

ÖZYEĞİN UNIVERSITY GENDER EQUALITY ACTIVITY REPORT

2018-2022



2018-2022 Özü GEP Activity Report

This report consists of summaries of activities carried out by or with the support of Gender Equality Experts within the scope of Özyeğin University Gender Equality Plan (Özü GEP) between December 2018 and December 2022.

Title	Activities
<p>Capacity Building within the University</p>	<ul style="list-style-type: none"> • Meetings were held to identify the university's strengths, potentials and areas that need to be strengthened in the field of gender. • Thanks to the capacity building meetings held with administrative units, academic staff and student clubs, the awareness of the ÖzU Gender Office was increased and possible collaborations were opened. • In order to continue the CTS (Unit for the Prevention of Sexual Harassment and Assault) process, which had to be suspended due to the pandemic, the draft CTS Policy and Directive documents, which were previously prepared by the University's academics and Gender Equality Expert, were re-evaluated by considering the current conditions. The current situation in other universities in Turkey was analyzed and representatives of CTS units in other universities were interviewed about their experiences. Throughout all processes, meetings were organized with staff who had previously made academic contributions in the field of CTS at our University and feedback was collected.
<p>Organizing Gender Equality Trainings for Employees</p>	<ul style="list-style-type: none"> • Gender equality awareness trainings were planned for university employees in 4 different phases. The general themes of these trainings were as follows: <ol style="list-style-type: none"> 1. Workshop for ÖzU Academic Staff (2019) 2. Seminars for ÖzU Administrative Staff (2019) 3. Seminars for ÖzU Administrative Managers (2019) 4. Meeting for ÖzU Academic Administrators (2019) • The last three items of the training list were completed on time, while some of the workshops planned in the first item could not be realized due to the Covid-19 pandemic.

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<p>Organizing Gender Equality Trainings for Employees</p>	<ul style="list-style-type: none"> • The content of the online basic gender equality awareness training was prepared and the digitization process started. • The Özü Gender Office x Human Resources working group was established and meetings were held. The meetings aimed to closely examine and analyze different processes at the University from a gender equality perspective and to develop inclusive policy recommendations. It was aimed to share the resulting recommendations with the relevant units and take actions in areas that need to be strengthened for gender equality within the university. • In cooperation with Human Resources, improvements were made to the breastfeeding rooms on the university campus. First of all, Özü Gender Office experts prepared a detailed report on the situation of the existing breastfeeding rooms on campus. This report also included global best practices and explained how an ideal breastfeeding room should look like. After the report reached the Human Resources team, the Technical Services team was involved in the process. Thus, the breastfeeding rooms on the University campus were renovated in cooperation with 3 different teams.
<p>Producing Gender Equality Oriented Projects</p>	<ul style="list-style-type: none"> • Together with the Initiative for Critical Studies of Masculinities (ICSM), a project application was prepared in 2019 to increase men's participation in the fight against gender-based violence. The project was launched in April 2020 with the support of the Consulate General of Sweden in Istanbul. Within the scope of the project, the "Nonviolent Masculinity Workshops" handbook was prepared. The handbook was made available to civil society organizations. The handbook can be downloaded free of charge from http://siddetsizerkeklik.com/

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<p>Producing Gender Equality Oriented Projects</p>	<ul style="list-style-type: none"> • In 2020, a project application on women entrepreneurship and e-sports was prepared with the Bağ Interactive Learning Association. However, the application was not accepted. • FORTH (Foundation for Research and Technology) team was involved as a partner in the project proposal aiming to support and mentor universities without a Horizon 2020 gender equality plan. However, the project application was not accepted. • Özü Gender Office supported the application phase of Dr. Çimen Günay Erkol's research project titled "Gender Backlash in Turkey: The Case of State-Sponsored KADEM". This project was selected as the Turkey chapter of the "Countering Backlash, Reclaiming Gender Justice" project, a network of reputable academics from the field. Özü Gender Office will also support the implementation of the project. • Özü Gender Office also prepared an application for funding from the Consulate General of Sweden in Istanbul and provided project preparation-design support to Özü academics who want to apply on gender-related issues. • Özü Gender Office supported external stakeholders and Özü stakeholders to develop joint projects and collaborations on gender equality. In this context, the first support was provided to the Faculty of Law.
<p>Organizing Activities for Gender Equality Awareness</p>	<p>Various panels, speeches, workshops and seminars aimed at raising awareness on gender equality were organized for all stakeholders of the university. While organizing the events, it was aimed to improve the impact of the events by developing collaborations with external stakeholders. The titles of the events organized in this context can be listed as follows:</p>

Title	Activities
<p>Organizing Activities for Gender Equality Awareness</p>	<ul style="list-style-type: none"> • “Leaving No One Behind to 2030” - Speech (2019) • “The Role of Men in the Struggle for Gender Equality” - Panel (2019) • “Masculinity Studies in Turkey: Problems and Possibilities” - Workshop (2019) • 2nd International Symposium on Men and Masculinities (2019) • “Science, Engineering and Gender” - Panel (2019) • “Inclusion of Gender in Teaching and Research” - Workshop (2019) • “Do Our Rights Fit at Home: The Impact of COVID-19 on Women, Women’s Coping Strategies” - Speech (2021) • “Men’s Response to Gender Inequality: What can be done?” - Panel (2021) • Reproductive Technologies, Gender and Medicine Lecture Series - Department of Humanities and Social Sciences (November 24, 2021 - January 19, 2022) • Looking at Climate Trauma through a Gender Lens Sustainability Talks Series - Sustainability Platform (December 22, 2021) • March 8 International Women’s Day Symposium - Faculty of Law Dean’s Office (March 8, 2022) • Violence Against Women in Germany: The Need for Reform and Criminological Studies - Özyeğin University German Law Practice and Research Center (March 8, 2022) • March 8 Women’s Day Awareness Canvas - Fine Arts Club and Women’s Studies Club (March 7-9, 2022) • Hygiene Product Assistance Event for Women’s Shelters - Women’s Studies Club and Social Roof Club (March 7-9, 2022)

Title	Activities
<p>Organizing Activities for Gender Equality Awareness</p>	<ul style="list-style-type: none"> • March 8 Women's Day Charity Campaign Event - OzU Wings (March 7-9, 2022) • Awareness Seminars: Violence in Turkish Criminal Law in the Light of Social Equality and the Istanbul Convention - Women's Studies Club and Social Roof Club (March 7, 2022) • Being a Woman in the Sky - Şenay Papila - Civil Aviation Club (March 8, 2022) • March 8 International Women's Day Concert - Music Club (March 8, 2022) • Inspiring Women Summit - OzU IEEE (March 8, 2022) • March 8 Women's Day Special Modern Dance Show - OzU Dance (March 8, 2022) • Women's Day Wood Painting and Donation Event - Fine Arts Club (March 8, 2022) • Being a Woman in the Industry - Goodyear - Women's Studies Club (March 8, 2022) • Ombudsman and Women's Rights - Women's Studies Club, Social Roof Club and Idealist Lawyers Club - (March 9, 2022) • Women's Solidarity - International Club - (March 9, 2022) • Women Writers Genre Literature: From Turkey to the World (April 29, 2022) • Being a Woman - Dean's Office of the Faculty of Law (24 May 2022) <p>Gender-Focused Events Organized by ÖzU Gender Office</p> <p>ÖzU Gender Ideathon was organized on March 8, International Women's Day, with the aim of getting Özyeğin University students to question the gender inequalities embedded in everyday life and to mobilize students to become part of the solution. In this context, two important activities were organized. These were a series of talks titled "Searching for Gender Inequalities in Everyday Life" and a competition-format idea marathon held on March 26-27. As a result, teams participating in the competition developed and presented solutions in the field of gender equality.</p>

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Organizing Activities for Gender Equality Awareness	<p><i>“Searching for Gender Inequalities in Everyday Life” Lecture Series</i></p> <p>As part of the ÖzU Gender Ideathon, the talk series “Searching for Gender Inequalities in Everyday Life” was organized between March 14-21, with a total of 7 talks and 11 speakers. In this talk series, which was organized just before the students designed their projects, each talk was intended to give students ideas and inspiration in the field of gender. This talk series was open to all participants, including Özyeğin University students. You can find the titles of the talks below:</p> <p>Theme: Seeking Gender Equality Through Play with Children Speaker: Cem Demirayak Institution: Bilgi University Child Studies Unit</p> <p>Theme: Searching for Gender Inequalities in Poverty Speaker: Şevval Şener Institution: Deep Poverty Network</p> <p>Theme: Searching for Gender Inequalities with Data Speaker: Hilal Arslan Institution: Association for Monitoring Gender Equality</p> <p>Theme: Searching for Gender Inequalities at Work Speaker: Emirhan Deniz Çelebi Institution: Activist</p> <p>Theme: Searching for Gender Inequalities in Entrepreneurship Speakers: Fatih Yılmaz, Göksu Karaman, Selin Subaşı Kankat, Özge Büyükyılmaz Institution: Beko/Arçelik</p> <p>Theme: Gender Inequalities and Women’s Organization Speakers: Hilal Gençay, Duygu Dokuz Institution: Women for Women’s Human Rights - New Ways Association</p> <p>Theme: Searching for Gender Inequalities in the Media Speaker: Semin Gümüşel Güner Institution: Sensiz Olmaz Sessiz Olmaz Platformu</p>

Title	Activities
<p>Organizing Activities for Gender Equality Awareness</p>	<ul style="list-style-type: none"> Ideathon - Idea Marathon It was an event held on March 26-27, 2022 at Özyeğin University campus where students produced gender-focused projects for the competition. A total of 18 Özyeğin University students participated in Ideathon in groups of 3. For 36 hours, OzU Gender Office experts supported the students as they stayed on campus to prepare their projects. The students who completed their projects in this process made the final presentations of their projects on April 2, 2022 and the top 3 groups were rewarded. ÖzU High School Summer School Within the scope of Özyeğin University High School Summer School, a total of 6 gender equality focused lectures were given to students attending the Faculty of Social Sciences program. In addition to the lectures given by our Advisory Board member Assoc. Dr. Berna Zengin, the Gender Office organized 3 different sessions. These sessions were titled “Unpaid domestic labor”, “The Gender of the Kitchen” and “Good Practices in Gender Equality in Turkey”. Workshops <ol style="list-style-type: none"> As part of the Valentine’s Day (February 14), “Safe Relationships” event series organized by the Psychological Development Unit, ÖzU Gender Office held two different workshops on February 17, 2022. One workshop, titled “They’ve Seen You Online”, aimed to identify cyber violence, while the other, “Let’s Name It: Violence”, focused on recognizing types of gender-based violence. Both workshops were organized to be open to the participation of all Özyeğin University students and announcements were made through various communication channels. On April 26, 2022, ÖzU Gender Office conducted the “They’ve Seen You Online” workshop with Duyarlı ÖzU students in two different sessions.

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Production of Materials for Gender Equality Awareness	<ul style="list-style-type: none"> • An information brochure on “Violence Against Women” was prepared to raise awareness among university students and staff about violence against women and to inform them about the current contact information of the institutions they can reach out to in case they encounter such incidents.
Implementation of Gender Equality Oriented Projects with Students	<ul style="list-style-type: none"> • Two projects were developed within the scope of the SEC101 course to raise awareness of gender equality among students. The projects titled “Gender-Sensitive Language Use” (Fall Semester 2019-2020) and “Gender Equality in the Workplace” (Fall Semester 2020-2021) involved developing partnerships with external stakeholders and facilitating students’ contact with non-governmental organizations that are active in the field of gender equality. • Support was provided for the projects prepared by the students. In this context, contributions were made to workshops and seminars conducted for the “Social Diversity: LGBTQ+ Awareness Project.” • Gender Equality Expert advised Özü LGBTQ+ Student Club to support their activities.
Organizing Gender Equality Awareness Activities with Academic Units	<ul style="list-style-type: none"> • Various activities were organized in collaboration with academic stakeholders to incorporate a gender equality perspective into academic processes, particularly curriculum and research. The activities carried out in this context were as follows: <ol style="list-style-type: none"> 1. Development on Gender-Sensitive Curriculum and Teaching Processes <p>Following the needs assessment workshop titled “Inclusion of Gender in Research and Teaching Processes” held at Özyeğin University on December 19, 2019, a study consisting of two workshops was planned to enable concrete steps towards the inclusion of gender in the curriculum and teaching processes of faculties.</p>

Title	Activities
<p align="center">Organizing Gender Equality Awareness Activities with Academic Units</p>	<p>The following academic units were identified as pilots for this study.</p> <ul style="list-style-type: none"> - Faculty of Law - Faculty of Architecture and Design - School of Applied Sciences <p>2. Gender Inclusion in Research Processes Seminar Video</p> <p>The seminar video titled “Gender Inclusion in Research Processes” was planned following the workshop titled “Gender-Sensitive Teaching and Research” held at Özyeğin University on December 19, 2019 with the aim of conducting needs assessment.</p> <p>This study, which was planned to be carried out in parallel with the work on gender-sensitization of curriculum and teaching processes at Özyeğin University Faculties, aimed to share the experiences of researchers on integrating gender into research processes and to increase their awareness, knowledge and skills. The dissemination of the completed video project was postponed due to Covid-19.</p>
<p align="center">Collection of Gender Data</p>	<ul style="list-style-type: none"> • Since 2018, gender data has been collected in various areas within the university as part of the Gender Equality Plan. Until 2021, these data were collected from Human Resources (gender distribution of academic and administrative staff by title and position); Technology Transfer Office (gender distribution of research grant recipients, research project teams and participants of research project information events); and the Library (gender distribution of authors of academic publications). Starting in 2021, it was decided that a systematic data collection process would be developed, with all data being obtained from the Planning and Analysis Office for greater practicality and efficiency. As of 2022, the data is systematically accessed by the ÖzU Gender Office.

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<p>Collection of Gender Data</p>	<ul style="list-style-type: none"> • UniSAFE is an EU-funded project that aims to generate better knowledge on gender-based violence and sexual harassment in research organizations and translate this knowledge into operational tools for higher education institutions, research organizations and policy makers. ÖZÜ was one of the universities that collected data as part of this project. The survey processes within the UniSAFE project were carried out by the ÖZÜ Gender Office. The relevant survey was disseminated to all internal stakeholders, including students and administrative-academic staff, from February 28, 2022, to March 27, 2022. The anonymous data collected as part of the project was also analyzed by the ÖZÜ Gender Office.
<p>Incorporating Gender Equality Perspective into Institutional Processes</p>	<ul style="list-style-type: none"> • Three main studies were conducted in this area. <ol style="list-style-type: none"> 1. First, an update was made to the exit interview forms conducted by the Human Resources department in 2019, and a question was added to the relevant form on whether the departing employee had experienced and/or witnessed any gender-based discriminatory behavior during their employment. 2. The second study, a brief guide to ensure that the information provided during ÖZÜ Promotion Days is gender-sensitive, was prepared in May 2021. 3. The third study, based on a suggestion from the Planning and Analysis Office, involved adding questions related to gender equality experiences within the University to the student and staff satisfaction surveys

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<p>Improving Collaboration with External Stakeholders</p>	<ul style="list-style-type: none"> • Collaborations were conducted in order to support the efforts of gender equality promotion activities carried out within the university, to provide social benefits and to carry out various external projects. The organizations and institutions that were contacted in this context and with which cooperation was developed as a result were as follows: <ol style="list-style-type: none"> 1. Raoul Wallenberg Institute – Research Worldwide Istanbul (RWI) 2. Sabancı University and Kadir Has University 3. AÇEV- Eşitliğe Değer 4. CTS Ağı (University Communication Network Against Sexual Harassment and Attacks) 5. Cinsiyet Eşitliği İzleme Derneği (CEİD) (Association for Monitoring Gender Equality) 6. RINGS (The International Research Association of Institutions of Advanced Gender Studies) Membership



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