

BAHÇEŞEHİR UNIVERSITY
SOCIAL GENDER EQUALITY ACTION PLAN
2020-2024

GOAL I: Develop an understanding of social gender equality in the university				
Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
To determine the current state of social gender equality awareness	<ul style="list-style-type: none"> • Regarding this issue, adapting and developing a needs analysis scale in accordance with the needs • Implementation of needs analysis • Reporting of needs analysis results 	BAUEQUAL Rectorate	2021-2022	Verified/Applied analyses and report
To raise awareness of social gender equality	<ul style="list-style-type: none"> • Preferably by collaborating, organizing days, events (panels, etc.) on the subject and conducting communication studies 	BAUEQUAL Rectorate	2021-2024	At least 6 events
GOAL II: Prepare and conduct supportive activities such as lectures, training programs, panels, workshops within the university for the students and employees in order to raise awareness about social gender equality				
Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
To update the education curricula to include social gender equality	<ul style="list-style-type: none"> • Adding compulsory and optional Social Gender Equality courses to the curriculum • Adding modules and/or weekly training sessions with a social gender equality perspective to existing courses 	BAUEQUAL Academic Units	2021-2024	Course evaluations Course registrations

<p>To organize workshops, seminars and -online and face-to-face-trainings designed specifically for university students and staff to raise awareness in the field of social gender equality To integrate the social gender equality perspective with the goals and objectives of faculties and departments</p>	<ul style="list-style-type: none"> • Training topics: <ul style="list-style-type: none"> a) For academic staff: <ul style="list-style-type: none"> Introduction to social gender equality Lesson design sensitive to social gender equality b) For administrative staff and executives: <ul style="list-style-type: none"> How to create a working environment sensitive to social gender equality? What are the forms of gender-based violence and sexual violence? c) For students: <ul style="list-style-type: none"> A nonviolent campus experience Nonviolent campus and language inequality What are the forms of gender-based violence and sexual violence? 	<p>BAUEQUAL Learning and Teaching Practice and Research Center Dean of Students</p>	<p>2021-2024</p>	<p>Training, seminars, and outputs and feedbacks of workshops</p>
<p>To draw attention to, to raise awareness of the issues such as social gender equality, sexual violence, gender-based violence, etc., by organizing events on special days</p>	<ul style="list-style-type: none"> • Major event dates: <ul style="list-style-type: none"> 25 November: International Day for the Elimination of Violence Against Women, 10 December: Human Rights Day, 8 March: Women's Day, last week of June every year: Pride Week • Organizing platforms and events where the experiences of women scientists and women researchers who have achieved national and international success in their careers, will be shared with university students and staff 	<p>BAUEQUAL COOP</p>	<p>2021-2024</p>	<p>BAUEQUAL annual report Student evaluations</p>

To raise awareness of students and employees about their expectations and responsibilities from the university in the field of social gender equality	<ul style="list-style-type: none"> Producing materials such as visual materials, flyers, posters, etc. in order to make the Equality and Inclusion Studies Unit visible on campus Producing an animation film that introduces the Equality and Inclusion Studies Unit and Commission to draw attention to social gender equality 	BAUEQUAL Faculty of Communication	2022-2023	BAUEQUAL annual report Archiving of material
To ensure that students and employees from different faculties and branches of science have a common language in the field of social gender equality	<ul style="list-style-type: none"> Preparing reports showing the competency and deficiencies of the university in the fields of social gender equality and diversity, putting these reports into circulation within the university, demanding changes in the points that require solutions 	BAUEQUAL Rectorate	2022-2024	Archiving of reports and evaluations
GOAL III: Acting on the understanding that it is an integral part of the goal of social gender equality; Determine the ways students and employees can apply and taking necessary measures to create a non-violent academic and working environment that is free from all kinds of coercive and discriminatory acts such as gender-based violence, sexual violence, psychological harassment and discrimination				
Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
To prepare documents for combating and taking precautions against gender-based violence, discrimination, sexual violence and psychological violence	<ul style="list-style-type: none"> Preparing and publishing policy documents and instruction on related issues 	Rectorate General Secretary BAUEQUAL	2021-2022	Published documents
To organize regular trainings to raise awareness of violence for students and staff at the university	<ul style="list-style-type: none"> Educational topics: Forms of sexual violence Discrimination and discrimination based violence 	BAUEQUAL Academic Units Human Resources	2021-2024	Training records and outputs

To raise academic awareness about violence	<ul style="list-style-type: none"> Opening courses at associate, undergraduate and graduate levels in order to raise awareness about violence 	BAUEQUAL Academic Units	2022-2024	Course records and outputs
To detect sexual violence, including sexual harassment and assault, at university	<ul style="list-style-type: none"> Conducting a survey for students, academic and administrative staff 	BAUEQUAL	2022-2024	Research report
To combat sexual violence and taking measures	<ul style="list-style-type: none"> Establishment of an authority that can be consulted about combating sexual violence Establishment of a commission affiliated to the Rectorate, which will work effectively in the fight against sexual violence at the university, and which will also work as the first unit in the university that people will apply to when such events occur (having members in the commission who can provide psychological and legal support) Processing the applicant's statement by taking applications on sexual violence seriously Taking necessary measures to prevent possible secondary victimizations during the application process 	General Secretary BAUEQUAL Faculties Rectorate	2020-2024	Report
To ensure the effective use of protective and preventive measures, including existing legal remedies	<ul style="list-style-type: none"> Preparing an informative booklet within the university on what people should do step by step when such situations occur and sharing this booklet to be visible on every online and physical platform 	General Secretary Faculties Rectorate	2020-2024	Commission activity report

To collaborate with bar associations, professional organizations and non-governmental organizations etc. carrying out studies on the subject	<ul style="list-style-type: none"> • Conducting research and organizing meetings with the Istanbul Bar Association Women's Rights Commission • Working with KAGİDER and similar women's non-governmental organizations in the field of gender discrimination 	BAUEQUAL Faculty of Law and other faculties COOP	2022-2024	Continuity of collaborations Registration and output of training and workshops
GOAL IV: Ensure that gender-sensitive scientific research projects and academic publications aiming at "Social Gender Equality" are given priority and a sustainable data pool is created for in-house and institution-supported research				
Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
To encourage research projects on social gender equality, gender-based violence and discrimination	<ul style="list-style-type: none"> • Following the European Union (Horizon 2020) and other national and international funding sources covering these issues • Announcement of open calls to relevant researchers • Supporting researchers in the application process 	TTO Faculties Vice Rectorate for Research	2022-2024	At least 4 project applications
To encourage scientific publications on social gender equality, gender-based violence and discrimination	<ul style="list-style-type: none"> • Encouraging international book publications on these subjects 	Presidency of Strategy Development and Planning Department Faculties Vice Rectorate for Research	2022-2024	At least 2 published books
To disseminate research results on social gender equality, gender-based violence and discrimination	<ul style="list-style-type: none"> • Hosting an international conference on these topics 	Faculties Vice Rectorate for Research Graduate School of Education	2022-2024	At least 1 conference
GOAL V: Develop positive action strategies to create an egalitarian and inclusive corporate culture within the university and encourage structural changes to realize these strategies				

Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
<p>To evaluate the university strategic plan in terms of equitable and inclusive corporate culture benchmarks</p> <p>To encourage the units within the university to holistically adopt an equitable and inclusive corporate culture</p>	<ul style="list-style-type: none"> Preparing the evaluation report of all activities based on recruitment, training and promotion carried out within the university 	<p>BAUEQUAL Rectorate Faculty Administrations</p>	<p>2022-2023</p>	<p>Annual evaluation report and progress indicators (KPI)</p>
<p>To ensure that university positions are open to all without discrimination and increase the inclusiveness of recruitment processes</p>	<ul style="list-style-type: none"> Creating the diversity profiles of the academic and administrative units within the university, identifying the units that need improvement and reporting them to guide the recruitment processes Preparing recruitment announcements for academic and administrative staff in a way that encourages diverse applications Determining the actions that can be taken to ensure the continuity of personnel diversity Providing social gender equality, diversity and inclusion trainings for teams that carry out recruitment processes 	<p>Rectorate Human Resources BAUEQUAL</p>	<p>2022-2023</p>	<p>Policy document and evaluation report</p>

<p>To include social gender equality, diversity and inclusion as the basic framework in advertising and promotional content (regardless of communication format)</p>	<ul style="list-style-type: none"> • Including no stereotypical images and discriminatory language in the content used in advertising and promotional activities • Emphasizing corporate sensitivity on equality and inclusion in promotional activities carried out as an employer brand 	<p>Rectorate General Secretary Corporate Communications Human Resources</p>	<p>2022-2023</p>	<p>Evaluation report</p>
<p>To increase the equality and inclusiveness of the assignment and promotion processes of academic and administrative staff</p>	<ul style="list-style-type: none"> • Reviewing all kinds of regulations and regulations regarding the assignment and promotion of academic and administrative staff, making due diligence on supporting an egalitarian and inclusive corporate culture 	<p>Rectorate General Secretary Human Resources</p>	<p>2022-2023</p>	<p>Evaluation report</p>
<p>To develop and implement mentoring programs for academic and administrative staff</p>	<ul style="list-style-type: none"> • Establishment of a mentor system that will support academic and administrative staff in their career advancement and assigning mentors 	<p>Rectorate Dean's Offices</p>	<p>2022-2023</p>	<p>KPI – Determining and declaring the percentages of mentors in each unit</p>
<p>To develop practices to improve the working conditions of the female academics within the university</p>	<ul style="list-style-type: none"> • Encouraging quantitative and qualitative research on identifying problems • Making institutional support mechanisms more effective in terms of ensuring equal opportunities for female academics and female administrative staff 	<p>Rectorate TTO</p>	<p>2022-2023</p>	<p>Result reports of workshop, academic research or administrative problem identification processes</p>
<p>To create programs and/or courses with an egalitarian and inclusive approach in all education and training processes within the university (except for the Social</p>	<ul style="list-style-type: none"> • Organizing workshops in order to adopt an egalitarian and inclusive approach while determining the content, subject, discussion, homework topics and course materials in all department programs and courses • Making due diligence on equality and inclusiveness of the criteria examined 	<p>Rectorate Education Commission Dean's Offices and Directorates</p>	<p>2022-2023</p>	<p>Syllabi and commission evaluation reports</p>

Gender Equality course and trainings)	in the course opening and content editing/approval processes carried out by the Education Commission			
To organize the education processes within the university in a way that meets the needs of diverse student groups	<ul style="list-style-type: none"> Establishing a working group on the design of accessible and flexible teaching methods, assessments and learning environments Acquiring pedagogical formation of academic staff to work with different student social groups Establishing an “equality and inclusion checklist” for the evaluation of each syllabus and reporting the academic staff for their courses in a semester Publishing monthly “BAU Equality & Diversity Fact Sheet” on information screens within the university 	Rectorate Dean’s Offices Education Commission Dean of Students Human Resources BAUEQUAL	2022-2023	Scheduling trainings and reporting the process
To ensure social gender equality and inclusiveness in the administrative committees, councils and committees within the university	<ul style="list-style-type: none"> Assigning a “Gender Equality & Diversity Officer” who will work directly with the senior administration within the university Assigning an egalitarianism and inclusion representative to each faculty Ensuring social gender equality in administrative and decision-making positions Ensuring a minimum of 40% representation in any administrative and educational activity and decision-making process Making supporting social gender equality and encouraging processes one of the performance criteria of employees in 	Rectorate General Secretary Dean’s Offices	2022-2023	Regulations and policy documents

	administrative and decision-making positions			
To conduct a transparent communication process for administrative position assignments, creation of working groups and other additional tasks within the university	<ul style="list-style-type: none"> • Making internal calls for open administrative positions at the university in an equal environment and at the same time • Conducting any working group or additional assignment processes that academic and administrative staff may be involved in on an equitable and voluntary basis • Deciding on assignment and promotion processes at the end of a transparent and equitable process 	Rectorate General Secretary Dean's Offices Human Resources	2022-2023	Evaluation report
GOAL VI: Monitor the studies on social gender equality within our university				
Objective	Action(s)	Leading Unit & Related Units	Time Period	Monitoring/Action Success Criterion
To determine social gender equality norms, standards and criteria	<ul style="list-style-type: none"> • Reviewing international/regional conventions with relevant multilateral documents, policy documents and national legislation, and demonstrating good practice examples 	BAUEQUAL	2020-2022	Evaluation report

To review the university strategic plan in terms of social gender equality	<ul style="list-style-type: none"> Establishing a commission to make a review within the framework of determined social gender equality norms, standards and criteria 	Rectorate General Secretary Faculties BAUEQUAL	2020-2022	Evaluation report
To determine the current state regarding social gender equality at the university	<ul style="list-style-type: none"> Gathering quantitative and qualitative data, including numerical parity, in the fields of study, education and research on social gender equality from existing sources or through field research 	BAUEQUAL Rectorate General Secretary Dean of Students Human Resources	2020-2022	Evaluation report
To monitor the actions for social gender equality	<ul style="list-style-type: none"> Gathering information from the relevant units about the purpose, objectives, duration, frequency, number of users and/or beneficiaries and results of the actions taken 	Rectorate Dean of Students Human Resources BAUEQUAL	2020-2024	Annual evaluation report
To inform the university and the relevant public about the monitoring activities	<ul style="list-style-type: none"> Publishing reports, making informative announcements, holding informative meetings and making informative news 	Rectorate BAUEQUAL	2022-2024	Publication and announcement of annual monitoring and evaluation report