



GENDER EQUALITY OFFICE

INAUGURAL PERIOD REPORT

2022/2024

PREPARED BY



**KOÇ
ÜNİVERSİTESİ**
GENDER EQUALITY OFFICE

ABOUT GENDER EQUALITY OFFICE

Welcome to the inaugural activity report of the Gender Equality Office (GEO). Since our establishment in August 2022, GEO has been dedicated to advancing gender equality through collaboration and synergy with various units and stakeholders across the institution.



Dr. Behice Pehlivan
Gender Equality
Coordinator

During this period, GEO has facilitated the development and implementation of numerous initiatives and programs, all accomplished through collaborative efforts with different units and stakeholders. We have served as a hub for connecting existing islands of excellence within the institution, fostering communication and synergy between them.

As we reflect on our journey thus far, we invite everyone to explore the GEO website, where you can learn more about our initiatives, developments, and projects. We welcome your feedback and ideas for further enhancing our programs and initiatives.

We extend our sincere gratitude to the many students, faculty, alumni, and administrative staff who have dedicated their time and energy to the development of GEO activities. Your contributions have been invaluable.

It is fitting that we launch this report on the meaningful day of International Women's Day. GEO stands for the advancement of women and equal opportunity for all in academia and science. We recognize that women's labor is critical for the sustainability and resilience of the research and innovation ecosystem. We believe that creativity and innovation thrive when everyone feels safe and included, and no one is left behind.

Thank you for your continued support as we work towards a more inclusive and equitable future.

EMPOWERING ACADEMIA PIONEERING GRANT INITIATIVES

Return-to-Research Grant Call for 2023 Research Support for Women after Career Breaks



Deadline: April 28th, 2023
Application: srf@ku.edu.tr

All KU faculty can apply.



PROMOTING INCLUSIVE LEARNING ENVIRONMENTS

The Gender Equality Office and the Office of Learning and Teaching (KOLT) partnered to introduce the Gender Inclusive Teaching Improvement Grant. This initiative encourages faculty members to incorporate gender-equal educational practices within their courses. Recipients focus on transforming their curricula to address implicit bias, foster an inclusive classroom culture, and promote gender equality awareness.

SUPPORTING WOMEN AFTER CAREER BREAKS

In collaboration with the Vice Presidency for Research and Innovation, the Return-to-Research Grant stands as a beacon of support for female academics re-entering research after career breaks. This grant is a testament to Koç University's commitment to fostering an inclusive academic landscape, recognizing the challenges faced by women in science. The awardees champion crucial research areas while advocating for work-life balance and institutional support for women in academia.

Gender Inclusive Teaching Call for 2023 Teaching Improvement Grants



Deadline: Spring proposals until February 3rd,
Summer/Fall proposals until May 31st

Application: kolt@ku.edu.tr

All KU faculty and instructors can apply.



ENHANCING VISIBILITY

INCLUSIVITY AND SUSTAINABILITY

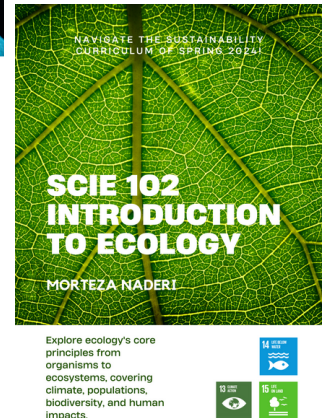
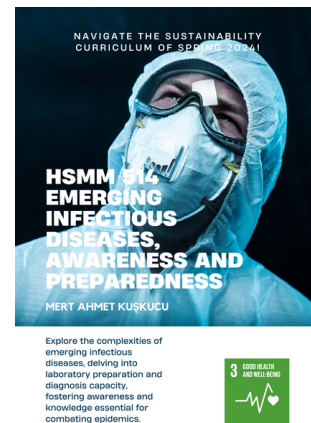
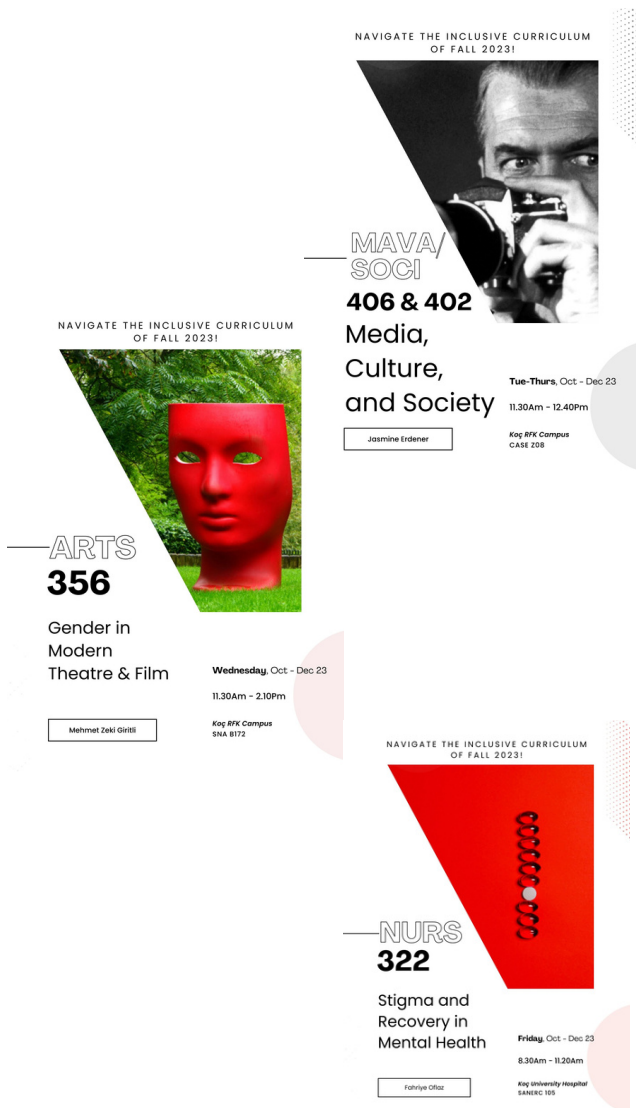
CURRICULUM SHOWCASE

FALL 2023

The 'Inclusive Curriculum' Poster Series reflects gender mainstreaming and inclusivity in education, mirroring the Gender Equality Plan's objectives. Each poster offers a glimpse into the diverse facets of inclusivity across disciplines, highlighting its multifaceted nature in the curriculum.

SPRING 2024

The 'Sustainability Curriculum' poster series illuminates courses addressing vital topics such as climate change mitigation and social justice, stressing the importance of preparing future leaders for sustainability. Emphasizing the intricate connections with sustainable development goals, the series advocates for interdisciplinary collaboration.



ENRICHING CURRICULA

EMBRACING GENDER MAINSTREAMING

Collaborating closely with the School of Medicine and KOLT, the GEO spearheaded the integration of gender-focused elements into the following courses. This deliberate collaboration aimed to fortify these courses by infusing a gender-inclusive lens, enriching the educational experience and nurturing a more inclusive learning environment.

NAVIGATE THE INCLUSIVE CURRICULUM
OF FALL 2023!



—ETPR
212 & 312


Ethics and
Professionalism
in Medicine

Oct - Dec 23
Semester Long
Koç RPK Campus
Koç University Hospital

ETPR 212/312 undergoes an enriched curriculum with an emphasis on gender mainstreaming. Beyond cultivating ethical medical practice and patient-centered care, this course now integrates a comprehensive examination of diversity, inclusion, and equality. By incorporating sessions dedicated to gender-related ethical considerations, it ensures a holistic approach to medical education, preparing students to navigate multifaceted healthcare scenarios with inclusivity and awareness.

KOLT 500/600 now embodies an elevated educational approach through the infusion of gender-sensitive pedagogy. Beyond its foundational teaching principles, this course embraces a deeper understanding of diversity and gender inclusivity within educational contexts. The integration of gender components enriches teaching strategies, leading aspiring educators to explore diverse perspectives, empowering them to design courses that resonate with and accommodate diverse student populations.

NAVIGATE THE INCLUSIVE CURRICULUM
OF FALL 2023!



—KOLT
500 & 600

Teaching in
Higher
Education

Oct - Dec 23
Semester Long
Ferah Özer
Jale Günbak Hatlı
Koç RPK Campus
Online

EMPOWERING WOMEN SCIENTISTS

The Gender Equality Office collaborates with EMBO to bring the prestigious Self-Leadership Workshop for Women Scientists to Türkiye for the first time, fostering leadership in academia.

The EMBO Self-Leadership Workshop for Women Scientists represents a prestigious collaboration between GEO and the renowned European Molecular Biology Organization (EMBO). This initiative underscores our unwavering commitment to advancing gender equality and promoting women's leadership within academia. Crafted through a joint effort by GEO and EMBO, this inaugural event aims to empower women scientists by nurturing essential self-leadership skills.

Throughout a comprehensive 2.5-day program, distinguished trainers expertly guide participants through a transformative journey, imparting essential tools for self-awareness, confidence, and efficacy. The collaboration with EMBO signifies a significant stride in enhancing opportunities for women in the scientific domain within the Turkish academic sphere, highlighting our steadfast dedication to offering impactful resources and expertise.

EMBO Self-Leadership Workshop for Women in Science

DYNAMIC COLLABORATIONS IN **MEDICAL EDUCATION**



Faculty Training: Inclusive Healthcare Education

GEO partnered with Koç Academy of Medical Education Research (KAMER) for an immersive session in the Healthcare Educator's Program. The session, crafted by GEO and KAMER teams, engaged faculty in interactive activities and case studies on gender and diversity issues in healthcare education.

Gender Equality in Med Ed Orientation

GEO and the PGME Committee introduced a permanent seminar on gender equality in the Medical Education Orientation Program. Led by the GEO Coordinator, this seminar addresses gender equality, diversity, and inclusion issues within medical sciences, aligning with KUGEP's gender equality objectives.



UNIC Alliance Collaboration for Gender Mainstreaming

Collaborating with faculty from Medical School and the College of Social Sciences and Humanities, GEO, alongside the University College Cork, obtained a UNIC seed fund for gender mainstreaming in medical education. This joint project targets gender discrimination, forging an inclusive network of scholars, emphasizing the significance of transdisciplinary collaboration for advancing gender equality.



SYNERGIZING INCLUSION

CEMS ENGAGEMENT AND COLLABORATION WITH BUSINESS SCHOOL



In 2023, the Gender Equality Office (GEO) proudly participated in the prestigious CEMS Annual Events hosted by the London School of Economics and Political Science. At this esteemed gathering, the GEO Coordinator delivered a comprehensive training session on diversity and inclusion in business schools to CEMS managers. Additionally, GSB Executive Director Nida Bektaş showcased GEO initiatives during the General Assembly. Many of these initiatives were recognized as best practices by CEMS during the 2023 peer review, and the Gender Inclusive Teaching Improvement Grant projects were featured on the dedicated CEMS website commemorating the community's 35th anniversary.

COURSE PARTNERSHIP

Sustainable Business Strategies & Diversity, Equality, Inclusion



The collaboration between students enrolled in the MGMT 560 course and the GEO exemplifies the dynamic interplay between curriculum and practical application in fostering gender equality. Under the guidance of GEO, students embarked on a comprehensive exploration aimed at uncovering insights into gender equality strategies within organizations. This collaboration, facilitated by GEO's commitment to student engagement, yielded remarkable results, which are poised to shape GEO's strategic initiatives in the near future. Additionally, the course received the 2023 Gender Inclusive Teaching Improvement Grant, further validating the significance in advancing gender equality in academia. The project primarily focused on understanding how diversity can enhance creativity and innovation within organizations, particularly in STEM fields, thereby contributing valuable insights to research and development-based institutions.

INTERNATIONAL STAFF WEEK 23

ON GENDER MAINSTREAMING

The International Staff Week in May 2023 convened European professionals to discuss gender equality and inclusion practices. Organized by the Gender Equality Office, it featured workshops and discussions showcasing collaboration's transformative impact. Topics ranged from diversity practices to gender-inclusive classrooms, deepening participants' understanding of gender mainstreaming. With 16 attendees from 10 European countries, the event epitomized international outreach and knowledge exchange.

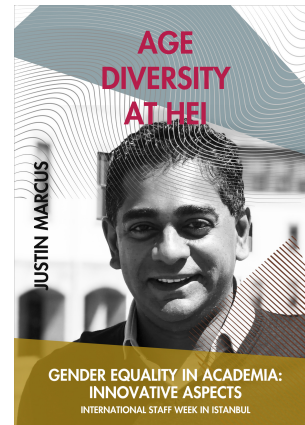
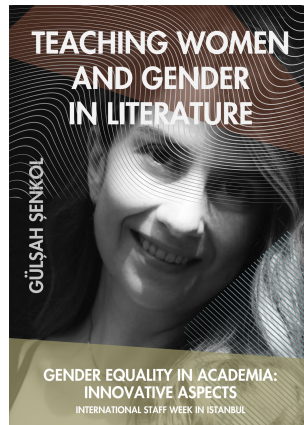
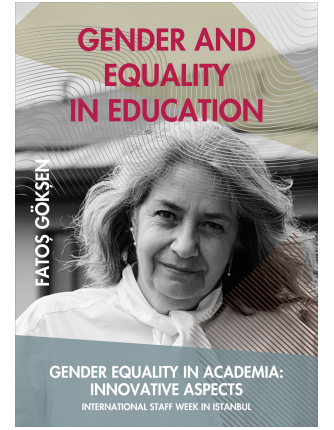
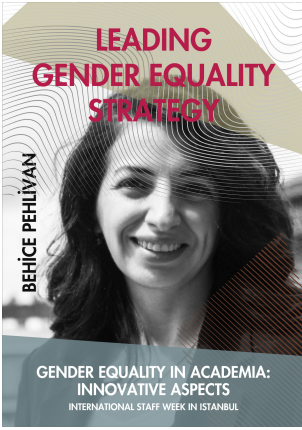


INTERNATIONAL STAFF WEEK 24

ON INNOVATIVE ASPECTS

The 2024 International Staff Week, themed "Innovative Aspects," explores avant-garde approaches to academic inequalities. Featuring dynamic discussions and workshops, participants delve into progressive educational practices, gendered soundscapes, and visual communication designs. This event will foster collaboration and synergy among international scholars and practitioners dedicated to addressing gender equality in higher education.

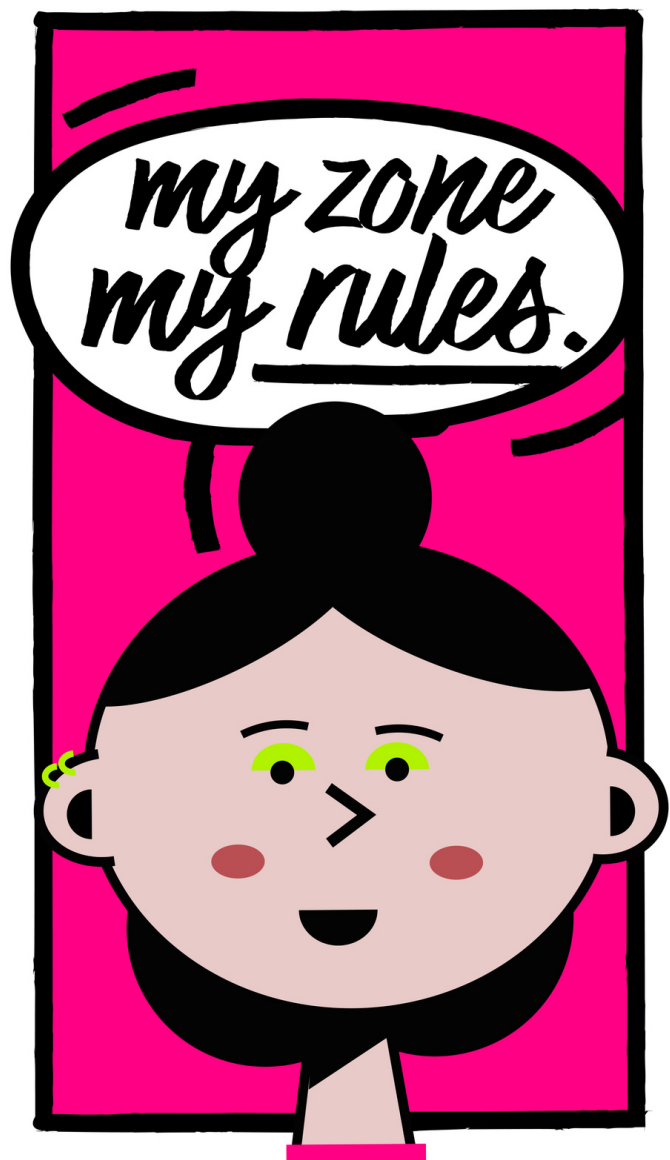
Creative minds across disciplines will explore diverse topics using innovative methods in various sessions:



AGAINST GENDER BASED VIOLENCE AND SEXUAL HARASSMENT

ZONE CAMPAIGN

Launched at the start of Fall 2023 and planned to continue throughout the academic year, the "Zone" campaign at Koç University addresses gender-based violence and harassment. Through visual media, a dedicated website, and tailored awareness items, it promotes a safe campus environment. Led by students from the "CIRCLE" Visual Communication Design Studio, the campaign employs innovative approaches to raise awareness.



ENGAGING THE COMMUNITY

ZONE SESSIONS

zo+ SESSIONS
ne PANEL



Eşitlik için Farkındalık ve İletişim

Deneyimli akademisyenlerle, şeffaf, çok sesli, çoğulcu ve açık iletişime dayalı güvenli bir kampüs iklimi yaratma üzerine, kahve eşliğinde, samimi bir sohbet gerçekleştireceğiz.*



PROF. DR. BERTİL EMRAH ODER**PROF. DR. FATİŞ GÖKŞEN**

// 19 ARALIK, 2023 // 14: 30 // ÖĞRENCİ KONSEYİ //
*Herkes davetlidir. Etkinlik dili Türkçe'dir.

zo+ SESSIONS
ne FILM SCREENING AND DISCUSSION



The Piano
director: Jane Campion

In the scope of 'Zone' Communication Campaign for Raising Awareness on Gender Based Violence, a film screening is scheduled as one of the events. Following the screening, there will be a conversation with Ela Başak Atakan, author and lecturer, to delve into the themes and issues highlighted by the campaign.



// NOVEMBER 8, 2023 // 16:30 // MAVATV STUDIO //

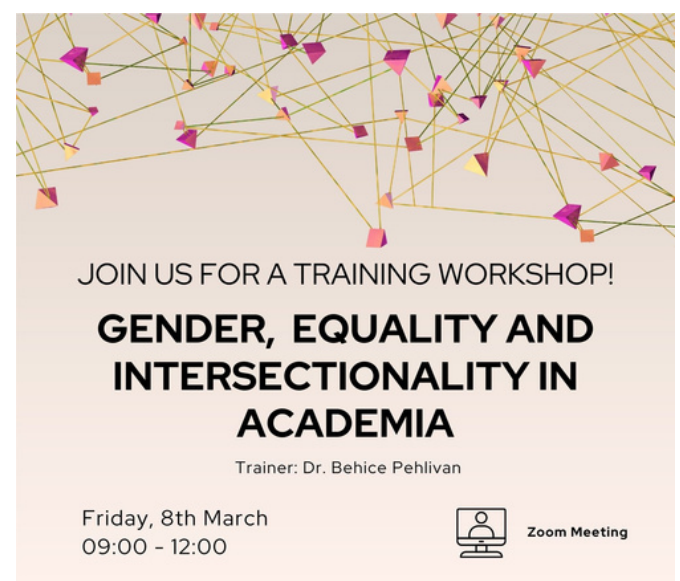
To complement the Zone Campaign and enrich its engagement with the campus community, various Zone sessions are being organized. These sessions aim to address campus issues, raise awareness, and foster continuous engagement within the community.



CAPACITY BUILDING WITH NEXUS



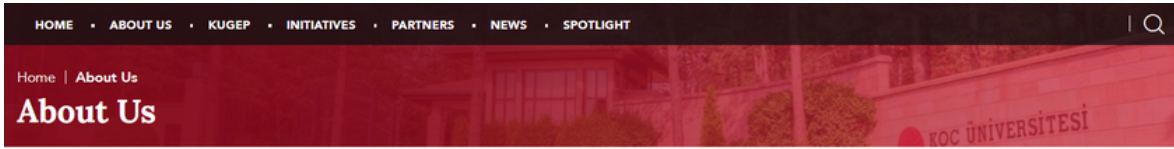
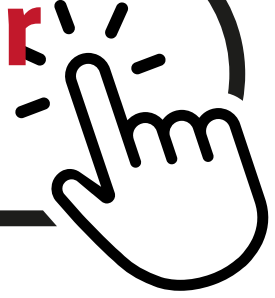
The NEXUS Project, led by the coordinator of GEO at KU, commenced in 2023. Three KU members received training on gender equality in higher education, becoming multipliers. Now, in spring 2024, they are conducting workshops to train other KU members. NEXUS aims to bridge inclusivity gaps and develop Gender Equality Plans in research organizations.



SPOTLIGHT ON WOMEN IN SCIENCE: **CELEBRATING SUCCESS AND EMPOWERING VOICES**

On February 11th, in celebration of the International Day of Women and Girls in Science, the Gender Equality Office and the Communications Directorate launched an interview series spotlighting the remarkable achievements of women in science. This initiative, showcased on social media platforms, elevated awareness and celebrated the successes of women in various scientific fields. Through candid conversations between faculty members and students, held in diverse workspaces, the series highlighted the challenges, triumphs, and mentorship bonds shaping the journeys of women in science. As we continue to champion gender equality, these narratives underscore our commitment to fostering an inclusive scientific community where every aspiring scientist has equal opportunities to thrive.





The Gender Equality Office (GEO) is the coordinating and development hub of Koç University's (KU) gender equality efforts. GEO is responsible for promoting gender equality in all aspects of the institution and serves as the main point of contact for students, staff, and alumni regarding gender equality issues.

GEO collaborates with various stakeholders to develop tailored guidelines and institutionalize practices towards the advancement of gender equality created through in all aspects of the institution.

GEO develops and nurtures a campus culture as well as external gender equality in high schools and universities.

Overall, the GEO develops a culture of inclusivity and equality.

Spotlight



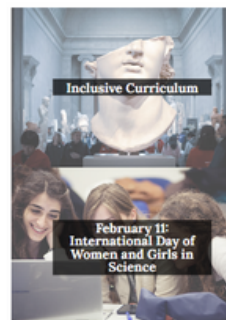
Sustainability Curriculum



Designing Change: The Creative Journey of the ZONE Campaign



Gendered Institutions



Inclusive Curriculum

February 11: International Day of Women and Girls in Science



A Collaborative Effort: Teaching Women and Gender in Literature

Course Project: MGMT 560 Students Elevating Gender Equality Strategies

Gender Equality Office Website: A Hub of Collaborative Initiatives and Dynamic Content

The Gender Equality Office website serves as a comprehensive platform for engaging with our community on gender equality initiatives. Developed collaboratively with stakeholders, it features sections dedicated to the Koç University Gender Equality Plan, GEO initiatives such as grants and workshops, and the Zone campaign. The spotlight section offers dynamic content on recent developments, reflecting our commitment to fostering inclusivity and equality. Explore our website to learn more about our initiatives and join us in advancing gender equality at Koç University.

THANK YOU!

FOR ANY QUESTIONS, SUGGESTIONS, OR
COLLABORATION IDEAS, PLEASE DON'T
HESITATE TO CONTACT US AT
GEO@KU.EDU.TR



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