



**ACIBADEM**  

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**UNIVERSITY**

**GENDER EQUALITY  
ACTION PLAN  
2022**

## **Introduction**

Gender equality is not only a basic principle of human rights, but also a prerequisite for a peaceful, prosperous, and sustainable world. Although women constitute half of the world's population, the discriminations they face decreases women's representation in political empowerment, economic participation and opportunity, health, and survival.

Turkey has been a founding member of both the United Nations and the Council of Europe and has made attempts to protect the basic human rights of women and eliminate inequality between women and men. These attempts gained new momentum in Turkey after the 1980s after Turkey ratified the Convention on the Elimination of All Forms of Discrimination in 1985, and after Turkey's candidacy for full membership to the EU in 1999. Turkey has become a strong advocate and stakeholder in the international development of gender equality goals and policies. [1]

Even though there have been much efforts to achieve gender equality in the last century in Turkey, still discrimination and violence against women have a major place in the daily life of women. According to World Economic Forum's Global Gender Gap Report 2021, our country is given the last places in many categories such as educational progresses, labour force participation from 156 countries worldwide. [2]

Acıbadem Mehmet Ali Aydınlar University has put respect to diversity to its core principles since its foundation. That's why this report's main aims are to progress our principles of gender equality by considering its dynamic contents, provide education to all parties, perform infrastructural changes of interest, and publish a permanent, sustainable gender equality policy.

Our university has embraced principles of gender equality autonomously, and recently we have established a gender equality committee. In addition, we designed, conducted, and analysed a survey, to designate the improvable areas. Further, we set our first formal gender equality action plan and hereby declaring our first basic steps of considerable improvement areas. This plan is definitely not the most sophisticated plan we will ever consider but rather an action plan to move forward and develop our strategies on gender equality.

[1] Gender Equality Monitoring Report of Turkey 2019-2020 Executive Summary

[2] World Economic Forum Global Gender Gap Report 2021, Insight Report, March 2021

### **Diagnosis – Current Situation:**

Analysing the current situation is a crucial first step in developing a more accurate gender equality strategy. According to the university records, the percentages of women among the employees at our university, including academic and administrative staff, and active students are 62 and 72 respectively. In order to comprehend the position of our university further on gender equality, a survey was conducted on the staff and students. The results of the survey indicated that 69.4% of our administrative staff “strongly agree” or “agree” that the working environment of our institution supports gender equality. In addition, the results showed that 75.5% of the administrative staff think that people are equally involved in the management of the university, regardless of gender, and 71.4% think that sexist language and behaviour are considered as unacceptable in the university. These positive results are an outcome of the basic principles, including equality, respect for diversity and mutual respect, adopted by our university (cf. [acibadem.edu.tr/en/university/about/mission-vision](http://acibadem.edu.tr/en/university/about/mission-vision)).

Although the negative opinions, regarding the promotion processes and the implementation of equal wage policies in the institution, were also mentioned, the percentage of those is significantly lower than the percentage of those who do not have any opinion on these issues. Although 91.8% of the employees among the administrative staff have not witnessed any behaviour violating gender equality, such as harassment, sexist discourse, gender-based violence, and so on, it has been revealed by the survey that 49% of them do not know what action to take when they witness such behaviour. The percentage of the academic staff who have never witnessed any behaviour violating gender equality is 86.4. This figure is very close to that of administrative staff. However, 61.6% of them are not aware of what to do if they witness such an incident. In addition, the survey of students has revealed some important aspects. The percentage of the students who “agree” or “strongly agree” that the environment of the university supports gender equality is 60.0 and 62.4, respectively. Moreover, 62.6 percent of the students think that policies of the university support gender equality and every student is treated the same regardless of their gender. Furthermore, 90.4 percent of the students have not witnessed any behaviour violating gender equality. However, and in contrast to staff, 63.7 percent of them declared that they know what to do if they witness such behaviour. In overall, 88% of the academic staff has given a grade of 8 out of then and above, this rate was measured 67.3% in administrative staff and 71.5% in students.

## Acıbadem University Gender Equality Action Plan 2022

Objective	Measure	Indicator	Development target	Target group	Schedule	Responsible and cooperation party/parties
<b>Language</b>						
<b>Web content Review</b>	Complete review of online content in 2022 and reviewing 2 times a year afterwards	Review reports	Reviewing all online content with regards to gender equality	All stakeholders	July 2022	Acıbadem University Gender Equality Committee
<b>Language Policy Position Paper</b>	Creating first language policy document of Acıbadem University	Language policy document	Publishing primary language policy document on gender equality	Academics, administrative staff, students	March 2022	Acıbadem University Senate, Acıbadem University Gender Equality Committee
<b>Holding Seminars on Gender Equality</b>	Hosting "experience sharing" seminars	Hosting at least one seminar for Gender Equality Committee, academics and administrative staff	Teaching and learning how to design and implement a sustainable gender equality policy	Gender Equality Committee, academics and administrative staff	April 2022	Acıbadem University Gender Equality Committee
<b>Holding training programs on gender equality tailored for the needs of different audiences</b>	Identification of needs of different groups based on interviews	Interviews conducted	Assessment of the needs of different groups including students from different faculties, academic and administrative staff	Academics, administrative staff, students	September 2022	Acıbadem University Gender Equality Committee
<b>Preparing a booklet for all newcomers</b>	Drafting the booklet	Printed booklet	Searching of existing publications and designing one tailored to the needs of our university.	Academics, administrative staff, students	September 2022	Acıbadem University Gender Equality Committee

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<b>Infrastructure</b>						
<b>Kinder garden Aid</b>	Strengthen bilateral relationships with a local kinder garden	Signing a contract with a local kinder garden	Active utilisation of a local kinder garden by all university members	Academicians, administrative staff, students	January 2023	Senior Administration
<b>Building up a lactation room</b>	Constructing a hygienic, private lactation room for employees	Actualisation of the lactation room	Active utilisation of the lactation room by all university members	Lactating mothers	June 2022	Senior Administration
<b>Gender neutral/unisex toilets</b>	Transforming a number of gendered toilets into unisex ones depending on further exploration of student preferences	Actualisation of unisex toilets	Active utilisation of unisex toilets by all university members	Academicians, administrative staff, students	September 2022	Senior Administration
<b>Processes &amp; Procedures</b>						
<b>Supporting women in decision-making positions</b>	Implementing sustainable female staff percentage in decision-making positions	Percentage of female workers in decision-making positions	Increasing percentage of female staff in decision-making positions by publishing policies	Academicians and administrative staff	January 2023	Senior Administration
<b>Determining an authority with regards to prevention of gender inequality and sexual harassment in academia</b>	Nominate and deploy someone who is capable of providing help and solutions to cases	Actualisation of the authority for preventing sexual harassment and gender inequality	Active utilisation of preventive measures and contacting authorities when needed by all university members	Academicians, administrative staff, students	July 2022	Rector, Acıbadem University Gender Equality Committee
<b>Being committed to inclusivity and equity for transgender and gender-diverse staff</b>	Promoting an inclusive workplace and building a stronger presence at LGBTQIA+ events and organisations	Construction of an inclusive workplace	Improving our strengths in diversity and inclusion	Academicians and administrative staff	January 2023	Rector, Acıbadem University Gender Equality Committee
<b>Establishing a Committee for the prevention of sexual assault and harassment</b>	Deploy an institutional body and by-law to evaluate and deal with each case.	Establishment of the Committee	Investigating existing position papers, holding a meeting to invite representatives from each faculty, appointment of the	Academicians, administrative staff, students	September 2022	Rector, Acıbadem University Senate

Gender Equality Committee

			members and dissemination of information on the Committee.			
<b>Declaring sexual assault and harassment policy and procedures</b>	Creating policy and procedures document	Policy document	Publishing policy and procedures document	Academicians, administrative staff, students	July 2022	Acıbadem University Senate, Acıbadem University Gender Equality Committee
<b>Conducting regular survey for the opinions of all of the members of the university on gender equality</b>	Evaluating the results and publishing a comparative report	Publication of results	Positive improvement in overall scores	Academicians, administrative staff, students	Annually	Acıbadem University Gender Equality Committee
<b>Self-monitoring &amp; Follow-up of accomplishments</b>	Regular meetings with purpose to check and monitor the progressions made to accomplish our objective goals	Meeting several times to evaluate ourselves and our progression	While monitoring our progression, solving the challenges faced, determining deadlines and moving our progression forward	Acıbadem University Gender Equality Committee	Bi-monthly	Acıbadem University Gender Equality Committee
<b>Publishing the 2023 gender equality action plan</b>	Creating a new gender equality action plan by setting further goals at the end of our 1-year gender equality action plan	Publication of 2023 gender equality action plan	Preparing a more comprehensive and long-term report	Academicians, administrative staff, students	January 2023	Acıbadem University Gender Equality Committee