

## 5. GENDER EQUALITY

Kadir Has University is an organization that is not only pledging in respect of gender equality but also taking concrete steps in this context accordingly. The extent of our loyalty to the goal of the UN for “Gender Equality” covers a series of areas starting from education to research, and projects to awards.

Kadir Has University offers various courses intended to enhance the awareness of gender equality and create consciousness accordingly. There are postgraduate programs concerning Women’s Studies and also an application and research center in this respect. The courses offered with a point of view of gender equality provide the students with a chance to question gender roles and enhance awareness of inequalities.

Our University provides extensive support to the research carried out in the field of gender equality. The study conducted at different faculties and centers increases the level of knowledge with respect to gender equality. In addition, these research programs are published in national and international magazines as a scientific contribution to the context of gender equality.

Our University plays an active role in different platforms in the field of gender equality. Accordingly, we are members of national and international gender quality networks and organizations. These positions as a member provide us with essential facilities for sharing knowledge and cooperation.

The courses given, the publications made, the notifications and reports issued, the research programs carried out, and the events held within the organization of our University concerning this goal are detailed below.

### 5.1. Research

- Research Report 2020 on Kindergarten & Day Care Center Services Offered by Universities for Academic and Administrative Personnel, April 2021, <https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/Kres-Raporu-Final.pdf>
- Gender Equality Action Plan Tool Set for Organizational Change, May 2021, <https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/khas-gender-kurumsal-degisim-icin-toplumsal-cinsiyet-esitligi-eylem-plani-arac-seti-mayis-2021.pdf>
- Public Perception of Gender and Women in Turkey – 2022 <https://gender.khas.edu.tr/tr/turkiyede-toplumsal-cinsiyet-ve-kadin-algisi-arastirmasi>
- LGBTQ Employees’ Conditions in Public and Private Sectors in Turkey – 2021
- Legal But Not Accessible Abortion Services at Private Hospitals in Turkey – 2022

### 5.2. Projects

- GENDEREX: GENDER FOR EXCELLENCE IN RESEARCH (H2020-WIDESPREAD PROJECT): “GenderEX: A Twinning Project called “Gender for Excellence in Research” has been financed by the European Commission for three years from 2021 to 2023.
- AKBANK Academy: Gender Equality and Child Development Guide

- AKBANK: Guide on How to Use Gender Equality Sensitive Language
- KORDSA: Gender Equality Policies and Procedures Consultancy Company
- ATT Textile Education on Violence Based on Gender Equality and Sexual Harassment
- Istanbul Economy Research: Training on Gender Equality
- CCI: Gender Inclusive Language and Communication Guide Workshop
- 2022 - Kaos GL Association and Kadir Has University Gender Equality and Women's Studies Research Center, Project on Supporting LGBTQ+ Rights for Employment in Turkey – 2021, R&D Code: 2022-PB-09 (Coordinator)
- 2021 - Kaos GL Association and Kadir Has University Gender Equality and Women's Studies Research Center, Project on Supporting LGBTQ+ Rights for Employment in Turkey – 2020, R&D Code: 2022-DK-02 (Researcher)

### 5.3. Seminars and Training

- GenderEX Training: The Integration of a Sex and Gender Dimension in the Social Sciences, Humanities and Law Research, 02.07.2021
- GenderEX Training: The Integration of a Sex and Gender Dimension in the Natural Sciences and Engineering Research, 09.07.2021
- Women Status with Tilbe Saran Webinar, 28.01.2021, <https://www.youtube.com/watch?v=epx2-pnkWks&t=1s>
- Talking About Safe Sexuality – 2, 13.02.2021
- Talking About Safe Sexuality – 3, 20.02.2021
- Presentation: Covid-19 and Society, 26.02.2021
- Turkey's Women Leaders Awards Ceremony, 01.03.2021
- Presentation: Gender Equality and Inclusive Language, 21.03.2021
- Presentation: Women in Academy, 22.03.2021
- Life in Ereğli Instagram Live Broadcast, 26.03.2021
- Medyascope: Rainbow Bulletin, 27.03.2021
- Reading: Gender Equality Policies and Institutionalization, 29.05.2021
- Presentation: Gender Equality and Inclusive Language, 13.06.2021
- GenderEX Advice Clinic- 2: Roadmaps to engender projects/proposals/actions in STEM disciplines, 01.10.2021
- Panel: Data Impact What it is, Why it matters, and How you can use 04.10.2021
- GenderEX: Gender School 2021, 27-31.10.2021
- Press Conference: LGBTQ Employees' Conditions in Public and Private Sectors in Turkey 2021
- Workshop: #MakeEqualityAReality 25.11.2021
- Know the Gender Center Well, 23.12.2021
- Panel: Agenda: Regl, 09.02.2022
- Press Conference: Public Perception of Gender and Women in Turkey 2022, 29.03.2022
- GenderEX Advice Clinic - 3 How to create successful partnerships for Horizon Europe funded projects 29.04.2022
- The 1st International Gender for Excellence in Research Conference 18-19.06.2022
- Urban Services Workshop for Roman Women in Istanbul, 07.09.2021

- Meeting on Cooperation between Academy and Society for Gender Equality, 12.09.2021
- Istanbul City Council General Assembly Meeting, 18.09.2021
- Re-Start Freedom Journey – 30th Year of Friedrich Naumann Foundation for Freedom in Turkey 19-24.10.2021
- Istanbul City Council Women Assembly, Purple Bus, 26.11.2021
- We Speak Aloud, WSA Equality Days, 27.11.2021
- Istanbul City Council Women Assembly, İBB Girls’ Dormitory Visit, 01.12.2021
- Solidarity Society, Fair City Workshop, 02.12.2021
- Women Workshop for Equality and Solidarity, 04.12.2021
- Where to Start for an Egalitarian World, 05.12.2021
- World Women’s Rights Day Summit, 06.12.2021
- Equality in Higher Education in European Universities, Cartagena, Spain 11.12.2021
- Gender Equality in Turkey, Political Transformations, YouTube, Interview, 18.12.2021
- Women’s Workshop for Public Transportation, 23.12.2021
- Gender Equality Summit, 25.12.2021
- Gender Equality in Language, 07.03.2022
- Workshop on Gender and Security Perception in Istanbul, 15.03.2022
- TÜBİTAK Awards Ceremony, 21.03.2022
- #WikiGap Wikimarathon 2022, 22.03.2022
- Assessment of Sexual Health and Reproductive Health in Turkey, Istanbul and Solution Offers, 30.03.2022
- Diversity and Inclusivity
- Şirin Tekeli Politics School: What is Gender? Mumpsimus, 05.04.2022
- Gender Equality Defense Workshop, 11-12.04.2022
- Panel: Gender Equality, 26.04.2022
- Report on Presentation for Public Perception of Gender Equality and Women in Turkey- 2022, 27.04.2022
- BÜTÇEM Istanbul Idea Marathon, 31.01.2022
- Purple Summit, 10.06.2022
- BÜTÇEM Istanbul Idea Marathon, 16.06.2022
- Presentation of GenderEX, GeDiMIRT Conference, 22.06.2022
- GenderEX Consortium Meeting in Dublin, 26-27.05.2022
- World Congress on Interdisciplinary Urban Studies, Urban Poverty and Homeless People, 26.08.2022
- Violence Against Women on Media and Ethical Journalism Online Seminar, March 7, 2022- 14.00, organized by Turkish National Commission for UNESCO, Communication Committee with an opening speech by Deniz Bayrakdar, Chair of the Committee. The webinar is organized in cooperation with the Gender Equality Committee
- October 20, 2022- Training on “Gender Equality and Law” at KHAS Law Academy

#### **5.4. Awards**

- Kadir Has University Social Gender and Women Studies Research Center was awarded by TÜBİTAK for our achievements on the project GenderEX (Gender for Excellence in Research) financed by the EU Horizon 2020 Program.

## 5.5. Memberships

- Acting on behalf of Kadir Has University Social Gender and Women Studies Research Center, Deniz Altuntaş held the position of Founding Board Member at the Istanbul City Council Women’s Assembly. She is currently serving voluntarily as one of the moderators at the Women’s Assembly.

## 5.6. Publications

- Identity and the Availability of Emergency Contraception from Pharmacies in Istanbul, Mary Lou O’Neil (Kadir Has University), Bahar Aldanmaz Fidan (Boston University), DOI: <https://doi.org/10.33831/jws.v22i2.318>
- The availability of emergency contraception from family health centers in Turkey, Mary Lou O’Neil (Kadir Has University), Bahar Aldanmaz Fidan (Boston University), Deniz Altuntaş (Kadir Has University), DOI: <https://doi.org/10.1016/j.healthpol.2022.04.006>
- Establishment Of an Autoethnographic Self-Narrative Method By Researching On Availability to Abortion in The Context of Gender Studies, Deniz Altuntaş (Kadir Has University): <http://genderex.eu/wp-content/uploads/2023/03/genderex-conference-selected-papers-and-abstracts.pdf>
- Doğan, I., Baruh, L., Cemalcılar, Z., Kuru, O., Yıldırım, K. & Çarkoğlu, A. “Biased perceptions against female scientists affect intentions to get vaccinated for COVID-19”, Public Understanding of Science, 31(2): pp.239-251.
- Ozturkkal, Belma Management Committee Member – Turkey and Diversity Group Member for COST 19130 - Fintech and Artificial Intelligence in Finance, 2020.
- Tekgüç, Hasan, and Bengi Akbulut. “A multidimensional approach to the gender gap in poverty: an application for Turkey.” Feminist Economics 28.2 (2022): 119-151.

### 5.6.1. Blogposts

- Gender Equality Action Plans for Organizational Change SAGE Project Example, 21.01.2021, <https://gender.khas.edu.tr/tr/kurumsal-degisim-icin-toplumsal-cinsiyet-esitligi-eylem-planlari-sage-projesi-ornegi>
- Gender Equality Perspective for Excellence in all Research, GenderEX, 26.02.2021, <https://gender.khas.edu.tr/tr/tum-arastirmalarda-mukemmeliyet-icin-toplumsal-cinsiyet-perspektifi-genderex>
- Toolset for all Businesses on Sexual and Gender Based Harassments and Attacks, 25.03.2021, <https://gender.khas.edu.tr/tr/tum-isletmeler-icin-cinsel-ve-cinsiyete-dayali-taciz-ve-saldiriya-karsi-arac-seti>
- How you say is as important as what you say!, 07.04.2021, <https://gender.khas.edu.tr/tr/nasil-soyledigin-en-az-ne-soyledigin-kadar-onemli>
- LGBTQ+ Employees’ Conditions in Organizational Life, 22.04.2021, <https://gender.khas.edu.tr/tr/kurumsal-hayatta-lgbti-calisanlarin-durumu>
- One Step More for Diversity in Business, 14.07.2021, <https://gender.khas.edu.tr/tr/isyerinde-cesitlilik-dogru-bir-adim-daha>
- Women’s Economic Solidarity Practices, 19.08.2021, <https://gender.khas.edu.tr/tr/kadinlarin-ekonomik-dayanisma-pratiklerine-yonelik>
- Planning Gender Equality, 01.10.2021, <https://gender.khas.edu.tr/tr/toplumsal-cinsiyet-esitligini-planlamak>
- 25 November 2021 - Make Equality a Reality Workshop Outputs, 09.12.2021, <https://gender.khas.edu.tr/tr/25-kasim-2021-make-equality-reality-atolyesi-ciktilari>

### 5.6.2. Reports

- 2020-2021 Annual Report: <https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/khas-gender-center-activity-report-2020-2021.pdf>
- 2021-2022 Annual Report: [https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/Activity\\_Report\\_2021-2022.pdf](https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/Activity_Report_2021-2022.pdf)
- 2022: O'Neil Mary Lou, ERGÜN Reyda, DEĞİRMENCİ Selma, TURANLI Kivılcım, ERKENGEL Dođancan, AYTEMİZ Öykü Deniz, Research on Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual Employees' Conditions in the Private Sector in Turkey 2021, (prepared by Murat Köylü, Defne Güzel), Ankara: Kaos GL Association and Kadir Has University Social Gender and Women Studies Research Center, 2022.
- 2022: O'Neil Mary Lou, ERGÜN Reyda, DEĞİRMENCİ Selma, TURANLI Kivılcım, ERKENGEL Dođancan, AYTEMİZ Öykü Deniz, Research on Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual Employees' Conditions in the Public Sector in Turkey 2021, (prepared by Murat Köylü, Defne Güzel), Ankara: Kaos GL Association and Kadir Has University Social Gender and Women Studies Research Center, 2022.
- 2021: ERGÜN Reyda, PAŞA Faika Deniz, Legal Recognition of Gender Equality within the scope of the International Human Rights Protection Mechanisms and in the Northern Section of Cyprus, and Right to Access Gender Adaptation Process, Nicosia: Queer Cyprus Association, 2021
- 2021: O'Neil Mary Lou, ERGÜN Reyda, DEĞİRMENCİ Selma, TURANLI Kivılcım, ERKENGEL Dođancan, Research on Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual Employees' Conditions in the Private Sector in Turkey 2021, (prepared by Murat Köylü, Defne Güzel), Ankara: Kaos GL Association and Kadir Has University Social Gender and Women Studies Research Center, 2021.
- 2021: O'Neil Mary Lou, ERGÜN Reyda, DEĞİRMENCİ Selma, TURANLI Kivılcım, ERKENGEL Dođancan, Research on Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual Employees' Conditions in the Public Sector in Turkey 2021, (prepared by Murat Köylü, Defne Güzel), Ankara: Kaos GL Association and Kadir Has University Social Gender and Women Studies Research Center, 2021.

### 5.6.3. Notifications

- 2021: November 27-28– 3rd Feminist Subject Discussions Conference, Young LGBTQ+ Association – “Gender Identity Right Based On Self-Identification” (online) (Asst. Prof. Reyda Ergün)
- 2022: 25 April Gender Equality: A Legal Principle Under Threat? (online) Assoc. Prof. Dr. Valentina Rita Scotti

<b>Period</b>	<b>Course Code</b>	<b>Course</b>
2021-22 Fall	GEN601	Social Gender Studies Research
2021-22 Fall	GEN602	Gender Equality, Culture and Representation
2022-23 Fall	GEN602	Gender Equality, Culture and Representation
2021-22 Spring	GEN608	Gender Equality and Contemporary Art
2022-23 Fall	GEN624	Gender Equality and Gender Theories
2021-22 Spring	GEN650	Gender Equality and Law: Theories and Methodologies
2022-23 Spring	GEN650	Gender Equality and Law: Theories and Methodologies
2021-22 Spring	GEN680	Gender Equality and Immigration
2022-23 Spring	GEN680	Gender Equality and Immigration
2021-22 Fall	GEN682	Gender Equality and Women in Modern Turkey
2022-23 Fall	GEN682	Gender Equality and Women in Modern Turkey
2021-22 Fall	LW570	Gender Equality and Human Rights
2022-23 Fall	LW570	Gender Equality and Human Rights
2021-22 Spring	GEN604	Gender Equality and Performative Theory
2021-22 Spring	GEN609	Gender of Locations
2022-23 Fall	GEN609	Gender of Locations
2022-23 Spring	GEN612	Advanced Qualitative Research Methods
Oyak Çimento / Gender Equality, Diversity and Inclusivity Webinar- December 26, 2022- 1 hour		

- **Building of Women Authorship in the 19th Century Ottoman and Fatma Aliye:** This speech focuses on the process of Fatma Aliye, a philanthropist, women's rights defender, and author as one of the most exciting and contradictory thinkers in the Ottoman-Turkish-Islam cultural area during the end of 19th Century, establishing her own authorship.
- **Bilge Karasu's Queer Modernism:** During this speech, Selen Erdoğan discusses the literary contributions of Bilge Karasu to the queer thoughts. Karasu's works disturb the heterosexual matrix through modernist wordings and create academic approaches to the critical concepts of queer theory.
- **Migration and Environment from a Gender Perspective: Examples from Civil Society in Turkey:** Kristen Biehl and Özlem Aslan share the findings of their most recent report on the gender equality perspectives of non-governmental organizations in immigration and environment.
- **Masculinities and Male Circumcision in Turkey:** Since the motivations of male circumcision have changed throughout history, the meaning of circumcision has never been unilateral. The origins of male circumcision have been based on complex social issues from the beginning until today, and the links with the masculinity norms and ideologies must be considered for a meaningful analysis.
- **Middle Eastern Feminisms in Conversation: The Turkish & Egyptian Experiences:** This course analyzes the regional interaction of Egyptian and Ottoman (and then Turkish) feminism at the end of the 19th century and the beginning of the 20th century and provides a map of how the feminists in Egypt and Turkey make use of the networks, languages, and ideas of one another to find a way against the headwinds throughout the world. The context of gender quality is analyzed within the framework of modernization, and what types of changes are created by the transformations in public and private areas regarding gender equality. Women's movements in the Ottoman and the Republic during the 19th century are discussed in the historical context.
- **KHAS 107 Design:** The mandatory course of design for all the first-year students of the university under the Core Program deals with design and social relationships, and the different social facts and cases are discussed with the students at the seminars. Accordingly, discussions occur with the students regarding gender equality and design, and project examples are discussed during the seminars as intended to attract attention to gender equality and/or create gender equality in society. Within the scope of this course, out of the student projects designed to provide a solution to a particular problem identified by the students at the campus and its surroundings, specific projects focus on gender equality; for example, the student project "Women's Coffee House", where the women in the neighborhood gather together and get socialized with one another, based on the assumption that the public areas in the Cibali Neighborhood are men-dominant areas, took place in the Cibali Neighborhood House. A group of female students designed a project to improve the lighting system in the neighborhood, assuming that they do not feel safe in the Cibali Neighborhood when it gets dark.
- **KHAS 103 History of Humankind:** The different modules of the course, in particular the module on memory and history, have gender equality contents, during which questions in this respect are discussed. Discussions were made on the meaning of looking at history from a gender point of view and the gender and violence relation in the society.

- **KHAS 105 Universal Values and Ethics:** The module on Gender Equality and Diversity helps the students to get familiar with gender definitions and gender equality-related contexts, understand the complexity thereof, and analyze the differences between the experiences of women, men, and LGBTQ+. This module ensures that the students are able to define the different forms of gender-based violence and the link thereof with gender-based inequalities in society. It also highlights how the context of gender identity and gender expression intersect with other social categories such as ethnic origins, race, and class.
- **KHAS 110 Social Responsibility:** The students combined forces with the Activism Club, one of the clubs at the University. The students made efforts to inform everyone at the university about gender equality during the semester. A Myths Workshop was organized by the students to the other students at the University. And they also took part in the efforts to change some toilets at the university to gender-neutral ones.
- **KHAS 110 Social Responsibility:** A group among the authentic project groups made efforts to inform the people about female sexual diseases, of which there is little knowledge in society. An online glossary offered some information in this respect at the end.
- Gender equality is one of the most essential focal points in the courses **TLL 101** and **TLL 102**. The 2nd week of the course TLL 101 is reserved for gender equality. The students are given theoretical information in this respect in the first week through the respective texts and cases as an attempt to ensure that they become familiar with the context of gender equality. During the other weeks, the students are grouped and to make oral presentations based on critical comments on the respective commercials and news focusing on gender equality. Further, the students are free to choose the topic of gender equality as a debate subject.
- The course **TLL 102** allows the students to read novels and stories written in the period from the pre-republic period up until today. Gender equality is discussed on the focal points of some fiction that are analyzed in various forms. The students are expected to have a critical approach to how the male and female figures are expressed in the fiction.
- Two speakers were incited to talk about these issues within the scope of the course **TLL 102**.
  - a. Selman Nacar, Talking About the movie Between Two Dawns, April 27
  - b. Latife Tekin, Talking About Manves City, May 26