

**Goa University**  
**Accredited by NAAC With A+ Grade**  
**Manohar Parrikar School of Law, Governance and Public Policy**  
**Report on “Workshop on Exploring the Intersection of Law and Society**  
**theme on Legal Rights and Empowerment of Minority Communities in**  
**Goa: Challenges and Perspectives.”**

|                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Title of the Event/Activity/program</b>           | Workshop on Exploring the Intersection of Law and Society theme on Legal Rights and Empowerment of Minority Communities in Goa: Challenges and Perspectives                                                                                                                                                                                                                                                                                              |
| <b>2. Date and Time</b>                                 | 13 <sup>th</sup> February 2026, Time: 9.30 am,<br>Venue: Nirmala Institute of Education, Altino, Panaji, Goa.                                                                                                                                                                                                                                                                                                                                            |
| <b>3. Mode of conduct (Physical/Online)</b>             | Physical                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>4. School/ Directorate/ Section</b>                  | Manohar Parrikar School of Law, Governance and Public Policy and UGC Centre for the Study of Social Inclusion of D. D. Kosambi School of Social Sciences and Behaviourial Studies                                                                                                                                                                                                                                                                        |
| <b>5. Collaborating Agency/School/Directorate</b>       | 1. Directorate of Equal Opportunity Cell<br>2. Nirmala Institute of Education, Panaji Goa.                                                                                                                                                                                                                                                                                                                                                               |
| <b>6. Detail of the Resource Person (Brief biodata)</b> | <b>Chief Guest</b> Adv. Cleofato Almeida Coutinho<br>Senior Advocate High Court of Bombay at Goa.<br><b>Guest of Honour</b> Dr. Russell D'souza Principal<br>Nirmal Institute Of Education, Altino, Panaji- Goa.<br><b>Resource Person</b><br>Ms. Disha Sardessai Assistant Professor, V.M. Salgaocar College of Law, Miramar Panaji Goa.<br>Ms. Dhruva Naik, Assistant Professor<br>Dr. Vijay Madhu Gawas, Assistant Professor, MPSLGPP, Goa University |

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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|                                                               | Mr. Saprem Shrivoikar, Assistant Professor,<br>MPSLGPP, Goa University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>7. Number of Faculty attended/participated</b>             | 05 faculty members                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>8. Number of Student attended / participated</b>           | 80                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>9. No. of external students/faculty/other participants</b> | 85                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>10. The objectives of the Program/activity/event</b>       | <p>Workshop on Exploring the Intersection of Law and Society theme on Legal Rights and Empowerment of Minority Communities in Goa: Challenges and Perspectives is based on the following objectives:</p> <ol style="list-style-type: none"> <li><b>1. To provide comprehensive knowledge</b> of the constitutional framework governing minority rights, including Fundamental Rights, Cultural and Educational Rights, and relevant statutory protections.</li> <li><b>2. To critically examine state policies and affirmative action measures</b> aimed at promoting social, educational, and economic advancement of minority communities.</li> <li><b>3. To analyze contemporary challenges</b> such as discrimination, socio-economic exclusion, underrepresentation, and hate crimes affecting minority groups.</li> <li><b>4. To assess gaps in policy implementation</b> and identify institutional, administrative, and structural barriers hindering effective enforcement of minority welfare schemes.</li> <li><b>5. To enhance legal literacy and capacity-building</b> among participants by familiarizing them with available legal remedies, grievance redressal mechanisms, and institutional safeguards.</li> <li><b>6. To encourage inclusive participation in governance</b> by promoting awareness about political representation, institutional engagement, and democratic processes.</li> <li><b>7. To foster communal harmony and social cohesion</b> by reinforcing constitutional values</li> </ol> |



|                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                      | <p>of equality, secularism, dignity, and fraternity.</p> <p>8. <b>To facilitate interdisciplinary dialogue</b> among legal practitioners, policymakers, academicians, civil society representatives, and community leaders.</p> <p>9. <b>To generate evidence-based policy recommendations</b> for strengthening minority protection mechanisms and improving administrative accountability.</p> <p>10. <b>To contribute towards inclusive and sustainable development</b> in alignment with the principles of social justice and constitutional democracy.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>11. Description of the Program/activity/event</b> | <p>Workshop on Exploring the Intersection of Law and Society theme on Legal Rights and Empowerment of Minority Communities in Goa: Challenges and Perspectives is an academic and awareness-oriented programme designed to examine the constitutional, legal, and policy framework governing minority rights in India. The event aims to provide a comprehensive understanding of the protections guaranteed under the Constitution of India, particularly those relating to equality, non-discrimination, cultural and educational rights, and affirmative action for minority communities.</p> <p>The programme focuses on analyzing the role of statutory bodies such as the National Commission for Minorities and relevant state institutions in safeguarding minority interests. It also examines key legislations and policy measures addressing discrimination, access to education, economic empowerment, and protection against hate crimes and communal violence.</p> <p>Through expert lectures, panel discussions, interactive sessions, and case study analysis, the workshop provides a platform for meaningful dialogue among legal practitioners, academicians, policymakers, social activists, and community representatives. The discussions aim to identify practical challenges in the implementation of minority welfare schemes and explore strategies for</p> |

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|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                      | <p>strengthening accountability, transparency, and inclusive governance.</p> <p>Special emphasis is placed on:</p> <ul style="list-style-type: none"> <li>• Constitutional safeguards and judicial interpretations concerning minority rights</li> <li>• Anti-discrimination laws and grievance redressal mechanisms</li> <li>• Educational and economic empowerment schemes</li> <li>• Issues of underrepresentation and policy gaps</li> <li>• Contemporary challenges such as hate crimes and communal tensions</li> </ul> <p>The event seeks to bridge the gap between law and practice by equipping participants with actionable knowledge and fostering collaborative solutions. By encouraging awareness, participation, and policy dialogue, the programme contributes to promoting equality, dignity, communal harmony, and social justice in a democratic society.</p>                                                                             |
| <p><b>12. Benefit/Key outcomes of the Program/activity/event</b></p> | <p><b>1. Alignment with Constitutional Mandate and Rule of Law</b></p> <p>The programme strengthened participants' understanding of constitutional provisions relating to equality, non-discrimination, cultural and educational rights of minorities, and affirmative action policies. It reinforced the principles of constitutional morality, secularism, and social justice as foundational to democratic governance.</p> <p><b>2. Academic Enrichment and Interdisciplinary Learning</b></p> <p>The workshop provided a structured academic platform for examining minority rights through constitutional law, public policy, human rights jurisprudence, and socio-legal perspectives. It facilitated critical analysis of state policies and their implementation mechanisms.</p> <p><b>3. Enhancement of Legal Literacy and Rights-Based Awareness</b></p> <p>Participants gained comprehensive knowledge regarding statutory protections, anti-</p> |



discrimination frameworks, and legal remedies available to minority communities. This contributed to strengthening legal literacy and rights-based empowerment.

#### **4. Policy Analysis and Evidence-Based Recommendations**

The deliberations generated actionable insights concerning gaps in policy implementation, administrative accountability, and the need for strengthening affirmative action measures. These recommendations contribute to academic research, policy advocacy, and institutional outreach.

#### **5. Promotion of Inclusive Governance and Participatory Democracy**

The programme emphasized the importance of minority representation in governance structures and institutional decision-making processes. It encouraged participatory engagement consistent with democratic values and good governance principles.

#### **6. Capacity Building of Stakeholders**

The workshop enhanced the professional competence of students, faculty members, legal practitioners, and policymakers in addressing minority-related legal and policy issues. It fostered analytical, advocacy, and research-oriented skills.

#### **8. Strengthening Social Cohesion and Communal Harmony**

By addressing contemporary concerns such as discrimination, marginalization, and communal tensions, the programme promoted dialogue, tolerance, and mutual respect among diverse communities, contributing to sustainable social development.

#### **9. Research and Documentation Output**

The proceedings, discussions, and policy observations serve as academic resources for further research, publications, student dissertations, and future socio-legal studies on minority rights and governance.

#### **10. Measurable Institutional Impact**

- Increased awareness among participants regarding minority welfare schemes and constitutional safeguards.

*View*

|                                   |                                                                                                                                                                                                                                         |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                   | <ul style="list-style-type: none"> <li>Enhanced student engagement in socio-legal research and outreach activities.</li> <li>Development of collaborative networks between academia, civil society, and policy stakeholders.</li> </ul> |
| <b>13. Enclosures with report</b> | Geo-tagged photos, Attendance Sheet and Flyer, acceptance Letter                                                                                                                                                                        |



**Signature:**  
**Dr. Vijay Madhu Gawas**  
**Coordinator**  
 Asst. Prof., MPSLGPP, Goa University



**Signature:**  
**Dr. Maria Norma Menezes,**  
**Director**  
 D.E.O.C Goa University

**Director**  
**Directorate of Equal Opportunities**



**Signature:**   
**Mr. Saprem Shirvoikar**  
**CO-Coordinator**  
 Asst. Prof., MPSLGPP, Goa University





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MANOHAR PARRIKAR SCHOOL OF LAW, GOVERNANCE AND PUBLIC POLICY

&

UGC CENTRE FOR THE STUDY OF SOCIAL INCLUSION OF D. D. KOSAMBI SCHOOL OF SOCIAL SCIENCES AND BEHAVIOURAL STUDIES

IN COLLABORATION WITH

DIRECTORATE OF EQUAL OPPORTUNITY

&

NIRMALA INSTITUTE OF EDUCATION, PANJIM GOA.

WORKSHOP ON EXPLORING THE INTERSECTION OF LAW AND SOCIETY THEME ON "LEGAL RIGHTS AND EMPOWERMENT OF MINORITY COMMUNITIES IN GOA: CHALLENGES AND PERSPECTIVES".

Date: 13th February 2026 Time: 9.30 am,

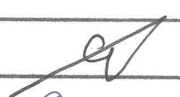
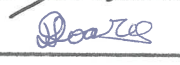
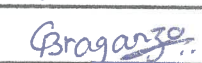
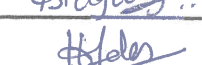
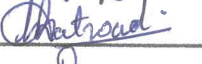
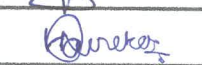
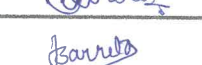
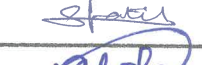
Venue: Nirmala Institute of Education, Altino, Panjim, Goa.

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| 1      | Sidney Mascarenhas   | 9552585320            | Male   |           |
| 2      | Sankalp Naik         | 7038340118            | Male   |           |
| 3      | Shazal D'Souza       | 8208077492            | Female |           |
| 4      | Ashwini Harijan      | 9545562157            | " "    |           |
| 5      | Shambhari Ghosaspade | 9822181716            | " "    |           |
| 6      | Kamalika Rege        | 9309535705            | Female |           |
| 7      | Muskar Khan          | 8208219087            | "      |           |
| 8      | Pragati Chodankar    | 7972768373            | Female |           |
| 9      | Manasvi Parvatkar    | 9834751066            | Female |           |
| 10     | Ankita Gaddi         | 9322950427            | Female |           |
| 11     | Sandishi Redkar      | 7264009873            | Female |           |

| Sr. No | Name                      | Contact Number /Email | Gender | Signature          |
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| 12.    | Elita Valanka Siqueira    | 7263090609            | Female | <u>Siqueira</u>    |
| 13.    | Rida .Y. Mamlekar         | 7875138409            | Female | <u>Mamlekar</u>    |
| 14.    | Lyn Marie Fernandes       | 7057087317            | Female | <u>Fernandes</u>   |
| 15.    | Rachel Fernandes          | 9970088367            | Female | <u>Fernandes</u>   |
| 16.    | Anna Antão                | 7798950058            | Female | <u>Antão</u>       |
| 17.    | Mitzi Dias                | 7888102062            | Female | <u>Dias</u>        |
| 18.    | Gracia Maria David        | 9175185667            | Female | <u>David</u>       |
| 19.    | Michelle Mary Luis        | 8793799415            | Female | <u>Luis</u>        |
| 20.    | Migia Dias                | 9552827195            | Female | <u>Dias</u>        |
| 21.    | Tripti Doris (S.Y.B.Ed)   | 7387164898            | Female | <u>Doris</u>       |
| 22.    | Pearlita Fernandes        | 8308498601            | Female | <u>Fernandes</u>   |
| 23.    | Alleta Mary Fernandes     | 9067382612            | Female | <u>Fernandes</u>   |
| 24.    | Hazel Maria Colaco        | 9673537169            | Female | <u>Colaco</u>      |
| 25.    | Sweanie Barbara Falcao    | 7796446650            | Female | <u>Falcao</u>      |
| 26.    | Megan Darlene Mascarenhas | 9923349652            | Female | <u>Mascarenhas</u> |
| 27.    | Royella Maria Goncalves   | 9923086103            | Female | <u>Goncalves</u>   |
| 28.    | Zelita Lora Dias          | 9579414711            | Female | <u>Dias</u>        |
| 29.    | Marcel T.V Gomes          | 8669604365            | Female | <u>Gomes</u>       |
| 30.    | Amisha Gawade             | 8788216368            | Female | <u>Gawade</u>      |
| 31.    | Tanisha Vernekar          | 9307928397            | Female | <u>Vernekar</u>    |
| 32.    | Divya Gaude               | 9763706315            | Female | <u>Gaude</u>       |
| 33.    | Prayatri Kavlekar         | 9552916402            | Female | <u>Kavlekar</u>    |
| 34.    | Harshada K. Manjarekar    | 9322081073            | Female | <u>Manjarekar</u>  |

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| Sr. No | Name                          | Contact Number /Email | Gender | Signature            |
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| 35     | Ayesha Appaso Nadaf           | 9322518604            | Female | <u>Ayesha</u>        |
| 36     | Natty Romanus Fernandes       | 9881100838            | Female | <u>Natty</u>         |
| 37     | Alisha Fabiola Fernandes      | 9146440414            | Female | <u>Alisha</u>        |
| 38     | Kavita Gumar                  | 9011938952            | Female | <u>Gumar</u>         |
| 39     | Saloni L. Sukhi               | 7666148785            | Female | <u>Sukhi</u>         |
| 40     | Asmita Arun Nagrekar          | 7517821695            | Female | <u>Asmita</u>        |
| 41     | Kritika Kamalakar Raikar      | 7066117235            | Female | <u>Raikar</u>        |
| 42     | Dinva Surya Shet              | 9689648561            | Female | <u>Shet</u>          |
| 43     | Daniella Miriam De Souza      | 9637755914            | Female | <u>Souza</u>         |
| 45     | Roshell Rossi Fernandes       | 8605385643            | Female | <u>Rossi</u>         |
| 46     | Sweta Xete Dessai             | 9921873178            | Female | <u>Dessai</u>        |
| 50     | Benlisa Pearl Velarie Furtado | 9158273703            | Female | <u>Furtado</u>       |
| 51     | Menicia Martins               | 9356746993            | Female | <u>Martins</u>       |
| 52     | Richard Silva                 | 8317206958            | Male   | <u>Silva</u>         |
| 53     | Lianne D'Costa                | 8805438582            | Female | <u>Costa</u>         |
| 54     | Prachi Kashinath Pai Angle    | 9325944710            | Female | <u>P.K.Pai Angle</u> |
| 55     | Muskan Yassin Bopari          | 7498689768            | Female | <u>Bmuskan</u>       |
| 56     | Utkarsha Rohidas Shetkar      | 7057708650            | Female | <u>Shetkar</u>       |
| 57     | Stefan Mascarenhas            | 9067500812            | Male   | <u>Stefan</u>        |
| 58     | Nurriel Fernandes             | 9022344929            | Male   | <u>Fernandes</u>     |
| 59     | Simon A. Fernandes            | 9623458961            | Male   | <u>Simons</u>        |
| 55     | Swena Vaz                     | 7558742315            | Female | <u>Vaz</u>           |
| 56     | Callista V Calbral            | 7057890750            | Female | <u>Calbral</u>       |

| Sr. No | Name                           | Contact Number /Email | Gender          | Signature                                                                             |
|--------|--------------------------------|-----------------------|-----------------|---------------------------------------------------------------------------------------|
| 57     | CEDRIC NIBEL PIRES             | 9309865221            | Male            |    |
| 58     | Dagline Andrea Soares          | 9765062270            | Female          |    |
| 59     | Chrystal Rose Clement Braganza | 8766548048            | Female          |    |
| 60     | Hyacintha Fernandes            | 9158961967            | Female          |    |
| 61     | Goutami Ravi Pillankar         | 9834892799            | Female          |    |
| 62     | Manjit Pradeep Ratwadi         | 7709310060            | Male            |    |
| 63     | Priyanka Ashok Jaywal          | 8080844196            | Female          |    |
| 64     | Hratorij Nishakant Gaunkar     | 8208203492            | Male            |    |
| 65     | Fatima Banneto                 | 7057688836            | Female          |    |
| 66     | Induja P. Naik Desai           | 8208896039            | Female          |    |
| 67     | Snehal Parthi                  | 7769090263            | Female          |    |
| 68     | Valanka Tilda Rebelo           | 8007184456            | Female          |    |
| 69     | Cayuf Iwlin Pereira            | 8805611353            | <del>Male</del> |    |
| 70     | Gita Traverso                  | 9373728867            | Female          |    |
| 71     | Shylaja Sherief                | 9423057920            | Female          |   |
| 72     | Gareth Salcao                  | 9552538226            | Female          |   |
| 73     | Dr. Pratiksha Shirudkar        | 9284557229            | Female          |  |
| 74     | Ms. Winita Pawool              | 8390247106            | Female          |  |
| 75     | Dr. Maya Rodrigues             | 9822123624            | Female          |  |
| 76     | Luciana Vallas                 | 7038694470            | Female          |  |
| 77     | Ms. Suranna Gauns              | 9404493151            | Female          |  |
| 78     | Dr. Subodh Haldankar           | 9763127817            | Male            |  |
| 79     | Ne. Goutami Khandeparkar       | 7083001121            | Female          |  |

[illegible]

# *Invitation*



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**MANOHAR PARRIKAR SCHOOL OF LAW, GOVERNANCE AND PUBLIC POLICY  
&  
UGC CENTRE FOR THE STUDY OF SOCIAL INCLUSION OF D. D. KOSAMBI SCHOOL OF  
SOCIAL SCIENCES AND BEHAVIOURAL STUDIES  
IN COLLABORATION WITH  
DIRECTORATE OF EQUAL OPPORTUNITY  
&  
NIRMALA INSTITUTE OF EDUCATION, PANJIM GOA.**

*All are cordially invited*

**WORKSHOP ON EXPLORING THE INTERSECTION OF LAW AND SOCIETY THEME ON  
"LEGAL RIGHTS AND EMPOWERMENT OF MINORITY COMMUNITIES IN GOA:  
CHALLENGES AND PERSPECTIVES".**

**Date: 13th February 2026 Time: 9.30 am,**

**Venue: Nirmala Institute of Education, Altino, Panjim, Goa.**

## *Chief Guest*

**Adv. Cleofato Almeida Coutinho  
Senior Advocate  
High Court of Bombay at Goa**

## *Guest of Honour*

**Dr. Russell D'Souza  
Principal  
Nirmala Institute of Education Altinho,  
Panjim-Goa**

## *In the Distinguished presence of:*

**Dr. Maria Norma Menezes Reballo, Director D.E.O.C**

## *Session Speakers*

**Ms. Disha Sardessai, Assistant Professor  
Ms. Dhruva Naik, Assistant Professor  
Dr. Vijay Madhu Gawas, Assistant Professor  
Mr. Saprem Shrivoiakar, Assistant Professor**

## **CO ORDINATORS**

**Dr. Vijay Gawas**

## **CO COORDINATOR**

**Mr. Saprem Shirvoikar**

## **COLLEGE COORDINATOR**

**Ms. Shylaja Sherief, Asst. Prof.**



# NIRMALA INSTITUTE OF EDUCATION

Altinho, Panaji, Goa 403 001 India

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[NAAC Accreditation : GRADE : B+ CGPA 2.63]

No.NIE/F.147/377a/2025-2026

09/02/2026

To  
The Director  
Directorate of Equal Opportunities  
Goa University  
Taleigao  
Goa

Sub: Acceptance of collaboration for one-day workshop on "*Legal Rights and Empowerment of Minority Community in Goa: Challenges and Perspectives*"

Respected Sir/ Madam

With reference to the proposed collaboration, I am pleased to convey that Nirmala Institute of Education formally accepts the invitation to collaborate with the Manohar Parrikar School of Law, Governance and Public Policy and the UGC Centre for the Study of Social Inclusion, D.D. Kosambi School of Social Sciences and Behavioural Studies for the one-day workshop titled "Legal Rights and Empowerment of Minority Community in Goa: Challenges and Perspectives."

The said workshop is scheduled to be conducted on 13th February 2026, from 9:30 a.m. to 10:30 a.m., at Nirmala Institute of Education. The programme is being organized under the aegis of the Directorate of Equal Opportunity, Goa University.

We assure you of our fullest cooperation and support towards the successful conduct of the workshop and look forward to a meaningful academic collaboration.

Thanking you

Yours sincerely

Dr. Russell D'Souza  
Principal



GPS Map Camera

Panaji, Goa, India 

Frrf+h6c, Ramchandra Naik Rd, Altinho, Panaji,  
Goa 403001, India

Lat 15.491719° Long 73.822809°

Friday, 13/02/2026 10:07 AM GMT +05:30

Google