

St. Mira's College For Girls, Pune
Autonomous (Affiliated to Savitribai Phule Pune University)

7.2.1 Describe two best practices successfully implemented by the Institution as per the NAAC format provided in the manual.

Best practices in the Institutional web site

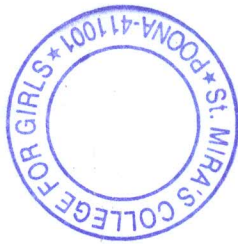


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7.2.1 Describe two best practices successfully implemented by the Institution as per the NAAC format provided in the manual.

Any other relevant information



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1. Title of the Practice

Mental Well-being Program – Integrating Promotion, Prevention and Early Intervention

2. Objectives of the Practice-

Develop multi-level integrated framework for Mental health Promotion, Prevention, and Intervention.

- Improve awareness about mental health needs and concerns.
- Improve access to ethical and affordable mental health care.
- Identify students displaying early signs and symptoms of a mental health concern and provide early intervention.
- Integrate mental health work into academic calendar and strengthen college action towards mental well-being of students.
- Contextualize mental health services to improve help seeking behaviours and attitudes.
- Normalize conversations about mental health to reduce stigma about mental health needs and care.
- Engage key stakeholders like college administration, academic staff, and students through mental well-being services.

3. The Context

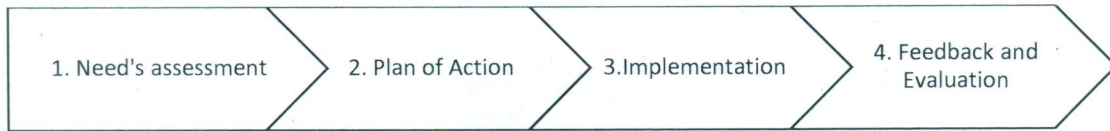
- A survey was conducted to explore existing beliefs, help seeking behaviours and concerns faced by students which informed the structure of the program.
- 1236 Students participated in the online survey. 70.1% students reported stress, 43.8 % anger issues and 39.2 % anxiety. 96 students shared that they have experienced suicidal thoughts at some point. Loneliness, witnessing violence, social media addiction and poor body image were other major concerns reported.
- 62.7 % shared that they would like to access mental health support on college campus through a professional through workshops (45%), group therapy (24.4%) and individual counselling (52.1%).
- Mental health work is not marked by a one-hour session yearly, students can choose from varied services. This program is guided by ethical principles of confidentiality and sense of safety which also promotes help seeking. We offer high quality care through a full time Psychologist with two other consulting clinical psychologists.



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4. The Practice

Implementation Process:



Step 1: Assessment of Students' Mental health needs using value based and evidence-based frameworks.

Step 2: A detailed annual plan of action informing activities, their objectives and methodology is prepared based on the feedback and learning from earlier activities.

Step 3: Implementation of the services

Step 4: Continuous feedback, monitoring and evaluation of the services offered throughout the year using google forms.

Structure of the Program:

There are three major arms to our mental wellbeing program: Promotion, Prevention, and Intervention.

Promotion: All college platforms like daily sanctuary, notice boards and classroom discussions etc., are used to promote the need for and importance of mental wellbeing. Some examples of mental health promotion are interventions like awareness sessions and workshops on various concerns like stress, relationships, dealing with anxiety etc. designed to increase the sense of belonging and connectedness within the college. We introduce programs that support and strengthen coping strategies, that promote awareness and acceptance of cultural diversity.

Prevention refers to interventions that occur before the initial onset of a disorder to prevent the development of the disorder. Group therapy sessions, Support group sessions and Awareness sessions aim at identifying risk factors for student's mental health and enhancing protective factors like peer support, sense of trust and resilience.

Intervention comprises interventions that are appropriate for and specifically target students displaying the early signs and symptoms of a mental health problems. Individual counselling sessions are offered by team of Psychologists on campus.

Highlights:

1. This program identifies students as active participants rather than passive recipients of these services.
2. The program is informed by Social-justice and rights-based approach to mental health.



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Challenges:

1. One of the major challenges was to contextualize the program which identifies students with both psychological and socio-cultural factors.
2. The program had adaptive enough to integrate continuous feedback and upcoming needs of the students. For example, The outbreak of Covid-19 led to a sudden shift in the mode of our services.

Limitation:

1. The program is not equipped to take care of crisis calls and clinical/medical emergencies so adequate referrals were made whenever needed to nearby government hospital or national helplines.

5. Evidence of Success

This program has important policy implications indicating that integrative frameworks can lead to prevention and intervention with minimal resources.

- Improved access:

In 2019-20, 40 classroom sessions were conducted which benefitted 1701 students. 699 students attended online awareness session during 2020-21. 551 students joined classroom sessions in 2021-22.

- Surviving Covid-19 outbreak:

Program offered a safe, familiar space to students to reach out for their mental health needs during the lockdown. Various services and activities were conducted over zoom platform.

1. Mental Health Awareness Webinar Series

A webinar series was organized to address student's mental health concerns during lockdown. 333 students signed up for these sessions.

2. Counselling Sessions during Covid-19

Twenty-four students reached out for personal counselling sessions during the first month of complete lockdown and forty online sessions were offered by college counsellor.

3. Online support group sessions:

503 students accessed online support group sessions during outbreak of Covid-19.

- Improved help seeking:

In 2019-20, 138 students reached out for counselling sessions and 347 sessions were offered to these students. In 2020-21, 43 students reached out for personal counselling sessions and



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176 online sessions were offered to them. In 2021-22, 269 personal counselling sessions were offered to 71 students.

6. Problems Encountered and Resources Required

Requirements and Resources:

- Management approval to integrate mental well-being services in college academic plan
- Need for trained and experienced mental health professionals to offer services
- One full time college counsellor to conceptualize, implement and monitor the services
- Two part time consultants to offer counselling sessions.
- Need's assessment tools to identify students at higher risk due to gender, caste, and other psychosocial disabilities
- Continuous planning and monitoring and evaluation framework to inform the program
- Online mediums to conduct virtual sessions and programs
- Culturally appropriate mental wellbeing educational resources, activities, and tools
- Brochures and posters to inform students about various activities

7. Notes:

This program uses a continuum approach to mental health and identifies students as active participants with an intention to bring awareness and sustainable and feasible solutions for student wellbeing in higher educational settings.

Following are some important measures for adopting this program:

1. Integrate Promotion, Prevention, and Intervention to offer holistic student mental healthcare services.
2. Understand the cultural context and background of your students and staff members.
3. Dedicate a full-time position for mental well-being professional for students.
4. See students as active members of the program by making student bodies part of the planning, implementation, and evaluation of mental healthcare work.
5. Abide by ethical principles of mental healthcare work.
6. Inform and encourage staff members to speak about importance of mental health in their classrooms through teaching
7. Orient staff members with the various activities of the mental healthcare program.
8. Develop a mental healthcare policy.



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CWE - SSR Best Practice

Best Practice 2:

1. Title: Centre for Women's Entrepreneurship (CWE);

2. **Objectives (100 words)** –Sowing the seed of entrepreneurship by setting up of Entrepreneurship Development Cell in the year 1993 that is now growing into a robust initiative which was formally inaugurated in August 2017

Motto:

Educate Empower Elevate

Vision Statement

CWE aims to create an environment that promotes and stimulates the spirit of entrepreneurship among the students of the College.

Mission Statement

CWE seeks to achieve the spirit of entrepreneurship through educational programs, events, activities and research.

Aim:

To infuse Entrepreneurial thought and action through Guest lectures, Visits, Mira Bazaar, Workshops, Team Building Activities, Creativity Exercises, Ideation/Business plan competitions etc

3. The Context (150 words)

The Mission Statement of the college is "To empower and equip women students through an integrated education of the Head, Hand and Heart, to successfully meet the challenges of competitive work". In line with our mission statement, CWE encourages students across all streams viz Commerce, Management, Humanities and Science, to nurture an entrepreneurial mindset, and explore career opportunities in Entrepreneurship & self-employment. By bridging the gap of theory and practical, we aim to create entrepreneurial awareness through curricular and co-curricular activities. Through its various initiatives it creates a vibrant platform for students to showcase their entrepreneurial skills and talents. It assists students inclined towards entrepreneurship in reinforcing their entrepreneurial motives, and attaining competencies and skills which is essential for performing an entrepreneurial role successfully. The main motive of CWE is to strengthen & increase the number of student entrepreneurs on campus. In addition, we also nurture an intrapreneurial mindset among the students of the college.

4. **The Practice (400 words)** Since 2017, CWE has taken baby steps and been successful in creating an entrepreneurial awareness among the students of the college. Many students have been guided/mentored to convert their business ideas into small businesses.



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An Institution Innovation Council (IIC) was established under the umbrella of CWE in October 2020, with an establishment certificate from Ministry of Education (MoE), Government of India.

The primary mandate of MIC is to encourage, inspire and nurture young students to work with new ideas and transform them into businesses while they are in their formative years.

The CWE-IIC organises various activities and initiatives as laid down by the MIC like innovation and entrepreneurship-related activities prescribed by Central MIC in time bound fashion, identify and reward innovations and share success stories, organize periodic workshops/ seminars/ interactions with entrepreneurs, investors, professionals and create a mentor pool for student entrepreneurs, network with peers and national entrepreneurship development organizations, organize idea competition, mini-challenges etc. with the involvement of industries.

CWE has been awarded a certificate in 2018 by SPPU-CIIL for establishing an Innovation & Start-up Cell on campus. Centre for Innovation, Incubation & Linkages at SPPU is set up to promote innovative start-ups through the University ecosystem.

CWE and Centre for Social Entrepreneurship, TISS (Mumbai) have signed an MoU in August 2019 valid for three years. Both TISS & CWE are working towards supporting start-ups social ventures/enterprises and hence agree to collaborate in a mutually satisfactory manner in order to support the creation of a vibrant ecosystem to foster entrepreneurship in the social enterprise space.

CWE set up a Rural Entrepreneurship Development Cell (REDC) in the college in 2020. The Purpose of REDC is to explore and promote Rural Entrepreneurship culture among the students within the campus and build a strong Rural Entrepreneurial Ecosystem.

Hosting TedX, gives hands-on experience to the student's right from deciding the theme, license, sponsorships, speakers on board and hosting the event successfully. We use various college events for branding of CWE.

In addition, trained faculty Innovation Ambassadors hand hold and support student entrepreneurs in complying with legal formalities like registration, TM & Logo registration, social media marketing, networking and collaborations.

Mentoring support is provided for Business plan preparation, Business modelling, branding and funding assistance is also available.

Regular discussions and brainstorming sessions on Ideation, I2O mapping and feasibility analysis in consultation with domain specific experts.

5. Evidence of Success (200 words) . CWE has shown incremental improvements in fostering an entrepreneurial ecosystem and nurturing an entrepreneurial mindset among the students. We are privileged to announce that we functioned as a facilitation centre to create awareness and disseminate information about the National Entrepreneurship Awards (NEAS) 2017 under the Ministry of Skill Development and Entrepreneurship (MoSDE).

The Establishment of the IIC, Start-up Club and IPR cell and the virtual platform has created a plethora of opportunities for the members of CWE. Our students were able to attend/participate in a host of events and activities at the National and International level. Our



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students have participated in National level quiz competitions, PPT competitions and have brought laurels to the institute and for themselves.

A Online catalogue of 25 student entrepreneurs was created in 2021 and the 1st edition of coffee table book 'Zenith-a student entrepreneurial journey' was launched in March 2022

In 2021 The Institution Innovation Council (MOE, Govt. of India) received the annual performance star ranking of 3.5. This year 2680 colleges from across India participated in the Annual Performance Ranking. As a non-technical college with a star ranking of 3.5, we have been recognized as a college with great potential for promoting Innovation, Entrepreneurship & IPR.

All this has been achieved as a self-funded initiative.

6. Resources Required (150 words):

- To encourage students with interesting business ideas to transform them into venture creation.
- Keep the students motivated to continue in their business despite the challenges of entrepreneurship.
- To arrange for domain specific sessions that will encourage students to explore entrepreneurial opportunities in social and technology related sectors.
- Impact assessment and incremental growth projections to be done on an annual basis.
- Exploring support from Alumni Network in collaborative initiatives like raising funds, mentoring and organising National level competitions.
- Management approval and support for networking and collaborative initiatives with other IIC HEIs.
- To introduce the basics of Entrepreneurship and self employment as a part of the curriculum across all streams.
- Using Social-Media Platforms for a wider reach to keep the inhouse and external stake-holders informed about the various initiatives.
- Two dedicated faculty and one intern to conceptualise, implement and monitor the various initiatives of MoE, GoI like NISP & ARIIA Ranking.

7. Notes: Practices to be adopted as Best Practices in other Institutes

- Mentor institute to conduct an orientation cum vision building/mentoring sessions for all the key functionaries of IIC members of mentee institutions.
- Mentor institute to take part in the quarterly progress meeting of mentee IIC institutions and provide guidance on planning, action plan preparation and improvisation of I&E activities to be conducted in the mentee institutions
- Motivate and guide other institution to set up IIC as per the guidelines of MOE.
- Motivate and guide other institutions to set up REDC to promote Rural Entrepreneurship under MGNREC
- CWE membership open to women entrepreneurs and create a platform for women entrepreneurs and provide them with domain specific resources.
- Incubate and guide other colleges with facilities of a start-ups.
- Collaboration with International Universities/entrepreneur enablers.



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