

2024-2028
SECOND CYCLE

ÖZYEĞİN UNIVERSITY GENDER EQUALITY PLAN



— ÖZYEĞİN —
— UNIVERSITY —





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Özyeğin University

Gender Equality Plan v2

Özyeğin University Gender Equality Office (ÖzU Gender Office) is responsible for the implementation of this plan and monitoring the activities to be carried out within the scope of the plan. For more information on this plan and other gender-related activities at Özyeğin University, please visit genderoffice.ozyegin.edu.tr or write to gender.office@ozyegin.edu.tr

Özyeğin University Gender Equality Plan (ÖzU GEP) was first prepared in 2017, following a gender-focused self-assessment process as part of the PLOTINA project. In 2023, the self-assessment was repeated and the second version of the ÖzU GEP (ÖzU GEP v2) was prepared by the ÖzU Gender Office based on the results of the assessment.

Abbreviations:

ÖzU: Özyeğin University

ÖzU GEP: Özyeğin University Gender Equality Plan (2017) - First Cycle

ÖzU GEP v2: Özyeğin University Gender Equality Plan (2024) - Second Cycle

ÖzU GEPR: Özyeğin University Gender Equality Reports

ÖzU Gender Office: Özyeğin University Gender Equality Office

PLOTINA: "Promoting Gender Balance and Inclusion in Research, Innovation and Training" Project

President's Message

Dear OzU Stakeholders,

Since its foundation, Özyeğin University has always aimed to be recognized, preferred, and emulated worldwide as an entrepreneurial research university with a high scientific, social, and economic global impact. To that end, our university has set it as its mission to create, share, and apply solution-oriented and high-value knowledge in the service of society. To achieve this goal and fulfill this mission, we continue to embrace freedom, flexibility, multidimensionality, and accessibility as our core values in unity with all our stakeholders. To that effect, we have long been taking various steps to ensure the sustainability of gender equality both within the organizational structure and the undertakings of our academic and administrative units. Our efforts to make gender equality a core value of ÖZÜ's institutional culture are still underway. In pursuing this goal, we have developed a Gender Equality Plan (GEP) exclusively for our university as part of the Horizon 2020 PLOTINA Project, conducted from 2016 through 2020, with Özyeğin University as one of the project stakeholders.

As ÖZÜ, in recognition of the responsibility of being one of the first universities in Türkiye to publish a GEP in 2017, we have restructured our gender equality initiatives following this plan. I would like to take this opportunity to extend my heartfelt thanks to all our stakeholders for their hard work and lasting contributions to achieving the goals outlined in this plan since its publication.

In addition to allocating the necessary financial resources for implementing the plan, we hired a gender equality expert to report directly to the President's Office in 2018. In 2021, in response to the rising demand, we doubled the number of our experts in this field. Likewise, the same year, we established an advisory board composed of ÖZÜ faculty. We founded the ÖZÜ Gender Office, the first of its kind in Türkiye, to consolidate our initiatives under an institutional framework.

At a time when many universities in Türkiye have just begun to prepare their own GEPs, we take great pride in leading the way in this area. I am pleased to announce that we have completed the first cycle of our plan, which was first implemented in 2017, and I am excited to share the second cycle of our plan following our self-assessment. The second cycle, which we refer to as ÖZÜ GEP v2, is designed to accommodate the changing social, economic, and social conditions primarily influenced by the COVID-19 pandemic, which has affected the entire world since 2020. This cycle aims to be more comprehensive in these domains while emphasizing the areas of improvement we identified in the first cycle.

Just as in the first cycle, I am confident that all our stakeholders will demonstrate unwavering commitment and dedication to the successful completion of ÖZÜ GEP v2. On behalf of the Özyeğin University management, I wish to emphasize that we will take the necessary steps and allocate the resources needed to achieve the goals outlined in our Senate-approved GEP v2 and further strengthen gender equality in our university through collective efforts.

Kind Regards,

Prof. Barış Tan
President

Özyeğin University

Gender Equality Plan

Development Process of ÖzU GEP

As Özyeğin University (ÖzU), we aim to improve gender equality in all areas of our university, which is an important element of the sustainable management approach we adopt. We believe that achieving this goal can only be possible through concrete policies and practices.

As a result of this understanding, our university took part in the Horizon 2020 PLOTINA (Promoting Gender Balance and Inclusion in Research, Innovation and Training) Project between 2016-2020¹. For the PLOTINA project, which involved 10 different European universities, Özyeğin University's working group conducted a self-assessment on gender equality before the Gender Equality Plan was prepared to ensure that the Gender Equality Plan was in line with the needs of the institution. During the self-assessment conducted by the Özyeğin University PLOTINA Project Working Group, quantitative and qualitative data on gender equality were collected and the Gender Equality Plan was developed in light of these data. While participatory methods were used to collect the relevant data for all stakeholders, qualitative data collection tools such as focus groups were used to understand the intersectional experiences of stakeholders experiencing the institution and its processes.

As a result of the self-assessment, 5 thematic areas were identified within the scope of the GEP, which was designed specifically for ÖzU and focused on the needs of our university. Under each thematic area, the objectives for the needs and the actions planned to realize these objectives were determined. At the same time, a calendar projection was shared based on the years in which these actions are expected to be realized.

Moving to ÖzU GEP v2

In order to realize the goals, objectives and actions set out in the first version of the GEP, ÖzU created certain resources. The most important step in this resource creation process was the employment of a gender equality expert, which was identified as an important action to ensure the sustainability of the plan. The expert was hired in 2018 and started working directly under the Rector's office as an indicator of institutional commitment. Between 2018-2021, the actions within the scope of GEP were carried out with the guidance of this expert.

In 2021, with the increasing number of experts, the Gender Equality Office (ÖzU Gender Office) was established in 2021 to ensure that ÖzU's initiatives in the field of gender equality can proceed under a single roof and in a more institutionalized manner. At the same time, an Advisory Board consisting of ÖzU academics was established to academically support ÖzU Gender Office, which is one of the pioneers in its field with its unique institutional structure.

ÖzU Gender Office was designed as a bridge connecting the four main axes mentioned below:

- Monitoring and policy/strategy development for gender equality
- Developing and supporting the development of gender-oriented research-projects
- Organizing events and trainings to raise stakeholders' gender awareness
- Enhancing multi-stakeholder partnerships on gender-focused issues

¹ You can access detailed information about the PLOTINA project at www.plotina.eu

As one of its first activities, Özü Gender Office, which acts as a bridge with its increased capacity, initiated an interim self-assessment process on gender equality activities within the organization. The self-assessment process utilized qualitative data collected through policy analysis, evaluation of activities and unstructured interviews with stakeholders, as well as quantitative data collected to assess the overall situation of the institution. While the interviews conducted by the Özü Gender Office played an important role in the collection of qualitative data, the quantitative data was collected by the Office of Planning and Analysis (PAO), one of Özü's unique units. As a result of the work with the PAO, where all institutional quantitative data is stored and processed in accordance with international data processing standards, the gender data to be regularly monitored at Özü was identified. This work made it possible to systematically collect instant up-to-date gender data for the annual reports to be prepared. In order to collect qualitative data in a similar way that can be accessed at any time of the year, Özü Gender Office has started to organize various data collection workshops. Through all these developments, the evaluation and monitoring of the Özü GEP will be possible at any time of the year, rather than at certain times of the year. In this way, the natural cycle of the GEP has become more dynamic and unique to Özü.

The interim self-assessment was the final step in the first natural cycle of the GEP, which consists of Assessment, Planning, Implementation, Monitoring and Evaluation. Within the scope of the interim self-assessment:

- The objectives achieved and unachieved within the scope of the Özü GEP were identified,
- Situation assessment was made regarding unachieved targets,
- New resources that will be needed in the new cycle have been identified,
- In particular, new needs emerging in parallel with the challenges and changes brought by the Covid-19 pandemic were identified,
- Objectives, actions and target groups were reviewed,
- New actions and target groups were identified to increase the inclusiveness of GEP.

Following the above activities carried out as part of the interim self-assessment², the Özü GEP was revised as part of its second cycle. Within the scope of this plan, called Özü GEP v2, the number of core areas was increased to 6, taking into account today's needs, and reshaped as follows:

1. Governing Bodies and Decision Makers
2. Career Development
3. Recruitment and Work-Personal Life Integration
4. Research and Researchers
5. Curriculum
6. Students
7. Knowledge Transfer for Gender Equality

The objectives determined within the scope of these main areas were similarly reorganized around 10 objectives. The actions identified to achieve these objectives have been redefined as 43 actions by making them more inclusive with the aim of ensuring the flow of information on gender equality and sustainability in a way to cover all internal/external stakeholders. While the direct and indirect target groups of the actions were simplified, some of the indicators to be monitored for the success rates of the actions were redefined with the experience gained from the monitoring and evaluation studies of the previous cycle. At the same time, while the design was simplified, a space was created to track the years in which the actions in the relevant themes and objectives were realized in the past. In this way, it was aimed to maintain continuity between the Özü GEP and Özü GEP v2 as a reflection of Özü's institutional, sustainable and accountable stance on gender equality. In addition, the entries of the themes in this plan indicate the units that will work in cooperation to realize the relevant theme. The addition of Özyeğin University's production and

²You can access the "Özü TCEP v2 Self-Assessment Report and Özü Gender Data for 2022-2023" file, which includes the summary data and main findings of Özü TCEP v2 as a result of the interim self-assessment, at genderoffice.ozyegin.edu.tr.

dissemination of knowledge in the field of gender equality to the goals set for the needs of the institution with these efforts is an indication that the University has taken an important responsibility for gender equality.

The actions realized within the scope of GEP between 2018-2022 were compiled in a report³. With GEP v2, Özü Gender Equality Reports (Özü GER), which will include annual evaluations of the actions taken and data collected under the Plan, will be published. Likewise, you can access all GERs, especially the 2023 GER, on the Özü Gender Office website. Thanks to the annual reports to be prepared, the needs of different groups at the university will be closely monitored. Thus, while implementing the steps under the Plan, it will be ensured that all stakeholders in the institution are included in the processes in an inclusive manner.

As Özü Gender Office, we are very pleased to present Özü GEP v2, which we have been working on to further develop our gender equality capacity, to all our internal and external stakeholders. We would like to take this opportunity to remind you that Özü Gender Office is open to collaborations to realize the relevant themes, goals and actions.

Özü Gender Office

³ You can access the "2018-2022 Özü TCEP Annual Report" file at genderoffice.ozyegin.edu.tr.

Özyeğin University
Gender Equality Plan (GEP) v2
(2024-2028)

Key Area 1: Governing Bodies and Decision Makers

In this core area, action plans have been identified in the context of two objectives: “establish structures to support gender equality” and “promote gender equality in institutional culture, processes and practices”. In line with the objectives, a total of 10 actions have been identified to achieve the goals, focusing primarily on the executive staff and decision-makers of the University. The ÖzU Gender Office will be responsible for ensuring coordination in the realization of these actions. Other units of the University that will work in collaboration with the ÖzU Gender Office to ensure the successful implementation of the actions are the Rector's Office, Faculty Dean's Offices and Institute Director's Offices, Human Resources, Accreditation and Quality Assurance Office and Office of Planning and Analysis (PAO).

Objective: 1A. Establish structures to support gender equality															
Action	Direct Target Group	Indirect Target Group	GEP Period					⇅	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Establishment of a Gender Equality Office. This office will advise and guide academic administrative units and students on gender equality.	Academic programs; academic and administrative staff; university management; students.	All ÖzU staff and students.	☐	☐	☐	☒	☒	☒	☐	☐	☐	☐	☐	Number of reports prepared by the office. Number of consultancies provided by the office on gender-related issues.	
2. The appointment of GEP Experts to act as coordinators between the senior executive bodies and all university units.	Academic programs; academic and administrative staff; university management.	All ÖzU staff and students.	☒	☒	☒	☒	☒	☒	☐	☐	☐	☐	☐	Number of coordination meetings held by GE experts.	
3. Start the process of establishing a unit to prevent discrimination, gender-based violence, sexual harassment and sexual assault, which will carry out activities for all members of the university, and write the policy document and directive of this unit.	Academic programs; academic and administrative staff; university management; students.	All ÖzU staff and students.	☐	☒	☒	☐	☒	☒	☐	☐	☐	☐	☐	Number of directives and policy texts entered into force. Date of updates to policies and directives.	
4. All communication materials, texts and visuals inside and outside the university are created and regularly monitored with a gender equality perspective.	Academic programs; academic and administrative staff; university management; students	All ÖzU employees, students and external stakeholders.	☐	☐	☐	☐	☒	☒	☐	☐	☐	☐	☐	Number of communication materials, texts and visuals created.	
5. Assessment of physical spaces in terms of gender and reporting of recommendations for improvement based on these assessments.	Managers and decision makers.	All ÖzU staff and students.	☐	☐	☐	☐	☒	☒	☐	☐	☐	☐	☐	Number of reports prepared by the office.	

⇅: Self-assessment period

☐: The action did not take place in the relevant year or the action is not planned to take place in the relevant year

☒: Action took place in the relevant year

☐: Action is planned to take place in the relevant year

Objective: 1B. Promote gender equality in institutional culture, processes and practices

Action	Direct Target Group	Indirect Target Group	GEP Period					⇄	GEP v2 Period					Indicators
			2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	
1. Regular collection of gender-disaggregated quantitative & qualitative data at the university, which is analyzed and reported to provide a snapshot of the state of the university in terms of gender equality. Incorporate these reports and the GEP into the programs of senior decision-making and governing bodies.	Top-level governing bodies.	All ÖZÜ employees, students and external stakeholders.	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	Number of annual gender equality monitoring reports prepared by the office. Number of knowledge transfer meetings with high-level decision makers.
2. Hold regular meetings with senior managers to increase ownership and impact of the Gender Equality Plan and communicate the inclusive gender balance policy adopted by the organization.	Managers and decision makers.	All ÖZÜ staff and students.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of meetings for the implementation of GEP.
3. Incorporate gender equality policies and practices into the quality assurance system.	Accreditation and Quality Assurance Office	All ÖZÜ staff and students.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of gender indicators added to the strategic plan.
4. Share the institutional gender equality policy with members of the university and the public through online and printed materials.	All internal and external stakeholders.	All internal and external ÖZÜ stakeholders.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of online and printed materials.
5. Encourage senior managers and decision makers to attend seminars and trainings on gender equality.	Decision makers; senior managers and directors.	All ÖZÜ staff and students.	☒	☒	☐	☐	☐	☐	☐	☒	☒	☐	☐	Number of awareness trainings on gender-related issues.

⇄: Self-assessment period

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Key Area 2: Career Development

In this key area, action plans have been identified in the context of two objectives: “promote gender and gender sensitive career development” and “develop sensitivity and awareness on gender equality”. A total of 6 different actions have been identified to achieve the goals, which primarily focus on all staff of the university. The ÖzU Gender Office will be responsible for ensuring coordination for the realization of these actions. Other units of the University that will work in cooperation with the ÖzU Gender Office for the successful implementation of the actions are; Human Resources, Office of Planning and Analysis (PAO) and Corporate Relations Integrated Communication Office.

Objective: 2A. Promote gender and gender-sensitive career development															
Action	Direct Target Group	Indirect Target Group	GEP Period					↕	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Conduct empowerment activities for researchers in the early stages of their careers and organizing training activities to increase the leadership skills of these academics.	Early career researchers; PhD students.	Graduate students; researchers in the larger university community.	☐	☐	☐	☐	☒	☐	☒	☒	☒	☒	☒	Number of empowerment trainings for career development.	
2. Provide trainings to support funding and grant applications of women researchers especially in STEM (Science, Technology, Engineering, Mathematics) fields.	Women academics and researchers in STEM programs.	Women PhD students in STEM programs; STEM researchers in the wider university community.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of trainings organized to increase the ability of researchers to obtain research funding.	
3. Share career stories of people who can be role models for women researchers working in all scientific fields.	Women academics and researchers in all scientific fields.	All students.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of awareness raising activities on women role models.	

⇒: Self-assessment period

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Objective: 2B. Develop sensitivity and awareness on gender equality														
Action	Direct Target Group	Indirect Target Group	GEP Period					⇄	GEP v2 Period					Indicators
			2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	
1. Implement trainings to increase sensitivity and awareness among academic and administrative staff on gender equality.	Academic programs; academic and administrative staff; researchers.	All ÖzU staff and students.	☐	☒	☒	☐	☐	☐	☒	☒	☐	☐	☐	Number of awareness trainings on gender-related issues.
2. Organize and/or supporting activities to raise awareness of academic and administrative staff on gender equality.	Academic programs; academic and administrative staff; researchers.	All ÖzU staff and students.	☐	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of awareness raising activities on gender issues.
3. Production of printed materials for academic and administrative staff to raise their awareness on gender equality.	Academic programs; academic and administrative staff; researchers.	All ÖzU staff and students.	☐	☒	☐	☐	☐	☐	☒	☒	☒	☒	☒	Number of printed materials on gender issues.

⇄: Self-assessment period

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☒: Action took place in the relevant year

☒: Action is planned to take place in the relevant year

Key Area 3: Recruitment and Work-personal Life Integration

In this key area, action plans have been identified in the context of two objectives: "develop gender-sensitive processes in recruitment, career progression and appointments" and "integration of work and personal life". A total of 6 actions have been identified for the realization of the objectives, which primarily focus on all staff. Other units of the University that will work in cooperation with ÖzU Gender Office for the successful implementation of the actions are Human Resources and Office of Planning and Analysis (PAO).

Objective: 3A. Develop gender-sensitive processes in recruitment, career progression and appointments														
Action	Direct Target Group	Indirect Target Group	GEP Period					⇅	GEP v2 Period					Indicators
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027	
1. Collect gender-based quantitative and qualitative data on issues such as number of employees, promotion and appointment. The data collected will be reported and shared to improve the processes of the relevant units.	Human Resources, Senior Management and Decision Makers.	All ÖzU employees and their families.	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	Number of annual gender equality reports. Number of knowledge transfer meetings organized.
2. Prepare a questionnaire for academic or administrative staff who leave the university in order to learn and analyze the reasons for their departure. Reporting the results to senior managers.	Human Resources, Senior Management and Decision Makers.	All ÖzU employees and their families.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of reports made. Number of knowledge transfer meetings organized.

⇒: Self-assessment period

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Objective: 3B. Integration of work and personal life															
Action	Direct Target Group	Indirect Target Group	GEP Period					11	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Gender Equality Office monitors issues related to workpersonal life integration.	Human resources.	All ÖzU employees and their families	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	☒	Number of reports prepared. Number of transfer meetings organized.
2. Analyze the services and arrangements for work-personal life integration at the University to assess whether they are adequate and to ensure that they are improved where necessary.	Decision makers and governing bodies; human resources.	All ÖzU employees and their families	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	☒	Number of reports prepared. Number of transfer meetings organized.
3. Structural support for academic and administrative staff in areas such as childcare and/or care for family members with special needs.	Decision makers and governing bodies; human resources and all ÖzU employees.	All ÖzU employees and their families	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of services offered to ensure integration of work and personal life. Number of monitoring studies on existing services.
4. Consideration of arrangements for flexible working hours, such as part-time and remote working.	Decision makers and governing bodies; human resources and all ÖzU employees.	All ÖzU employees and their families	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	☒	Number of services offered to ensure integration of work and personal life. Number of monitoring studies on existing services.

⇒: Self-assessment period

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Key Area 4: Research and Researchers

In this key area, action plans have been determined in the context of the objective of "considering gender and gender perspective in research processes". A total of 6 actions have been identified for the realization of the goals, which primarily focus on academics. Other units of the University that will work in cooperation with ÖZU Gender Office for the successful implementation of the actions are Human Resources, Technology Transfer Office and Library.

Objective: 4A. Considering gender and gender perspective in research processes															
Action	Direct Target Group	Indirect Target Group	GEP Period					1↓	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Gender disaggregation and analysis of all data on activities, such as funds applied for and received, publications, excellence evaluation and patent applications.	TTO; Research Centers; Library; PAO	Academic programs; academic staff and researchers.	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	Number of annual gender equality reports. Number of transfer meetings organized.	
2. Encourage gender disaggregation of research data, where possible and relevant.	Academic programs; academic and administrative staff; researchers.	Academic programs; academic staff and researchers.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of reports made. Number of activities carried out on this issue.	
3. Raise awareness among researchers about the extent to which gender-related issues may be relevant to the purpose and scope of projects planned or carried out at the University.	Academic programs; academic and administrative staff; researchers.	All internal and external ÖzU stakeholders.	☐	☐	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of awareness raising activities, trainings, events and consultations on gender issues.	
4. Encourage the inclusion of a gender dimension in research activities.	Academic programs; academic and administrative staff; researchers.	All internal and external ÖzU stakeholders.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of awareness raising activities, trainings, events and consultations on gender issues.	
5. Facilitate communication among researchers interested in gender issues in order to enable multidisciplinary and interdisciplinary work	Academic programs; academic and administrative staff; researchers.	All internal and external ÖzU stakeholders.	☐	☐	☒	☒	☐	☒	☒	☒	☒	☒	☒	Number of events and meetings organized for researchers conducting gender-related research.	
6. Where possible and relevant, encourage the consideration of sex/gender factors in the planning, implementation and evaluation of the results of research activities.	Academic programs; academic and administrative staff; researchers.	All internal and external ÖzU stakeholders.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of awareness raising activities, trainings, events and consultations on gender issues.	

⇒: Self-assessment period

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Key Area 5: Curriculum

In this key area, action plans have been identified in the context of the objective of "Including gender and sex dimensions in the curriculum". A total of 3 actions have been identified for the realization of the objectives, which primarily focus on academics and students. ÖZÜ Gender Office will work in collaboration with all faculties of the University to realize these actions.

Objective: 5A. Including sex and gender dimensions into the curriculum														
Action	Direct Target Group	Indirect Target Group	GEP Period					↕	GEP v2 Period					Indicators
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027	
1. Preparation of guidelines and organization of activities to ensure that gender is taken into account and included in the design of teaching activities and materials.	Academic programs; faculty members; academics and researchers.	All students. faculty members; academics and researchers.	☐	☐	☒	☒	☐	☐	☐	☒	☒	☒	☒	Number of trainings organized and guidelines prepared for the inclusion of sex and gender dimensions in the curriculum.
2. Encourage the inclusion of gender issues in the curriculum.	Academic programs; faculty members; academics and researchers.	All students.	☐	☐	☒	☒	☐	☐	☐	☒	☒	☒	☒	Number of courses reflecting sex/gender variables.
3. Encourage the creation of courses that aim to increase gender equality sensitivity among students.	Academic programs; faculty members; academics and researchers.	All students.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of courses reflecting sex/gender variables.

⇒: Self-assessment period

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☒: Action is planned to take place in the relevant year

Key Area 6: Students

In this core area, action plans have been identified in the context of two objectives: "raising students' awareness of gender equality" and "engage students in knowledge production in the field of gender". A total of 7 actions have been identified for the realization of the objectives, which primarily focus on students. ÖzU Gender Office will work in collaboration with faculties, Dean of Students Office and students to realize these actions.

Objective: 6A. Raising students' awareness of gender equality															
Action	Direct Target Group	Indirect Target Group	GEP Period					⇅	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Encourage student clubs to organize gender-related activities in their fields of activity.	All students.	All internal and external Özü stakeholders.	☐	☐	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of gender-related activities organized by student clubs.
2. Implemente trainings to raise awareness and sensitivity among students on gender equality.	All students.	All internal and external Özü stakeholders.	☐	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	Number of awareness trainings on gender-related issues.
3. Organize and/or supporting activities to raise students' awareness on gender equality.	All students.	All internal and external Özü stakeholders.	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	Number of awareness raising activities on gender issues.
4. Production of printed materials for students to raise their awareness on gender equality.	All students.	All internal and external Özü stakeholders.	☐	☐	☒	☐	☐	☐	☐	☒	☒	☒	☒	☒	Number of printed materials for awareness raising on gender issues.

⇅: Self-assessment period

☐: The action did not take place in the relevant year or the action is not planned to take place in the relevant year

☒: Action took place in the relevant year

☐: Action is planned to take place in the relevant year

Objective: 6B. Engage students in knowledge production in the field of gender

Action	Direct Target Group	Indirect Target Group	GEP Period					⇄	GEP v2 Period					Indicators
			2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	
1. Share career stories of people who can be role models for women students in all scientific fields.	All students.	All internal and external ÖZÜ stakeholders.	☑	☑	☑	☑	☑	☑	☐	☐	☐	☐	☐	Number of activities related to women role models.
2. Encourage the involvement of students in projects and research conducted at the University on gender related issues.	Academic programs: faculty members: academics and researchers.	All students.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	Number of students involved in gender-related projects and research conducted at the University.
3. Encourage students to produce projects and research on gender-related issues.	All students.	All internal and external ÖZÜ stakeholders.	☐	☐	☐	☐	☑	☑	☐	☐	☐	☐	☐	Number of gender-related projects or students conducting research.

⇄: Self-assessment period

☐: The action did not take place in the relevant year or the action is not planned to take place in the relevant year

☑: Action took place in the relevant year

☐: Action is planned to take place in the relevant year

Key Area 7: Knowledge Transfer for Gender Equality

In this key area, action plans have been identified in the context of the objective of "collecting, disseminating and transforming knowledge on gender equality". Five actions have been identified for the realization of the objectives, which primarily focus on external stakeholders. The other unit of the University that will work in cooperation with ÖzU Gender Office for the successful implementation of the actions is the Technology Transfer Office.

Objective: 7A. Collecting, disseminating and transforming knowledge on gender equality															
Action	Direct Target Group	Indirect Target Group	GEP Period					↕	GEP v2 Period					Indicators	
			2018	2019	2020	2021	2022		2023	2024	2025	2026	2027		2028
1. Make the activities carried out in the field of gender equality and within the scope of GEP visible through public reports and sharing these reports with external stakeholders to set a good example.	External Stakeholders	All internal and external Özü stakeholders.	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	☒	Number of annual reports prepared. Number of transfer meetings organized.	
2. Establish the Özü Gender Audit program and supporting external stakeholders to evaluate their gender equality capacities in this context.	External Stakeholders	All internal and external Özü stakeholders.	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	☒	Number of stakeholders benefiting from the Özü Gender Audit Program	
3. Support external stakeholders to develop gender equality plans and/or trainings, with the support of internal stakeholders.	External Stakeholders	All internal and external Özü stakeholders.	☐	☐	☐	☐	☐	☐	☐	☒	☒	☒	☒	Number of meetings held. Number of reports prepared.	
4. Production and delivery of support programs to strengthen the gender equality capacities of external stakeholders.	External Stakeholders	All internal and external Özü stakeholders.	☐	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	Number of programs created. Number of people benefiting from the programs.	
5. Development, implementation and dissemination of innovative methods for enhancing gender equality capacity in participatory and transformative forms.	External Stakeholders	All internal and external Özü stakeholders.	☐	☐	☐	☐	☒	☒	☒	☒	☒	☒	☒	The number of projects produced and the number of people benefiting from these projects.	

⇒: Self-assessment period

☐: The action did not take place in the relevant year or the action is not planned to take place in the relevant year

☒: Action took place in the relevant year

☒: Action is planned to take place in the relevant year







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