

The logo for 'GEARING ROLES' features four interlocking gears in red, blue, yellow, and green. To the right of the gears, the words 'GEARING' and 'ROLES' are stacked vertically in a large, bold, purple sans-serif font.

GEARING ROLES

DESIGNING AND IMPLEMENTING THE GENDER ACTION PLAN AT SABANCI UNIVERSITY

**GEARING-ROLES
ANNUAL CONFERENCE
TARTU, ESTONIA
30.03.2022**



CO-CREATION

30+ interviews, focus groups & workshops with

170+ participants

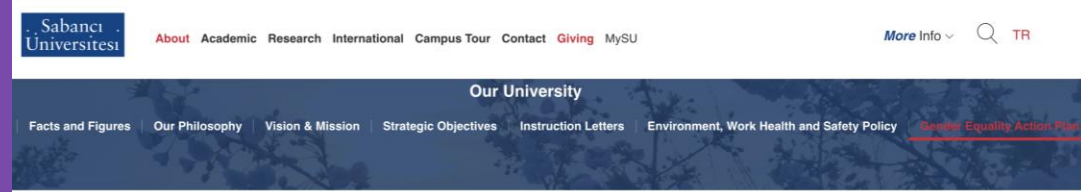
100+ faculty, staff and students directly engaged in the co-creation

GEP with 8 sections, 97 actions



IMPLEMENTATION

- **GEARING-ROLES Core Team**
- **GEARING-ROLES Task Force (27 members)**
- **Gender Equality Officer (HR Dept.)**
- **Gender Equality Committee (10 members)**



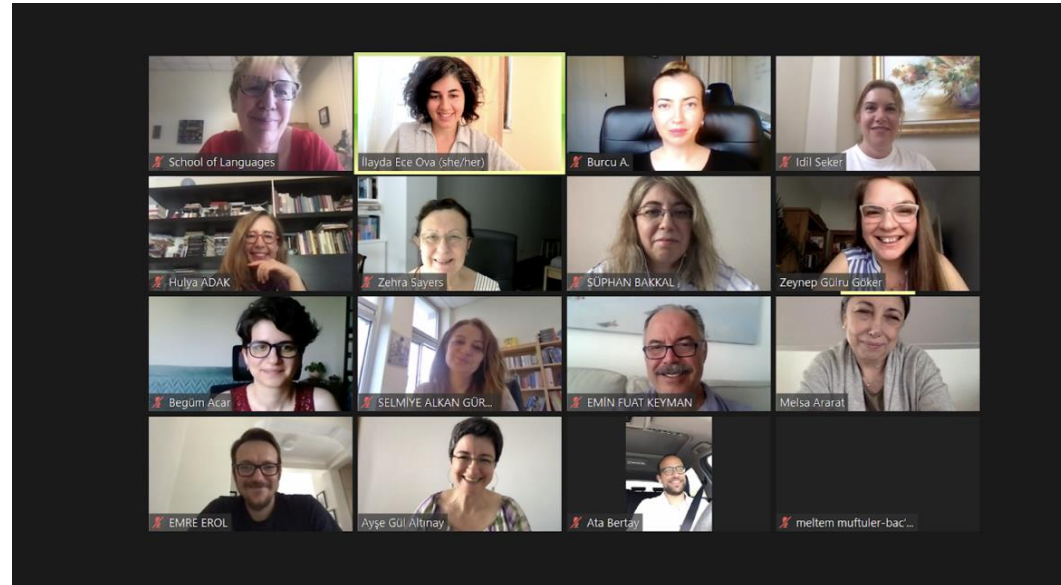
Homepage / About / Our University / Gender Equality Action Plan

Sabancı University Gender Equality Action Plan

The Gender Equality Action Plan (GEAP) which Sabancı University started in 2019, will be put into action as of 2021.

The Gender Equality Action Plan, carried out within the scope of the European Union Horizon 2020 GEARING-Roles project, was designed as a unique collection of research and practices in which Sabancı University's ethical principles, strategic goals and research strategy were all considered. The action steps determined in the Gender Equality Action Plan aim to reflect our institutional stance in the field of gender equality at every point of our academic and administrative mechanisms. These actions have been categorized under 8 main headings in line with the needs and goals of Sabancı University.

- Institutionalization of Gender Equality
- Recruitment



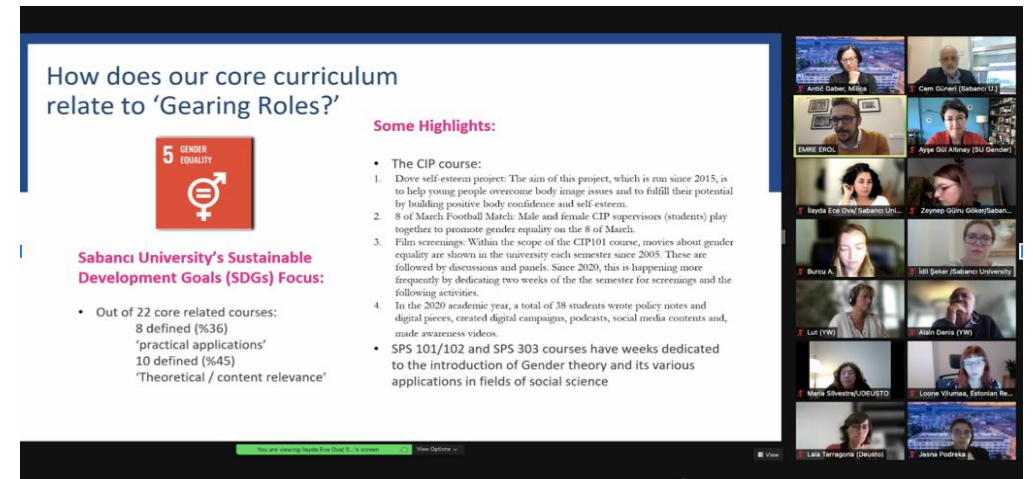
s and Gender-Neutral Communication



This project has received funding from the European Union's Horizon 2020 programme, under grant agreement no. 824536

CURRICULUM AND TEACHING (2021)

- **Stakeholder engagement:** Vice President for Education and Foundation Development Directorate (internal meetings and Pairing Meeting presentations)
- **Integrating gender equality into the curriculum:** Self-assessment tool based on SDGs created by Foundations Development Program
- **Gender equality module** integrated into FDP orientation for teaching assistants and instructors of university courses (mandatory for all students)



How does our core curriculum relate to 'Gearing Roles?'

5 GENDER EQUALITY

Sabancı University's Sustainable Development Goals (SDGs) Focus:

- Out of 22 core related courses:
 - 8 defined (%36) 'practical applications'
 - 10 defined (%45) 'Theoretical / content relevance'

Some Highlights:

1. The CIP course:
 - 1. Dove self-esteem project: The aim of this project, which is run since 2015, is to help young people overcome body image issues and to fulfill their potential by building positive body confidence and self-esteem.
 - 2. 8 of March Football Match: Male and female CIP supervisors (students) play together to promote gender equality on the 8 of March.
 - 3. Film screenings: Within the scope of the CIP101 course, movies about gender equality are shown in the university each semester since 2005. These are followed by discussions and panels. Since 2020, this is happening more frequently by dedicating two weeks of the semester for screenings and the following activities.
 - 4. In the 2020 academic year, a total of 38 students wrote policy notes and digital pieces, created digital campaigns, podcasts, social media contents and, made awareness videos.
- SPS 101/102 and SPS 303 courses have weeks dedicated to the introduction of Gender theory and its various applications in fields of social science



OTHER ACTIONS (2021)

- A new psychologist with expertise on sexual harassment
- A non-discrimination clause included in all job descriptions
- Exit surveys revised to include questions about work-life balance
- Trans students given the option of living in single bedrooms or with friends of their preference in the dorms
- Now possible for students to use preferred/chosen names
- Gender-based titles and pronouns now avoided in internal communications channels



DISSEMINATION & COMMUNITY ENGAGEMENT

GEARING-ROLES 2ND INTERNATIONAL CONFERENCE: “Doing the Work of Leadership to Transform Institutions”

- **ROUNDTABLE WITH NGOS:** “Gender Equality, Decision Making and Participation in Civil Society and Urban Governance”
- **ROUNDTABLE WITH SISTER PROJECTS:** “Gender and Leadership in Higher Education and Research II: Actions, Strategies, Solidarities”
- **WORKSHOP ON DIGITAL ACTIVISM:** “Where are women and LGBTI+ on Wikipedia? A Digital Activism Marathon”.



STUDENT INVOLVEMENT

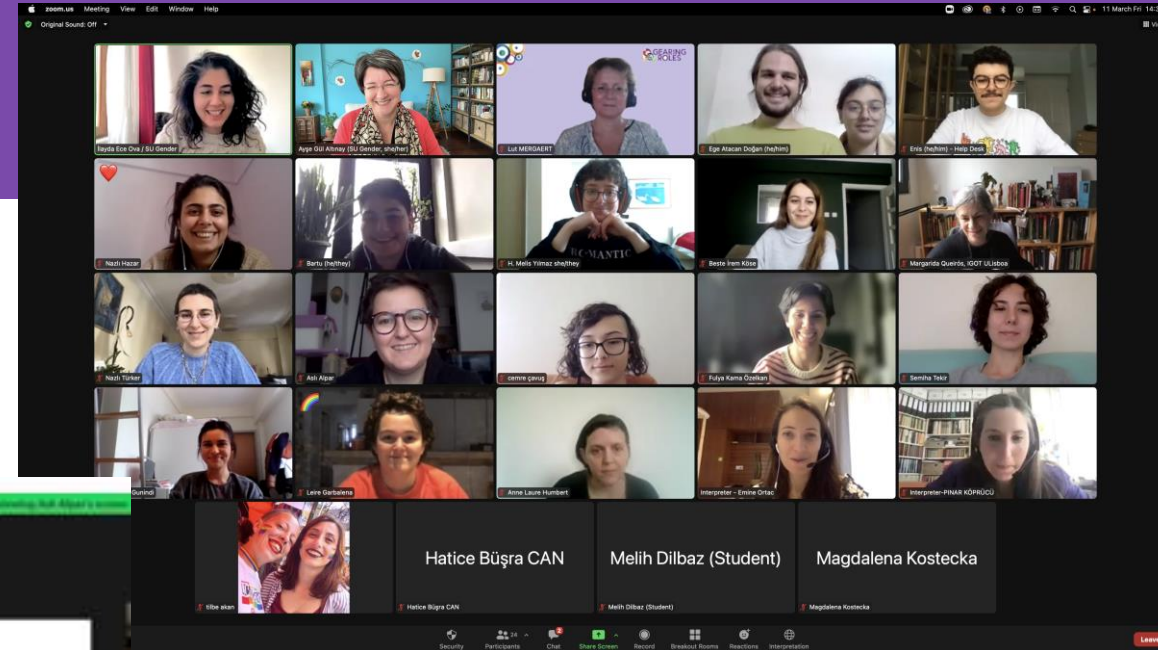
- **PODCAST:** "Podcasting Gender Equality at University" (2019 Fall), "Podcasting Gender Equality: Cyberbullying" (2020 Spring) and "Feminist Digital Activism" (2020 Fall)
- **WORKSHOP:** "Take us out of this thread! A Digital Activism Workshop" – March 2021
- **STUDENT PROJECT:** «Cinspedia» – Ege Atacan Doğan, Computer Science and Engineering BA student, has started his own gender equality Wikipedia project
- **IN-CLASS ACTIVITIES:** *Body, Myths of Gender, and Gendered Memories of War and Political Violence, Gender and Politics*



CREATIVE ENGAGEMENTS: THE HUMORARIUM

THE QUEERFEMINIST HUMOR WORKSHOP 11.03.2022, ONLINE

- 38 participants
- 59 registered, 19 institutions, 9 countries
- **Discussion & Drawing:** using humor to challenge resistances against gender equality



2022: RECENTLY IMPLEMENTED & PLANNED ACTIONS

- Assignment of the new Gender Equality Officer
- Assignment of a Gender in Research Contact Point:
 - Gender disaggregated data collection in research
 - Capacity building for gender integration in research
- Trainings scheduled for the higher administration, researchers and administrative employees.
- Implementing sister project Unisafe Survey on Gender-based violence at the university; collaboration with sister project-implementing universities



CHALLENGES & RESISTANCES

Overt and covert resistances

- Bridging the academic-administrative divide
- Allocating resources for certain actions
- Implementing women-only actions and positive discrimination
- Ensuring gender balance in university events and committees

Challenges

- Ongoing restructuring within the university; changing personnel, difficulties in institutionalization
- Centralized and non-participatory decision-making
- Bureaucratization and managerialization
- Absence of a national gender action plan and/or incentives for universities and research institutions
- Anti-gender mobilizations targeting gender studies and policies

