

5 GENDER EQUALITY



NUMBER OF
PUBLICATIONS & THESES

32



NUMBER OF
PROJECTS

4



NUMBER OF
EVENTS

43



NUMBER OF
COURSES OFFERED

14



NUMBER OF
COLLABORATIONS

5



NUMBER OF
AWARDS

4

SDG 5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

Targets and Indicators

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Courses, Theses, Publications

Courses

TEDU provides different courses on gender equality and its varying dimensions. Courses such as Gender Studies, Gender and Sexuality, International Gender Politics, Gender and Violence, Gender and Media, Gender and the City, Politics of Masculinities, Sexual Health Education, Social Influence and Premarital Counseling provide significant learning materials to enable students to have a critical lens on gender equality. Each of these courses can play a vital role in advancing SDG 5, by raising awareness, empowering students, and promoting gender equality within the university and beyond. In addition to this overall aim, discussing concepts such as consent, respect, norms, and (healthy) relationships also helps reduce gender-based violence by fostering understanding and respect for individual rights.

Besides, within the [TEDU 102 Service-Learning course](#), students engaged in projects that combined theoretical knowledge with practical applications and community service. Working in groups, students collaborated with NGOs and schools affiliated with the Ministry of National Education to design and implement projects addressing societal needs. Under the guidance of faculty members, students developed group projects that considered the United Nations Sustainable Development Goals. The projects covered themes such as prevention of gender-based violence, sustainable development, equal rights and democratic participation, youth employment, human resources management, ecosystems, social engagement, universal design for learning, environment and climate change, gender equality, and continuous improvement.

Theses

At TED University, several theses explored issues of gender (in)equality. Notably, two of them focus explicitly on gender equality as their primary research focus. One notable example is the thesis “We Have a Voice: Assertiveness as a Self-Defence Strategy Against Women’s Self-Silencing,” which developed and implemented a psychoeducational group intervention designed to enhance women’s assertiveness in intimate relationships.

Another thesis, “Comparison of Machine Learning Methods in Predicting Female Labor Force Participation Rates,” aims to identify the best-performing machine learning method for predicting female labor force participation rates and to determine the key factors influencing women’s participation in the workforce.

Beyond these directly gender-centered studies, several theses examined women’s experiences within broader psychological and sociocultural contexts. For instance, “Comparison of pregnant women with and without a history of perinatal loss in terms of depression, their thoughts about their own and baby’s well-being, acceptance of pregnancy and maternal role, maternal expectations and maternal attachment,” provides a nuanced understanding of maternal mental health.

Another example, “Navigating new beginnings: Understanding the migration decision-making of highly skilled Turkish women in Germany and the Netherlands,” sheds light on how gender intersects with mobility, professional identity, and integration processes.

Publications

In addition to theses, TED University made significant scholarly contributions to the study of gender equality and women’s empowerment across diverse domains.

The article, co-authored by Dr. Selin Akyuz, Department of Political Science and International Relations, “The Political Economy of Women’s Cooperatives in Turkey: A Social Reproduction Perspective” explores how familial, social, and governmental dynamics shape women’s participation and empowerment within cooperatives, emphasizing the need to address social reproduction barriers for sustainable gender equality in economic life.

The article entitled “Women and the Economic Field: Cooperatives and Capital in Turkey”, co-authored by Dr. Tekin Köse, Department of Economics, analyzes the gender gap in wealth accumulation through women’s cooperatives in Turkey, revealing how patriarchal structures create inequalities in economic, social, and cultural capital, while also showing that women actively develop strategies—often through cooperatives—to overcome these structural barriers.



The article “Reading Care Work as a Borderland in My Cleaner, Muz Sesleri and Lullaby” by Dr. Şule Akdoğan, Department of English Language and Literature offers a comparative feminist reading of women care workers in contemporary literature, conceptualizing “borderlands” as spaces that illuminate the complexities of women’s lived experiences and foster transnational feminist solidarity.

The article entitled “‘I Was Trapped’: Psychological Intimate Partner Abuse Against Women and Its Intergenerational Transmission” co-authored by Dr. Yağmur Ar, investigates the multidimensional nature of psychological intimate partner violence and its familial transmission, highlighting the interplay of individual, family, and social factors and emphasizing the need for resilience-focused psychosocial interventions.

The article, written by Dr. Bezen Balamir Coşkun, “A Retrospective Study of Patriarchy in Turkish Politics: Political Masculinities and Female Party Leaders in Turkey” examines how patriarchal structures and political masculinities have shaped the experiences of female party leaders across different historical periods, highlighting persistent gendered barriers in Turkish political culture.

The article co-authored by Dr. Semih Tumen, “Empowered or Impoverished: The Impact of Panic Buttons on Domestic Violence” examines a targeted panic button program in Turkey, revealing that while it enhanced women’s economic empowerment, it also led to increased physical violence—particularly against less-educated women—highlighting complex gendered dynamics and male backlash effects.

The article entitled “Higher Education Expansion and Women’s Access to Higher Education and the Labor Market: Quasi-Experimental Evidence from Turkey”, co-authored by Dr. Meltem Dayioğlu, demonstrates that the 1992 higher education expansion significantly increased women’s educational attainment and labor force participation, reducing gender gaps in Turkey while having no measurable effect on men.

Last but not least, the article “Measuring Positive LGBTQ+ Identity: Psychometric Properties of the Turkish Lesbian, Gay, and Bisexual Positive Identity Measure”, co-authored by Dr. Burcu Özgülük Üçok, validates a culturally adapted measure to assess positive aspects of LGBTQ+

identity in Turkey, providing a tool for research on resilience, coping, and relational well-being among sexual and gender minorities.

Events - Activities

Gender Equality Training in Working Life



Image1. Gender Equality Training in Working Life

The [Gender Equality Training in Working Life](#) was conducted in collaboration with the TEDU Center for Gender Studies and the TEDU Center for Continuing Education, with the objective of supporting various institutions. The program was strategically designed in accordance with the UN Sustainable Development Goal 5, which focuses on achieving gender equality. It also took into account the corporate credit policies established by the European Bank for Reconstruction and Development (EBRD) and the World Bank. The training session was held on August 28, 2024, and was expertly facilitated by Dr. Burcu Sarı Karademir, Prof. Dr. Şebnem Akipek Öcal, Dr. Zehra Yılmaz Yağcı, Dr. Duygu Onay Çöker, and Meltem Ferendeci Özgödek. This multidisciplinary approach aimed to enhance understanding and implementation of gender equality principles in the workplace.

Safe Relationships Seminar Series



Image2. Safe Relationships Seminar Series

TEDU Student Development and Psychological Counseling Center started to organize ["Safe Relationships Seminar Series."](#) As part of this seminar series, the experts of the center conducted three sessions on distinct topics: "Healthy Boundaries in Relationships" on October 22, 2024, "Understanding Violence in Relationships" on November 26, 2024, and "Sexual Health in Relationships" on December 24, 2024. A total of 76 students participated in these seminars, gaining knowledge and practical insights on fostering healthy, safe, and respectful relationships.

"#Community from a Gender Equality Perspective"



Image3. "#Community from a Gender Equality Perspective"

İstasyonTEDÜ, in collaboration with Turkische Network, launched a series of events in Ankara under the title "From a Gender Equality Perspective", addressing various themes through a

gender lens. The series aimed to raise awareness on gender equality and create an inclusive discussion platform by bringing together participants from diverse sectors. The first event, titled "Community from a Gender Equality Perspective", took place at İstasyonTEDÜ on December 5, 2024. Panelists Öykü Kayaalp, Dr. Aslı Aygüneş, and Dr. Beril Türkoğlu explored the concept of community from different perspectives, including leadership, safe communities, and community in institutional life. Following the panel, a workshop was held to determine the themes and speakers for future events. Based on the workshop outcomes, six events are planned for 2025, covering topics such as disasters and crises, language and culture, media, careers, technology, and sustainability.

Crafting Resilience: Women's Cultural Revival in Post-Earthquake Reconstruction

Funded by the British Council's Creative Collaborations Grant Program and led by the Hatay Earthquake Solidarity Association in partnership with Zey Works, Joon, and This is Mana, the project was implemented between October 2023 and May 2024. İstasyonTEDÜ supported the project by designing methods and tools to enable effective social impact-oriented project management and enhance the association's capacity.

Futsal Friendship Match with Çankaya Municipality



Image4. Futsal

In observance of the International Day for the Elimination of Violence Against Women, the TED

University Women's Futsal Team and Çankaya Municipality Women's Futsal Team played a friendship match at TED University. The free event brought together local authorities, community members, and the university community. Attendees included Çankaya Municipality deputy mayors, municipal staff, TED University members and their families, as well as the head of Fidanlık Neighborhood and residents, who came together to support the match. This meaningful event aimed to raise awareness about violence against women and highlight the importance of collective action in combating gender-based violence within society.

"Women and Employment Research" Event



Image5. "Women and Employment Research" Event

The findings from the research conducted by TED University, TurkishWIN, and XSIGHTS on women's participation in the workforce and their attitudes toward gender equality in the workplace were presented at TED University on February 29, 2024. The event featured the participation of Prof. Kezban Çelik from the Department of Sociology.

Women in Cybersecurity



Image6. Women in Cybersecurity

On March 8, 2024, the CyberTEDU Community organized the event "Women in Cybersecurity" at TED University to celebrate International Women's Day. The event featured informative presentations and an interactive panel discussion with speakers from leading companies, inspiring participants and raising awareness about women's contributions to

the cybersecurity field. While celebrating women's achievements in cybersecurity, the event also provided a valuable platform for dialogue and networking among participants.

TEDU Center for Gender Studies

TEDU Center for Gender Studies is a significant research hub for TEDU. The goal of the Center is to realize academic and practical studies to create a university ecosystem that is based on the principle of gender equality in general and gender equality in representation and that has heightened awareness and sensitivity on the issue of gender. Hence, all the events and activities of the Center are a vital tool to expand gender equality knowledge. The center conducts and supports national and international scientific studies, reveals an interdisciplinary approach, keeps the issue of gender on the agenda by including all faculties, departments, and administrative units, realizes events, conferences, projects, and **ACTIVITIES** that would connect society and academy and finally aims to prevent all discrimination and sexual harassment related to sex or sexual orientation. Additionally, the Center offers **INTERNSHIP** opportunities for students to engage in gender studies research and gain practical experience in related fields.

In 2024, TEDU Center for Gender Studies hosted a series of seminars, panels, workshops, and screenings addressing gender equality, women's empowerment, and LGBTQ+ issues:



Image7. Equal Care Day Event

In the seminar, Dr. Burcu Sarı Karademir, within the scope of Equal Care Day, contributed to advancing debates on degrowth, the care/purple economy, and the Sustainable Development Goals (SDGs) by proposing a transformative framework that addresses the intertwined challenges of environmental degradation, the provision of care services, and social inequality.

Another remarkable event of the Centre was a film screening: “Kim Mihri: A Screening and Conversation”



İmage8. “Kim Mihri: A Screening and Conversation”

The event included a screening of the documentary Who is Mihri, which explores the life of Mihri Rasim Müşfik Açıba (1886-1954), one of the earliest female painters. After the screening, attendees participated in a discussion with director and screenwriter Berna Gençalp, producer Yonca Ertürk, and actress Feride Çetin.



İmage9. Rethinking the Relationship between Politics and Women Towards Local Elections

In the seminar, “Rethinking the Relationship between Politics and Women Towards Local Elections”, Dr. Zehra Yılmaz analyzed the representation of women in Turkey’s political institutions at the international, national, and local levels within the framework of Sustainable Development Goal 5, the principle of Gender Equality.



İmage10. Trans Male Experiences and Feminism in the Context of Critical Masculinity

In the seminar, “Trans Male Experiences and Feminism in the Context of Critical Masculinity”, Emirhan Deniz Çelebi explored the experiences of trans men in Turkish society, discussing how societal perceptions and individual understandings of trans masculinity intersect and highlighting the analytical value of a critical masculinity perspective.



İmage11. Special Section on Sustainable Patriarchy in Turkey in Turkish Studies

A launch event for a “Special Section on Sustainable Patriarchy in Turkey in Turkish Studies” featured Prof. Cynthia Enloe alongside the authors of the January 2024 special issue of Turkish Studies, titled “Sustainable Patriarchy in Turkey.” By amplifying feminist scholarship and promoting dialogue among researchers, the event advanced the goals of gender equality, women’s empowerment, and inclusive academic representation.



Image12. Sustainable Patriarchy in Turkey

In the launch event, Prof. Serpil Sancar introduced her book, **“Gender in Politics: Women’s Rights Politics Against Sexism”**, and discussed women’s political representation since the founding of the Republic of Türkiye. The session contributed to the advancement of feminist scholarship and the promotion of women’s political participation and leadership—core aims of SDG 5.



Image13. ‘This Would Not Have Happened If You Had a Brother’: A Qualitative Research on Peasant Women Who Owned Land Through Inheritance in Turkey

In the seminar, “‘This Would Not Have Happened If You Had a Brother’: A Qualitative Research on Peasant Women Who Owned Land Through Inheritance in Turkey”, Dr. Esra Demirkol Colosio discussed the experiences of women in Turkey who have continued farming and/or initiated agricultural production after inheriting farmland, as well as the strategies they have developed in response to patriarchal ideology and gendered relations within rural production and these rural production spaces. By shedding light on women’s agency in land ownership and agricultural production, the seminar contributed to advancing gender equality, economic empowerment, and the visibility of women’s labor in traditionally male-dominated spaces.



Image14. An Ecofeminist Approach to Neo-Developmentalism Debates in Latin America

In the seminar, “An Ecofeminist Approach to Neo-Developmentalism Debates in Latin America”, Dr. Esra Akgemci examined the ways in which materialist ecofeminism informs the analysis of contemporary capitalist development in the Global South. The discussion subsequently explored the disproportionate impact of (neo)extractivism on Indigenous women. The session concluded by analyzing the efforts of ecofeminist movements in Latin America to advocate for a post-extractivist future.



Image15. An Ecofeminist Approach to Neo-Developmentalism Debates in Latin America

A panel, “We Are Talking About Violence Against Women and the Istanbul Convention”, featuring Prof. Zuhale Yeşilyurt Gündüz, Prof. Şebnem Akipek Öcal, and Dr. Beril Türkoğlu was held in memory of women who have lost their lives. The event saw significant participation from students. During the Q&A session, attendees engaged in a discussion with the panelists on strategies to combat violence against women and explore ways to promote well-being in situations of violence.

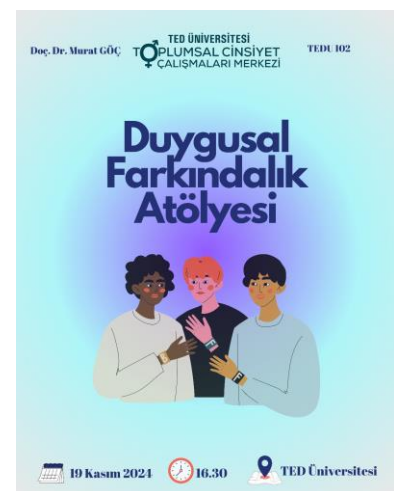


Image16. Emotional Awareness Workshop

In continuation of the seminar series addressing gender dynamics and social equality, another event focused on men's emotional literacy and participation in gender-transformative learning. Emotional Awareness Workshop led by Dr. Murat Göç provided male university students with tools to enhance emotional intelligence, self-awareness, and interpersonal skills.



Image17. Gender and Dating Violence Education

Continuing its commitment to gender equality and violence prevention, the University hosted an online training, “**Gender and Dating Violence Education**”, in collaboration with the Yanındayız Association, and offered students awareness and knowledge on gender dynamics and dating violence.



Image18. Women's Access to Justice and the Portrayal of Violence in the Media

As part of SDG 5: Gender Equality, the event “Women's Access to Justice and the Portrayal of Violence in the Media,” organized by Flying Broom and hosted by the Embassy of Canada, brought together Visual Communication Design students

from TEDU and Law students from Ankara University. The event, which was hosted by Prof. Gülriz Uygur and Dr. Duygu Onay Çöker with their students, featured discussions, videos, and presentations prepared by the students, exploring the issue of violence against women in the context of law and design.

Together, these initiatives illustrate TED University's comprehensive approach to SDG 5: Gender Equality, integrating education, research, and community engagement. TEDU promotes gender-sensitive learning environments, addressing gender-based violence, and fostering inclusive dialogue, and continues to advance equality, empowerment, and justice both on campus and within the wider society.

Collaborations, Projects, Awards

Insurance of Education: Our Teachers Project

This project supported by [Zurich](#) Foundation and jointly implemented by the Ministry of National Education and the Turkish Educational Association, aims to enhance the quality of professional lives of female teachers assigned to rural areas in their first years of service and position them as role models for their students and a source of hope for rural communities. The project aims to minimize the environmental, physical, and professional challenges faced by teachers, increase their knowledge, and boost their belief in and motivation for their profession. The project began in 2018-2019 with 50 teachers and expanded with 100 teachers in 2019-2020, 235 teachers in 2020-2021, 297 teachers in 2021-2022, and 256 teachers in September 2022. With the addition of the 6th group of teachers in 2023, the project has reached a total of 1,138 teachers from 77 provinces and 938 villages. The project aims to support the personal, professional, and social development of teachers. Since 2019, teachers have gathered for face-to-face sessions under the modules of professional development, personal development, and social impactmaking teachers. In addition to these in-person meetings, teachers also participate in online training sessions and book/film club activities throughout the academic year. A total of 162 trainings, amounting to 536 hours, have been provided to focus on the teachers' professional and personal development. By the end of the project, 1,000 female village teachers have reached 30,000 students and 150,000 family members. In the project, which is

conducted with the participation of various departments of TEDU, İstasyonTEDÜ provides consultancy for the design of methods and tools that can be used to become a 'socially impactful teacher'.

TEDU has taken part in this project as a main stakeholder under the umbrella of the Turkish Education Association (TED). The project was granted the 2024 International Corporate Social Responsibility Excellence Award. Evaluated among more than 500 projects worldwide, this award—presented by The Green Organization, one of the most prestigious platforms in its field—recognized the project's success in promoting equal opportunities.

Women Leaders in Democracy



Image19. Women Leaders in Democracy

The event held on March 8, 2024, in celebration of International Women's Day, brought together Women Ambassadors and United Nations Representatives, including Theresa Cutajar (Ambassador of Malta), Saranya Hasanthi Urugodawatte Dissanayake (Ambassador of Sri Lanka), Malena Mard (Ambassador of Sweden), Maria Virginia Mendes Da Silva Pina (Ambassador of Portugal), and Li Peng Kok (Ambassador of Singapore). During the event, the speakers shared their experiences and insights on women's leadership in democratic processes. Emphasizing cross-cultural dialogue and exchange, the event offered participants inspiring perspectives on women's leadership across diverse fields such as education, health, and governance. By highlighting women's active and transformative roles in democratic life, the event aimed to foster broader awareness and encourage the stronger participation of women in decision-making processes.

As another example of TEDU Center for Gender Studies' initiative to expand its mission beyond the campus, the Digital Feminist Foreign Policy

School Project conducted in collaboration with the Heinrich Böll Stiftung Turkey Representation. The project aims to produce digital and visual resources to promote the understanding of feminist foreign policy in Turkey. This training program encompasses 5 interactive modules targeting all Social Sciences students - especially those in International Relations and Political Science - and academics, civil society professionals, and alternative media representatives interested in the subject. The training was made publicly accessible in 2025.

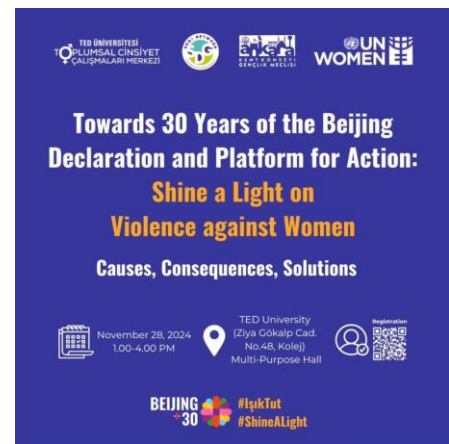


Image20. Beijing Declaration Event

Building on these national and international initiatives, TED University culminated its SDG 5 activities with a major international panel addressing one of the most pressing global gender equality challenges—violence against women. In collaboration with TED University Center for Gender Studies, UN Women, SDG5 Network, and the Ankara City Council Youth Assembly, TED University organized the event “Towards 30 Years of the Beijing Declaration and Platform for Action: Shine a Light on Violence Against Women – Causes, Consequences, Solutions.” The event opened with speeches by Prof. Zuhâl Yeşilyurt Gündüz, UN Women Country Director Asya Varbanova, and SDG5 Network Founding Member Dr. Burcu Sarı Karademir, moderated by Dr. Burcu Asena Salman. Following the screening of a UN Women campaign video, the first part of the program featured a panel moderated by Assoc. Prof. Beril Türkoğlu, with speakers Prof. Yıldız Ecevit, Prof. Şebnem Akipek Öcal, Esmâ Nur Kaşram, Hilal Gedik, and Dr. Selin Akyüz. The panel addressed the causes and consequences of violence against women within the framework of the Beijing Declaration (Beijing +30).

The event continued with group work focused on developing solutions to violence against women, structured around the 12 critical areas of the Beijing Declaration and Platform for Action. The sessions were conducted under the guidance of TEDU faculty members, with participation from students at various universities and disciplines.



Image21. Beijing Declaration Event

The solutions produced during these workshops were later consolidated into a [Youth Declaration](#) by TEDU students. This declaration was presented during an online event on Human Rights Day and at the Orange Summit held at Dokuz Eylül University, showcasing students' contributions to combating violence against women.



Image22. [Youth Declaration](#) by TEDU students

As another example of TED University's ongoing commitment to marking significant international days that promote gender equality and human rights, the University participated in the Rights Convention on International Women's Day, March 8, through its Center for Gender Studies. In celebration of International Women's Day on March 8, the Center for Gender Studies participated as a stakeholder in the Rights Convention. During this event, Center member Prof. Şebnem Akipek Öcal served as a speaker. The presentations discussed women's rights from various perspectives, including family life, workplace, violence, and labor issues.

Last but not least, [The Life with Nature Academy](#) held between 7–14 July 2024 at the TOVAK International Marmaris Academy in Turunç/ Marmaris, with the support of the Muğla Metropolitan Municipality. The program, themed "Women and Ecology," brought together 20 female students from various universities at undergraduate, graduate, and doctoral levels. Designed by instructors from EGET Foundation and faculty members from TEDU's Department of English Language and Literature, the theoretical courses enabled participants to gain social, artistic, and economic perspectives on sustainable living. In the workshops led by EGET Foundation trainers, participants acquired practical knowledge and hands-on experience in sustainable and eco-friendly practices. The program, enriched with performances, film screenings, site visits, and musical events, concluded with a certificate ceremony celebrating the participants' achievements.

Student Societies

Many student-led activities strengthen the University's adherence to gender equality within and beyond the campus.



Image23. Gender Equality Event

For instance, TEDU Logos Society organized a seminar titled *"Psychological Effects of Violence against Women"* with guest speaker Deniz Okay, focusing on the mental and emotional impacts of gender-based violence.



Image24. Living Library event

As a part of its active role in fostering an inclusive campus, the eleventh *Living Library* event was organized by the TEDU Logos Society. This event aims to foster awareness and create an unbiased and inclusive environment. Held annually during the Spring Festival, the event brings together "books" and "readers." The "books" are individuals from society who have been marginalized, excluded, or subjected to prejudice due to their

identities, and they share their personal experiences through open dialogue.



Image25. The Danish Girl" as part of the Transgender Day of Remembrance

Reflecting its devotion to encourage students to become active agents of social change that would bring equality and inclusion, TEDU communities continued to organize activities addressing gender awareness and social sensitivity. In collaboration with the TEDU Cinema Society, the TEDU Logos Community organized a film screening of "The Danish Girl" as part of the Transgender Day of Remembrance. The event aimed to promote understanding and empathy toward transgender individuals and to raise awareness about gender diversity and inclusion.



Image26. Donation Campaign

Last but not least, TEDU student societies organized a donation campaign to support women in need. The collected donations were delivered to the Mor Çatı Women's Shelter Foundation, an organization dedicated to combating violence against women.

Service-Learning course

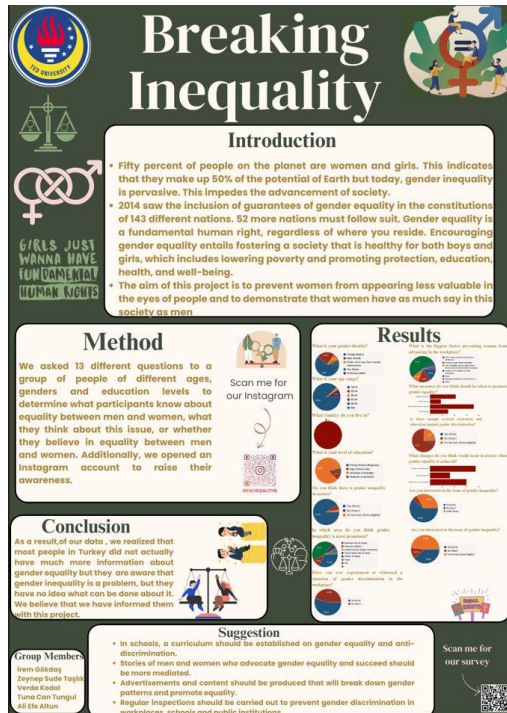


Image27. Breaking Inequality Project

The results revealed that the majority of individuals in Türkiye had limited knowledge about gender equality, although they were aware that gender inequality is a societal problem. It was also observed that many participants lacked information about concrete steps or applicable policies that could be implemented to address this issue.

Through the awareness activities carried out within the project, it was evaluated that participants' understanding and sensitivity toward gender equality increased. Based on the findings, it was suggested that a curriculum on gender equality and anti-discrimination should be established in schools; the stories of men and women who advocate for and succeed in achieving gender equality should be made more visible; media content and advertisements that challenge gender stereotypes and promote equality should be produced; and regular inspections should be

conducted in workplaces, schools, and public institutions to prevent gender discrimination.

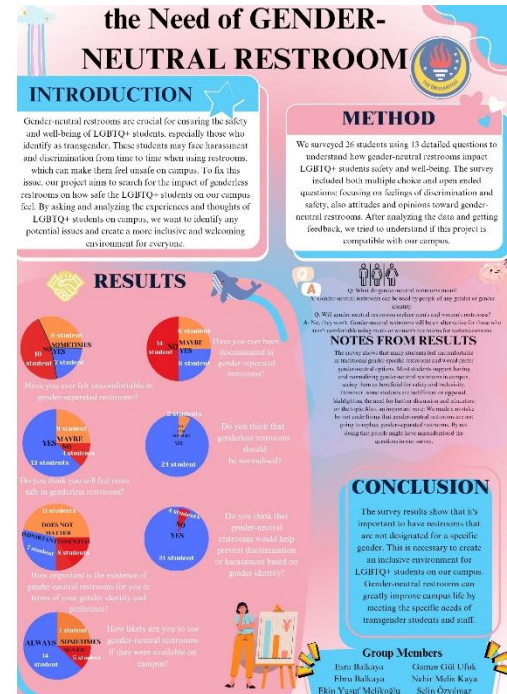


Image28. Gender Neutral Restroom Project

The project aimed to examine the impact of gender-neutral restrooms on the sense of safety and well-being of LGBTQ+ students on campus. The need for this research emerged from the observation that transgender and other gender-diverse students may occasionally experience discrimination or harassment when using gendered restrooms, which can lead to feelings of insecurity and exclusion in university settings.

Within the project, a survey consisting of 13 detailed questions was conducted with 26 students to investigate how gender-neutral restrooms affect the safety, comfort, and overall campus experience of LGBTQ+ individuals. The questionnaire included both multiple-choice and open-ended items, focusing on perceptions of discrimination, safety, and attitudes toward gender-neutral restroom facilities. The collected data were analyzed to evaluate whether implementing such restrooms would be compatible with the campus environment and community needs.

The results demonstrated that the presence of restrooms not designated for a specific gender significantly contributes to creating a more inclusive, safe, and equitable campus



environment. It was concluded that gender-neutral restrooms play an essential role in supporting the rights, dignity, and well-being of LGBTQ+ students and staff, thereby promoting gender equality within the university.

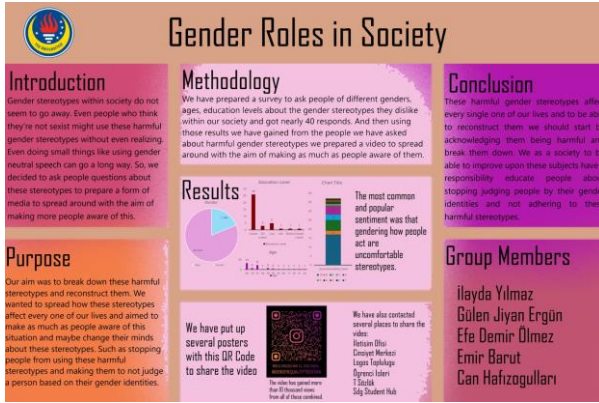


Image29. Gender Roles in Society Project

The project aimed to raise awareness about the persistence of gender stereotypes in society and to encourage individuals to recognize and challenge these biases. It was based on the recognition that gender stereotypes, even when used unconsciously, continue to reinforce inequality and discrimination. The project emphasized that adopting simple practices, such as using gender-neutral language, can contribute to breaking down these stereotypes.

To achieve this goal, a survey was designed and distributed to individuals of different genders, ages, and educational backgrounds to identify the gender stereotypes they found most harmful within society. Nearly 40 participants completed the survey, providing valuable insights into the types of stereotypes still prevalent in everyday life. The data collected from the survey were analyzed to identify common themes and attitudes toward gender-based assumptions.

Based on the findings, a short awareness-raising video was produced and shared to educate a broader audience about the negative impacts of gender stereotypes and to promote more inclusive and equitable attitudes. The project concluded that increasing awareness through media-based communication could effectively contribute to reducing gender bias and advancing gender equality within society.

Collaborations



Image30. “Sesimiz Var” (We Have a Voice)

In collaboration with the Ankara Metropolitan Municipality Women’s Solidarity Center, a psychoeducational group program titled “*Sesimiz Var*” (*We Have a Voice*) was conducted to empower women who have experienced self-silencing and to strengthen their assertiveness skills. The program was organized with female participants and was implemented over a period of nine weeks. Each session focused on a different theme, including assertive communication, emotional awareness, setting personal boundaries, and the ability to say “no.”

The program consisted of ten interactive sessions designed to promote personal empowerment and self-expression among women. At the end of the program, participants who successfully completed the “*Sesimiz Var*” [We have voice] psychoeducational group received certificates of participation. This initiative contributed to advancing gender equality by supporting women’s self-confidence, communication skills, and social participation.

Pearson English Teaching Awards



Image31. Pearson English Teaching Awards 2024.

As part of the university’s commitment to promoting gender equality and women’s representation in academic and professional fields, Prof. Dr. Belgin Elmas, Chair of the Department of English

Language Teaching, was selected to serve as a jury member representing Türkiye at the prestigious *Pearson English Teaching Awards 2024*. This distinguished international award program aims to honor educators worldwide who shape the learning journey across five categories, ranging from primary education to adult learning.

Through this recognition, Prof. Dr. Elmas not only represented the university and Türkiye on a global platform but also contributed to enhancing the visibility and leadership of women in academia. This achievement reflects the university's ongoing efforts to support women's participation, recognition, and leadership in international educational and professional arenas.

Campus

TEDU sees informing the public as part of its mission. Periodic notifications are made to the public, with a focus on accountability and public awareness. Announcements are made, and the prepared reports are made publicly available on the website. To monitor development, our university prepares informational reports for each academic term, known as "[TEDU FACTS AND FIGURES](#)," and an "[ANNUAL INDICATORS](#)" report at the end of each year. These reports include gender-based indicators, such as the gender distribution of enrolled students and employees. For example, in the 2023-24 academic year, 61% of the 1005 centrally admitted students through the national university entrance exam were women.

Additionally, according to the report from the same period ([TEDU FACTS AND FIGURES REPORT FALL 2023-2024](#)), approximately 70% of our 457 faculty members, including both salaried and hourly staff, are women. These metrics enable us to monitor gender equality in our admissions and hiring processes, supporting data-driven decisions to promote equal access to education and employment. Our university systematically tracks the application and acceptance rates for women, both for students and employees.

Promoting Gender Equality



Image32. Library's Weekly Post

As part of the university library's weekly book section posts, several thematic shares were prepared to raise awareness of significant international days and weeks. In December, a special post was created to highlight *International Women's Rights Day*, aiming to promote awareness of women's rights and gender equality. Through this activity, the library contributed both to increasing social awareness regarding gender equality and to encouraging reading habits among the university community.

Monitoring Access and Admissions of Underrepresented Groups: TED University systematically measures and monitors the applications and admissions of underrepresented and potentially underrepresented groups — including women, students with disabilities, refugees, and those from low-income or non-traditional backgrounds — through institutional data and annual reporting within the TEDU Report, ensuring that access and inclusivity in higher education are continuously tracked and evaluated with quantitative indicators. Additionally, the Council of Higher Education (YÖK) in Türkiye implements a special policy for students who are earthquake survivors or relatives of martyrs. Within the scope of this policy, a certain number of students are admitted to TED University each year with 100% scholarships through this quota system.

Evidence:

https://www.tedu.edu.tr/sites/default/files/inline-files/SAYILARLATEDU_GUZ_2024.pdf