



# **Prestige Institute of Management & Research, Gwalior**

**UGC NAAC ACCREDITED 'A' GRADE AUTONOMOUS INSTITUTE**

**AFFILIATED TO JIWAJI UNIVERSITY, GWALIOR**

## **Institute's Best Practices**

To mark excellence, Institute follows the following best practices:

### **Best Practice 1: Skill Development**

**Objectives: The following objectives were decided for skill development.**

- To enhance overall communication skills.
- To provide exposure to relevant technologies.
- To encourage creativity and new ideas.
- To nurture an entrepreneurial mindset.
- To enhance professionalism.

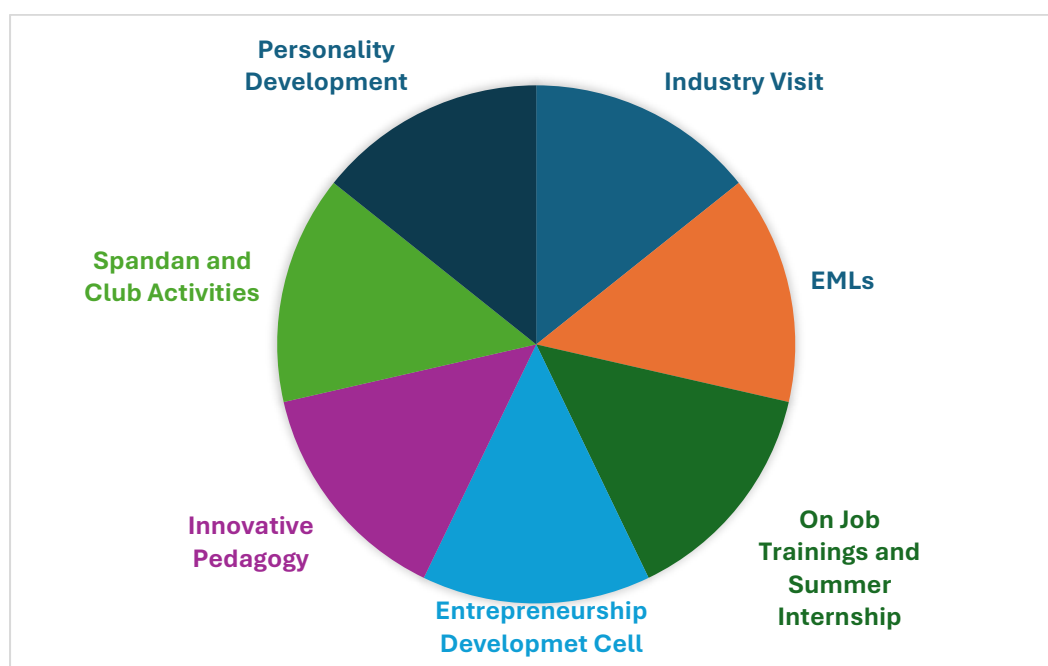
#### **The Context:**

- Skill development is necessary as it equips the student to succeed in career as well as in personal life. Employer value employees who actively seek to improve their skill sets and this custom should be developed in student life.
- Communication skills are essential in virtually every profession as well as in personal development. They help in improving the ability to present ideas, negotiate, lead meetings, work harmoniously with colleagues and contribute effectively to group projects.
- Creativity plays a crucial role in enhancing learning, problem-solving abilities and innovation. Creative thinkers are more likely to view setbacks and challenges as opportunities to learn and grow, rather than as obstacles.
- Creativity is a catalyst that can accelerate and enrich the process of skill development, leading to more well-rounded and innovative individuals. The skill of thinking out of the box and critical evaluation are also important.
- Exposure to relevant technologies helps students to be more resilient in facing the dynamic job market and opens more career opportunities. It also helps them to stay pertinent and adaptable in a rapidly changing environment.
- Nurturing an entrepreneurial mindset is important as it can have a significant impact on an individual's personal and professional life, as well as on society. Entrepreneurial minds are Natural problem solvers, risk takers and decision makers.
- Professionalism develops career readiness in students, in addition to commitment to ethical behavior and integrity. It also facilitates networking, which is crucial for career advancement.

Conclusively, Skill development is beyond just career growth, but it also fosters personal growth, improves academic performance, boost self-confidence, enhance problem-solving abilities and promote a sense of achievement among students.

### The Practice:

At Prestige Institute of Management & Research Gwalior, the Management, Faculty and Students strive all-together to achieve the objective of comprehensive skill development.



**Figure 1: Areas focused by the Institute for Skill Development**

- To provide an environment of gradual skill development, EMLs and Training sessions are conducted from time to time for all students. Trainers from corporate and various educational institutes are invited to conduct such sessions.
- Personality development workshops are conducted in all the courses which is helpful to enhance public speaking skills and boost confidence of the students.
- Students are encouraged for various Value-added courses. These courses help to enhance employability and career readiness.
- On the job training, summer internships and Industrial visits also play a vital role in the skill development of students.
- Various events are being conducted regularly under the banner of FAMA, Marketing, Sports and HR club of the Institute.

- New teaching pedagogies are also introduced in courses. Smartboards and the use of FTP has made the educational process more interactive.
- Entrepreneurship Development Cell conducts EDPs and “Hackathons” for idea generation and provides support to students who seek to start their own ventures.
- Feedback from students obtained after workshop so that continuous monitoring of the process can be done.

### Activities supported:

**In the academic year 24-25, the institute had conducted various activities to support skill development among the students which can be classified under the head below:**

- **Industrial Visits:**

Industrial visits are medium of bridging the gap between theory studied in classroom and practical reality of the working world. Industrial visits expose students to various technologies, equipment, and work processes. Observing professionals at work allows them to develop essential skills like problem-solving, communication, and teamwork, which are highly sought after in the workplace.

Industrial visits often provide opportunities for students to interact with professionals in the field. This allows them to build valuable connections, gain insights into practical work experiences, and potentially pave the way for future internships or job opportunities.

Industry Visit Data 2024-25				
S no.	Course Name	Sem	Date	Company
1	MBA (Integrated)	III,V	22.11.2024	Kurlon, Malanpur
2	B.COM	V	02.12.2024	Supreme Industries Limited
3	MCA	II	21.05.2025	Supreme Industries Limited

### List of Industrial Visits for academic year 24-25



**Visit to Supreme Industries on 21/05/2025**



Visit to Supreme Industries on 21/05/2025



Visit to Supreme Industries on 02/12/2024



Visit to Kurlon Industries on 22/11/2024



Visit to Kurlon Industries on 22/11/2024

- **EMLs and PD Workshops:**

EML emphasizes active participation, engaging learners in experiences that simulate real-world scenarios. This hands-on approach fosters deeper understanding, promotes critical thinking, and encourages problem-solving skills. EML activities often involve collaboration, communication, and teamwork, fostering the development of essential soft skills highly valued in the workplace.

Workshops are led by experienced facilitators or industry professionals who can share their knowledge and expertise. This direct guidance can accelerate learning, offer valuable insights, and provide real-world examples of effective skill application.

Both activities help in active learning, expert guidance, and practical application, ultimately enhancing student's skillset and preparing them for success in their chosen career paths.

List of such workshops organised during academic session 24-25 is attached below:

Sno	Name of Workshop/EML	Course	Date
1	Resume Writing	BBA 3 (A,B)	29-06-2024
2	Resume Writing	BCA	02-07-2024
3	Resume Writing	Bcom 3	03-07-2024
4	Resume Writing	BBA 3 (C,D)	04-07-2024
5	Meta Communication	MBA 3 (A,B,)	09-07-2024
6	Stress management-Finding calm in chaos	MBA 3 (A,B,)	10-07-2024
7	Session on Current Affairs for GD	BBA 5, Bcom 5	10-08-2024
8	How to become a global leader	BBA	02-09-2024
9	Traits to be successful in Next Decade	BBA	03-09-2024
10	Be Future Ready	BBA	04-09-2024
11	Session on Current Affairs for GD	MBA 3, BCA 5	13-09-2024
12	Stress management-Finding calm in chaos	MBA Int(All )	14-09-2024
13	Unlocking Productivity-Managing Stress and Time	BBA 1 (A,B)	28-09-2024
14	Unlocking Productivity-Managing Stress and Time	BBA 1 (C,D)	28-09-2024
15	Public speaking and non verbal communication	MBA 1(A,B)	05-11-2024
16	Team Building and Interpersonal Relations	BBA 1(A,B)	06-11-2024
17	Public Speaking:Boost your confidence	BCom1 and BCA 1	06-11-2024
18	Public speaking and non verbal communication	MBA 1(C,D)	06-11-2024
19	Public speaking and non verbal communication	MBA 1(E,F)	11-11-2024
20	Public speaking and non verbal communication	MBA 1(G,BA)	13-11-2024
21	Communicate to win: Tips for GD/PI	MBA 3 (A,B,C)	12-12-2024
22	Communicate to win: Tips for GD/PI	MBA 3 (D,E,BA)	13-12-2024
23	Self-Assessment and Social Media Image Handling	MBA 1(A,B)	16-12-2024
24	Self-Assessment and Social Media Image Handling	MBA 1(C,D)	17-12-2024
25	Self-Assessment and Social Media Image Handling	MBA 1(E,F)	18-12-2024

26	The power of presence:Enhancing professional conduct and public speaking	Selected students form various courses.	19-12-2024
27	A Startup Journey with Indian Financial Market	BBA	07-01-2025
28	EML Session: Pricing Strategy	MBA	08-01-2025
29	Career opportunities in IT and ITE	BCA/MCA	09-01-2025
30	From Silence to Spotlight: Transform Your Communication Skills"	BBA 4 -a,b and MCA	10-01-2025
31	From Silence to Spotlight: Transform Your Communication Skills"	BBA 4-c,d	16-01-2025
32	From Silence to Spotlight: Transform Your Communication Skills"	MBA Int-4,6,8 and BCA 4th	17-01-2025
33	How to build a strong and impactful resume	BBA 4th	10-02-2025
34	How to build a strong and impactful resume	BBA 4th	11-02-2025
35	'B2B Landscape'	MBA	27-02-2025
36	Boosting confidence and Communication	BCA4	28-02-2025
37	GD and PI for placement drives	BCA 6	28-02-2025
38	Overcoming the Imposter Syndrome	BBA 2nd (A,B,C,D)	01-03-2025
39	Mental Health and Stress Management	BCA/MCA	10-03-2025
40	Goal Setting and Team Building	MBA	21-03-2025
41	‘New Age Workforce,Workplace and Skills’	MBA	22-03-2025
42	Overcoming the Imposter Syndrome	BCA 2	29-03-2025
43	Get Industry Ready	MBA 2	29-03-2025
44	How to build a strong and impactful resume	BBA6TH ,BCOM 6TH	02-04-2025
45	Overcoming the Imposter Syndrome	BCOM 2 , MBA Int 2	12-04-2025
46	Opportunity and Challenges in IT Industry	BCA/MCA	23-09-2025
47	The essentials of Professional etiquettes and Corporate ethics	MBA1 (F)	19 - 20/12/24
48	The essentials of Professional etiquettes and Corporate ethics	MBA1 (E )	19 - 20/12/24
49	Self-Assessment and Social Media Image Handling	MBA1 (G, BA)	19 - 20/12/24
50	Mock GD and PI	MBA 4th	23-29-01-2025



**EML on A Startup Journey with Indian Financial Market on 07/01/2025**



**EML session on “Be Future Ready” on 04/09/2024**



**EML Session on “How to become a global leader” on 02/09/2024**



**EML Session on “Traits to be successful in Next Decade” on 03/09/2024**



### Workshop on “Goal Setting and Team Building”21/03/2025

- **On Job trainings and Summer Internships:**

Summer Internships provide practical exposure and a feel of real work culture at companies to the students. Summer internship is a part of curriculum for all the courses varying from 30 days to 45 days. (BBA, MBA, BCom and all Law Courses) to provide practical exposure to the students. The institute also tries to provide on-the-job training opportunities to students. OJT's and Summer Internship play a crucial role in offering hands-on experience in a specific field, allowing individuals to apply theoretical knowledge from their studies to practical situations. They also allow individuals to gain experience with specific tools, technologies, and software used in the workplace. They also help in building professional networks, learn workplace etiquette and gain exposure to professional expectations.

- **Entrepreneurship Development cell / Start Up Club :**

Entrepreneurs fuel the economic growth of the country by boosting the GDP as well as creating employment opportunities. Entrepreneurs often introduce innovative products, services, and business models that disrupt existing markets and solve problems in new ways. At Prestige Institute of Management and Research, Gwalior, the Entrepreneurship Development cell strives to motivate students to start their own ventures. Entrepreneurship Development Programs and Hackathons are conducted regularly.

Students attended the Workshop on Sustainable and Resilient Entrepreneurship (26/04/2025) at Department of Management Studies, ABV-IIITM Gwalior. The event provided insights into entrepreneurial characteristics, business model development, analytics, funding opportunities, and real-life journeys of successful entrepreneurs. On 8<sup>th</sup> March 25, students participated in “Gwalior Hackathon 2025”. They also attended the National Seminar on Export (MSME Focus) on 04/12/2025 organised by Ministry of MSME, Government of India.

The students of the club joined and organised Deshaj Darshan Mahotsav & Samvaad Satra on 22 and 23 January,2025. This two-day event was collaboratively organized by the Prestige

Institute of Management and Research (PIMR), Gwalior, in association with Jiwaji University, Vikrant University, Amity University, and other academic institutions.



**Glimpse of Deshaj Darshan Mahotsav held on 22/01/2025 and 23/01/2025**



**Glimpse of “Gwalior Hackathon 2025 held on 08/03/2025**



**Glimpses of National seminar in Export held on 04/12/2024**

- **Innovative Teaching Pedagogy:**

Innovative teaching pedagogy plays a crucial role in fostering and enhancing skill development in learners. It's a synergistic relationship where effective teaching methods create an environment that actively engages students and empowers them to acquire and refine essential skills. They help students develop critical thinking, problem-solving, and collaboration skills. Our learned faculty embraces teaching with various teaching pedagogies according to students understanding and course. Role Plays, Business Quiz, Project Assignments, and case studies are used to enhance learning. The use of ERP and FTP by students and faculty is intensified at PIMR, Gwalior. This initiative was helpful in creating a synergistic effect, providing students with a more engaging and relevant educational experience. Smart boards in the classrooms also play an important role.

Also, New teaching pedagogies become part of internal assessment, introduced every year for 360-degree development of students like LTM (Learning through movies), Story Telling Component-Book Review, (Inculcating habit of reading and linking to subject taught) HQD (Human quality Development), Business Forum, Major Research Project, Know the Unknown Vlogs and Virtual Share Trading.

- **Spandan and Club activities:**

The Annual fest of Prestige –Spandan is a student driven activity which is helpful in developing skills like leadership, problem solving, communication, teamwork, creativity time management, networking, Interpersonal Relations, and Innovation.

Various clubs also operate in the institutes which are also managed by the students. The Rotaract club drives social welfare. Various Quiz, Poster making, Slogan Writing and workshops are also organised under the banner of FAMA club, HR club, Marketing Club, CS club and Environment club to boost confidence and reduce stage fear among students

These activities are focused on developing intellectuals with great confidence, team working skills and humanity. These initiatives also develop teamwork and social responsibility among students.



Glimpse of “Garba” conducted on 05/10/2024



Glimpse of “Spandan 2024” conducted during 23, 24 and 25 October 2024



Glimpse of “Free Fire Event” conducted under CS Club on 26/04/2025



Glimpse of Yoga competition under “Spandan 2024” conducted during 23, 24 and 25 October 2024

- **Value added courses:**

Value-added courses offer a multitude of benefits for students by supplementing traditional academic programs with valuable skills and knowledge beyond the core curriculum. Value-added courses equip students with industry-relevant skills and certifications that are highly sought-after by employers. This can give them a competitive edge in the job market and increase their chances of landing their dream job. Value-added courses offer a wider range of topics beyond the core curriculum, allowing students to explore their interests.

The institute promotes skill development among students by promoting certification courses. Students have enrolled in courses from NPTEL, Digital Marketing and Tally.

**Evidence of Success:**

The behavioral skills and Confidence of students has developed greatly which is visible through the placement records of the institute. Students have developed public speaking as well as interpersonal skills. They are highly oriented for their career growth. They have also developed practical and critical thinking resulting in enhanced employability.

**Problems Encountered/ Resources Required:**

- The introduction of a new pedagogy for courses every year was difficult but gradually teachers took more interest and as per their subject syllabus they created many unique pedagogies.
- Many students studying in the institute belong to semi urban/rural areas. They face major difficulties such as communication, vocabulary, stage fear and language barriers. Tailoring skill development programs to meet the specific requirements of these students was a challenge. This issue was resolved by seeking help from various trainers and industry experts.
- The effectiveness of any workshops varies depending on individual's commitment to self-improvement also.
- Skill development is a continuous process that requires consistent effort and practice.



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## Institute's Best Practices

To mark excellence, Institute follows the following best practices:

### Best Practice 2: Inclusive campus

#### Objective:

- To create an equitable, accessible, and welcoming environment for all students, faculty, and staff irrespective of gender, socio-economic background, language, region, religion, or physical abilities.
- To promote diversity, inclusion, and belongingness on campus by providing equal opportunities in academics, extracurriculars, and leadership roles.
- To sensitize the campus community towards inclusivity, empathy, and respect for differences.
- To provide necessary support systems for differently abled students and students from disadvantaged backgrounds to ensure their holistic development.

#### Context:

- The higher education ecosystem increasingly emphasizes inclusivity as a marker of quality and social responsibility.
- Students from varied backgrounds (socio-economic, linguistic, cultural, regional) often face adjustment issues and unequal access to opportunities.
- The institution recognized the need to **bridge gaps and reduce barriers** by adopting inclusive policies and practices.
- Inclusivity contributes to **SDG goals (particularly SDG 4: Quality Education and SDG 10: Reduced Inequalities)**, aligning with the college's vision and NAAC's quality benchmarks.

#### The Practice:

- **Infrastructure Accessibility:** Prestige Institute of Management and Research (PIMR), Gwalior has demonstrated an enduring commitment to cultivating an inclusive academic ecosystem that supports the dignity, independence, and empowerment of individuals with disabilities (Divyangjan). Provision of ramps, elevators, and assistive technologies for differently-abled students is available in the campus. The campus is equipped with well-integrated and strategically positioned ramps and sloped walkways to ensure effortless and independent mobility. Recognizing the importance of personal dignity and ease of access, the institute has established accessible washrooms tailored to the needs of individuals with disabilities.



**Ramp for access of Divyanjan**



**Screen Reading Software and Reserved seats for Divyanjans.**

- **Academic Support:** PIMR organizes regular remedial sessions for students who require additional academic assistance in specific subjects. These sessions are designed to strengthen conceptual understanding, improve performance, and bridge learning gaps identified through continuous assessment and faculty feedback. The institute also promotes a culture of collaborative learning through its peer mentoring initiative.
- **Financial Aid & Scholarships:** Prestige Institute of Management and Research (PIMR) is committed to ensuring that no deserving student is deprived of quality education due to financial constraints. The institute provides various forms of financial assistance and scholarships to support students from economically weaker sections and to encourage academic excellence.
- **Cultural Inclusivity:** PIMR regularly organizes cultural festivals, traditional day celebrations, and inter-state cultural exchange programs where students from diverse regions and backgrounds showcase their traditions, art forms, and cuisines. These events provide a vibrant platform for cross-cultural learning and appreciation. The institute conducts language festivals and observances of regional and national days to promote linguistic harmony and awareness about India's cultural plurality. Students are encouraged to participate in activities such as debates, folk performances, and exhibitions representing different cultures.
- **Gender Inclusivity:** PIMR, Gwalior believes in providing equal opportunities, resources and support to individuals of all genders so that everyone thrives and excel in their educational pursuits. It is an integral part of the institute to create a conducive learning environment where every individual feels respected, valued, and empowered. Our students, faculty and staff members undergo regular gender sensitization workshops to promote awareness, empathy, and understanding of gender-related issues. This training equips them to create an inclusive and supportive atmosphere within their classrooms and workplaces.
- **Special cells:** The institute also have special cells like Jain Minority cell, OBC cell and Equal Opportunity cell for address the academic, social, and welfare needs of students from diverse backgrounds. The Equal Opportunity Cell (EOC) upholds the principle of inclusiveness by ensuring that all students—irrespective of caste, creed, gender, religion, or economic status—have equal access to academic, co-curricular, and institutional opportunities. The cell focuses on creating awareness about constitutional rights, promoting inclusivity, and providing support to students with special needs or from underrepresented groups.

### **Activities Supported:**

Various programs were conducted for the Initiative including Cancer awareness program, women's day celebration, Training Session on Women's Rights and sexual harassment and menstrual health program.

- The Equal Opportunity Cell (EOC), Prestige Institute of Management and Research, Gwalior in collaboration with Indian Medical Association, Gwalior organized Session named “Equal Support, Equal Strength” on 24/02/2025. This session aimed to highlight that with equal support, everyone can develop equal strength, leading to a mentally healthy and emotionally resilient community.



**Glimpse of “Equal Support, Equal Strength” conducted on 24/02/2025**



**Glimpse of “Equal Support, Equal Strength” conducted on 24/02/2025**

- The Equal Opportunity Cell organized a special event titled "Ambedkar in Campus – Champion of Social Justice & Equality" on 11th April 2025. The event aimed to promote social justice, inclusion, and harmony among young students. The session was followed by an open discussion forum, allowing students to share perspectives. They passionately expressed their views on the themes of social justice, constitutional rights, and equality.



**Glimpse of "Ambedkar in Campus – Champion of Social Justice & Equality" conducted on 11th April 2025.**



**Glimpse of "Ambedkar in Campus – Champion of Social Justice & Equality" conducted on 11th April 2025.**

- The Internal Complaint Committee of PIMRG organised an event on “POSH Awareness”. The event aimed to create awareness among students regarding the Prevention of Sexual Harassment (POSH) at the workplace, educating them on legal provisions, preventive measures, and grievance redressal mechanisms. This event was organised on 20/02/2025 and the Resource Person was Captain Moushumi M Rana.



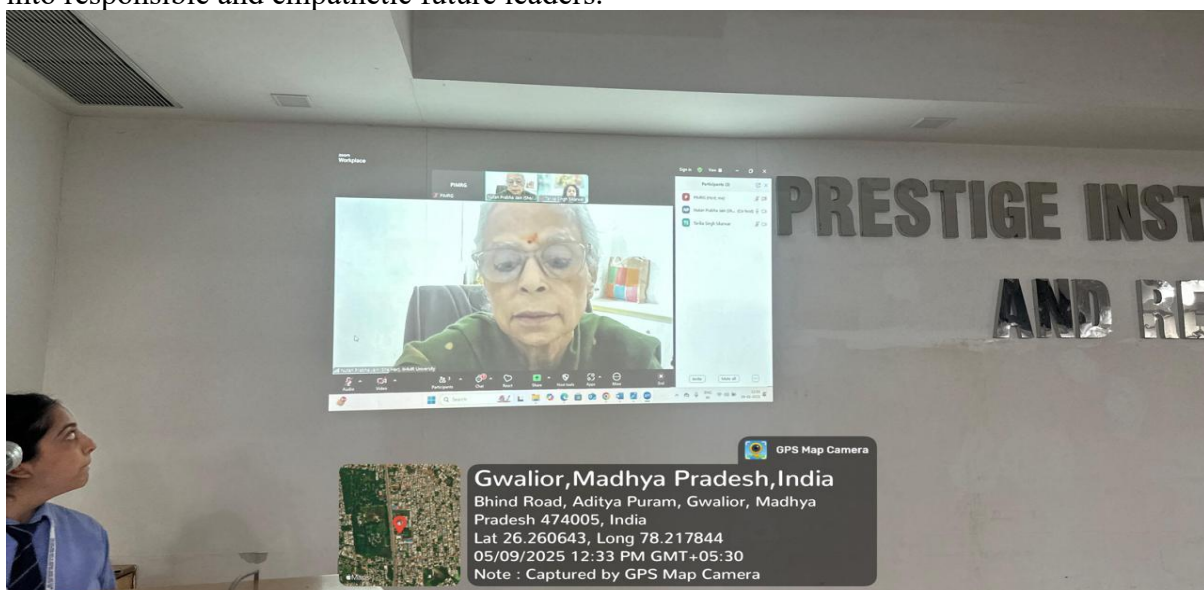
**Glimpse of POSH workshop conducted on 20/02/2025**



**Glimpse of POSH workshop conducted on 20/02/2025**

- The ICC also organized a online session on Gender Sensitivity on 09/05/2025. The Resource Person for the session was Dr. Nutan Prabha Jain, Professor, IIHMR University Jaipur Rajasthan. Gender sensitivity is essential for building respectful,

inclusive, and equitable spaces. Empowering students with this awareness shapes them into responsible and empathetic future leaders.



**Glimpse of Gender Sensitivity workshop conducted on 09/05/2025**



**Glimpse of Gender Sensitivity workshop conducted on 09/05/2025**

- Special community cells of the institute also conduct regular meetings to discuss the issues, if any faced by the special community students studying in the institute.
- A concession of tuition fees of Rs 1305000 was provided to students who belonged to the economic weaker section of the society.
- Republic day, Independence day, Teachers day, Ganesh Chaturthi, Hindi Diwas , Janmashtami, Makarsankranti, Vasant Panchmi , Navratri and many other festivals were celebrated to inculcate cultural diversity in the campus.



**Teacher's day celebration on 5<sup>th</sup> September, 2024**



**Garba celebration during Navrartri 05/10/2024**

- Cultural night of spandan 2024The Cultural Night of *Spandan* 2024 was a spectacular celebration of talent, tradition, and togetherness, held with immense enthusiasm and artistic flair. The event served as the grand finale to the multi-day cultural fest, offering a vibrant stage for students to showcase their creativity and cultural pride through music, dance, drama, and fashion.



**Cultural night of spandan 2024 conducted on 23-25 October 2024**



**Ethnic Day 2025 –Colors of India celebrated on 5th April 2025**

- Ethnic Day 2025 not only celebrated tradition but also brought together students, faculty, and guests in a shared experience of identity, expression, and joy. The event was a perfect blend of education, entertainment, and cultural enlightenment, reinforcing the spirit of togetherness and respect for diversity within the campus community.

- The Institute celebrated Women's Week from 1st – 8th March 2025 and named the event “Power of Her”. During this week, various events were organized including Poster-making competition, Distribution drive at the hospital and for campus workers, DD Nagar Slum Pathshala etc. A talk session on POSH was also organized by Radio Chaska in line with the program.



**Radio talk show conducted under “Power of her” organised from 01/03/25 to 08/03/2025**



**Good touch bad touch session under “Power of her” organised from 01/03/25 to 08/03/2025**



Good touch bad touch session under “Power of her” organised from 01/03/25 to 08/03/2025



### प्रेस्टीज: 'पॉवर ऑफ़ हर' थीम के साथ सफल आयोजन

ग्वालियर। प्रेस्टीज प्रबंधन एवं शोध संस्थान, ग्वालियर में अंतरराष्ट्रीय महिला दिवस का भव्य आयोजन किया गया। इस वर्ष के आयोजन की थीम 'पॉवर ऑफ़ हर' थी, जिसे विशेष रूप से महिला सशक्तिकरण को ध्यान में रखते हुए तैयार किया गया था। समापन समारोह में मुख्य अतिथि के रूप में मीरा श्रीवास्तव प्रशासनिक अधिकारी, पीजी. कॉलेज ऑफ नर्सिंग उपस्थित रहीं। इसके अलावा, अन्य प्रमुख अतिथियों में मुस्कान शर्मा (ओआरआई स्टूडियो) और जय प्रकाश गुप्ता टाइम्स इंस्टीट्यूट, ग्वालियर उपस्थित रहे। संस्थान के निदेशक डॉ. निशांत जोशी ने इस अवसर पर अपने संदेश में कहा, महिलाएं समाज की आधारशिला हैं और उनके सशक्तिकरण से ही समाज एवं राष्ट्र की उन्नति संभव है। हमें महिलाओं को समान अवसर प्रदान कर उनके आत्मनिर्भरता और नेतृत्व को प्रोत्साहित करना चाहिए। यह आयोजन इसी दिशा में महत्वपूर्ण कदम है। संस्थान की उपनिदेशिका डॉ. तारिका सिंह ने भी इस अवसर पर अपने विचार व्यक्त करते हुए कहा, कि महिला सशक्तिकरण केवल एक विचार नहीं, बल्कि एक आंदोलन है जो समाज में समानता और स्वतंत्रता को बढ़ावा देता है।

## Evidence of Success

- **Improved Student Diversity:** Over the last few academic years, there has been a noticeable increase in the enrollment of students from diverse socio-economic and regional backgrounds.
- **Accessibility Achievements:** Ramps, accessible restrooms, and seating arrangements for differently-abled students have been successfully integrated into campus infrastructure.
- **Academic Performance:** Remedial classes and mentoring programs have helped reduce dropout rates and improve pass percentages among students from disadvantaged groups. ([Annexure 2](#))
- **Financial Support Impact:** Scholarships and fee concessions have enabled several first-generation learners and economically weaker students to continue their education without interruption. ([Annexure 1](#))
- **Active Participation:** Increased involvement of students from varied backgrounds in cultural, sports, and leadership activities demonstrates inclusivity beyond academics.
- **Recognition:** Feedback collected from students, parents, and faculty shows appreciation of the inclusive measures, with students reporting a stronger sense of belonging and campus satisfaction.
- **Gender Inclusivity Outcomes:** More female students have taken leadership roles in student clubs and committees after gender-sensitization initiatives and safety measures ([Annexure 3](#)).

## Problems Encountered and Resources Required:

- **Financial Constraints:** Limited budget for infrastructural modifications like ramps, elevators, and assistive devices.
- **Awareness Gap:** Some students and staff lack awareness and sensitivity towards inclusivity, requiring continuous orientation.
- **Language Barriers:** Students from different states sometimes face difficulties in communication and integration.
- **Resistance to Change:** A section of the community may initially resist inclusive policies, considering them as preferential treatment.
- **Resource Requirement:** Need for trained counsellors, special educators, assistive technology, and sustainable funding.