

# 2024–2025 ACADEMIC YEAR
# GENDER EQUALITY
# REPORT
# SDG 5

## ISTINYE UNIVERSITY

İSTİNYE ÜNİVERSİTESİ İSTANBUL

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# ABOUT US

## Our Mission

Istinye University's mission is to provide innovative and sustainable education in a student centred institution working closely with industry; to conduct research based on advanced technology; to produce new knowledge and technologies; and to contribute to society by developing solutions to local and global problems.

## Our Vision

Istinye University's vision is to become one of the world's leading universities pursuing excellence in education, research, innovation and technology development, with artificial intelligence at its centre.

## Our Values

- Respect for people and differences
- Commitment to professional ethics and human values
- Social and community responsibility
- Justice and merit
- Environmental awareness and sustainability
- Lifelong learning
- Collective wisdom
- Participation
- Innovation
- Entrepreneurship
- Leadership

Source: [1] Mission and Vision

# EQUALITY DIVERSITY AND INCLUSION

Istinye University aims to build a community that places diversity and inclusion at the centre of institutional life. Its stance against discrimination based on racial or ethnic origin, gender and dress underpins a safe and respectful university environment.

Different backgrounds, experiences and perspectives enrich learning, shared reflection and mutual understanding. The University's approach to equality seeks to sustain an environment in which each individual is valued and supported.

Institutional policies and education support the development of individuals who challenge prejudice, respond to social issues and advocate equality. Participation, cooperation and continuous assessment contribute to this culture.

Source: [2] Equality, Diversity and Inclusion Statement

# GENDER AND WOMEN'S STUDIES CENTRE

Istinye University's Gender and Women's Studies Centre (ISUGender) supports gender equality through research, education and community engagement. Its institutional framework connects the University's commitment to equality with the objectives of the Gender Equality Plan.

The Centre raises awareness among academic and administrative staff and students, supports university units and cooperates with stakeholders. It develops joint work with universities, research centres, public institutions, civil society and the private sector in Türkiye and abroad.

Source: [3] Gender and Women's Studies Centre

## The Centre's Areas of Activity

- Collecting data on gender structures within the University and supporting the objectives of the equality plan.
- Developing national and international research and project partnerships.
- Organising and participating in scientific, artistic and cultural activities.
- Conducting awareness, education and publishing activities for internal and external stakeholders.
- Encouraging the development of courses and programmes on gender and women's studies.
- Providing access to the Centre's facilities for relevant research.
- Developing documentation and archives on gender and women's studies.

Source: [4] Gender and Women's Studies Centre Directive

# GENDER EQUALITY

Istinye University addresses gender equality as a component of education, research and institutional life. Courses, seminars, conferences and information activities support awareness of equality across the university community.

## Gender Equality Plan

Approved by the Senate on 2 November 2022, the Gender Equality Plan sets out four focus areas to support equality in education and working life:

- Improving data on gender and intersectionality.
- Building capability and capacity related to equality.
- Developing equitable pathways to career development and leadership.
- Creating a safer, empowering and inclusive culture.

Source: [5] Gender Equality Plan

## Support against Harassment and Violence

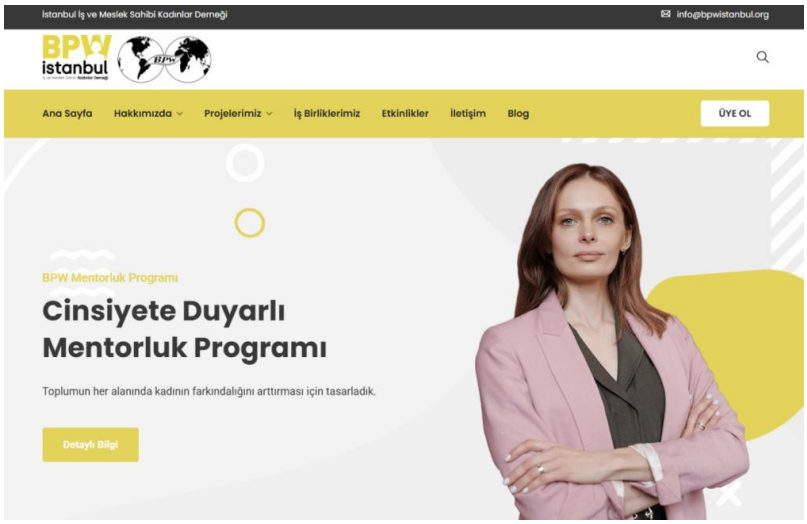
The Support Unit against Psychological and Sexual Harassment provides information on recognising forms of violence and accessing support mechanisms. Applications and the assessment process are confidential. Referral to psychological counselling forms part of the support mechanism.

Source: [6] Support Unit against Psychological and Sexual Harassment

# MENTORING AND PROFESSIONAL DEVELOPMENT

## Business and Professional Women BPW

Institutional cooperation with BPW Istanbul provides a framework for sharing knowledge and experience to support women's empowerment and gender equality. The mentoring approach rests on mutual learning that helps women students explore career paths, engage with experienced professionals and develop professionally.




BPW Istanbul gender-sensitive mentoring programme image.

Source: [7] Institutional Partnerships BPW Istanbul

## Million Women Mentors

An application announcement for the Million Women Mentors Programme was shared on 4 August 2025. The programme connects young women with industry professionals online to support their career goals. Mentoring applications were opened to young women studying at university, graduates, those in work or seeking employment, and those with entrepreneurial ideas.

Source: [8] Million Women Mentors Programme Application Announcement

# BABY FRIENDLY UNIVERSITY

## Maternity and Breastfeeding Leave

The Academic and Administrative Staff Leave Directive sets out procedures for maternity leave, breastfeeding leave after childbirth and unpaid leave following maternity leave. These arrangements support staff in combining parental responsibilities with working life.

Source: [10] Academic and Administrative Staff Leave Directive

## Nursing Rooms

Istinye University provides nursing rooms to support mothers in breastfeeding their babies in comfortable and hygienic surroundings.




Institutional image of a university nursing room.

Source: [11] Istinye University Institutional Nursing Room Image

# EVENTS

Activities in 2024–2025 addressed women's participation in economic and social life, gender representation in the media, combating violence and awareness of rights.

## International Entrepreneurship and Women's Footprint

The programme announced for 26 December 2024 at Vadi H Campus Conference Hall was designed to connect women's role in entrepreneurship with industry experience. The organisers were the Faculty of Economics, Administrative and Social Sciences, the Quality and Accreditation Department and the Quality Society.




Announcement poster for International Entrepreneurship and Women's Footprint.

Source: [12] International Entrepreneurship and Women's Footprint

## Stories of Hope The Same Courage Different Paths

A gathering was planned at Vadi H Campus Conference Hall on 6 March 2025 to mark International Women's Day. The programme was designed to explore women's empowerment through the sharing of different life and career experiences.




Announcement poster for Stories of Hope.

Source: [13] Stories of Hope The Same Courage Different Paths

## International Women's Day Awareness Stand

The Istinye Medical Students' Association set up an awareness stand at Vadi Main Campus for International Women's Day. Materials covered women's rights and health, gender equality and combating violence against women. Visitors contributed messages of support.

Source: [14] International Women's Day Awareness Stand

## Combating Violence and Raising Awareness of Rights

### The Mor Çatı Experience

The Department of Public Relations and Advertising announced a gathering at Vadi H Campus for 8 January 2025 focusing on the Mor Çatı experience. The programme was designed to bring civil society's experience in combating violence against women into university discussion.




Announcement poster for the Mor Çatı experience in combating violence against women.

Source: [15] The Mor Çatı Experience in Combating Violence against Women

### Open Microphone

The Women's Rights Club's Open Microphone: Law No. 6284 and the Istanbul Convention event took place at Topkapı Congress Centre on 3 January 2025. Academics, legal professionals and civil society representatives shared perspectives and experiences on women's rights and the prevention of violence.

Source: [16] Open Microphone Law No 6284 and the Istanbul Convention

## Knowledge Sharing on Gender Policies

### A Comparative Approach to Türkiye Algeria and Bulgaria

The Faculty of Humanities and Social Sciences and ISUGender announced a programme for 24 July 2025 on the legal and ethical dilemmas of gender and anti-gender policies. Linked to COST Action CA23149, the gathering was planned to provide a comparative approach to Türkiye, Algeria and Bulgaria.




Announcement for the comparative gender policies programme.

Source: [17] Legal and Ethical Dilemmas of Gender Policies

### Cooperation on Women's Entrepreneurship

A cooperation protocol signed with USIKAD established a framework for academic support for the planned Women's Organised Industrial Zone initiative. Its objectives include education, mentoring and research, alongside strengthening young women's links with the business world.

Source: [9] Cooperation with USIKAD on Women's Entrepreneurship

### Student Clubs and Social Solidarity

The Women's Rights Club organised a self-defence workshop as part of 2025 Year of the Family activities. Academic units and student clubs also undertook work on health awareness, child development and social solidarity.

Source: [18] 2025 Year of the Family Activities at Istinye University

## Activity List

| Date or Period | Activity | Source |
|---|---|---|
| November 2024 | Pink for a Purpose | News |
| November 2024 | Women's Seminar | News |
| November 2024 | Midwifery and Witchcraft | News |
| 03.12.2024 | Literature Seminars 1: Publishing Pride and Prejudice, Women Writers and the History of the Novel | Announcement |
| 04.12.2024 | Crossing Boundaries: Gender Dynamics in STEM Representations in Turkish Netflix Series | Announcement |
| 26.12.2024 | International Entrepreneurship and Women's Footprint | Announcement |
| 03.01.2025 | Open Microphone: Law No. 6284 and the Istanbul Convention | News |
| 08.01.2025 | The Mor Çatı Experience in Combating Violence against Women | Announcement |
| 04.03.2025 | RTC Projections 1: Generations X, Y and Z Media Professionals' Perspectives on Gender and Murder | Announcement |
| 06.03.2025 | Stories of Hope: The Same Courage, Different Paths | Announcement |
| March 2025 | International Women's Day Awareness Stand | News |
| 2025 | 2025 Year of the Family Activities at Istinye University | News |
| 24.07.2025 | Legal and Ethical Dilemmas of Gender and Anti-gender Policies in Türkiye, Algeria and Bulgaria | Announcement |

Announcements describe planned programmes; news items describe activities that took place. The publication month is used where a precise event date is unavailable, and the year is used for Year of the Family activities.

Source: [25] 2024–2025 Institutional Activity Register

# PROJECTS

## Student Projects

TÜBİTAK 2209 Programme 2024/1 and 2025/1 Calls

| Project Title | Funding Institution |
|---|---|
| Women's Labour Force Participation and Economic Growth: An Econometric Analysis for Türkiye | TÜBİTAK |
| Evaluation of the Correlation between Aggression and Emotional Intelligence by Gender and Investigation of Event-related Potential Differences | TÜBİTAK |
| Investigation of the Effect of Social Media Use on Body Image and Eating Behaviour in Pregnant Women | TÜBİTAK |
| Investigation of Fear of Childbirth and Anxiety Levels among Women Receiving Antenatal Education | TÜBİTAK |
| Traditional and Complementary Therapies for Women's Health: Awareness and Approaches among Future Health Professionals | TÜBİTAK |
| Health Perceptions among Women in Prison: The Relationship between Social Support and Loneliness | TÜBİTAK |
| A Cross-sectional Study of Cervicovaginal Culture Results in Women with Unexplained Infertility and Fertile Women | TÜBİTAK |
| The Definition of Masculinity as a Gender Role: A Study of Male University Students | TÜBİTAK |
| The Construction of Women's Identity in the Second Constitutional Era: Roles Expected of Women in the Women's Magazine Published in Thessaloniki | TÜBİTAK |
| Determinants of Sustainable Career Choices among Women University Students in Türkiye: A Qualitative Study of Generation Z | TÜBİTAK |

Source: [26] TÜBİTAK 2209 Student Project List 2024/1 and 2025/1

# SOURCES

[1] Mission and Vision

[2] Equality, Diversity and Inclusion Statement

[3] Gender and Women's Studies Centre

[4] Gender and Women's Studies Centre Directive

[5] Gender Equality Plan

[6] Support Unit against Psychological and Sexual Harassment

[7] Institutional Partnerships BPW Istanbul

[8] Million Women Mentors Programme Application Announcement

[9] Cooperation with USIKAD on Women's Entrepreneurship

[10] Academic and Administrative Staff Leave Directive

[11] Istinye University Institutional Nursing Room Image

[12] International Entrepreneurship and Women's Footprint

[13] Stories of Hope The Same Courage Different Paths

[14] International Women's Day Awareness Stand

[15] The Mor Çatı Experience in Combating Violence against Women

[16] Open Microphone Law No 6284 and the Istanbul Convention

[17] Legal and Ethical Dilemmas of Gender Policies

[18] 2025 Year of the Family Activities at Istinye University

[19] Literature Seminars Women Writers and the History of the Novel

[20] Gender Dynamics in STEM Representations in Turkish Netflix Series

[21] RTC Projections Gender and Murder

[22] Women's Seminar

[23] Midwifery and Witchcraft

[24] Pink for a Purpose

[25] 2024–2025 Institutional Activity Register

[26] TÜBİTAK 2209 Student Project List 2024/1 and 2025/1

Images are drawn from the University's institutional images and activity announcements.