੰਦਰਪਾਲ ਸਿੰਘ (ਸ਼ੌ.ਚੱ.ਵਿ.) ਸਰਕਾਰੀ ਕਾਲਜ, ਸਾਹਿਬਜ਼ਾਦਾ ਅਜੀਤ ਸਿੰਘ ਨਗਰ।
SHAHEED MAJOR HARMINDERPAL SINGH (S.C.V.) GOVERNMENT COLLEGE, SAHIBZADA AJIT SINGH NAGAR
Phase-6, Sahibzada Ajit Singh Nagar-160055 Phone No. 0172-2225164 e-mail ID:principal.gcmohali@gmail.com

Institutional efforts/initiatives in providing an inclusive environment

Our college places a great deal of emphasis on maintaining an inclusive environment that promotes diversity and fosters a sense of community among students, staff, and faculty. We believe that inclusivity is a vital component of a thriving academic community, and as such, we are committed to promoting it through a range of academic and administrative activities. To ensure that our college's environment remains inclusive, we prioritize the recruitment and retention of a diverse student body, faculty, and staff. The students belonging to different castes and economic categories study in our college and no discrimination is made on any ground. We recognize that diversity brings unique perspectives and experiences to our community, and we strive to provide a welcoming and supportive environment that respects and celebrates individual differences.

Additionally, we offer a variety of academic and administrative activities that are designed to promote an inclusive environment. We believe that this collaborative approach helps to ensure that diverse perspectives are taken into consideration when making important decisions. Through these efforts, we firmly believe that our commitment to inclusivity is reflected in our academic and administrative activities, and that our college community is a welcoming and supportive environment for all students, faculty, and staff. The college runs on an anti-discrimination policy.

The measures initiated by the college for the promotion of gender equity typically involves ensuring equal opportunities and treatment for individuals of all genders. These measures include promoting diversity and inclusion in hiring, admissions, performing all educational and administrative activities, offering support and resources for employees and students who experience discrimination or harassment, and implementing policies and procedures to address unequal treatment or imbalances in representation. The institution runs on 'No-bias' policy and all the genders are given equal respect and job responsibility. In order to effectively promote gender equity, the senior staff and members of college's management conduct regular assessments of the way the students and employees are treated to identify areas for improvement. Effective measures for the promotion of gender equity require the commitment and involvement of all stakeholders across an institution, from leadership to employees and students. It has been observed that communicating clearly and transparently about gender equity has helped bolstering students' and employees' trust and understanding, while also promoting a more inclusive and equitable culture within the institution.

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Meeting of the IQAC with the college's Teaching Staff

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Meeting of the IQAC with NAAC Mentor Dr Sanjiv Sharma and college's staff to ensure equal participation of all before making major decisions

By involving staff members in the IQAC and other meetings, the college recognizes the importance of collaboration and teamwork in achieving the goals of promoting diversity, equity, and inclusion in the college community. Through these efforts, college creates a culture of trust and openness, where all voices are heard, and everyone feels valued. This can help improve communication, facilitate problem-solving and foster a more inclusive and welcoming climate. Overall, embracing collaborative culture that fosters inclusivity serves as an important tool for creating a more participative, productive and supportive organization. Creating

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opportunities for faculty members to connect and collaborate across disciplines, and with students, staff, and administrators can also help foster a sense of community and promote a culture of inclusion. Educating faculty on addressing issues of bias and discrimination in the classroom and promoting inclusive teaching practices can also help create a more welcoming learning environment for students of all backgrounds.

Meeting of the Old Students Association

The college has established and maintained its old member association and it provides numerous benefits for the institution, including promoting a sense of community among alumni and providing opportunities for networking and career advancement. Specifically, holding regularly scheduled meetings with old members helps keep them connected to the college, informed about recent developments, and serves as a platform for alumni to share their experiences, advice, and insights with current students. Additionally, these meetings help elicit feedback and input from alumni regarding future goals and strategies for the college, as well as provide a forum for fundraising efforts to support the institution.

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Our staff attends government-led events to upgrade themselves and learn how to maintain an inclusive environment in the college. 2-day meeting has been attended by our faculty organised by NITI Aayog. NITI Aayog has launched various initiatives to promote higher education and research, including the Higher Education Financing Agency (HEFA), the Atal Innovation Mission (AIM), and the Global Initiative of Academic Networks (GIAN). These initiatives aim to promote innovation , entrepreneurship, and research in higher education institutions in India. NITI Aayog has also been involved in the creation of policies and programs for the development of multidisciplinary education and skill development among students in higher education institutions in India.

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gLocal 2023

Session-1

Date: 01-06-2023
Time: 4 p.m. to 5:15 p.m.
Link: https://tinyurl.com/2p9h7vwk
Topic: Shift towards Result-Based Financing in Government Schemes

Meeting Agenda:

1. Government schemes typically distribute funds based on prior utilization, resulting in a bias towards quantity rather than quality of expenditure. As such, there has been a growing recognition of the need to allocate funding for programs based on their ability to achieve measurable results.
2. Numerous pilot programs and initiatives have been developed and implemented by a range of multilateral organizations, including the World Bank's Program for Results (P4R) and Output-Based Aid (OBA) schemes. Additionally, several Ministries and Departments of the Government of India have begun testing partial budget links to results-based achievement, exemplified by the National Health Mission's Conditionality Framework and the Ministry of Power's revamped Distribution Sector Scheme with its provision for Result-Linked financial assistance.
3. Against this backdrop, the Development Monitoring and Evaluation Office (DMEO) of NITI Aayog is convening a group of experts to focus on integrating performance-based financing into the M&E system. The panel will analyze a broad range of topics, including various approaches, best practices, obstacles, and potential solutions for adapting M&E systems and protocols to facilitate effective implementation in the Indian context.

Key Points:

1. Shifting from Input-Based Financing to Result-Based Financing in Government schemes.
2. Providing a platform for experience sharing and peer learning among various stakeholders.
3. Education should lead to a successful career path.
4. Anmol app is used to track whether mothers have received the desired help or not, an initiative of NHM (National Health Mission).
5. HMIS (Health Management Information System) Portal is being improvised.
6. P4R (Program for Results): Project Design should be on the basis of core values; talking directly to the beneficiaries is imperative. P4Rs have been setup and effectively utilized for various cases such as Social Protection, Gram Panchayat, Disaster Management, etc. State-level P4R in West Bengal has been really efficient. P4R involving Early

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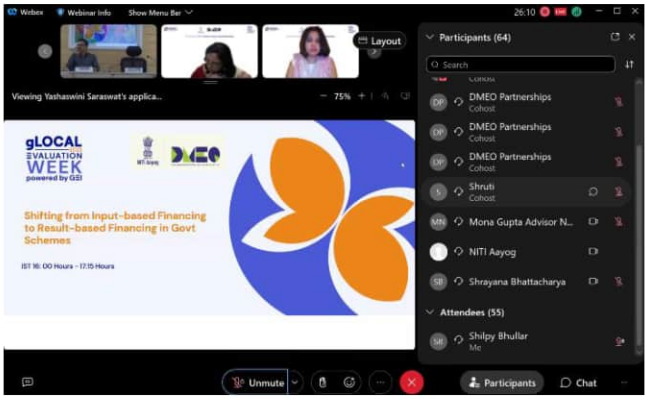
warning signal of cyclones in Orissa system directly linked to cash transfer system is in its progressing stage.

7. Pilot run at small scales is necessary before implementing any scheme across the states.
8. Preparatory framework is very critical and World Bank's policies should be properly identified to decide upon which schemes would benefit the most.
9. In-person consultations, piloting, surveys and citizen-feedback reports are important for the proper functioning of any framework or P4R and also incentivize government so that large sum of money can be released for the desired objective.
10. Properly designed frameworks in result-based financing would definitely lead to sustainability.

Snapshots of the Main Highlights:



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Report prepared by:

Dr. Shilpy Bhullar
Department of Physics
S.M.H.S. Government College, S.A.S. Nagar

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gLocal 2023

Session-2

Date: 02-06-2023
Time: 3 p.m. to 4:30 p.m.
Link: https://tinyurl.com/3cbcsac3
Topic: Organization Evaluation Framework

Meeting Agenda:

The panel session will feature evaluation experts from diverse fields who will discuss various frameworks and approaches used to assess organizations. Public sector enterprises, agencies and organizations that receive substantial government funds must be periodically evaluated as they provide products and services to the public. If their internal operations are inefficient and their abilities are limited, investing in these public organizations can result in the ineffective use of public funds. In this context, DMEO has created a framework that can be used to evaluate such organizations.

Key Points:

1. Efficiency can be understood in terms of: firstly, how efficiently input is being converted into output and secondly, how efficient the systems are.
2. Sustainability is extremely important and it is imperative to look at how environment is being affected with our decisions.
3. Mr. Erik Bloom, Social Sector Specialist, Asian Development Bank, is a specialist in economic evaluation and cost-effectiveness within the realm of global development. He joined the meeting and contributed his valuable info. He strongly believes in dividing a project into a number of sub-parts so that it can be effectively processed.
4. The step-by-step procedure must involve the following steps: develop hypothesis, work towards the evidence through soft and hard data, make a judgement and then build a useful and credible theory of change.
5. One must follow a structured approach of evaluation.
6. There is need to have courage to make evaluated judgement.
7. One should not fear the poor quality or lack of data obtained.
8. There is an immense need to have a patron or owner who understands and is responsible for commissioning your evaluation.
9. Evaluation is not democratic. We don't need to know whether X or Y support the strategy; rather, we need to know whether X or Y is working or not.
10. The complication of making evaluated judgement is quite like a real-life problem, such judgements we routinely make and thus, we only need to know whether we are able to structure them or not.
11. When trying to decide which method to use, it's important to consider the type of information that's needed, as well as the context. Both quantitative and qualitative

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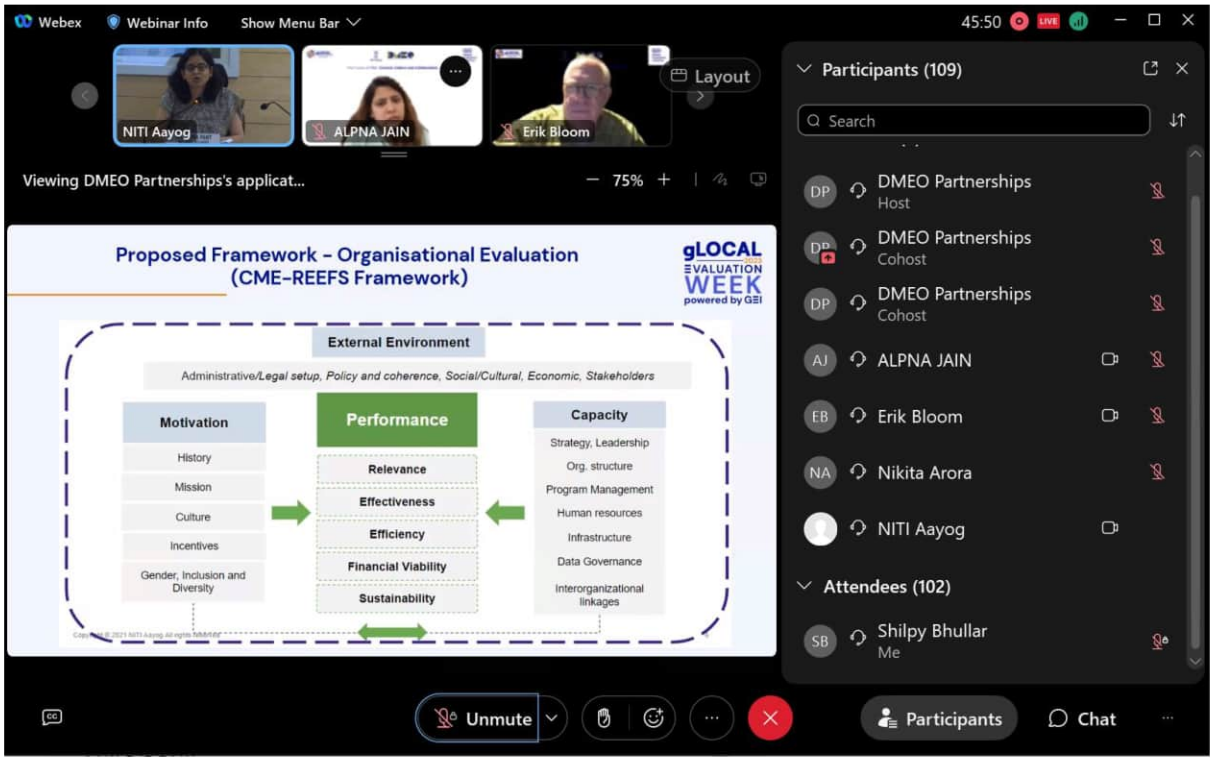
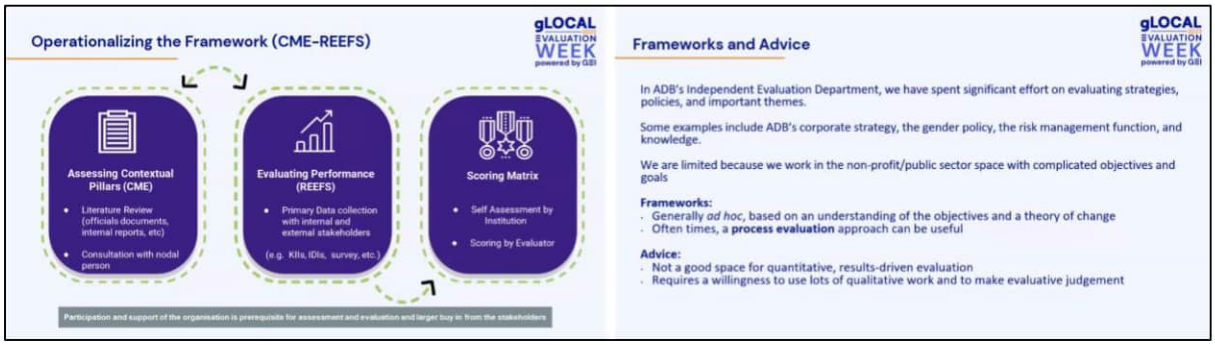
methods can be valuable depending on the situation. A combination of both methods can also be helpful, as it can provide a more complete understanding of the thing being evaluated.

12. In order for nation and economy, as a whole, to be competitive, it is very important to evaluate performance.

Snapshots of the Main Highlights:





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Activity

As part of the Labour Day celebration, Principal Harjeet Gujral hosted a tea party where the non-teaching staff was invited. The purpose of this tea party was to recognize and appreciate the contributions and hard work of the non-teaching staff members and to foster a more inclusive and collaborative environment in the college community. This provided an opportunity for the staff members to interact with each other in a more casual setting, promoting healthy communication, and improving the overall work culture. Sharing a cup of tea with everyone emphasized the importance of recognizing and appreciating all members of the college community regardless of department or position, and it served as a positive affirmation of the college's commitment to creating a supportive and inclusive environment. It provided a relaxed setting for staff members to socialize, fostering a positive work culture.

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Inclusive Policy

An inclusive policy of our college aims to create a welcoming and supportive environment for all students, regardless of their backgrounds, identities, or abilities. Inclusiveness ensures that all students have equal access to educational opportunities and resources, and they prioritize the needs of historically marginalized groups. The college addresses the barriers that exist to full participation and seek to eliminate them through targeted interventions.

The idea of inclusive environment in college revolves around creating a culture of respect, diversity, and inclusivity that extends beyond the classroom. This typically involves creating safe spaces for students to share their experiences and perspectives, promoting cultural competency among faculty and staff, and fostering partnerships with community organizations. It also involves the development of specialized programs and services to meet the unique needs of underrepresented groups of students.

Inclusive environment is an essential component of our college that seeks to provide a truly equitable education to all the students, regardless of their backgrounds. By prioritizing inclusion and diversity, our college fosters a sense of belonging and creates a more supportive environment for all students. Inclusive education is essential for the broader goal of creating a more just and equitable society, as it helps to remove the barriers that prevent historically marginalized groups from accessing educational opportunities and achieving their full potential. Overall, inclusive environment is an important aspect of creating a college environment that values and celebrates diversity, and supports the success of all students.

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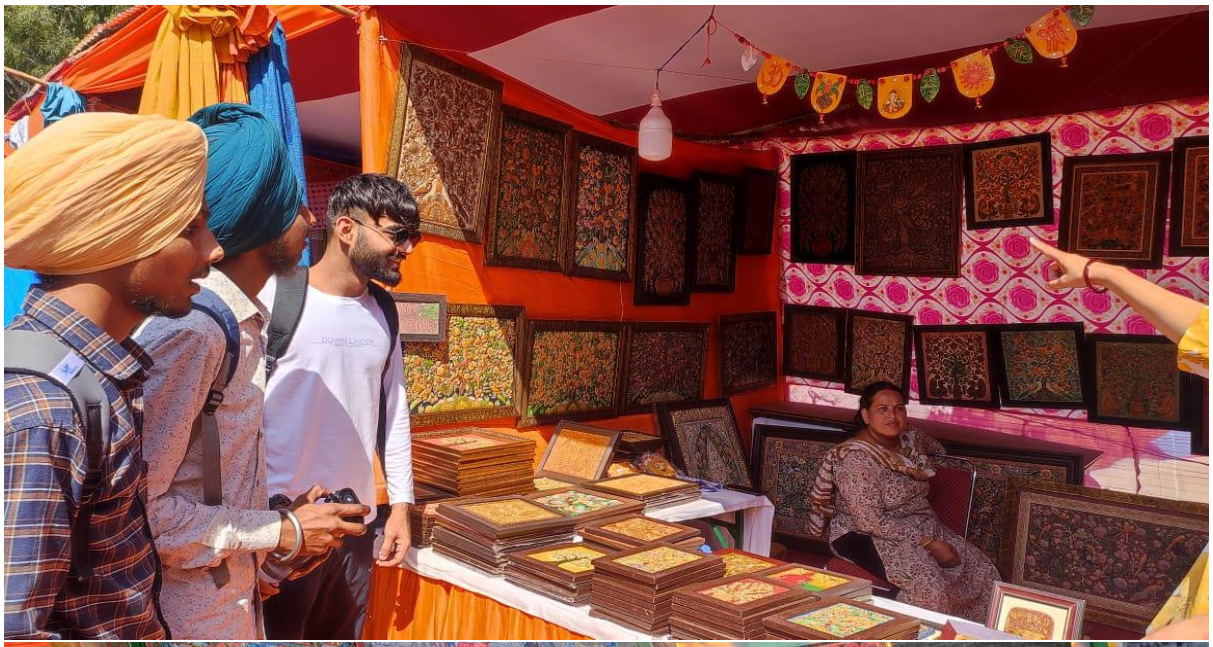
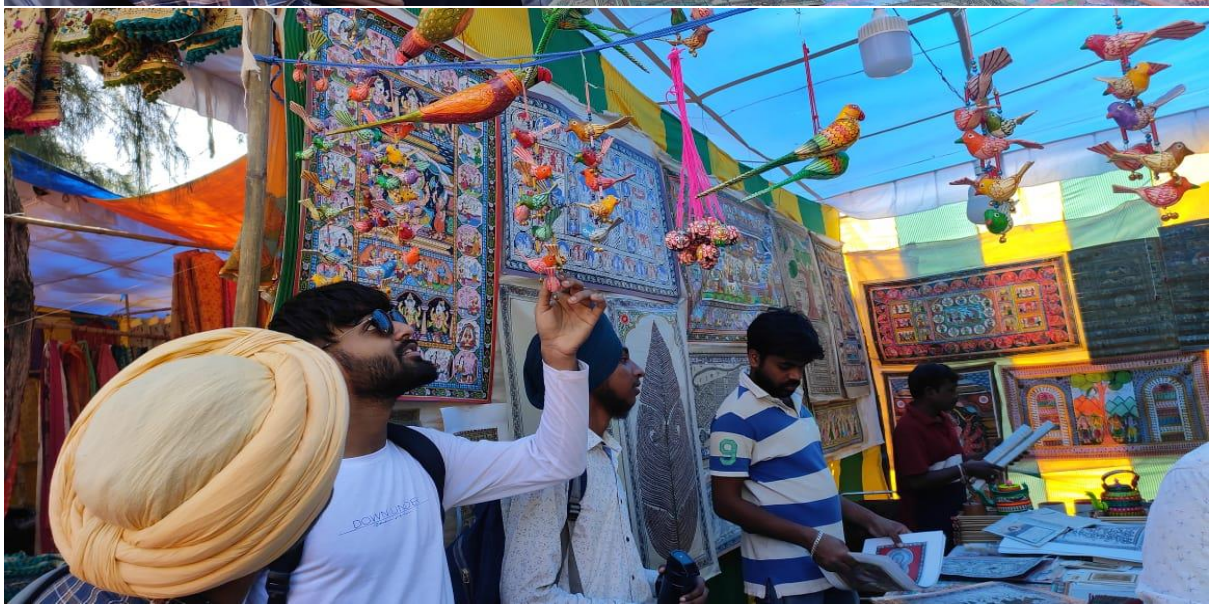
7.1.8 NATIONAL CRAFT FESTIVAL





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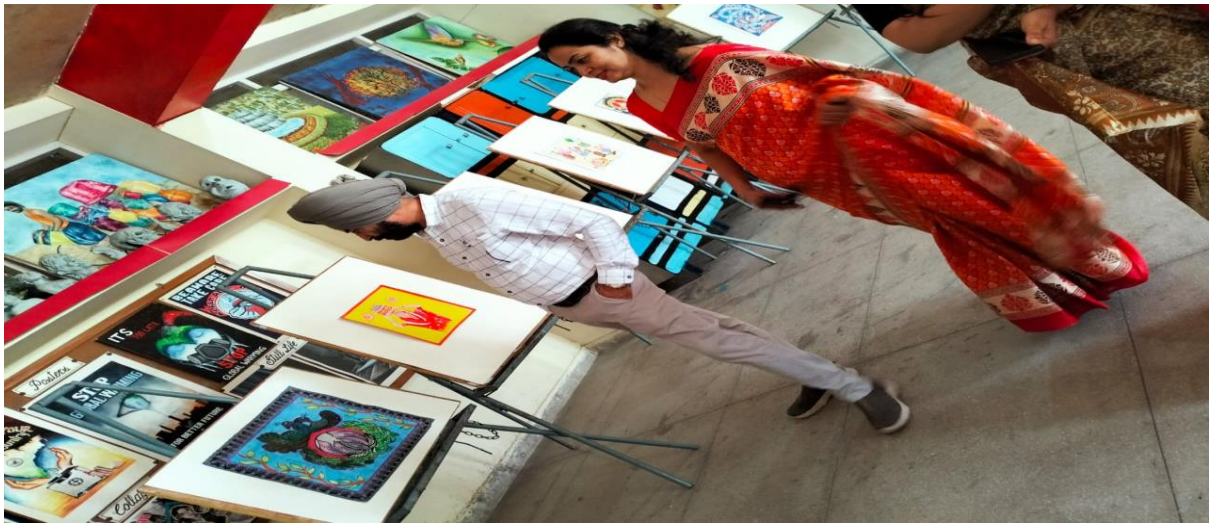

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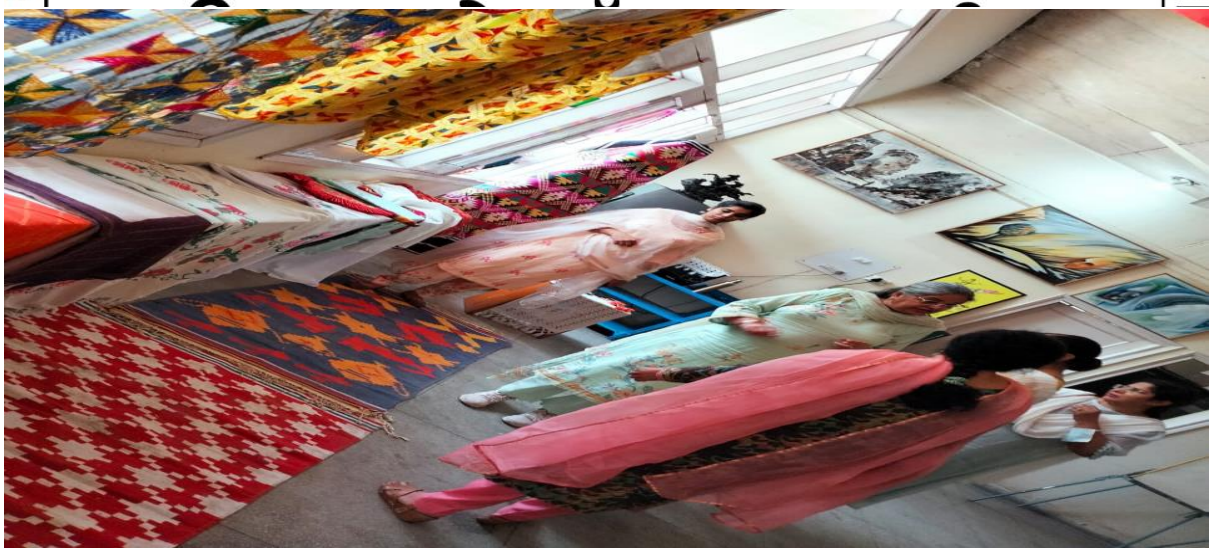
ਏਕ ਭਾਰਤ ਸ੍ਰੇਸ਼ਠ ਭਾਰਤ ਯੋਜਨਾ ਤਹਿਤ ਪੰਜਾਬ ਅਤੇ ਆਂਧਰਾ ਪ੍ਰਦੇਸ਼ ਦੀਆਂ ਕਲਾ ਅਤੇ ਸੱਭਿਆਚਾਰ ਦੀਆਂ ਪੇਂਟਿੰਗਾਂ ਦਾ ਪ੍ਰਦਰਸ਼ਨ

ਐਸ ਏ ਐਸ ਨਗਰ, 29 ਜੂਨ (ਸ.ਬ.) ਸ਼ਹੀਦ ਮੇਜਰ ਹਰਮਿੰਦਰਪਾਲ ਸਿੰਘ ਸਰਕਾਰੀ ਕਾਲਜ, ਐਸ. ਏ. ਐਸ. ਨਗਰ ਦੇ ਫਾਈਨ ਆਰਟਸ ਦੇ ਪੀਜੀ ਵਿਭਾਗ ਵਲੋਂ 'ਏਕ ਭਾਰਤ ਸ੍ਰੇਸ਼ਠ ਭਾਰਤ ਯੋਜਨਾ' ਤਹਿਤ ਪੰਜਾਬ ਅਤੇ ਆਂਧਰਾ ਪ੍ਰਦੇਸ਼ ਦੀਆਂ ਕਲਾ ਅਤੇ ਸੱਭਿਆਚਾਰ ਦੀਆਂ ਪੇਂਟਿੰਗਾਂ ਦਾ ਪ੍ਰਦਰਸ਼ਨ ਕੀਤਾ। ਵਿਦਿਆਰਥੀਆਂ ਨੇ ਪੇਂਟਿੰਗ ਦੇ ਰੂਪ ਵਿੱਚ ਦੋਵਾਂ ਰਾਜਾਂ ਦੇ ਕਲਾਤਮਕ ਸੱਭਿਆਚਾਰ ਨੂੰ ਸਮਝਿਆ। ਵਿਦਿਆਰਥੀਆਂ ਵੱਲੋਂ ਆਂਧਰਾ ਪ੍ਰਦੇਸ਼ ਤੋਂ ਕਲਾਮਕਾਰੀ ਅਤੇ ਫੁਲਕਾਰੀ ਦੇ ਨਮੂਨੇ ਅਤੇ ਪੰਜਾਬੀ ਸੱਭਿਆਚਾਰ ਥੀਮ ਵਾਲੀ ਪੇਂਟਿੰਗ ਦੀ ਚੋਣ ਕੀਤੀ ਗਈ।

ਮੈਡਮ ਪਿੰ ਸੀਪਲ ਡਾ: ਹਰਜੀਤ ਗੁਜਰਾਲ ਨੇ ਵਿਦਿਆਰਥੀਆਂ ਦੇ ਇਸ ਉਪਰਾਲੇ ਦੀ ਸ਼ਲਾਘਾ ਕੀਤੀ। ਪੀ.ਐਚ. ਨਿਸ਼ਠਾ ਤ੍ਰਿਪਾਠੀ ਨੇ ਏਕ ਭਾਰਤ ਸ੍ਰੇਸ਼ਠ ਭਾਰਤ ਟੀਮ ਦੇ ਮੈਂਬਰਾਂ ਨਾਲ ਮਿਲ ਕੇ ਵਿਦਿਆਰਥੀਆਂ ਨੂੰ ਅਜਿਹੇ ਕਲਾਤਮਕ ਯਤਨਾਂ ਲਈ ਉਤਸ਼ਾਹਿਤ ਕੀਤਾ।

ਸ਼ੋਅ ਦੌਰਾਨ ਫਾਈਨ ਆਰਟਸ ਵਿਭਾਗ ਤੋਂ ਸ੍ਰੀਮਤੀ ਗਾਇਤਰੀ ਸਿੰਘ, ਸ੍ਰੀਮਤੀ ਸੋਨੀਆ ਸ਼ਰਮਾ ਅਤੇ ਸ੍ਰੀਮਤੀ ਕਿਰਨਦੀਪ ਹਾਜ਼ਰ ਸਨ।



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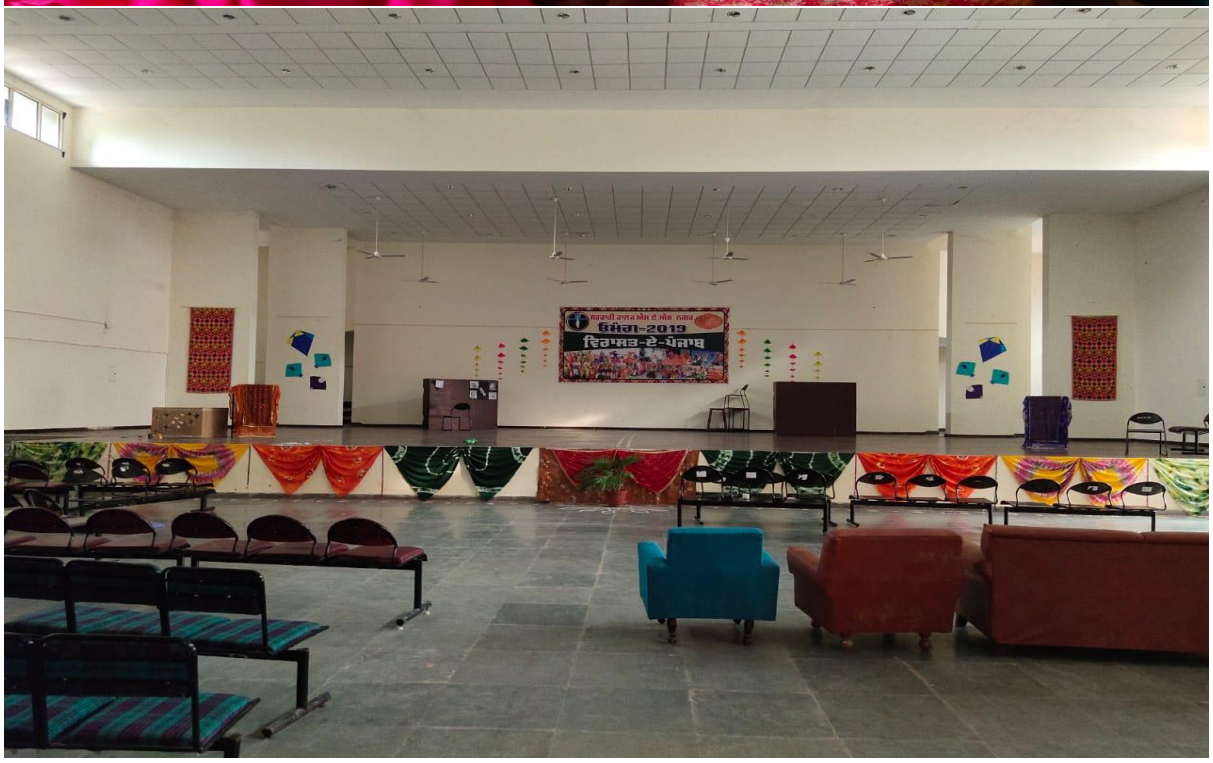

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(7.1.8 (I))

Inclusive Education

Date	Activity
September 01-07, 2021	Department of English observed "Food and Nutrition Week" and arranged a webinar for the same on September 04, 2021. Dr. Tanvi Gulati was the invited speaker and she gave her lecture on the topic "Staying Fit in the Online (Covid) Era".
October 14-19, 2021	Boys and girls in equal proportion participated in Zonal Youth Festival.
April 7, 2022	36th annual Sports Day was celebrated in the college. There were 21 different events and winners were felicitated with medals and certificates. The title of 'Best Athlete' for boys and girls, respectively was given to the students who showed outstanding performance in sports throughout the year.
April 14, 2022	A talk on Google Meet titled, "The life and vision of Baba Sahib Bhim Rao Ambedkar" was organized for the students.
May 20, 2022	NCC girl cadets participated in Anti-drug Cycle Rally.
June 02, 2022	7th Mega Job Fair under the Punjab Government's flagship programme, "Ghar-Ghar Rozgar Mission" was organized in which students from all backgrounds participated enthusiastically. About 157 students were shortlisted and 21 students received the offer letter.

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(7.1.8 (II))

Inclusive Education

- The college promotes inclusive education in all its curricular and co-curricular activities.
- Different sports and cultural activities are organized to promote mutual harmony and a feeling of sportsmanship among the students.
- The efforts to bridge any cultural, regional, linguistic, communal and socio-economic gaps are made by dividing students into teams where each individual is from a different background and then encouraging them to participate in different events.
- This also generates a feeling of teamwork and trains the students to work in groups.
- Commemorative days like Women's Day, Yoga Day, and National days of importance are celebrated to promote tolerance and harmony.
- Both faculty and students follow a separate code of ethics and both groups have to abide by those ethics.

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Inclusive Environment

Date	Activity
26-07-2020	Online inter-college quiz on "HIV AIDS" in which 113 students participated.
15-08-2020	42 NCC cadets of college participated in state-level Independence Day Parade.
02-10-2020	Online Poster-making contest on "Gandhi Jayanti".
08-10-2020	Volunteers of college took a pledge against Covid-19.
31-10-2020	Students of college took an oath online on the occasion of "National Unity Day".
05-11-2020	Inter-college quiz competition dedicated to the 400th Parkash Purb of Shri Guru Tegh Bahadur ji.
26-01-2021	43 NCC cadets of college participated in state-level Republic Day Parade.
22-04-2021	Inter-college online quiz on "Earth Day".
31-05-2021	Science students celebrated "World No Tobacco Day".
22-06-2021	Group Discussion among science students on the theme "Role of students against drug abuse and Buddies Programme".
26-06-2021	College's Non-Medical Buddy Student, Kiranpreet Kaur represented college's Buddy Group in a video conference led by the then Chief Minister of Punjab, Captain Amrinder Singh.

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Department	Activity
Home Science Department	Exhibition of hand-made items by students on the occasion of Diwali.
Red Cross, First AID & Red Ribbon Club	Covid-19 awareness campaign videos and posters were made by students which were shared amongst common people.
Red Cross, First AID & Red Ribbon Club	Volunteering students attended virtual event "World AIDS Day 2020" organized by Health & Family Welfare Govt. of India
Red Cross, First AID & Red Ribbon Club	22 students agreed to donate blood whenever needed. A list of their names with their respective blood groups and phone numbers was sent to the Youth Services Department, Mohali
Department of Psychology	Cycle rally by students and they covered 5 K.M.

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7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of the Initiative	Issues addressed
2019	2	2	22-08-2019	1	-Van Mahotsav -Swachhta Abhiyan (a Program under National Swachhta Program)	Cleanliness drive in hospital and cleanliness awareness rally in nearby villages
2019	1	1	13-10-2019	1	Blood Donation Camp	Students and volunteers were motivated to donate blood
2019	1	1	30-10-2019	1	Celebrated National Unity Day	Students took oath in the run for unity
2019	1	1	26-10-2019	1	Swach Bharat Abhiyan Drive organized by Red Ribbon Club	A cleanliness drive to evoke awareness and cleaned Hospital Road

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7.1.4 Inclusion and Situatedness

Enlist most important initiatives taken to address locational advantages and disadvantages during the year

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date and duration of the initiative	Name of the initiative	Issues addressed	Number of participating students and staff
2018	1	1	21-06-2018	Yoga Day	Physical Fitness	120
2018	1	1	26-06-2018	Rally & Lecture on Drug Addiction & Drug Abuse	Youth awareness	85
2018	1	1	08-04-2018	Seminar on First Aid	Health awareness	70
2018	1	1		Blood Donation Camp	Human Ethics	60
2018	1	1		Visit to Daun Village- A rally was organized to spread awareness among villagers about importance of cleanliness and importance of votes	Awareness	60
2019	1	1	02-03-2019	Road Safety week	Human Ethics	60
2019	1	1	22-02-2019	Fire Safety	Safety awareness	80
2019	1	1	03-08-2019	National Youth Day	Youth awareness	200

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