

# GEP Summary: SU

## GEP Quick Facts

- Sabanci University's (SU) GEP was co-designed by close to 100 faculty members, staff and students based on the GEARING-Roles Institutional Assessment Report, participatory co-creation workshops, Task Force Meetings, and meetings between the GEARING Roles team, SU Gender, and Human Resources.
- It was approved in March 2021

## Institutional context

Established in 1996 as a private university, Sabanci University (SU) ranks among the highly rated higher education and research institutions in Turkey. With a student population of more than 5000, SU offers 11 undergraduate major, 12 undergraduate minor, 50 M.A. and 15 PhD programs in arts, engineering, humanities, management, natural sciences, and social sciences.

Sabancı University embarked on the GEP design process with a strong base in gender studies: Pioneering institutional documents and processes on sexual harassment, domestic violence and non-discrimination, prominent scholars that conduct gender research, an international Gender Studies PhD Program, a Minor in Gender and Women's Studies, a vibrant gender studies research center (SU Gender), an action-research center where gender diversity at corporate governance and leadership is one of the main focus areas (Corporate Governance Forum), and high-impact educational and social programs on gender awareness and equality for civil society, high schools, and the private sector.

Although the university offers a wide range of courses that incorporate gender, particularly in the Cultural Studies (BA, MA) and Gender Studies (PhD) programs, the GEP is expected to play a key role in mainstreaming gender in the university curriculum, as well as in its administrative processes and research activities.

## GEP Summary

Sabancı University's GEP is composed of 97 actions in 8 sections: Institutionalization and Capacity Building for Gender Equality, Recruitment, Career Progression, Work-Life Balance, Decision-Making and Leadership, Research, Curriculum and Teaching, Sexual Harassment and Gender-Neutral Communication.

The key objectives of SU's GEP are

1. To institutionalize gender equality monitoring, evaluation and benchmarking mechanisms
2. To increase the percentage of women faculty, researchers and students in programs and ranks

where their numbers are low.

3. To increase opportunities for career advancement in administrative positions.

4. To increase the number of women in all management positions.

5. To institutionalize measures for the evaluation of management and decision-making mechanisms on the basis of gender equality and inclusivity.

6. To establish work-life balance mechanisms as add ons to legal mechanisms and to make them

applicable in all faculties and units.

7. To enact formal mechanisms for the integration of a gender perspective in research and curriculum in all fields.

8. To improve existing mechanisms for the prevention of sexual harassment, gender-based violence and discrimination by making existing complaint and support mechanisms more concrete and effective.

The GEP and university president's message can be found here in English.

## Organisational Achievements

SU organized our kick-off event on April 8, 2019 titled "STEM & Gender at Sabancı University" where President Yusuf Leblebici, Former President Zehra Sayers, Director of the Center of Excellence in Data Analytics Berrin Yanıkoğlu, Dean of the Faculty of Engineering and Natural Sciences Canan Atılgan, Director of the Nanotechnology Research and Application Center Fazilet Vardar Sukan, Vice President Şirin Tekinay and Foundation Development instructor Süphan Bakkal discussed gender