

ALTINBAŞ UNIVERSITY
GENDER EQUALITY ACTION PLAN
(2022-2025)

1- INTRODUCTION

Altınbaş University has prepared the 2022-2025 “Gender Equality Plan” based on gender equality. The main purpose of the plan is to continue the free and mind-based education system has adopted since the establishment of the institution, to ensure the academic, material and spiritual development of all individuals under the roof of the university, and to demonstrate that Altınbaş University, which aims at a safe campus, is a university that respects equality and diversity, is free from discrimination and provides equal opportunities for academic advancement for all. Altınbaş University believes that equality and diversity are values that enable the development of science. Gender equality policies in scientific studies and higher education support the development of practices that help create a better working environment and also promote academic skills. It also reinforces enhanced and inclusive dialogue.

Promoting equality as the starting point of the Gender Equality Plan is important for the best improvement of practices and activities. Many studies show that university members may encounter institutional barriers and fail to take advantage of academic advancement opportunities. These barriers often manifest as gender discrimination, sexual harassment, and difficulties balancing professional work and family life. These and similar obstacles constitute a great loss to the development of science in universities and in our country. Universities focusing on science and education implement integrated activities to support research environments. With the Altınbaş University Gender Equality Plan (AU-CEP), which has been addressed in this direction, creating equal research and working conditions for everyone in our university by preventing gender-based discrimination and making gender equality a fundamental basis by institutionalizing this plan have been included in our university's strategic plan.

1.1- NATIONAL CONTEXT

In Turkey, there are 8 million 219,518 students, 90,338 lecturers and 180,065 students in 207 higher education institutions, including 129 state, 74 foundation and 4 foundation vocational schools. The number of male students in higher education is 51% with 4 million 178286, while the number of female students is 49% with 4 million 41 thousand 232. The proportion of female students increased from 42% in 2002 to 49% in 2021. With the regulation of YÖK, Women's Research Centers with different names were established in universities. In addition, cooperation commissions have been established with various and relevant institutions to encourage women academics to be more involved in research and innovation than before. While the number of academics was 74,134 in 2003, this number reached

180,065 in 2020, of which 98,404 are male and 81,661 are female. While the rate of female academicians among the total academicians is over 45%, 10,011 of these academicians are female professors, 7,190 associate professors, 18,736 assistant professors and 45,724 lecturers. In Turkey, 394 female academics in 255 state universities and 203 female academics in 139 foundation universities are dean and rector.

From a legal perspective, Article 10 of the Constitution of the Republic of Turkey guarantees equality before the law: “Everyone is equal before the law, regardless of language, race, colour, gender, political opinion, philosophical belief, religion and sect” (Law No. 5170 of 7 May 2004, additional paragraph). Men and women have equal rights. The State should ensure that this equality exists in practice (phrase added on 12 September 2010; Law No. 5982). Measures taken for this purpose cannot be interpreted as contrary to the principle of equality (paragraph added to Law No. 5982 of 12 September 2010). In 1985, Turkey signed and ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). In 2007, the General Directorate of the Status and Problems of Women prepared the 1st National Action Plan for Gender Equality for the years 2008-2013. The 2nd National Action Plan (for the years 2012-2015) and the 3rd National Action Plan (for the years 2016-2020) on "Violence Against Women" were prepared by the Directorate. In 2020, the Ministry of Family and Social Policies prepared the 4th National Action Plan on violence with the motto "Zero Tolerance to Violence". In 2015, the Council of Higher Education (YÖK) published the Opinion Document on Gender Equality in Higher Education. In 2019, the Scientific and Technological Research Council of Turkey (TÜBİTAK) published a Policy Guide on Increasing the Participation of Women Researchers in TÜBİTAK processes.

1.2- UNIVERSITY'S VISION FOR GENDER EQUALITY

Altınbaş University aims to increase the number of women researchers, women managers, women in graduate and doctorate education, and believes in gender balance in academic progress. Ensuring equal representation in academic and administrative positions at Altınbaş University is a fundamental priority. Ensuring gender balance is important both among students and in academic and administrative positions. Equality is not only a matter of gender balance, but also the enjoyment of equal opportunities and the fair distribution of resources. In this respect, ensuring equality between the sexes requires long-term planning. This plan is a guide for overcoming the problems that cause inequalities between male and female academic staff and administrative staff in the institutional structure of Altınbaş University's gender equality work in the medium term.

1.3 Goals of AU under the Gender Equality Plan:

- To raise awareness about the importance of Gender Equality in many areas and to strengthen positive attitudes towards diversity.
- Increasing the rate of merit-based female lecturers and administrative staff.

- To consider the principle of gender equality in supporting academic career development.
- Ensuring gender equality in recruitment, appointment and promotion (academic and administrative) and academic work.
- Ensuring the balance between men and women in all management positions.
- Evaluation of management and decision-making mechanisms on the basis of gender equality and inclusion.
- Improve existing mechanisms (such as the Support Unit against Sexual Harassment and Sexual Assault) to prevent sexual harassment, gender-based violence and discrimination.
- To develop and put into practice the perspective of gender equality in all fields of study and research.
- To increase awareness of gender equality in all academic programs through teaching materials, methods and seminars.
- To raise awareness about “gender-based violence” in educational materials and seminars.
- Announcing the calls for women-oriented national and international projects and providing project writing support with the contributions of the Scientific Research and Projects Department.

2- Priority Areas in Gender Equality Planning (2022-2025)

There are six main priority areas that Altınbaş University plans to work on in order to strengthen its commitment to gender policies. These strategic areas and the proposed measures regarding these areas were carefully selected and discussed with the senior and middle management levels after long internal and external analysis processes.

The Gender Equality Plan aims to improve gender equality in human resources by reviewing recruitment and promotion procedures and establishing measures to support the career progression of underrepresented gender at institutional level. In order to achieve and maintain gender equality in all priority areas, it is also important to monitor processes by collecting gender-disaggregated data.

Altınbaş University will organize activities to ensure gender equality in corporate governance and to increase senior management's awareness of gender balance in decision-making processes. It will also develop and implement an empowerment program to support young female researchers, and a 'statement of intent' document will be prepared, which aims to demonstrate the University's commitment to gender equality in decision-making processes.

In the research area, measures to include gender in the institutional strategic plan and corporate financing mechanisms, and awareness-raising activities on gender analysis and the application of gender dimension to research will be implemented. In addition, a commission consisting of people who have received Gender Equality Monitoring training will be established.

In order to ensure gender-sensitive teaching practices, principles regarding the integration of gender dimension into curriculum and teaching will be prepared and the process will be initiated with pilot implementations.

Measures to train staff on gender-sensitive corporate communication in the development and implementation of gender-sensitive corporate communication principles aim to incorporate gender equality as a core value and a part of corporate identity by promoting gender-sensitive communication.

Finally, Altınbaş University Gender Equality Plan will include measures that demonstrate the determination to prevent gender-based discrimination, violence and sexual harassment. For this purpose, existing mechanisms such as the support unit (CTS) for the prevention of gender-based discrimination, violence and sexual harassment will be supported in order to improve and activate them, and an institutional policy document will be prepared in this context.

3- Human Resources

3.1 Recruitment and Selection

N	Purposes	Goal	Performance Indicator	Activities	Related Departments/Units
1	Gender sensitive recruitment procedures	Developing and implementing gender-sensitive recruitment procedures for academic and administrative staff Completion of relevant procedures by the end of 2022	Revised procedure rate	<ul style="list-style-type: none"> • Adoption of codes of practice for establishing gender-sensitive corporate recruitment procedures • Approval of these application principles by the University Senate • Organizing trainings for all academic and administrative personnel involved in the recruitment processes • Implementation and monitoring of gender-sensitive recruitment procedures 	Rectorate Human Resources Department Head. Gender Equality Commission Monitoring Unit

3.2 Career Development

N	Goal	Actions	Performance Criteria	Activities	Related Departments/Units
1	Revision of academic and administrative staff appointment and promotion criteria	Gender-sensitive reorganization of the appointment and promotion processes of academic and administrative staff		<ul style="list-style-type: none"> • Developing criteria for the appointment and promotion of academic and administrative staff to consider the balance of gender equality • Integration of criteria into existing human resources regulations • Implementation, monitoring and evaluation 	Rectorate University Senate University Executive Board All Academic and Administrative Unit Managers
2	Support measures for underrepresented gender at institutional level	Establishing measures to support the career progression of underrepresented gender at institutional level		<ul style="list-style-type: none"> • Organizing dialogue meetings with top and middle management • Developing career development programs for female researchers and employees Taking measures (nursery support, etc.) so that the gender-based division of labor at home does not adversely affect professional life	<ul style="list-style-type: none"> • Rectorate • Board of Trustees

4- Corporate Governance

4.1. Gender Equality Sensitive Strategic Plan

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Integration of the gender equality action plan into the university strategic plan	Including practices that ensure gender equality in the strategic plan	<ul style="list-style-type: none"> • Adding gender-related measures and targets to Altınbaş University's corporate strategy • Adoption of the strategy by the University Senate 	Rectorate University Senate Board of Trustees Strategy Development and Quality Assurance Department Presidency

4.2 Gender Sensitive Budget

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Integration of gender action plan into corporate finance mechanisms and budget	Including practices for gender equality in the budget	<ul style="list-style-type: none"> Organizing and implementing the corporate finance program and the budget by considering the gender balance 	Rectorate University Senate Board of Trustees Strategy Development and Quality Assurance Department Presidency

4.3 Gender Equality Policies and Departments

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Department for Gender Equality Monitoring	Establishment and monitoring of gender equality structure	<ul style="list-style-type: none"> The establishment of a Department for Gender Equality Monitoring comprised of individuals who have received training in gender equality and monitoring 	Rectorate University Senate TOKAMER
2	Collecting data segregated by gender	Establishment of data collection procedures segregated by gender	<ul style="list-style-type: none"> Development of gender-Segregated data collection procedures and gender-specific indicators to monitor progress on gender equality Determining the personnel responsible for data collection Systematic collection of gender-segregated data Monitoring and evaluation of data gathered in twelve-month activity reports Planning additional gender equality measures based on the collected data 	Rectorate Department for Gender Equality Monitoring All Academic Departments All Administrative Departments

4.4 Gender Balance in Decision-Making Processes

N	Precautions/Actions	Goal	Activities	Related Departments/Units
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1	Declaration of intent for gender equality in decision-making	Preparation and implementation of declaration of intent for achieving gender equality in decision-making bodies	<ul style="list-style-type: none"> • Conducting consultation meetings with top management regarding the content of the declaration • Preparation of the draft declaration • Approval and publication of the declaration by the University Senate 	Rectorate University Senate TOKAMER Department for Gender Equality Monitoring
2	Awareness-raising activities	Increasing awareness of gender balance in top-level management decision-making processes	<ul style="list-style-type: none"> • Planning, developing, implementing, and monitoring awareness-raising activities such as meetings with top management, gender equality trainings, and webinars 	Rectorate TOKAMER Department for Gender Equality Monitoring

5- Research

5.1. Research Content and Methods

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Awareness-raising activities	Organizing activities (workshops, trainings) to mainstream gender perspective and inclusion in research projects	<ul style="list-style-type: none"> • Designing awareness-raising activities and developing their content • Organizing at least one workshop/meeting/seminar for integrating gender issues into the research agenda of each faculty • Arranging seminars for undergraduate and graduate students to integrate gender issues into their research agendas • Organizing webinars on international funding programs for gender studies research 	Rectorate University Senate TOKAMER Department for Gender Equality Monitoring
2	Gender and Women's Studies Center	Enhancing the effectiveness of the existing research and application center (TOKAMER), expanding its scope and areas of work, and extending research activities	<ul style="list-style-type: none"> • Sharing the existence, mission, and scope of TOKAMER with all academic staff within the university • Promoting research collaboration • Implementation of research projects 	Rectorate TOKAMER Directorate of Scientific Research and Projects

6- Education

6.1 Gender-Sensitive Education

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Efforts to integrate gender equality and awareness into curriculum and education	Development of principles and initiating efforts to integrate the gender issue into curriculum and education	<ul style="list-style-type: none"> • Reviewing course contents and program outcomes in the context of gender equality awareness 	Rectorate TOKAMER Department for Gender Equality Monitoring All Academic Departments Educational and Curriculum Committee Bologna Coordination Committee
2	Trainings and pilot scheme	Providing education to academic and administrative staff, and students, regarding gender awareness	<ul style="list-style-type: none"> • Preparing the content of the training • Planning the training schedule • Monitoring and evaluating the process 	Rectorate Vice Rectorship for Academic Affairs TOKAMER Department for Gender Equality Monitoring
3	Increasing the number of courses related to gender equality	The acquisition of knowledge about gender equality by more students	<ul style="list-style-type: none"> • Adding at least 1 course related to gender equality to the university's elective course pool in an online format accessible to all students 	Rectorate Vice Rectorship for Academic Affairs The relevant Faculty Deanships, Department Chairmanships, and Departments

7- Corporate Communication

7.1 Gender-Sensitive Corporate Communication

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Adopting gender-sensitive principles in corporate and internal communication activities	Development and implementation of gender-sensitive principles in corporate and internal communication	<ul style="list-style-type: none"> • Collaborating with all relevant academic and administrative units to develop gender-sensitive principles for corporate and internal communication. 	Rectorate TOKAMER Department for Gender Equality Monitoring

			<ul style="list-style-type: none"> • Implementing the principles, monitoring the process, and evaluating the outcomes. 	All relevant academic and administrative units
2	Gender-sensitive internal communication trainings	Training all academic and administrative personnel in gender-sensitive internal communication	<ul style="list-style-type: none"> • Preparation of training content • Planning of the training schedule • Implementation of the training sessions • Evaluation and monitoring of the process 	Rectorate TOKAMER Department for Gender Equality Monitoring All relevant academic and administrative units

8- Sexual Harassment

8.1 Gender-Based Sexual Harassment

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Reviewing and reorganizing a corporate policy document	Revising the Gender-based discrimination and Sexual Harassment (CTS) policy document	<ul style="list-style-type: none"> • Revising the Gender-based discrimination and Sexual Harassment (CTS) policy document. • Official acceptance and approval of the revised policy document. 	Rectorate University Senate TOKAMER
2	Gender-Based Discrimination, Violence, and Sexual Harassment Prevention (CTS) Support Unit	Enabling and developing the Gender-Based Discrimination, Violence, and Sexual Harassment Prevention (CTS) Support Unit	<ul style="list-style-type: none"> • Ensuring awareness, visibility, and effectiveness of the Gender-Based Discrimination, Violence, and Sexual Harassment Prevention Support Unit among all students, academic, and administrative staff • Integrating the topic of gender-based discrimination, violence, and sexual harassment prevention into all orientation and educational programs (undergraduate, graduate, and for all academic and administrative staff) • Conducting research on women-friendly campus requirements and working towards including women-friendly campus as a goal in the next strategic plan 	Rectorate University Senate TOKAMER

9- Cooperation Initiatives

N	Precautions/Actions	Goal	Activities	Related Departments/Units
1	Collaborative research and projects	Research	<ul style="list-style-type: none"> • Increasing the quantity of research activities within TOKAMER and fostering collaboration both internally and externally. • Organizing regular research and project development meetings based on collaboration with stakeholders. • Publishing research findings (reports, articles, etc.) 	TOKAMER Research and Application Centers, NGOs, Professional Organizations, Universities, Public Institutions, Companies, Municipalities, International Institutions and Organizations, Alumni (Graduates)
2	Awareness-raising and capacity-building trainings	Planning and implementing trainings for external stakeholders	<ul style="list-style-type: none"> • Conducting a needs assessment and current situation analysis for education. • Developing the training agenda and content. • Organizing the training sessions. • Monitoring and evaluating the training programs 	TOKAMER Department for Gender Equality Monitoring Corporate Communication Department Presidency Internationalization and Alumni Relations Department Presidency Research and Application Centers, NGOs, Professional Organizations, Universities, Public Institutions, Companies, Municipalities, International Institutions and Organizations, Alumni (Graduates)