

Report on Panel Discussion

Center for Constitutional Law and Human Rights

Panel Discussion Report

**Inspire Inclusion in Commemoration of International
Women's Day**



**Alliance School of Law,
Alliance University, Bangalore
Submitted report on 15-03-2024**

Inspire Inclusion

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Panel Discussion was conducted by **Center for Constitutional Law and Human Rights.**

Profiles of the Panelists



Dr. Pratima Verma

Professor & Area Chair – HRM
Alliance School of Business



Dr. Vedashree A.

Associate Professor
Alliance School of Law

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Dr. Puja Raj

Assistant Professor

Alliance School of Liberal Arts
and Humanities



Dr. Sayan Dey

Assistant Professor

Department of Language &
Literature, Alliance University

Details of the Panel Discussion

Date: 14th March 2024

Venue: Seminar Hall- II, 2nd floor, Learning Center

Time: 11:30 AM To 12:30 PM

Topic: Inspire Inclusion

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Introduction

The Center for Constitutional Law and Human Rights organized a panel discussion titled "Inspire Inclusion in Commemoration of International Women's Day" to highlight the significance of gender equality and inclusion in contemporary society. The discussion aimed to explore challenges, successes, and strategies for advancing women's rights globally.

Key Insights from the Discussion

Prof. Pratima Varama: Empowering Women in Management and Society

- **Women in Management Perspective:** Prof. Varama elucidated the challenges and opportunities for women in management roles, emphasizing the importance of gender diversity in leadership.
- **Impact of Gaza-Israel War:** She discussed the specific challenges faced by women in conflict zones, shedding light on the impact of the Gaza-Israel war on women's lives and rights.
- **Work Life-Balance:** Prof. Varama addressed the delicate balance between work and personal life for women, advocating for supportive policies and practices to enable better integration of work and family responsibilities.
- **Women in Physical Economic Sector:** She explored the significant contributions of women to the physical economic sector and their role in driving societal development and progress



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Prof. Vedashree: Historical Perspectives and Modern Challenges

- **Status of Women in Ancient History:** Prof. Vedashree delved into the historical status of women in ancient civilizations, highlighting the evolution of gender roles and the need for progressive changes.
- **Seizing Opportunities:** She emphasized the importance of women seizing opportunities and advocating for change in societal attitudes and legal frameworks to foster gender equality.



Prof. Puja Raj: Addressing Menstruation and Legal Support for Women

- **Menstruation:** Prof. Raj highlighted issues related to menstruation, including access to resources and the violation of women's human rights, calling for greater awareness and action to address these challenges.
- **Investment in Legal Aid:** She advocated for increased investment in legal aid services for women, recognizing the crucial role of legal support in addressing gender-based discrimination and injustice.



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Prof. Sayan Dey: Redefining Gender Identity and Extending Inclusion

- **Gender Identity Discourse:** Prof. Dey explored the complexities of gender identity, questioning traditional notions of male and female and advocating for a more inclusive understanding of gender.
- **Extending inclusion:** She discussed strategies for extending inclusion and acknowledging diverse gender identities in society, emphasizing the importance of creating safe and supportive environments for all individuals.



Student Interactions

During the interaction following the panelist's discussion, students posed several insightful questions, reflecting their engagement and interest.

Below is a detailed account of the questions and corresponding responses provide by the panelists

1. How do societal attitudes and cultural norms influence the choices women make regarding their career paths, family responsibilities, and personal aspirations?

Societal attitudes and cultural norms significantly shape women's choices regarding career, family, and personal aspirations. These influences can either empower or constrain women's decisions, impacting their perceived options and the paths they choose

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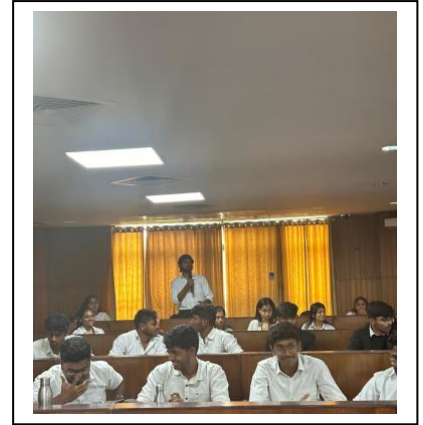
to pursue in balancing professional ambitions with familial responsibilities and individual fulfillment.

2. How can organizations ensure that efforts to promote gender equality in management positions are sustainable?

Organizations can ensure sustainability by:

- Committing leadership to prioritize gender equality.
- Implementing clear policies for diversity and inclusion.
- Providing ongoing training and awareness.
- Setting measurable goals and evaluating progress.
- Engaging employees, particularly women, in decision-making.

Collaborating with external partners for support and advocacy.



Conclusion

In conclusion, ensuring sustainable efforts to promote gender equality in management positions requires a multifaceted approach that integrates commitment from leadership, clear policies and procedures, ongoing training and awareness, measurable goals, employee engagement, and collaboration with external partners. By embedding gender equality into the core values and long-term strategic plans of organizations, lasting change can be achieved, benefiting both employees and the broader community. It is imperative for organizations to recognize the importance of gender diversity and inclusion in fostering innovation, creativity, and organizational success. With concerted efforts and a steadfast commitment to gender equality, organizations can create environments where everyone, regardless of gender, has equal opportunities to thrive and contribute meaningfully.

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Vote of Thanks

The Center for Constitutional Law and Human Rights extends heartfelt gratitude to all attendees for gracing us with their presence at the panel discussion. With insightful contributions from the esteemed panelists, meaningful conversations on inspire inclusion unfolded. Professor's dedication and meticulous planning ensured the event's seamless execution. Attendee's active participation enriched our discourse. Special thanks given to all members for their support and extend sincere appreciation to the panelists, professors, and attendees for making the event a resounding success.

This report encapsulates the essence of the Panel Discussion, highlighting key themes, discussions, and insights presented by panelists. It underscores the significance of Inspire Inclusion in Encouraging diverse voices, fostering equity, and embracing inclusivity in all.

Report by

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