

## Professional Sensitization of Teachers: Towards Quality Education

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### **Abstract**

*The term "sensitize" refers to making someone "sensitive" to a topic or issue. People being aware of specific situations and taking action in response to them is the essence of awareness raising. The professional sensitization of a teacher refers to how well they constantly show alertness, awareness and responsiveness to children's current academic, social, intellectual and emotional abilities interests and needs. Some aspects must be noticed.*

*First of all, Gender equality is a fundamental prerequisite for a person's regular growth. One might not be able to comprehend the requirements of the other gender if they are not attentive to their own gender's needs. Gender sensitization has always been necessary, but in the current environment, it is much more crucial. It is crucial to educate the younger generation about the issue so that they are more aware of and sensitive to it. Secondly, Understanding racial, ethnic, cultural, linguistic, and socioeconomic differences is crucial. Teachers that are culturally aware are far more aware of their own sociocultural identities and the difficulties with the inequality that influence their students. Culturally sensitive teachers may function well in classrooms with a variety of cultures and linguistics by teaching their pupils to recognize and celebrate their cultural diversity. Third one, Emotional sensitization helps the teacher to identify the strength and weaknesses of students and to show the empathy towards the students in different situations for their development.*

*As we know, In Educational institutions like schools, and colleges where teachers are playing an active role in the classroom and have to deal with various issues. This paper helps them to solve the issues by giving different aspects of awareness of professional sensitization*

Reference to this paper should be made as follows:

**Received: 16.06.2023**

**Approved: 24.06.2023**

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Professional  
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Vol. XIV, No.1  
Article No.12,  
pp. 091-100

Similarity Check: 15%

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**DOI:** [https://doi.org/  
10.31995/  
jgv.2023.v14i01.012](https://doi.org/10.31995/jgv.2023.v14i01.012)

## **Introduction**

Professional – “having the qualities that you connect with trained and skilled people, such as effectiveness, skill, organization and seriousness of manner.”

**-Cambridge Dictionary**

Sensitivity – “an ability to understand what other people need, and be helpful and kind to them.”

**- Cambridge Dictionary**

UNESCO makes an important contribution to improving education worldwide. In the context of the UN Sustainable Development Goals (SDG), UNESCO has tasked itself with implementing

**SDG4-** Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.

**SDG 5-**Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

Professional sensitization plays a vital role in improving the quality of education and other aspect of SDG goals.

The professional sensitization of a teacher refers to how well they consistently show alertness, awareness and responsiveness to children’s current needs with respect to academic, social, intellectual abilities, interest and emotional needs. This also ensures that the teachers have the appropriate attitude, skills and up-to-date knowledge necessary for their duties and responsibilities. During their careers, teachers must be aware of these professional sensitization aspects. Such as:

1. Gender sensitization
2. Cultural sensitization
3. Social sensitization
4. Ethical sensitization
5. Sensitization toward disability

## **Gender Sensitization**

One fundamental necessity for a person’s appropriate growth is gender sensitization. An individual may fail to understand the requirements of the other gender and, in certain circumstances, even themselves if they are not sensitive to the demands of that gender. In the present time, people have recognized and felt the necessity for this sensitivity in virtually all facets of human existence.

But for some reason, the urge to converse and debate this delicate subject both personally and professionally has grown significantly in recent years. In order to remain this sensitivity and emphasize the contribution of both genders in the creation and development of a well-balanced society, a more systematic, well-planned, and professional approach is desired, especially in our country, India, given the vast diversity existing in terms of its customs, traditions, rituals, social values, family beliefs, and individual perception.

### **Objectives of Raising Gender Awareness**

- To increase awareness and knowledge about key facts, evidence and arguments on various topics related to gender equality
- To promote communication and information exchange to improve mutual understanding and learning about gender equality;
- To mobilize educational institutions and society as a whole to bring about the necessary changes in attitudes, behaviors and beliefs about gender equality.
- To highlight the progressive existence of both genders to break orthodox beliefs and biased values.
- To develop reasonable, unbiased, open-minded thinking in people of society.
- To prepare a gender disparity-free nation.

### **Role of Teacher in Eradicating the Gender-based Discrimination**

The eradication of gender-based discrimination and the resulting alteration of stereotypical working cultures with regard to the roles and skills of women and men, especially attitudes towards women in leadership positions, may be accomplished through training and awareness-raising in educational institutions, the workplace, and public events at large.

### **Teachers Must Follow these Strategies**

1. Teachers must have proper knowledge and understanding of gender issues at all levels of society.
2. They can perform different activities such as communication activities, role-plays, and dramas. They also raise awareness by watching documentaries and various other audio-visual tools with students.
3. They take a stand to support and promote the upliftment and well-being of the same and opposite sexes in their educational institutions.
4. They teach their students by using curriculum and different teaching methods by identifying the diverse needs of all students, including girls and boys. This can include using gender-sensitive language and images, providing

girls and boys with the same opportunities and resources to succeed, and providing education on gender equality and healthy relationships.

5. The educational institution organizes teacher training programs to ensure that teachers are equipped with the knowledge, skills, and resources to provide a quality education for all students, regardless of their gender.

### **Significance of Gender Sensitization**

- It helps to develop gender literacy among teachers/ students.
- It helps to understand gender relations and gender issues in the classroom as well as in society.
- It helps to explain the roles of schools and educational institutions in promoting gender equality among students.
- It develops a positive attitude towards gender equality.
- It helps to remove the barriers and differences among students and people of the opposite gender.

### **Cultural Sensitivity**

Cultural sensitivity involves consideration of other cultures. Knowing and understanding different cultures and acknowledging differences and similarities which helps the people to communicate more effectively and build meaningful relationships. Furthermore, the concept of cultural sensitivity in the workplace is quite simple. It is a skill that helps you learn and understand people whose cultures and beliefs differ from your own. Also, consider the uniqueness of each culture and never consider one culture as better or worse. However, with increasingly diverse communities within the same industries, it can sometimes be impossible to understand everything about the people you interact with in your workplace. That's why it's important to remain culturally sensitive in your workplace and show empathy, among other things. It also means that if you are thinking in an organization with culturally diverse people, you should avoid making quick decisions or jumping to conclusions.

A lack of cultural sensitivity in your workplace can limit your workforce's ability to communicate effectively with diverse groups - both internally and externally. In addition, it can alienate or annoy customers, partners and colleagues who serve different regions, nationalities and cultures. The cultural sensitivity comes into the picture, which helps to be aware of the differences in cross-cultural communication. In addition, it can help employees understand the meaning of information, actions, body language and gestures in fostering relationships with different groups and people.

Unconscious or implicit bias occurs when people make negative or positive judgments about their employees based on stereotypes or prejudices. While we all have some unconscious biases, they can cause problems when they surface in the workplace and lead to unfair decisions. Therefore, it is imperative that companies help their employees remain culturally sensitive by making them aware of the existence of biases, identifying typical organizational biases, and what they can do to manage their biases and reduce their impact on workplace choices and interactions.

While remaining culturally sensitive, the most important thing to remember is to center all your relationships with others on the belief that their experiences, backgrounds, and values are typically different. This allows you to lead with compassion and observations instead of opinions, which is an important change. Furthermore, while treating each person with respect and empathy may seem like a simple idea, it is easy for people to fall victim to assumptions, prejudices, and the prejudices of ignorance.

#### **Significance of Cultural Sensitization**

- It helps the teacher to take better decisions without judging anyone on the basis of their cultural aspect.
- It helps to show empathy towards colleagues, students and other members of institution without any cultural differences. between co-workers
- It develops positive attitudes and behavior towards culturally different people.
- It helps to improve communication skills among diversified cultural groups

#### **Social Sensitivity**

This is an important part of interpersonal relationships because it is important for understanding others and oneself as subjects situated in the social world. Like empathy, social sensitivity is about understanding the states and feelings of others. However, unlike empathy, social sensitivity is more directly related to the assessment of the social horizon in which different subjects are located and by which they can be differently conditioned or influenced. Thus, social sensitivity involves understanding and being attentive to the context in which intersubjective encounters take place, including how the relevant subjects experience such a position.

A typical example of this is a classroom teacher who focuses on the content being delivered, paying attention to the students' reactions and their role in the classroom. In this scenario, the teacher is presented with a number of focus points to which he responds focally (which usually brings out what is relevant to the topic at hand) but also more basically the following context.

For example, even if a teacher's immediate vision is dominated by one student's question, he or she is still sensitive to the presence and reactions of other students in the class who may be affected by the conversation in other ways.

### **Significance of Social Sensitization**

- It helps the teacher to understand the norms and rights of a person given by the constitution.
- It helps the teacher to understand about different castes and classes of the present society.
- It helps to understand the social background of the students
- It helps to understand the economic and social condition of students as well as society.
- It helps teachers to acquire knowledge, skills and attitudes that enable understanding of social changes.
- It helps the teacher to know about different educational policies for the betterment of self as well as students.

### **Ethical Sensitivity**

Ethical sensitivity is a quality that allows you to recognize ethical challenges and understand the vulnerable situations of people emotionally and spiritually, as well as be aware of the ethical consequences of decisions made by others. Ethical sensitivity is defined as "considering the ethical values involved in a conflict situation and understanding one's role and responsibility in the situation." It is a personal disposition that guides ethical decisions and involves cognitive skills, including feelings, emotions, moral knowledge and skills, and the communication process.

Ethical sensitivity requires the teacher to identify students' needs by studying and interpreting their verbal and nonverbal behavior. The development of ethical sensitivity creates an attitude and ethical response in teachers that enable them to provide effective and ethical care to students. Ethical sensitivity is therefore particularly important for the teacher as a provider of ethical care and leads to ethical decision-making that favors students.

According to Bandura's social learning theory, ethical leadership is defined as "showing normatively appropriate behavior through personal actions and interpersonal relationships and promoting such behavior to followers through two-way communication".

In other words, an ethical leader influences the ethical behavior of followers by setting and following high ethical standards and using rewards and punishment.

In an organization, employees as followers of an ethical leader can learn ethical behavior by observing and imitating ethical leaders as role models.

In this way, an ethical manager can help develop the ethical behavior of employees. Anyone who works in nursing can act as an ethical leader in a way, for example, nurses demonstrate a commitment to ethical practice in their daily work and can act as an ethical role model for others.

### **Ethical Sensitivity is Related to These Components**

- **Moral sensitivity** refers to the ability of an individual to recognize that there is a moral issue in a situation. It involves the knowledge of the person that his / her behavior will hurt and/or help others.
- **Moral judgment** refers to formulating and assessing the moral justification for possible solutions to a moral issue. This step in the process requires reasoning to determine which ethically sound choices and possible consequences.
- **Moral motivation (moral intention)** refers to the intention of making a moral choice over a different value option. This aspect of ethical decision-making includes contributing to the moral value of choice.
- **Moral courage (moral action)** refers to the actions of a person. This element is the action in the circumstance of the individual. This step involves boldness, commitment, and the ability to make a moral decision.

### **Significance of Ethical Sensitization**

- It helps to understand the importance of professional ethics.
- It helps to analyze the right or wrong behavior of self as well as of others.
- It helps to conduct good attitude and behavior.
- It helps to increase the efficiency of decision-making in correct manner.

### **Sensitization towards Disability**

A person's disability can play an important role in his/her life, either positively or negatively. But overcoming challenges and developing self-confidence are admirable and socially important for them. As a society, it is our duty to give people with disabilities the opportunity to experience the life they deserve. We are all different, yet very similar. The importance of disability awareness has been emphasized in recent decades, when it is easier for disabled people and society to develop empathy towards each other.

Awareness of disability helps to reduce stereotyped ways of thinking in society and thus offers everyone great opportunities to participate in creating a positive and inclusive society for all. In addition, disability awareness means

educating society about disability and how each person as an individual can bring about the necessary changes. Learning acceptance is at the heart of disability awareness, which can happen anywhere, such as at home, at school, in the workplace, or in educational institutions. However, people often discriminate against people with disabilities, which can have unintended consequences for entire communities. Therefore, for a better future, we must strive to minimize discriminatory culture and promote disability awareness on every individual platform to create a foundation for empathy and help break down social barriers. Finally, disability awareness begins at home, where positive attitudes, values and habits are regularly reinforced.

As per the 2011 Census, the total population of India is 1.23 billion, of which about 2.1 percent (over 21 million people) suffer from one or the other kind of disability. Of the total disabled population males and females are respectively 12.6 and 9.3 million. Coming to the rural/urban divide, the proportion of disabled is more in rural areas than in urban. This proportion is variously reported as being between 57-58 percent for males and 42-43 percent for females. The disability rate per 100,000 population for the country as a whole works out to 2130. This is 2,369 in the case of males and 1,874 in the case of females. However, there are mainly five types of disabilities found in India, i.e. in seeing, in movement, mental, in speech and in hearing. Among the five types of disabilities on which data has been collected by the Census, disability in seeing with 48.5 percent incidence has emerged as the top category. Others in sequence are: in movement (27.9 percent), mental (10.3 percent), in speech (7.5 percent), and in hearing (5.8 percent). The disabled-by-sex ratio follows a similar pattern except that the proportion of disabled females is higher in both seeing hearing categories.

Teaching children about disabilities helps break down social barriers and enables a better and healthier approach to the inclusion of disabled people. Key factors in teaching children the importance of accepting disability as part of diversity and empathy.

#### **Significance of Sensitivity toward Disability**

- It helps the teacher to understand different types of disabilities related to seeing, movement, mental, speech and hearing.
- It helps the teacher to know about the disability act and various rights related to children with special needs.
- It helps the teacher to know about inclusive educational policies which help the students in their development.

- It helps the teacher to understand the students' physical and mental health.
- This helps the teacher to identify the strength and weaknesses of students and to show the empathy towards the students in different situations for their development.

### Conclusion

A definition by UNESCO asserts that “Education for Sustainable Development empowers learners to take informed decisions and responsible actions for environmental integrity, economic viability and a just society, for present and future generations, while respecting cultural diversity.” Professional sensitization helps the whole institution in a better way by developing knowledge, skills, positive attitude, and ethical and moral values among teachers as well as in students and other members of educational institutions for the welfare of society. It also helps to know about fundamental duties, directive principles and human rights which help the teachers and other members of institutions to maintain the peace, prosperity and progressiveness in society as well as the nation.

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