



LOYOLA COLLEGE (AUTONOMOUS)
CHENNAI - 600034

DEPARTMENT OF
B.COM ACCOUNTING & FINANCE

Cordially Invites you to the
Guest Lecture on

Understanding of
Gender Equity



DATE

26th February, 2025



TIME

11.30 A.M - 1.30 P.M

DR. T. ANITHA BAI
(ASST. PROFESSOR)

DEPT. OF MANAGEMENT STUDIES
M.O.P. VAISHNAV COLLEGE FOR WOMEN,
CHENNAI.



LOCATION

LIAC Conference Hall

Gender Equity

Date: February 26, 2025

Time: 11:30 AM – 1:30 PM

Venue: LIAC Conference Hall, Loyola College

Organized by: Department of B.Com. (Accounting & Finance)

Chief Guest: Dr. T. Anitha Bai (Assistant Professor, Department of Management Studies, M.O.P. Vaishnav College, Chennai)

The event Gender Equity was organized by the Department of B.Com. (Accounting & Finance) to foster discussions on equity, inclusivity, and strategies for achieving gender balance across various social, economic, and political spheres. Dr. T. Anitha Bai, Assistant Professor, Department of Management Studies, M.O.P. Vaishnav College, Chennai, she had shared her expertise on the importance of gender equity in today's world.



The session provided insights into the differences between equality and equity, the challenges in achieving equity, and the role of design thinking in addressing these issues.



Key Themes Discussed

Understanding Equity

- Definition: Fair and just distribution of resources, rights, and opportunities based on individual needs.
- **Types of Equity:**
 - **Legal Equity:** Fair treatment in the legal system, elimination of biases, and examples like anti-discrimination laws and legal aid services.
 - **Social Equity:** Equal access to education, healthcare, and public services. Policies like affirmative action and social security programs were discussed.
 - **Economic Equity:** Inclusive economic policies to bridge financial disparities.
 - **Political Equity:** Representation in leadership and governance to ensure fair policy-making.

- **Health Equity:** Ensuring accessible healthcare facilities and resources for all.

Equity vs. Equality

- **Equity:** Treating individuals based on their needs.
- **Equality:** Treating everyone the same regardless of differences.
- Example: Providing customized support rather than uniform solutions.



Challenges in Achieving Equity

- Systemic discrimination

- Economic disparities
- Lack of policy implementation
- Social resistance
- Resource constraints

The event introduced **Design Thinking**, an iterative process that helps redefine problems and explore alternative solutions:

- Understanding the user
- Challenging assumptions
- Developing innovative approaches

The concept of "**Wicked Problems**" was also discussed—complex social problems with no definitive solution but requiring adaptive strategies.

Key Takeaways

- Equity requires **structural changes** in law, economy, and society.
- **Policy reforms, education, and community engagement** are vital for equity.
- **Design Thinking** can provide practical solutions to deeply rooted social issues.

The event successfully highlighted the importance of equity in building an inclusive society. Dr. T. Anitha Bai emphasized the need for active participation in breaking gender barriers. Through insightful discussions, participants gained a renewed perspective on equity-driven policies and real-world applications.

