

Best Practices

Practice I

1. Title of the Practice: Promoting scientific temper through research.

2. Objectives of the practice:

- To provide conducive environment to inculcate culture of research among faculty and students.
- To encourage the faculty to pursue Ph.D. and further research.
- To organize seminars/conferences/workshops on the research theme.
- To encourage faculty to publish research articles in reputed journals.
- To encourage faculty to publish books with ISBN number.
- To encourage faculty and students to present research papers in seminars/conferences.

3. The Context:

Undergraduate students generally acquire knowledge through class room lectures and reference in the library. Carrying out research and making students understand real life situations is essential. Therefore there is a need for adoption of scientific techniques in education. The college initiates research activities through the motivating and providing basic research facilities to the faculties and the students and promote scientific attitude among staff and students.

4. The Practice:

The institution has constituted Research Cell and Research Innovation Cell under the able guidance of senior faculty members and external expert for the promotion of research culture in the staff and students. Faculty members are encouraged to participate and present their research papers in National and International Conferences/Seminars/Workshops/Symposiums for which the college provides duty leave and financial support in the form of reimbursement of the registration fees. Faculty members are motivated to apply for research grants to different funding agencies. Developing research skills is given a lot of emphasis in the institution. To encourage and advance research temper in young students research workshops/ certificate course and research paper presentations are done.

The college provides computing and internet facility, e-journals and INFLIBNET for research scholars and teachers. The library provides internet facility to the students. Students are encouraged to participate in AVISHKAR for developing their research attitude. The college organizes Seminars/Conferences/Workshops on various research themes.

Experts from academia and industry are invited for lectures to guide the students on the ongoing developments in the field. The staff academy constituted in the institution conducts lectures for the faculty to expose them to the new

knowledge in contemporary topics. Inhouse department publications encourage faculty to publish research articles, reviews and discussions and debates on current topics of interest in their field which is then uploaded on the college website.

5. Evidence of Success:

After the implementation of the promotion of research as the best practice, the college has observed successful outcomes in research.

- During the year 2019-20 senior faculty member CA Mahesh Sathe received his doctoral degree. Currently 8 faculty members are actively pursuing their doctoral degree.
- The college has a research center for PhD in Commerce since 2018. Dr Anupama Nerurkar is a recognized research guide in Commerce and currently 5 students are enrolled under her guidance.
- The faculty regularly publishes papers in peer reviewed journals notified by UGC as well as publishes ISBN books related to their areas of specialisation.
- The college provides financial support by reimbursing registration fees to teachers for attending and presenting their research work in conferences/seminars/workshops.
- The Commerce Department organised I.C.S.S.R (W.R.C.) sponsored National Interdisciplinary Conference on “Changing Dynamics of Business in the 21st Century” on 11th January 2020. The conference started with a panel discussion that gave new insights on the changing dynamics of business. The panellists stressed on the fact that in future, Innovative ideas will lead the business. The panellists consisted of

1 Mr. Ashwin. Sharma (Product owner, Thomas Cook)

2. Dr. Parag Ajgaonkar (Principal of N. M. College)

3. Mr. Manoj Vidwans (Global V.P of Tech Mahindra)

The post lunch session began with paper presentations. Faculty and students participated in the conference sharing their ideas through discussions. Thirty-six research papers were published in UGC approved Care Listed Journal, ‘Shodh Sanchar Bulletin’, an international Multidisciplinary Quarterly Bilingual peer reviewed Refereed Research Journal, volume 10, Issue 37, January to March,2020

- Mr Rahul Dandekar, Assistant Professor, Department of Economics has received minor research grant of Rs 35000 from University of Mumbai for the project ‘A Study of Secondary School Students’ Attitude towards Education, Study Habits and Academic Performance in Relation to their Socio-Economic Status.
- The Department of Psychology conducted a 4-part lecture series by Ms Cecilia Chettiar (HOD, Department of Psychology, SNDT University) on 1st July 2019 titled Framing a research question, 17th January 2020 titled Hypothesis testing and types of statistical test., 24th January 2020 titled Inferential Statistics and 28th February 2020 titled Interpretation of data and report writing respectively to inculcate and enhance research aptitude amongst the TYBA students. The lecture series focused on tapping upon the entire research cycle from question formulation to report writing. Also to help students receive constructive criticism and feedback

on their research topics and paper from their fellow students they presented their research papers on every fourth Friday of the month i.e. 19th July 2019, 16th August 2019 and 20th September 2019.

- Three groups of students participated in Avishkar Research Convention organised by Mumbai University. There were 2 groups that presented their research done on 2 different topics namely "Differences in Happiness and Life Satisfaction between people practising meditation and people not practicing meditation" and the next one being "Impact of 2 different coloured highlighters on memory in college students in Mumbai". The former group got through both the rounds at the zonal level which consisted of poster making and power point presentation held on 24/12/2019 at the Vivekanand College Chembur and reached the inter zonal level held at KC College on 4/1/2020 but unfortunately failed to make it to the next round. The latter group got through the poster making round at the zonal level but did not make it to the power point presentation level. Two groups won the poster round at the zonal level, and one group got selected for inter zonal round.
- The Department of Economics conducted 20 hours certificate course on "An Introduction to Data Analysis using R software and MS Excel", 6 days certificate course on "An Introduction to Research Methodology for Social Sciences" and one day Workshop on Action Research.
- The Department of Sociology conducted a session on SPSS by Ms Neha Dalal.
- History Department conducted certificate course on "Introduction to Ashokan Brahmi Script" from 27th July to 31st July 2019. Around 50 students had joined and successfully completed under the guidance of two recourse persons Mr. Sandeep Dahisarkar and Ms. Pooja U. Yadav.
- The staff academy conducted lectures for the faculty on topics related to humanities, social sciences, pedagogy, commerce and management.

6. Problems encountered and resources required:

It is a challenge to sustain motivation of students and faculty.

Practice II-

1. **Title:** Promoting Gender Sensitivity

2. **Objectives of the practice:**

- The Gender Sensitisation Programmes seek on embedding gender equality amongst students and ensuring an inclusive, gender-responsive learning environment.
- To create a gender just society.
- to raise gender consciousness and awareness on gender inequality.

3. **The Context:**

Gender sensitisation is the major concern in higher education today. To promote gender equity and to maintain equality on the campus one needs to create gender awareness. There is a need to raise public consciousness on gender inequality. There is a need to inculcate in the younger generation the need for equality between the different genders and prevent violence against genders and to empower them.

4. **The Practice:**

The institution has signed an MOU with Akshara Centre to jointly train students in becoming agents of social change. Along with the centre the institution undertook various activities to create gender awareness. An MOU was signed with the Red Dot Foundation, an NGO which looks after the safety of women and children funded by the Canadian consulate. The institution entered into a partnership with Red Dot Foundation to create safe campus culture and to reduce the risk of sexual violence on campuses.

The college attempts to ensure gender equality through organising various workshops, seminars, poster competitions, guest lectures etc. The college also organises talks to make women aware of their rights. The institution attempts to inculcate awareness about various malpractices against women like sexual harassment and abuse through skits, talks and power point presentations. The institution aims to educate and inform the female students about how to avoid becoming a victim of crime by providing hands on training on self-defence.

Making these activities as a learning opportunity for the students, the institution not only aims at empowering women but also aims at instilling self-confidence. This ensures a holistic development of the students by shaping their personality and enhancing their capacities.

5. **Evidence of Success:**

- Department of Sociology along with ICC organised a poster competition on “Gender Equality” for FYBA students on 16th August 2019.
- Two workshops were conducted on Self Defence for the female students across the college by sub inspector Shri. Chandravadan Gawai, from Mumbai police force and his colleague Shri Kalpak Dhodare, both are attached to the Dadar police station and are trainers and well versed in the field of self-defence. Students

were not only taught methods of self-defence like leg locks, low kicks and power punches to mention only a few, but also imparted very valuable tips on how one should deal with one's opponents should the situation arise. The first series of workshop was conducted on the 21st, 22nd and 27th August 2019 attended by 187 students, and the second workshop was conducted on the 21st, 22nd and 28th of January 2020 attended by 141 students.

- Akshara centre in collaboration with the L. S. Raheja College conducted programs to sensitize the students of the college. On 26th September in collaboration with Akshara the film "Ungendered Spaces" was screened. Students presented skit on gender equality issues in the college auditorium.
- The ICC of the L. S. Raheja College organized an entire week of events from 3.3.2020-7.3.2020 leading up to Women's day. On the 3rd and 4th of March there was a film screening of "Soch Sahi Mard Wahi" which helped to sensitize the students on Gender Equality and the impact of Gender Socialization. Dr Samya Shinde, Assistant Professor in the Dept. of Sociology delivered lecture to the staff titled "Debating Gender Equality" (5.3.2020), Female student achievers in the field of sports, cultural activities, NSS and NCC were felicitated as well as there was felicitation of female teaching and non-teaching staff appreciating their efforts towards institution building and guidance to the students (6.3.2020) and thought provoking lecture was conducted by Advocate Nausheen Yusuf of the NGO Majlis on "Women's Rights" (7.3.2020)
- Department of Sociology screened movies like "Mirch Masala" (3rd February 2020), "In the mood for love (7th January 2020) to highlight the issues of Caste and Gender and homosexuality issues in the Indian Society.

Events conducted with Red Dot Foundation

- The Red Dot Foundation conducted 3 days' workshop from the 21st November 2019 to 23rd November 2019. 5 students of the college (2 boys and 3 girls) were trained on safe city and safe campuses in Mumbai. They trained them on issues of Sexual Harassment and Child Abuse. These representatives came back to college and enthusiastically disseminated the information and spread awareness among other students going from class to class and doing presentations in the form of skits, talks and power point presentations.
- Session on Cyber Crime was conducted in the class for students of FYBA on 10.1.2020. Youth leaders conducted this workshop by showing a PowerPoint presentation. The students discussed varied topics like Cyber bullying, Cyber Crimes, Fake social media accounts, online harassment and torture etc.
- A workshop was conducted in the FYBA class on 10.1.2020. The youth leaders included Discussion on POSH, Sexual Harassment at workplace, Sexual Harassment of Women and Children.
- A session was conducted on 11.1.2020 with SYBCOM class. Topics covered were POCSO, POSH, child abuse, advantages & disadvantages of Social Media.
- On 27th January 2020, Red Dot Foundation organized a talk on the topic of "Sexual Harassment" for junior college and non-teaching staff.

- Safety Audit was conducted at Andheri and Santacruz Station to measure the awareness about sexual harassment. The results were compiled and submitted to Red Dot Foundation.
- Workshop was conducted on communication skills and presentations with BCOM and BSCIT students on 3.2.2020. This topic explained that how a person can be harassed through communication, comments, cat calling, SMS, showing dirty pictures etc. and what steps can be taken to prevent such situations.

6. Problems encountered and resources required:

Ensuring full participation of female students in various initiatives taken by the institution. Designing the activities in such a way as to upkeep the interest of the students along with the current requirements of the society.

Institutional Distinctiveness

L. S. Raheja College of Arts and Commerce has endeavoured to achieve equity in education as expressed in its vision. The Sadhana Education Society's L. S. Raheja College of Arts and Commerce is located in the heart of western suburbs of Mumbai. For the institution space is not a constraint to carry out curricular and extracurricular activities. It caters to the needs of the students coming from surrounding areas with diverse socio-economic background. The students are provided with means-cum-merit scholarships to overcome their economic barriers in pursuit of academic achievements. Besides providing monetary support, the college also provides books to the needy students by making provision of the book bank. The institution encourages its non-teaching staff to pursue higher education by securing their admission in the institution.

The institution takes pride in promoting gender sensitivity and equity through various programmes conducted by ICC and individual departments. The institution uses alternate source of energy through installation of solar panels and by replacing lighting fixtures with LED lights.

The college takes social responsibility seriously and students and faculty are actively involved in community service through the social outreach mechanisms like DLLE and NSS.

The institution works closely with the students to shape and refine their innovative ideas and thus laying the path for entrepreneurship. The institution organises various intra-collegiate fests with the objective of helping students to understand the theoretical concepts and get hands on experience in the business management skills. These activities boost students' creativity and learning through practicality. It also helps students to apply their classroom learnings

by using different direct marketing tools to market their stalls and make a sale. It facilitates a platform for students to showcase their entrepreneurial talent and hone their managerial skills.

An illustration of this would be the tech-enabled lamp developed by the IT Department. In 2019-20 B.Sc-IT students have made electric Samayi which works on Wi-Fi. The lamp can be lit up using an app with just a click of a button.