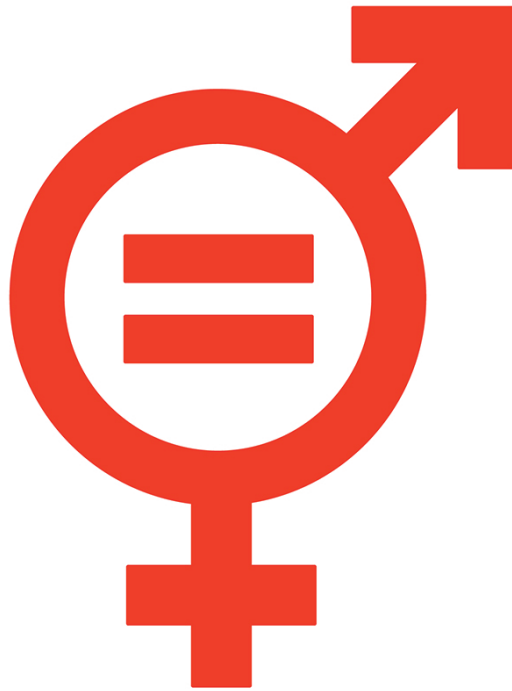


# 5 GENDER EQUALITY



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## BAU AT A GLANCE

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Since its foundation in 1998, the vision of BAU has been to be a global university known for its contribution to scientific, technological, and cultural knowledge through innovative education models and research approaches that reflect international standards as well as service to society. Currently, BAU Global Network comprises of 6 universities (Istanbul, Washington D.C., Berlin, Cyprus, Batumi, Plymouth), 5 liaison offices (BAU Global Azerbaijan, Jordan, Uzbekistan, Mongolia, Pakistan) and 5 language schools.

As one of the leading universities in Türkiye, BAU aims primarily to improve the living standards of the local and global society by integrating the sustainable development goals into its corporate processes and culture, educational programs, academic research practices and stakeholder collaborations. BAU with its staff members, students and alumni is a big academic community who are raised as good global citizens committed to each other and the world around them and always act with the utmost sense of ethics and social responsibility.

## BAU WITH NUMBERS

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- 7 campuses in Istanbul
- 10 faculties, 1 conservatory, 2 vocational schools
- 40 BA programs, 153 MA programs, 24 PhD. programs
- 22 research and application centers
- 150 labs, workshops/studios, incubation centers
- 223 Erasmus partner universities, 92 world exchange partners
- 805 full-time faculty members, 526 administrative staff members
- 17.927 undergraduate students, 4.552 graduate students, 415 doctora degree students
- 80 student clubs
- 224 externally funded projects between 2020-2022
- 340 industry partnerships & projects between 2020-2022

## BAU IN THE TIMES HIGHER EDUCATION



BAU participates in the Times Higher Education (THE) Impact Rankings since 2019. According to the current rankings, BAU belongs to the 801-1000 band in the World University Rankings, the 401-600 band in the Impact Rankings and the 151-200 band in the Young University Rankings 2023. Also, BAU is ranked among the top 5 universities in Türkiye.

The university continuously increases its standing in categories related to the UN Sustainable Development Goals. As of 2023, BAU holds the following standings in the THE Impact Rankings;

- 67th in Quality Education
- 93 th in Peace, Justice and Strong Institutions
- Ranks between 201-300 in Gender Equality
- Ranks between 201-300 in Reducing Inequalities
- Ranks between 201-300 in Industry, Innovation and Infrastructure
- Ranks between 301-400 in Sustainable Cities and Communities

The University takes the above-mentioned rankings as evaluation criteria for progress regarding its adherence and contribution to the UN Sustainable Development Goals and will continue to report its advancement in the rankings on a yearly basis.

## GENDER EQUALITY

Achieving gender equality and empowering all women and girls is one of the priority areas for BAU. In addition to the preparation of internal policies and related policies for the realization of SDG5 and the structuring of the gender equality action plan, BAU carries out many activities aimed at raising awareness of gender equality and empowering women.

### BAU 2020 DECLARATION OF POLICY-MAKING GOALS

#### Gender Equality Policy

BAU devotes itself to encouraging a culture that is inclusive and values diversity. BAU will implement Article 10 of The Constitution of Republic of Turkey under any circumstances that goes as follows: "Everyone is equal before the law without distinction as to language, race, color, sex, political opinion, philosophical belief, religion, and sector or any such grounds. Men and women have equal rights. The State has the obligation to ensure that this equality exists in practice."

#### BAU Gender Law Clinic (Faculty of Law)

BAU Gender Law Clinic's main area of work involves gender and all gender-based discriminations. First in Türkiye, the Clinic carries out activities to prevent gender-based discrimination in all forms by way of deepening students' knowledge on Turkish and international law, organizing educational conferences and panels, conducting research, developing content for public awareness with the active participation of voluntary law students. BAU Gender Law Clinic welcomes applications from top-class law students who have taken the Family Law course as a prerequisite. Students work under the supervision of clinical lawyers to provide representation to individual clients. This clinic also contributes to removing barriers that hinder women's access to civil justice.

- **"Gender of the Law: Gender-Based Violence and Impunity Culture" Seminar (26 October 2021)**  
The conference was held in a hybrid fashion and the following topics were emphasized: Sexual violence, the presumption of innocence, "the woman's statement is essential" principle, the basic principles of proof in penal procedure, the approach of the Court of Cassation to proof in crimes against sexual inviolability.

# GENDER EQUALITY

## CENTERS, LABS, COMMISSIONS, UNITS & PROGRAMS

### **BAU Commission for Equality and Inclusion Studies (BAUEQUAL)**

BAU Commission for Equality and Inclusion Studies (BAUEQUAL) was established in October 2020 with the mission of developing an egalitarian and inclusive approach in all activities and processes carried out by BAU. To date, BAUEQUAL examined local and international models and identified the steps to be taken to create a nonviolent campus life and an egalitarian and inclusive education and work environment. In this respect, panels, in-house training programs, workshops with BAU student clubs and campus wide activities have been planned.

A specific training module by BAUEQUAL had been integrated into the orientation and life skills education program of the first year BAU students. The training module included gender equality and gender studies courses offered by BAU Department of Sociology and BAU General Education Unit. At the academic level, gender equality, gender sensitive course design and inclusivity training are provided for the BAU academic staff.

BAUEQUAL's action plan includes conducting research, developing projects and policies that contribute to BAU's DE&I (Diversity, Equity & Inclusion) agenda within and outside of the University.

### **BAU Sexual Harassment and Assault Support Unit**

BAU is dedicated to creating an equal, free, democratic, and safe learning and working environment for its community. To achieve this goal, the University clearly declares its determination to prevent and fight against gender-based discrimination and violence, harassment, and assault within the university. In this context, BAU Sexual Harassment and Assault Support Unit was established in 2022 and its directive and policy statement were publicly shared. The Unit is the designated entity when any individual within the University is subject to or the witness of acts that fall under the definition of gender-based, sexual, and psychological violence and discrimination.

What to expect from BAU Sexual Harassment and Assault Support Unit:

- The prevention of sexual harassment and assault acts that take place in BAU's working and learning environments or that occur outside yet affect the working and educational activities within the University,
- The management of support processes such as informing and guiding the applicants who are exposed to such acts,
- The administration of the follow-up procedures when such actions are the subject of administrative (disciplinary) and/or legal processes.

## GENDER EQUALITY

### Special Webinar for 2021 International Women's Day

Moderated by BAUMUS student assistants, a panel of speakers including Doğa Tamer from the "Sustainability Steps Association", Bahar Aldanmaz, one of the founders of the "We Need to Talk Association", Hacer Foggo, one of the founding members of the "Deep Poverty Network", and Nurhayat Uçar, lecturer in the Fine Arts Department at Marmara University, shared their lived experiences.



### BAU as an Ally of Unstereotype Alliance Türkiye convened by UN Women Türkiye

The Unstereotype Alliance is a thought and action platform that seeks to eradicate harmful stereotypes in all media and advertising content. Convened by UN Women, the United Nations entity for Gender Equality, the Unstereotype Alliance brings together partners and seeks to collectively use the advertising industry as a force for good to drive positive change all over the world. The Alliance contributes to empowering people in all their diversity (race, class, age, ability, ethnicity, religion, sexuality, language, education, etc.) to help create an equal world. Unstereotype Alliance Türkiye Chapter (UAT) was launched in 2019 as an industry initiative composed of national and global advertisers, advertising agencies, and industry institutions. The Turkish Advertisers Association (RVD) and the Association of Advertising Agencies (RD) are in UAT's leader board.

BAU is an official ally of UAT and contributes to its actions through research and capacity building support such as training design and implementation. Effie Awards Türkiye Gender Equality Report Research funded and led by RVD, co-implemented by Dr. Gül Şener and Dr. Eda Öztürk of BAU Advertising in collaboration with UAT is published and shared nationally and internationally on a yearly basis. The Effie Awards Türkiye Gender Equality Report has been playing a guiding role for the advertising industry in Turkey since 2018.



BAU TTO has been operating since 2014 transforming the research outputs into economic value, ensuring university-industry collaborations, making academics and students benefit from national and international funds through their research and ideas, using research outputs to build innovative and tech-based initiatives and materializing intellectual property rights.

Moreover, BAU TTO funds research and R&D projects, and technology-based and innovative entrepreneurial activity proposals of BAU faculty members, students and entrepreneurs from its own equity capital via BAUBAP.

Project Title	Faculty	Type	Funding	Starting Date
Women's Perception of Security in Urban Spaces: The Case of Istanbul and Ankara	Sociology	Research	TC Ministry of Internal Affairs	2021



## GENDER EQUALITY

- **BAU became the first higher education institution in Türkiye to be accepted as a WEPs signatory.**

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labor and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.

- **"Family Law and Gender" Seminar (9 November 2021)**

The conference was held in a hybrid fashion and the following topics were emphasized: Gender roles, Turkish Civil Code, woman's surname, abortion, alternative reproductive methods.

- **"Feminization of Refugee: Intersectionality, Solidarity, Resistance" Article (25 February 2022)**

The article by the founding director of BAUMUS Prof. Dr. Ulaş Sunata and BAUMUS student assistant Selin Özsoy was published in the International Migration. This study aims to examine a possible change of feminist civil society pertaining to inclusivity with a particular interest in violence. It evaluates state-civil society relations, coping mechanisms with domestic violence and solidarity patterns with female refugees.



**International Migration**  
@IntMig\_Journal

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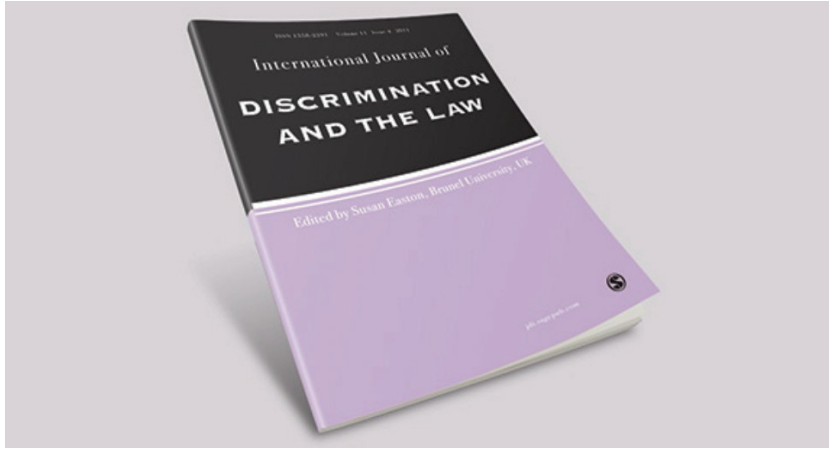
Working on emerging feminist solidarities transcending citizen-refugee divide? [#Checkout](#) 'Feminization of refugee: Intersectionality, solidarity, resistance' by [@UlasSunata](#) & Selin Özsoy of [@Bahcesehir](#) [#OUTNOW](#)



## GENDER EQUALITY

### “Legal Gender Recognition in Turkey” Article (January 29, 2022)

The article by Prof. Ulaş Sunata, Prof. Aslı Makaracı, Assoc. Prof. Dr. Seda Öktem Çevik was published in the International Journal of Discrimination and the Law. The study deals with the regime of legal gender recognition in Türkiye first reveals critical reciprocating historical developments in national legal regulations for affirming trans identities. Then, the recent conditions laid down by the 2017 Constitutional Court judgments stating that transgender people do not require permanent sterilization anymore but require sex reassignment surgery for legal gender change are evaluated. Moreover, this paper explains that while the jurisprudence of the European Court of Human Rights partly reflects the current Turkish legislation, it is not a big step for transgender rights.



### Unstereotype Alliance TR MidSummer Event hosted by BAU Communication Faculty (28 July 2022)

In this hybrid event for industry knowledge sharing on Cannes Lions 2022 Advertising Festival’s Gender Equality Agenda (trends, insights, thematic focus) was discussed within the context of sustainability.



## GENDER EQUALITY

### “Women’s Energy on Campus” Project Launch (7 March 2022)

The project was launched by Akenerji in partnership with BAU, UNITAR and CIFAL İstanbul. The goal of the project is to introduce and open the energy industry to the future female leaders while raising awareness about gender equality. It focuses on SDG 5 (Gender Equality) and SDG 10 (Reducing Inequalities). At the end of the program, selected students were provided with mentoring and internship opportunities.



### “Violence Against Women and Duties and Responsibilities of Law Enforcement” Seminar (8 Mart 2022)

This face-to-face event was organized as part of International Women’s Day activities carried out by BAU IGUL.

### “Post-Pandemic Migration Experiences, Work-Home Dynamics, and Domestic Relations: The Case of Migrant Domestic Workers” TUBITAK Project

The research project will focus on the home-work dynamics and domestic relations of immigrants after the Covid-19 pandemic, will concentrate on migrant domestic workers. The research project coordinated by Assoc. Prof. Ulaş Sunata will be supported by TUBITAK for 24 months.

# GENDER EQUALITY

## FEMALES Legends of Science Project: Dissemination Activities 8.11.2022- 14.11.2022

The project is based on the values of gender equality and nondiscrimination between women and men in the fields of science, technology, engineering, mathematics, innovation and innovative entrepreneurship. The project aimed to direct girls to careers and professions related to STEM fields. Although 5 different country partners are involved in the project, the provincial unity of 6 countries take part in the project as well. These countries; Turkey, Greece, Italy, Spain and Romania.

Objectives of "FEMALES" project: ·

To bring out the significant role of women in STEM (Science, Technology, Engineering and Maths)

To fight stereotypes of students and teachers

To inspire young girls through role-model education to follow STEM careers.

To enhance acquisition of key skills and competences for STEM careers from all students (boys and girls)

To enhance teachers' skills in dealing with inclusion in STEM

Participants within the duration of the project will be 300 professionals (teachers and others) and 1500 students of the profile described above. Participating organizations are experienced organizations and well suited team of professionals from all aspects of the project from public bodies and educational authorities, University researchers and professors, NGOs and associations with great activity on the STEM field game-based and digital learning tools. BAU University and Sukru Ulgezen vocational high school in Istanbul Turkey, Challedu game-based education NGO from Greece, AIJU digital tools NGO in Spain, Euphoria net srl European values NGO in Italy , CDDT public body for teacher education in Romania for career development are the partners of the project.

yegam.com.tr

## FEMALES LEGENDS OF SCIENCE

10 MAYIS SALI | BAHÇEŞEHİR ÜNİVERSİTESİ GÜNEY KAMPÜS

<b>12.15-12.45</b> BAU EĞİTİM BİLİMLERİ FAKÜLTESİ DEKAN YARDIMCISI: DOÇ. DR. YAVUZ SAMUR Oyun ve Bilim Efsane Kadınları Oyununun Tanıtılması	<b>12.45-13.45</b> KAHVE ARASI VE İKRAM	<b>13.45-14.15</b> EFSANE KADIN KONUŞMASI DOÇ. DR. ELİF NUR FIRAT KARALAR- KOÇ ÜNİVERSİTESİ MOLEKÜLER BİYOLOJİ VE GENETİK BÖLÜMÜ ÖĞRETİM ÜYESİ Bilimde Efsane Kadınlar; Hayatları, Yaşadıkları Zorluklar
<b>14.15-14.35</b> BEŞİKTAS RAM MÜDÜRÜ: MEHMET HİLMİ EREN Bilimde Efsane Kadınlar Projesinin Yaygınlaştırılmasında Okullar ve Ev Okulu Derneği	<b>14.35-15.35</b> MODERATOR: PROF. DR. MEHMET SENCER ÇORLU- BAUSTEM MERKEZİ DİREKTÖRÜ	<b>DÖRT EFSANE KADIN</b> DOÇ. DR. SİNEM VATANARTTIRAN - BAY ATLANTIC ÜNİVERSİTY REKTÖRÜ DR. ÖĞRETİM ÜYESİ PERİNUR BOZAYKUT EKER - ACIBADEM ÜNİVERSİTESİ MOLEKÜLER BİYOLOJİ VE GENETİK BÖLÜMÜ ÖĞRETİM ÜYESİ DOÇ. DR. ÇANAN ACAR - BAU MÜHENDİSLİK VE DOĞA BİLİMLERİ FAKÜLTESİ ÖĞRETİM ÜYESİ ARZU SATIR - SEKTÖR TEMSİLCİSİ (YAZILIM)
<b>15.35-16.00</b> KAPANIŞ		

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## FEMALES LEGENDS OF SCIENCE

10 MAYIS SALI | BAHÇEŞEHİR ÜNİVERSİTESİ GÜNEY KAMPÜS

PROGRAM AKIŞI

<b>09.30-09.40</b> PROJE KOORDİNATÖRÜ: DR. ÖĞRETİM ÜYESİ AYŞİN KAPLAN SAYI Hoş Geldiniz Konuşması	<b>09.40-09.55</b> BAU REKTÖRÜ: PROF. DR. ŞİRİN KARADENİZ Açılış Konuşması	<b>09.55-10.10</b> SARIYER İLÇE MİLLİ EĞİTİM MÜDÜRÜ: HÜSEYİN ÖZCANLAR Açılış Konuşması
<b>10.10-10.25</b> İL MİLLİ EĞİTİM MÜDÜRÜ: LEVENT YAZICI Açılış Konuşması	<b>10.30-11.00</b> KAHVE ARASI VE İKRAM	<b>11.00-11.15</b> PROJE KOORDİNATÖRÜ: DR. ÖĞRETİM ÜYESİ AYŞİN KAPLAN SAYI Proje Tanıtımı
<b>11.15-11.30</b> ORTAK KURUM PROJE TEMSİLCİSİ: SİBEL SAYGIN Proje Ortağı olarak Şükran Ülgezen Mesleki ve Teknik Anadolu Lisesi ve Projedeki Rolü	<b>11.30-11.45</b> BAU UZAKTAN EĞİTİM DİREKTÖRÜ: DR. ÖĞRETİM ÜYESİ ERGÜN AKGÜN Projede Uzakta Eğitimin Rolü	<b>11.45-12.15</b> EFSANE KADIN KONUŞMASI PROF. DR. GÜLSEN ÖNENGUT- CERN ARAŞTIRMACISI Bilimde Efsane Kadınlar; Hayatları, Yaşadıkları Zorluklar



## GENDER EQUALITY

### Bahçeşehir University Faculty of Economics, Administrative and Social Sciences BRIDGE Education Programs Build New Bridges 23/25.03.2022

Bahçeşehir University Faculty of Economics, Administrative and Social Sciences BRIDGE education programs are building new bridges...

We prepared a free training program for women cooperatives and women entrepreneurs for March 8 International Women's Day.

In addition to building a bridge to the careers of our students, BAU BRIDGE has begun to build new bridges with different stakeholders in line with the needs of the society.

We present the free program we have prepared to further develop women's entrepreneurial spirit, to grow their businesses and increase their competitive power, as well as to ensure the sustainability of their businesses and to support the equipment needed by women's cooperatives and women entrepreneurs, to all women's cooperatives and entrepreneurs supported by the Women's Labor Evaluation Foundation.

In this boutique training program, BAU FEAS academicians will meet with women's cooperatives and women entrepreneurs through the Foundation for the Evaluation of Women's Labor. This event, which aims to raise awareness in the fields of economy, marketing and management, is the first social responsibility project of the BAU BRIDGE education program, which is an initiative of the faculty.

Bahçeşehir Üniversitesi İktisadi, İdari ve Sosyal Bilimler Fakültesi

# BAU Bridge

BAHÇEŞEHİR UNIVERSITY  
RESEARCH INNOVATION DIVERSITY  
GLOBAL ENTREPRENEURSHIP

**8 MART DÜNYA EMEKÇİ  
KADINLAR GÜNÜ KUTLU OLSUN**

Kadınların girişimci ruhlarını daha da geliştirmeleri, işlerini büyütmeleri ve rekabetçi güçlerini artırmaları amacıyla hazırladığımız eğitim paketini Kadın Emekçini Değerlendirme Vakfı'nın desteklediği tüm kadın kooperatifleri ve girişimci kadınlara armağan ediyoruz.

**23 Mart 13.00 - 15.00**  
*İnsan Kaynakları ve İletişim*  
Prof. Dr. Ela Ünler

**23 Mart 16.00 - 18.00**  
*Girişimciler için pazarlama ve marka yönetimi*  
Doç. Dr. Elif Yolbulan Okan

**24 Mart 14.00 - 16.00**  
*Tedarik zinciri yönetimi*  
Prof. Dr. Yavuz Günalay

**24 Mart 11.00 - 13.00**  
*Finansal Bilişç*  
Dr. Serkan Yeşilyurt

**25 Mart 15.00 - 17.00**  
*Girişimciler için ekonomiye giriş*  
Doç. Dr. Bülent Anıl

**SERTİFİKA PROGRAMI**

**KADIN EMEĞİNİ DEĞERLENDİRME VAKFI**

**BBI** BAU branding innovation

**BAU** Bahçeşehir University  
İktisadi, İdari ve Sosyal Bilimler Fakültesi

İstanbul'un Kalbinde Bir Dünya Üniversitesi