



Expert Lecture
on
"Gender Equality in the Workplace: Building Inclusive Organizations"

 **Feb. 02, 2026**  **09:00 AM - 01:00 PM**  **Central Auditorium**

INTRODUCTION

The Department of Computer Application at Integral University, Lucknow, successfully organized an expert lecture on **"Gender Equality in the Workplace: Building Inclusive Organizations"** on **02 February 2026**. The event was held at the **Central Auditorium** from **11:00 AM to 1:00 PM** and witnessed enthusiastic participation from over 200 BCA and MCA students. The session was designed to equip future IT professionals with essential knowledge about gender equality principles, work diversity challenges, HR policies, and inclusive leadership practices before they enter the corporate world.

ABOUT THE SPEAKER

The workshop was organized under the mentorship of **Dr. Mohammad Faisal**, Professor & Head, Department of Computer Application. **Ms. Somya Agarwal**, **HR Executive at Carnation InfoTech, Lucknow**, was introduced as the keynote speaker. With her extensive experience in human resource management within the technology sector, Ms. Agarwal brought valuable industry perspectives on gender equality challenges and solutions. Her professional background in implementing diversity and inclusion initiatives at a leading IT company positioned her as an ideal speaker to address the students who are preparing to enter similar corporate environments. The event was effectively coordinated by **Dr. Minhaj Khan**, **Dr. Shweta Dwivedi**, **Ms. Saumya Singh** and **Mr. Pankaj Kumar**, Assistant Professors, Department of Computer Application, who served as the **Faculty Coordinators**.

TOPICS COVERED

The event was effectively Ms. Agarwal delivered an engaging and informative session that covered multiple critical dimensions of gender equality in the workplace. The lecture was structured around the following key topics:

- Understanding Gender Equality vs. Gender Equity:** Explained the difference between equality (same treatment) and equity (fair support based on individual needs) and highlighted the importance of both concepts in building inclusive IT workplaces.
- Gender Bias in Corporate Workplaces:** Discussed unconscious bias in hiring and promotions and addressed pay gaps, limited leadership representation, and workplace stereotypes.
- HR Policies and Indian Laws:** Explained key laws such as the POSH Act, Maternity Benefit Act, and Equal Remuneration Act, and clarified employee responsibilities, and legal protections.
- Inclusive Leadership and Corporate Practices:** Shared practical initiatives such as flexible work policies and mentorship programs, and emphasized diversity-focused hiring and bias training.

GLIMPSES OF THE EVENT



STUDENT PARTICIPATION

The expert lecture witnessed active participation from over 200 BCA and MCA students. Participants were highly engaged throughout the session, especially during interactive Q&A segment, where they raised thoughtful queries related to workplace equality, legal rights, and inclusive practices. The students demonstrated interest in understanding real-world corporate challenges and exhibited a proactive learning attitude.

CONCLUSION REMARK

The expert lecture successfully achieved its objective of sensitizing students toward gender equality and inclusive workplace practices. It provided valuable insights, strengthened legal awareness, and encouraged the development of ethical and professional values. The session proved to be impactful in preparing students to contribute to equitable and inclusive organizational environments.

SDG MAPPING

This expert lecture demonstrates Integral University's strong commitment to the United Nations Sustainable Development Goals, particularly **SDG 5 (Gender Equality)** and **SDG 8 (Decent Work and Economic Growth)**. The alignment with these global goals reflects the institution's dedication to preparing students not just as tech professionals but as responsible global citizens who can contribute to sustainable and equitable development.



Faculty Mentor:

Prof. (Dr.) Mohammad Faisal
Head, Department of Computer Application

Faculty Coordinators:

- Dr. Minhaj Khan (Assistant Professor)
- Dr. Shweta Dwivedi (Assistant Professor)
- Ms. Saumya Singh (Assistant Professor)
- Mr. Pankaj Kumar (Assistant Professor)

Powered By: Department of Computer Application

