Gender Mainstreaming in Higher Education Summary Report
IN A NUTSHELL

The International Staff Week: Gender Mainstreaming in Higher Education took place from May 8th to May 12th, 2023 at the esteemed Koç University campus. This event, organized by the recently established Gender Equality Office (GEO), provided a valuable platform for professionals in higher education to exchange knowledge and best practices concerning gender equality, inclusion practices, and gender mainstreaming. Participants from diverse backgrounds engaged in vibrant and insightful discussions, surpassing all expectations. This remarkable event exemplified the transformative power of collaboration and innovation in advancing gender equality within the higher education landscape. Throughout this summary report, we offer a glimpse into the activities, discussions, and achievements of each day, showcasing the remarkable impact of this event.
International Staff Week

THE WEEK AT A GLANCE

Day 1: The event commenced with warm registrations and welcome speeches, followed by ice-breaking activities, a campus tour, and an engaging workshop on multi-cultural sensitivity.

Day 2: The day featured sessions on the Koç University Gender Equality Plan, the impact of the pandemic on women in academia, and initiatives promoting gender equality in research and innovation institutions.

Day 3: Participants explored peer-reviewed diversity practices in universities and engaged in workshops on gender-inclusive classrooms and gender perspectives in medical education.

Day 4: Presentations highlighted support services for students, lessons from female leadership, and a collaborative discussion on gender equality practices across institutions.

Day 5: The Staff Week concluded with an exciting off-itinerary tour of Istanbul, offering participants a unique and immersive cultural experience.

Throughout the Staff Week, participants were provided with valuable insights, resources, and networking opportunities, fostering a deeper understanding of gender mainstreaming and promoting gender equality in higher education.
International Staff Week

THE WEEK AT A GLANCE: Programme Diversity

Featuring a diverse range of topics, the International Staff Week offered participants a comprehensive program that explored various aspects of gender mainstreaming in higher education. From **work-life balance** and **student services** to **superdiversity**, **leadership**, **medical education**, **gender-inclusive teaching**, **arts and drama**, and **gender equality plans**, the event provided a rich and inclusive platform for knowledge exchange and discussions on advancing gender equality in academia.

Unlocking the power of gender mainstreaming in higher education requires a multifaceted approach. At the International Staff Week, we embraced the importance of diverse perspectives from faculty, administrative staff, and students. Our program embodied the interdisciplinary nature of universities, offering captivating activities and sessions that showcased the transformative potential of gender equality.
International Outreach

16 Participants from 10 different European Countries
What the Participants Say

'Felt like a true learning experience'

'The overall organisation, really outstanding. And the extreme kindness and friendliness of your university staff involved in the staff week'

'Thank you for the very well organized workshop and great contents'

'I pretty much enjoyed and learned something from all sessions'

'Just perfect :)'
The first day of the Staff Week welcomed participants with great enthusiasm as they arrived at the Koç University campus. It was a unique occasion as three Staff Weeks, including the International Library Staff Week and Office of International Programs Staff Week, coincided during the same period. This collective effort brought together 61 participants from 27 different countries.

The day began with registrations accompanied by warm conversations over morning coffees and tea. Welcome speeches by Zeynep Gürhan Canlı, the head of the Gender Equality Office, and the leaders of the other two organizing offices set an inspiring tone for the event.
Moments to remember

The day concluded with a delightful Welcome Dinner at a seaside fish restaurant in Anadolu Kavaği, where participants enjoyed a scenic ferry ride across the captivating Bosphorus.
DAY 2

Gender Mainstreaming: Koç University Case by Dr. Behice Pehlivan

The second day of the International Staff Week commenced with a compelling session delivered by Dr. Behice Pehlivan, the Gender Equality Coordinator and organizer of the Staff Week. Dr. Pehlivan provided an overview of the institutional history of the Koç University Gender Equality Plan (KUGEP) and the establishment of the Gender Equality Office (GEO), highlighting the European framework for gender equality plans in research and innovation institutions. Dr. Pehlivan concluded the seminar by sharing challenges faced and lessons learned, leaving participants inspired and uplifted.

Happiness in Academia: How are Women Faring? by Asst. Prof. Aslı E. Mert

The second session of the day shed light on the adverse effects of the COVID-19 pandemic on women in academia, particularly in terms of their research productivity. Dr. Mert discussed the challenges faced by women during the pandemic, and emphasized the need for gender-sensitive workplace policies, institutional support during crises, and mechanisms to improve job satisfaction and financial well-being for women in academia.
On the third day of the International Staff Week, participants engaged in an informative session. UNIC Representatives Dr. Demiryontar and Dr. Aksezer provided valuable insights into the UNIC consortium, which consists of ten universities located in post-industrial cities across Europe. The session delved into the challenges and opportunities encountered by these institutions in fostering a shared identity and culture, while addressing various societal transformations. The concept of superdiversity was highlighted, emphasizing the intricate and multifaceted nature of diversity beyond conventional categorizations.

Gender in Medical Education by Assoc. Prof. Başak Can and Asst. Prof. İlker Kayı

Day 3 also featured a session focused on the gender perspective in the medical education, presenting research findings on the gendering of specialty programs, the gendered atmosphere in clinical spaces, and the gendered medical curriculum. The talks also centered on investigating homophobia and HIV/AIDS discrimination among medical students, exploring the content of medical curricula regarding the health of sexual and gender minority populations and people living with HIV.
In the second session of the day, Dr. Giritli led an engaging workshop. Through interactive demonstrations and drama exercises, participants experienced the power of creative methods in fostering inclusive teaching and learning environments. The session highlighted the numerous advantages of incorporating drama, including stimulating imagination and creativity, promoting social sensitivity and sharing, encouraging creative problem-solving, cultivating empathy through close readings of plays, and facilitating an analysis of the underlying causes of gender issues. Dr. Giritli also discussed practical applications, such as integrating drama into campus activities, designing gender-inclusive syllabi, and fostering collaboration among universities to develop drama courses with a focus on feminist readings.
The first session, conducted by the Team of Dean of Students, focused on the "First Year Experience & Support Services for Students." In summary, the presentations highlighted the support services and programs available at Koç University, including DIO, KURES, UNIV 101, and ALIS. These initiatives promote students' well-being, ensure a successful transition to university life, and equip them with necessary skills for their academic journey.
Lessons from the Top by Prof. Dr. Zeynep Gürhan Canlı, Vice President for Academic Affairs

The second session, titled "Lessons from the Top," featured a talk by Prof. Dr. Canlı who shared her perspective on female leadership in higher education, drawing from her own experiences in various leadership positions, including her recent role as Acting President of the University. She provided concrete examples and valuable lessons learned, emphasizing the importance of gender equality and her efforts in establishing the Gender Equality Office. This engaging session highlighted the significance of female leadership and the need for continued progress in promoting gender equality in academia.
DAY 4

Collaboration and Exchange: Gender Equality Practices from Different Institutions

The day concluded with the session where participants from different countries shared their experiences and insights into gender equality and diversity practices in their respective institutions. This lively discussion provided a platform for learning from one another’s experiences, fostering collaboration and exchange of best practices in promoting gender equality.

DAY 5

Out of Itinerary Tour

On the final day of the Staff Week, the participants had a special experience of Istanbul. Led by graduate student guides from the Archaeology and History of Art program at the university, the tour provided a unique and delightful experience. The participants had the opportunity to explore hidden and lesser-known locations in Istanbul, giving them a fresh perspective on the city. These off-the-beaten-path places were not typically included in tourist guides, making the tour even more special.
We would like to express our heartfelt gratitude to everyone who contributed to the success of the International Staff Week: Gender Mainstreaming in Higher Education. Organizing this event for the first time required tremendous effort and collaboration from various departments within the university. We extend our sincere appreciation to all staff members, work and study students, and presenters who generously shared their expertise and insights. Your support and dedication were invaluable in making this event a resounding success.

Communications Directorate
College of Social Sciences and Humanities
Dean of Students
Gender Equality Office - Work & Study Students
Facilities Directorate
Information Technologies Directorate
KOÇ-KAM
Office of International Programs
Office of the President
Procurement Directorate
UNIC Alliance
Vice President of Academic Affairs
School of Medicine
Suna Kıraç Library

We extend our sincere appreciation to the above units whose unwavering support and collaboration were instrumental in making this event a remarkable achievement.

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As we conclude this summary report, we are thrilled to announce that the Gender Equality Office has already commenced preparations for the upcoming International Staff Week in 2024. Building upon the valuable insights gathered from participant surveys and experiences, our aim is to further enhance the event with increased outreach and a larger participant quota. We look forward to welcoming you to an even more remarkable Staff Week next year. See you at International Staff Week 2024!
THANK YOU!