



5 GENDER
EQUALITY



Message From the Rector

In an era when the world faces mounting environmental, social, and economic challenges, the role of universities has become more vital than ever. Institutions of higher education are not only centers of learning but also agents of transformation — shaping knowledge, values, and actions that define the future of our planet and humanity.

At Biruni University, we embrace this global responsibility with determination and vision. Guided by the United Nations Sustainable Development Goals (SDGs), we are committed to advancing sustainability through excellence in education, innovative research, and community-centered impact.

Our mission extends beyond academic achievement; it is about producing knowledge that heals, transforms, and sustains life in all its forms.

As a pioneering health sciences university, we channel our scientific expertise toward creating solutions that enhance well-being and social equity. Our multidisciplinary approach allows us to integrate health, innovation, and sustainability — transforming research into real-world benefits for people and communities. The projects and studies we carry out, particularly in the fields of medicine, health, and technology, stand as concrete reflections of this commitment.

Our understanding of sustainability transcends academic boundaries. It is woven into the fabric of our campuses, hospitals, and community initiatives — from energy efficiency and environmentally friendly infrastructure to nurturing students with the awareness and capacity to become responsible global citizens.

Through the dedication of our academic and administrative teams, and the unwavering support of our partners, Biruni University continues to build a resilient, inclusive, and sustainable future. Together, we reaffirm our pledge to serve humanity through science and compassion — today and for generations to come.



Prof. Dr. Adnan Yüksel
Rector, Biruni University

Message From the Editor

The world is entering an age of profound transformation — one that demands wisdom as much as it demands action. Climate disruption, social fragmentation, and economic imbalance have made it clear that the systems which once defined progress can no longer sustain it. Humanity needs a new compass — one that points toward balance, compassion, and collective renewal.

Universities stand at the very heart of this change. They are not merely institutions of teaching and research; they are the laboratories of humanity's future — places where science, conscience, and purpose must meet.

At Biruni University, we see sustainability not as a goal to be reached, but as a way of being. It is the thread that weaves through our research, our classrooms, our hospitals, and our partnerships. It is how we measure success —

by the difference we make in people's lives and the legacy we leave for the generations to come.

Guided by the **United Nations Sustainable Development Goals**, we are reimagining higher education as a force for healing — for reconnecting human progress with planetary well-being, for bridging innovation with empathy, and for transforming knowledge into impact.

Our mission is both scientific and moral: to cultivate minds that create, question, and care; to generate ideas that build a more equitable, peaceful, and sustainable world. Every discovery, every collaboration, every act of learning becomes part of a larger story — the story of humanity's renewal through knowledge.

This report is more than an evaluation of where we stand; it is a reflection of who we choose to be. Biruni University stands as a living commitment

to the idea that education can heal, science can serve, and together we can build a future worthy of hope.



Aslıhan Güzin ALSAN, P.h.D. FHEA
Director of Institutional Impact,
Visibility and Corporate Reputation



BİRÜNİ UNIVERSITY COMMITMENT TO GENDER EQUALITY

Equality is not an ideal it is the foundation of justice, creativity, and human progress. When half of humanity is limited, the world moves with only half of its strength. To achieve gender equality is not merely to balance opportunity, but to unlock the full spectrum of human potential.

At Biruni University, we believe that gender equality is both a moral imperative and a driver of sustainable development. Guided by Sustainable Development Goal 5: Gender Equality, we are committed to creating an ecosystem where every individual regardless of gender — can learn, lead, and thrive without limitation or bias.

Our understanding of equality extends beyond representation; it is about recognition, respect, and responsibility. We strive to dismantle visible and invisible barriers cultural, structural, and psychological that restrict participation or silence potential. In our view, equality is not achieved by policy alone, but by transforming mindsets, relationships, and the very fabric of institutional life. As a health sciences university, we

are acutely aware that gender shapes not only opportunity but also well-being. Through education, research, and advocacy, we work to address gender disparities in healthcare, workforce participation, and leadership. Our commitment is rooted in the belief that empowering women empowers humanity — and that inclusion strengthens both science and society.

We envision a world where leadership is measured not by gender, but by integrity; where care and courage coexist; where collaboration replaces competition. Every classroom, every research lab, every campus initiative at Biruni University is part of this collective movement to create a learning environment where equality is not an exception, but the norm.



Our Approach: Building a Culture of Equity and Empowerment

At Biruni University, gender equality is not a separate agenda — it is interwoven into our identity as an institution.

Our approach is grounded in three principles: **Empowerment, Representation, and Inclusion.**

- **Empowerment:** We create opportunities for women to lead, innovate, and contribute across academic, administrative, and professional domains.
- **Representation:** We ensure gender balance in decision-making bodies, leadership roles, and academic advancement.
- **Inclusion:** We cultivate safe, respectful, and supportive environments where all voices are heard and valued.

Gender equality, for us, is about agency — giving every individual the power to define their path and shape their world.



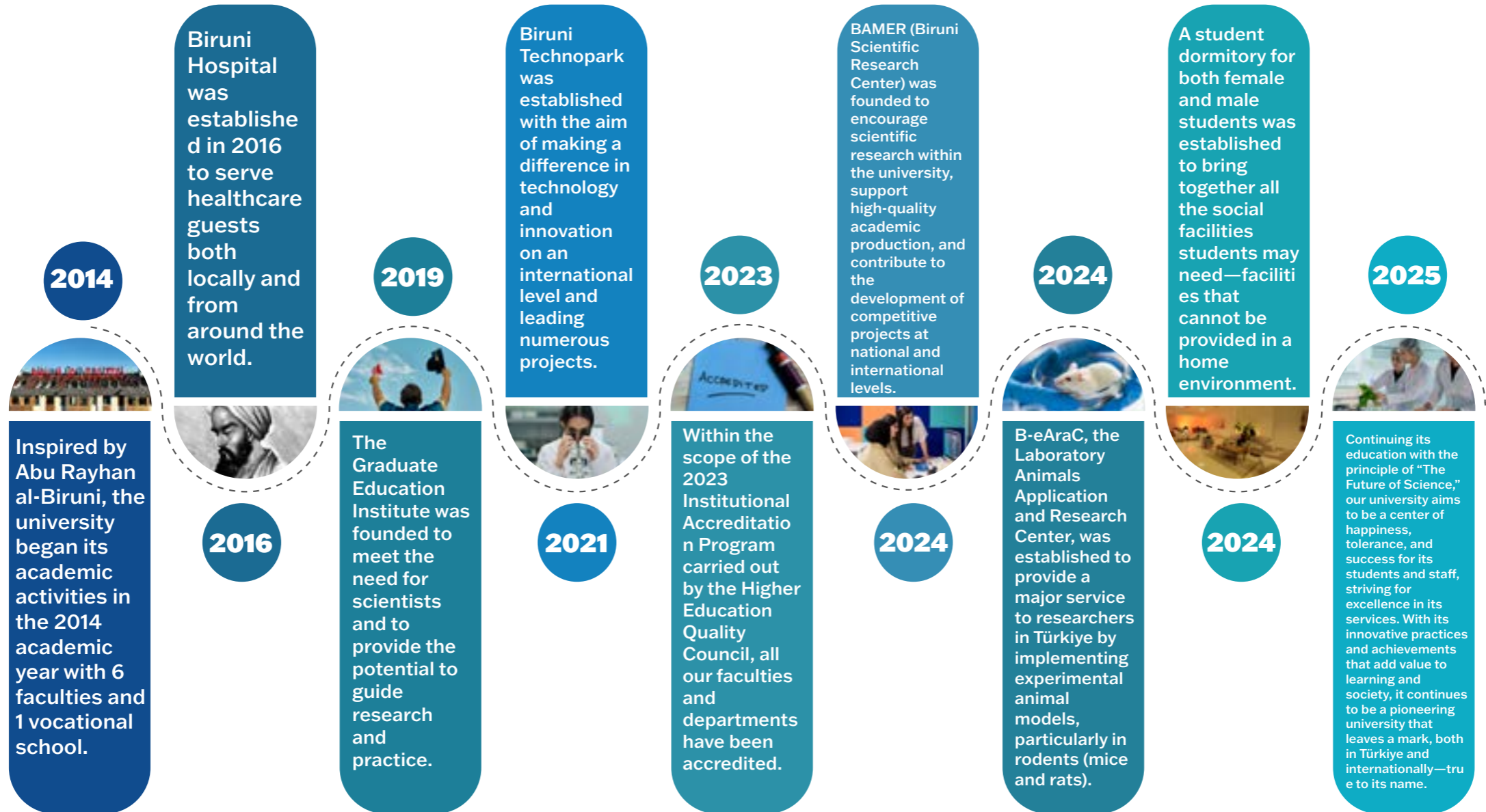
Institutional Framework: From Policy to Culture

Biruni University's commitment to gender equality is embedded across its governance, education, and community practices.

- **Inclusive Policies:** Our recruitment, promotion, and evaluation systems are built on transparency and equity. We maintain zero tolerance toward discrimination, harassment, or bias.
- **Leadership Representation:** Women hold key leadership and decision-making positions within the university, contributing to strategic vision and institutional governance.
- **Capacity Building:** Training programs and mentorship opportunities strengthen gender-sensitive leadership and empower emerging female professionals in academia and health sciences.
- **Safe and Supportive Environment:** Dedicated units and confidential reporting mechanisms ensure psychological safety and promote well-being for all members of our community.
- **Research and Advocacy:** Faculty-led research addresses gender gaps in health, education, and social participation — producing knowledge that informs national and global dialogue.

In this framework, equality is not only protected by policy — it is practiced through daily action.

O U R S T O R Y



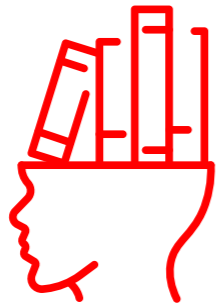
O u r V i s i o n

To be a pioneering university that, true to its name, leaves a lasting mark — leading change through knowledge, innovation, and impact.

O u r M i s s i o n

To be an innovative and leading university that cultivates qualified individuals through transformative education, produces original knowledge at both national and international levels, and contributes to solving societal challenges with scientific and ethical responsibility.

C O R E V A L U E S



K n o w l e d g e

Commitment to learning, discovery, and the pursuit of truth as the foundation of progress.



W i s d o m

Using knowledge with depth, reflection, and ethical judgment to serve humanity.



H u m a n i t y

Placing human dignity, empathy, and compassion at the heart of education, research, and service.



A c a d e m i c F r e e d o m

Protecting the right to think, question, and create freely within an environment of respect and integrity.



P i o n e e r i n g S p i r i t

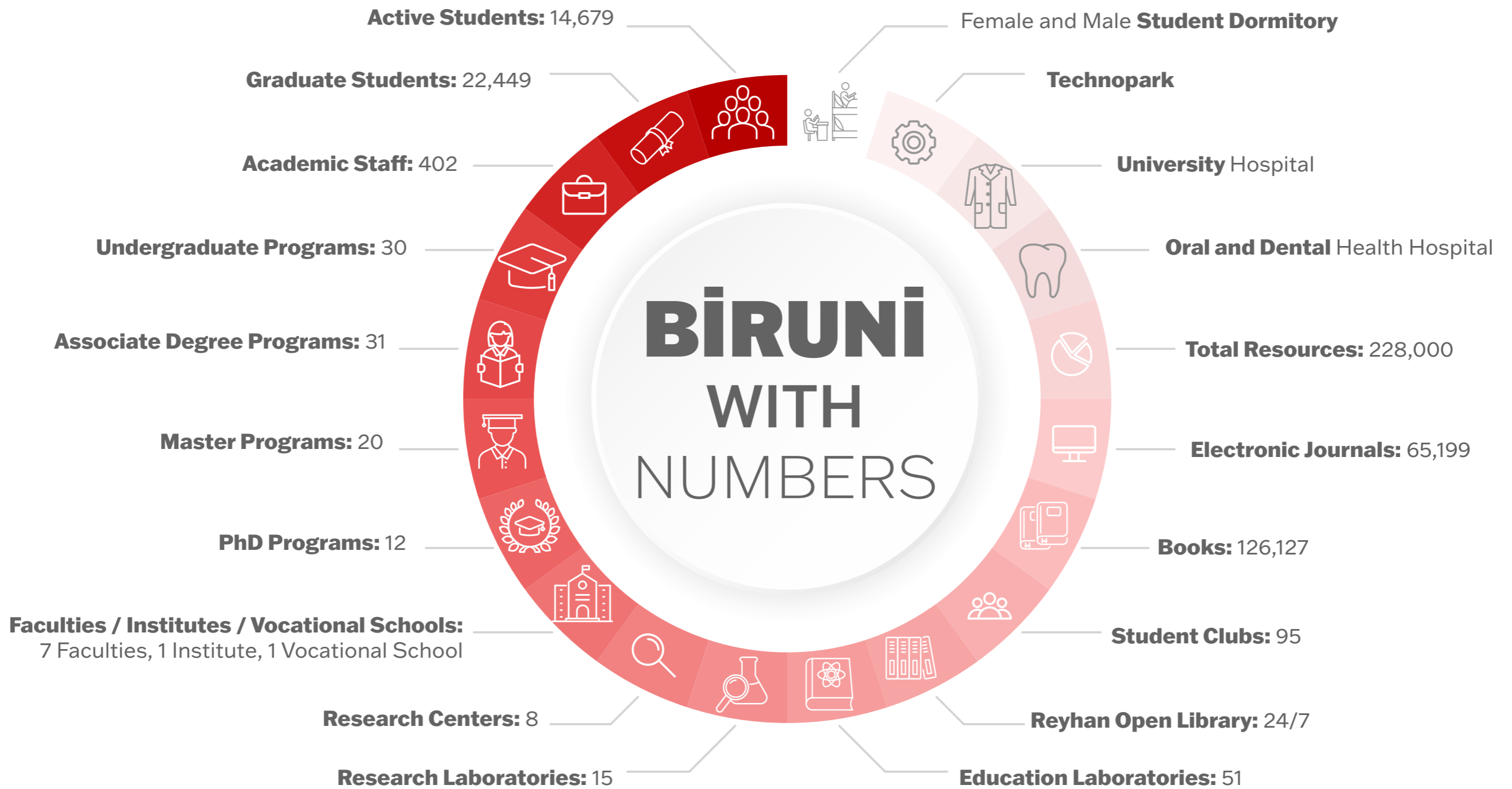
Challenging conventions with creativity and vision; leading transformative change in education and science.



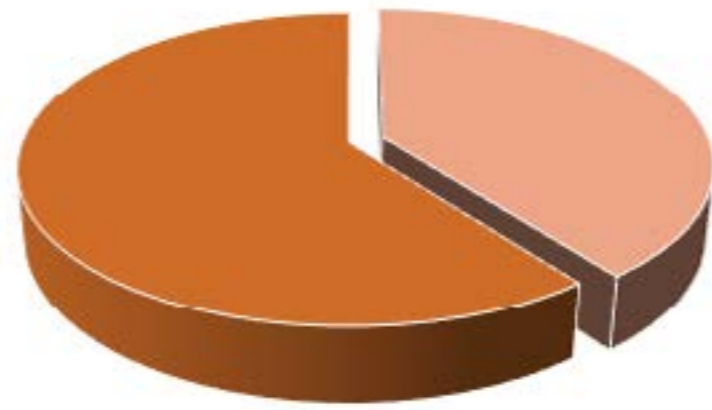
C o u r a g e

Acting with integrity and resilience in the face of uncertainty — daring to stand for what is right and meaningful.

BİRÜNİ WITH NUMBERS

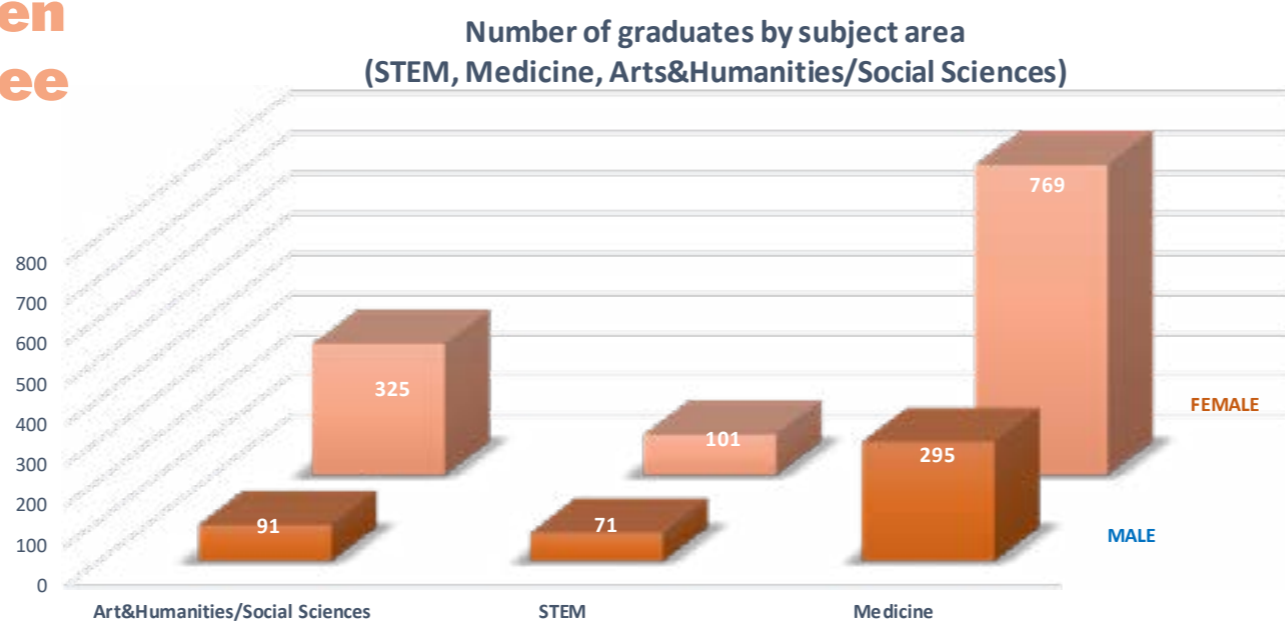


3.157
 Number of Students Starting a Degree



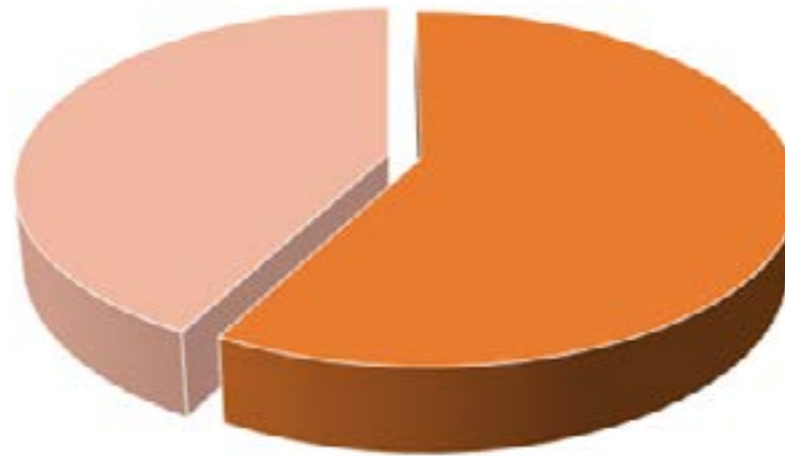
%54
 Proportion of First Generation Female Students

2.151
 Number of Women Starting a Degree



1.151
 Number of First Generation Women Starting a Degree

674
**Number of
Employees**



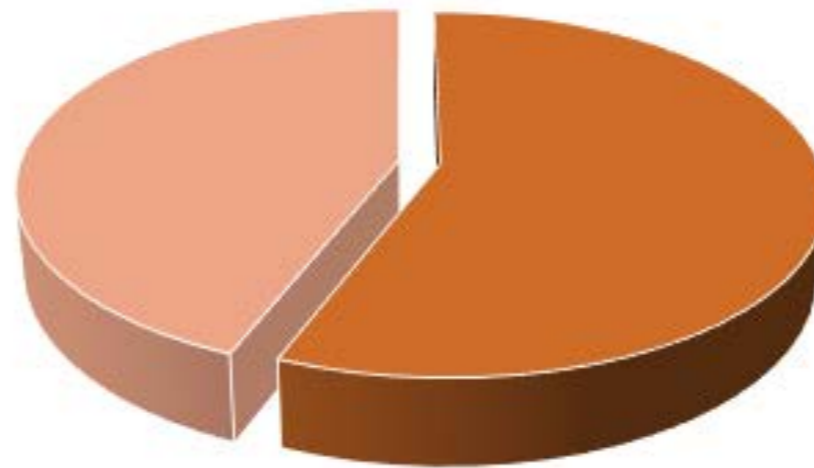
%58
**Number of Female
Academic Staff**

482
**Number of
Academic Staff**

279
**Number of
Female
Academic Staff**

187

Number of Female
Senior
Academic Staff



%56

Number of Female
Senior
Academic Staff

333

Number of Senior
Academic Staff

12.571

Campus Population

Maternity Policy

Biruni University is committed to providing a working and learning environment that prioritizes the health and well-being of its female employees and students, and implements a policy that protects and supports maternity rights. This policy aims to balance women's health, work, and education during pregnancy, childbirth, and the postpartum period. Our university provides an inclusive and supportive environment tailored to the needs of all individuals experiencing maternity, providing the necessary conditions for female employees and students to pursue both their professional and personal lives.

Core Values

Biruni University's Maternity Policy is based on the following core values:

- 1. Health and Well-being:** The physical and mental health of women during pregnancy is a priority. The University implements measures to support the health and well-being of individuals during this period.
- 2. Work-Life Balance:** Our university sees motherhood as a natural part of work or study life and makes arrangements such as flexible

working hours and remote working opportunities to help mothers maintain their work-life balance.

3. Inclusion and Support: Our university takes an inclusive and supportive approach towards mothers and pregnant women, striving to ensure that they do not experience any disadvantages in their work life and education.

4. Awareness and Education: Informative training sessions are organized throughout the university to raise awareness about the physical, emotional and social processes that motherhood brings.

5. Gender Equality: Measures based on the principle of gender equality are taken to ensure that women do not fall behind in their career development or education during motherhood.

Maternity Policy Strategies

Biruni University implements the following maternity policy strategies for female employees and students:

- 1. Pregnancy and Maternity Leave:** Female employees are granted flexible working hours for health checks during pregnancy, and full statutory leave periods are applied before and after birth. Mothers are offered flexible return plans at the end of maternity leave.
- 2. Flexible Working Hours and Remote Working:** Flexible working hours and remote working opportunities are offered to pregnant employees and new mothers to help them balance their



workloads . This allows them to continue their professional development while also fulfilling their maternal responsibilities.

3. Breastfeeding and Baby Care Areas: Safe and hygienic areas are created on university campuses where new mothers can breastfeed and care for their babies .

4. Health Services: University health units provide essential health services to female employees and students during pregnancy and postpartum. Maternal health counseling services are also available.

5. Paternity Leave and Support for Fathers: Gender equality is promoted by providing paternity leave and parenting support to fathers, as well as mothers. They are encouraged to create a family environment that shares parental responsibilities.

6. Return and Adjustment Process: Female employees and students returning from maternity leave receive additional support to adapt to their academic and professional lives. Managers develop supportive strategies to facilitate employees' return.

7. Awareness-Raising Programs: Awareness-raising events and educational programs on motherhood and parenting are held across

campus. Informative content is shared about the challenges of pregnancy and the postpartum period.

Goals

Biruni University's Maternity Policy are:

1. **Work-Life Balance:** Full implementation of flexible working and leave rights that facilitate work-life balance for pregnant women employees and new mothers.

2. **Expanding Breastfeeding Areas:** Increasing the number of breastfeeding and baby care areas across the campus and conducting awareness-raising activities regarding the use of these areas.

3. **Support Programs for Female Employees and Students:** Developing counseling and training programs that support the personal and professional development of female employees and students during pregnancy and postpartum.

4. **Awareness Raising:** Raising awareness across campus about the needs of women during motherhood and organizing informative campaigns to ensure community members support these processes.

5. **Gender Equality:** To ensure that women experiencing motherhood are not left behind

in their career development and academic advancement at our university, policies that promote gender equality should be expanded.

Biruni University's maternity policy aims to ensure that female employees and students can continue their work and education in a healthy environment, minimize the challenges faced during motherhood, and provide support mechanisms tailored to their needs. Our university is committed to the effective implementation and continuous improvement of this policy.



Paternity Policy

Biruni University is an institution that supports gender equality and shared responsibility in family life. Our Fatherhood Policy aims to encourage the active participation of working fathers in family life, ensure they balance their parenting roles, and strengthen equitable practices in the workplace. Our university is committed to supporting fathers throughout the birthing, caregiving, and parenting processes, and to fostering a harmonious balance between work and family life .

Core Values

Biruni University’s Paternity Policy is based on the following core values:

1. Equality: Female and male employees have equal rights in parenting roles.

2. Family Support: Providing appropriate working conditions so that employees can fulfill their family responsibilities.

3. Participatory Fatherhood: Encouraging the active involvement of fathers in childcare and early childhood.



4. Work-Life Balance: Ensuring that academic and administrative staff can establish a healthy balance between workload and family responsibilities.

5. Empathy and Support: Creating a family-friendly, inclusive and supportive work culture within the organization.

6. Sustainable Equality: Embedding paternity policies in corporate culture over the long term.

Fatherhood Policy Strategies

Biruni University implements the following strategies to strengthen the rights and welfare of working fathers:

1. Paternity Leave Arrangements: Providing paternity leave and flexible working practices beyond legal rights for a newborn or adopted child.

2. Parenting Support Programs: Providing seminars, counseling services, and guidance on parenting, child development, and psychosocial support for working fathers .

3. Flexible and Remote Working Opportunities: Supporting flexible working hours, remote working or part-time working options during



fatherhood.

4. In-house Awareness Studies: Organizing training and awareness campaigns on gender equality and sharing of responsibilities within the family.

5. Parent-Friendly Environments: Creating family-friendly spaces and support services on the university campus (e.g., babysitting rooms, family activities, etc.).

6. Monitoring and Feedback Mechanisms: Regularly evaluate the effectiveness of paternity policy practices and make improvements based on employee feedback.

Goals

1. Increase Paternity Leave Participation: Increase the proportion of staff taking paternity leave by X% within 3 years.

2. Promoting Work-Life Balance Practices: Increasing participation in flexible and remote working models by y%.

3. Strengthening Awareness and Education Programs: Organizing at least two parenting-themed trainings or seminars every year.

4. Embedding Equality in Corporate Culture: Perpetuating an inclusive workplace culture where fatherhood and motherhood roles are equally valued.

5. Monitor Policy Effectiveness: Update the policy with regular feedback and increase employee satisfaction rates.

Biruni University's Fatherhood Policy aims to support the active participation of working fathers in family life, strengthen gender equality, and establish work-life balance as an institutional value. Our university is committed to the continuous development and implementation of this policy.

Respect For Diversity Policy

Biruni University is committed to providing all its students, academic staff, and administrative personnel with an inclusive, respectful educational and working environment that embraces diversity. Our Respect for Diversity Policy aims to ensure that every individual—regardless of identity, background, or perspective—is treated with respect and has access to equal opportunities within the university community. The university recognizes gender, race, ethnicity, religion, language, disability status, and all other personal differences, and considers this diversity a source of richness. This policy seeks to create a campus culture where differences coexist in harmony and every individual feels valued.

Core Values

Biruni University's Respect for Diversity Policy is based on the following core values:

Respect for Diversity: The university respects individuals' cultural, ethnic, religious, sexual, and all other identities. It fosters an environment where differences are valued and protected.

Equality and Justice: Every individual is recognized as having equal rights regardless of differences. Demonstrating respect for diversity and ensuring equal opportunities for all are fundamental principles.



Inclusiveness: Every member of the university community is provided with an environment where they can express themselves, contribute,

and feel accepted. A campus culture that embraces diversity is cultivated.

Awareness and Consciousness: The university organizes awareness programs that highlight the importance of diversity and the value it brings, encouraging community-wide consciousness.

Zero Discrimination: Zero tolerance is applied to all forms of discrimination, exclusion, or bullying based on differences. Respect for every type of difference among individuals is essential.

Respect for Diversity Policy Strategies

Biruni University implements the following strategies to support respect for diversity and promote inclusion:

Awareness and Diversity Trainings Programs:

The university organizes regular trainings, seminars, and workshops aimed at promoting respect for differences among students and staff. These initiatives raise awareness on diversity and inclusion.

Inclusive Communication and Support Mechanisms:

The university develops communication channels that support interaction among individuals from different cultural and social backgrounds. Support services are provided for issues arising from differences.

Student and Staff Groups that Celebrate Diversity:

Student clubs, events, and organizations that allow individuals from different groups and communities to express themselves are encouraged. These platforms create opportunities to accept and celebrate diversity.

Cultural and Social Activities:

The university organizes events that celebrate cultural diversity and promote the recognition of different cultures. These activities strengthen mutual understanding and respect among students and staff.

Zero Discrimination Policy:

Safe complaint mechanisms are established for individuals exposed to discrimination, bullying, or exclusion. Complaints are handled confidentially and fairly, and necessary measures are taken.

Physical and Digital Accessibility:

The university ensures that campus spaces and digital platforms are accessible for individuals with disabilities and those with diverse needs. Necessary arrangements are made to guarantee equal access for all.



Community Contribution and Social Responsibility Projects:

The university carries out social responsibility projects that promote respect for diversity, thereby enhancing social cohesion and inclusion.

Goals

Biruni University's Respect for Diversity Policy aims to achieve the following goals:

Expanding Awareness Trainings:

To increase participation in awareness programs that promote respect for diversity among students and staff by 50%.

Supporting Inclusive Student Communities:

To increase the number of student clubs and activities that celebrate diversity by promoting organizations designed for various groups.

Strengthening Zero Discrimination Practices:

To reduce cases of discrimination and exclusion to zero by expanding effective complaint and intervention mechanisms.

Improving Accessibility Standards:

To ensure that campus areas and digital platforms are 100% accessible and that individuals with diverse needs have equal access to all opportunities.

Increasing Participation in Cultural Events:

To strengthen mutual understanding and respect within the university community by increasing the number of cultural events.

Biruni University aims to create an environment where every individual feels safe, valued, and accepted, and to develop a campus culture that sees diversity as a source of strength. The university is committed to the effective implementation and continuous improvement of this policy.

Equal Opportunity and Anti-Discrimination Policy

Biruni University is committed to providing all students and employees with an inclusive, fair, and discrimination-free environment. Our Equal Opportunity and Anti-Discrimination Policy aims to create a workplace and learning environment where every individual enjoys equal rights and opportunities and where no one is discriminated against on the basis of gender, ethnicity, religion, language, disability status, or any other personal characteristic. By fostering an educational and working culture grounded in justice, respect, and equality, the University ensures an atmosphere in which all members of its community can develop safely and confidently.

Core Values

Biruni University's Equal Opportunity and Anti-Discrimination Policy is based on the following core values:

Equality and Justice: All individuals are assessed according to their abilities and achievements. The University is committed to providing equal opportunities for all individuals in education and professional life.

Combating Discrimination: Any form of discrimination within the university community is strictly prohibited. No individual is privileged or excluded on the basis of



gender, age, disability, ethnicity, religion, sexual orientation, or other personal differences.

Inclusiveness and Diversity: Biruni University considers diversity a source of richness and strives to create an inclusive educational and working environment. The presence of

individuals with different perspectives and cultural backgrounds is encouraged.

Respect and Dignity: Every member of the university community is treated with respect. Zero tolerance is applied to all behaviors that undermine personal dignity, including bullying, harassment, or violence.

Access to Opportunities: All students and employees have equal access to opportunities that allow them to develop their skills and realize their potential. Education and career development processes are designed to ensure fairness.

Equal Opportunity and Anti-Discrimination Policy Strategies

Biruni University implements the following strategies to ensure equal opportunity and prevent discrimination:

Equal Opportunity Commission: The University establishes an Equal Opportunity Commission to promote equality and prevent discrimination. This commission oversees

the fair implementation of all policies and carries out activities to raise awareness.

Anti-Discrimination Training Programs: Regular trainings are provided to all employees and students on combating discrimination, valuing diversity, and promoting equal opportunity. These programs aim to raise awareness and strengthen an inclusive culture.

Complaint and Reporting Mechanisms: A safe and confidential complaint system is established for individuals who experience discrimination, harassment, or injustice. This mechanism ensures that complaints are evaluated promptly, fairly, and in accordance with principles of confidentiality.

Accessibility for Individuals with Disabilities: The University ensures the accessibility of campus facilities and educational materials for students and staff with disabilities. Appropriate solutions and support services are provided to encourage equal participation.

Gender Equality Policies: Policies are implemented to ensure equal rights for women in education and professional life, eliminate glass-ceiling barriers, and increase representation in leadership positions.

Promoting Diversity and Inclusion: The University organizes programs that promote cultural, social, and ethnic diversity. Activities

are held to strengthen mutual understanding and respect among students and employees.

Monitoring and Reporting: The University regularly evaluates the effectiveness of its equal opportunity and anti-discrimination policies. Based on



findings from these evaluations, policies are continuously improved and reported.

G o a l s

The goals of Biruni University's Equal Opportunity and Anti-Discrimination Policy are as follows:

Zero Tolerance for Discrimination: To establish an effective monitoring and complaint process across campus to prevent any form of discrimination and to enforce a zero-tolerance approach.

Enhancing Education and Awareness: To organize regular trainings and workshops that raise awareness among all students and employees regarding anti-discrimination and equal opportunity.

Improving Accessibility and Disability Support: To ensure full accessibility across campus for individuals with disabilities and to continuously improve access to educational resources.

Achieving Gender Equality: To ensure equal rights for women in educational and professional settings and to increase the representation of women in senior leadership positions.

Promoting a Culture of Diversity: To strengthen respect and understanding among individuals from different cultures, ethnic backgrounds, and social groups by increasing participation in inclusive activities.

Biruni University aims to create a working and learning environment where every individual enjoys equal rights and where discrimination and injustice have no place. The University is committed to implementing this policy effectively and continuously improving it.

Gender Equality Policy

Biruni University is committed to providing an inclusive educational and working environment that promotes gender equality, opposes gender-based discrimination, and respects the rights of every individual. Our Gender Equality Policy aims to strengthen gender equality and ensure that women and men have equal opportunities in education, professional life, and all areas of social life. The University strives to build an inclusive campus culture by taking a strong stance against gender-based discrimination, violence, harassment, and all forms of inequality.

Core Values

Biruni University's Gender Equality Policy is based on the following core values:

Equality and Justice:

All forms of gender-based discrimination, prejudice, and inequality are actively addressed. The University aims to create equal opportunities for women,

men, and individuals of all gender identities. Inclusiveness:

Combating Gender-Based Discrimination: Any form of gender-based discrimination or exclusion is strictly prohibited. The University

Every individual within the University feels safe and valued on campus.

Awareness and Education: Training programs are organized to raise awareness about gender equality.

Zero Tolerance:

A zero-tolerance policy is implemented against all forms of gender-based violence, harassment, bullying, and discrimination. Effective and timely interventions are carried out when such behaviors occur.

Gender Equality Policy Strategies

To ensure gender equality and prevent gender-based discrimination, Biruni University implements the following strategies:

Gender Equality Trainings and Workshops: Regular trainings, seminars, and workshops



are conducted to raise awareness of gender equality among students, academic staff, and administrative personnel. These programs provide information on gender equality and combating discrimination.

Gender-Based Complaint and Reporting Mechanisms:

A safe and confidential complaint mechanism is established for individuals exposed to gender-based discrimination, harassment, or violence. These complaints are handled with care, and necessary measures are taken.

Women's Empowerment and Leadership Opportunities:

Women are encouraged to take on more leadership positions within the University and in professional life. The University offers mentorship programs and career development support to empower women.

Gender-Based Pay Equity:

The University implements an equal pay for equal work policy without gender discrimination. Regular assessments are conducted to eliminate pay gaps between women and men.

Inclusive Curriculum and Research: Topics related to gender equality are incorporated into the University's educational programs. Research on gender equality is encouraged to increase academic awareness in this field.

Goals



The goals of Biruni University's Gender Equality Policy are as follows:

Increasing Gender Equality Awareness: To increase participation in training programs and seminars that promote awareness of gender equality.

Strengthening Women's Leadership and Participation:

To increase the representation of women in leadership positions at the University and expand support programs that contribute to women's career development.

Reducing Gender-Based Discrimination and Harassment:

To establish effective intervention and support mechanisms aimed at reducing gender-based discrimination, harassment, and bullying to zero.

Promoting Gender Equality Research: To increase academic research and projects conducted at the University on gender equality.

Biruni University aims to create an educational and working environment in which all individuals have equal rights and where gender-based discrimination and inequality have no place. The University is committed to continuously improving and effectively implementing this policy.

Access and Participation Policy Focused on the Empowerment of Women

Biruni University adopts the strengthening of women's access to and participation in education, research, administration, and social life as a fundamental principle. By creating an inclusive academic environment, the University supports women's active involvement in decision-making mechanisms and aims to establish a sustainable culture of transformation through equitable policies.

Core Values

The Access and Participation Policy Focused on the Empowerment of Women at Biruni University is based on the following core values:

Equality:

All forms of gender-based discrimination are rejected; equal opportunities are provided for both women and men.

Participation:

Women's active involvement in education, research, administration, and community engagement processes is encouraged.



Empowerment:

Programs that enhance women's individual, professional, and leadership competencies

are supported.

Justice:

A fair working and learning environment is ensured, where every individual within the University has equal rights.

Sustainability:

Gender equality policies are maintained with long-term and measurable goals rather than temporary actions.

Strategies for the Access and Participation Policy Focused on the Empowerment of Women

Biruni University implements the following strategies to guarantee and enhance women's access and participation:

1. Expanding Equal Opportunity Policies

Equal rights are ensured in recruitment, promotion, and assignment processes

across all academic and administrative positions. Achieving balanced representation of women is a key objective.

2. Supporting Women's Leadership

Mentorship and leadership development programs are implemented to increase women's representation at administrative levels. Women academics are encouraged to take active roles in research and project leadership.

3. Education and Awareness Programs

Regular trainings are offered to students and staff on gender equality, inclusive language use, and combating discrimination.

4. Support for Research and Innovation

Priority is given to projects led by women researchers, facilitating access to research funding. Social research focusing on women is also supported.

5. Women's Health and Safety Practices

Policies and practices that protect the safety and well-being of women on campus are developed. Maternity leave, childcare support, and flexible working models for women employees are expanded.

6. Encouraging Women's Entrepreneurship

Special seminars, idea competitions, and mentorship networks are established to support the entrepreneurial potential of women students.

7. Monitoring and Reporting

Women's representation rates, academic advancement data, and participation



indicators are evaluated annually. The findings are publicly shared in the "Women's Empowerment Performance Report."

Goals:

Within the scope of the Access and Participation Policy Focused on the Empowerment of Women, Biruni University has set the following goals:

Increase women's representation in academic and administrative staff to 50%.

Raise the proportion of women in leadership positions to above 30%.

Increase women academics' participation in research projects by 40%.

Support at least 10 new entrepreneurial initiatives through mentorship programs for women entrepreneurs.

Ensure that policies concerning women's safety and health are regularly evaluated through annual monitoring reports.

Biruni University, through this policy, commits to ensuring that women participate equally, actively, and visibly in all areas of academic, professional, and social life. The University will continue to build a participatory, fair, and sustainable institutional culture in line with these goals.

Microaggressions Faced by Women in Professional Life and Coping Strategies – A Phenomenological Study

Aim:

To explore the microaggressions experienced by women in professional environments and to identify the coping mechanisms they develop in response, aiming to foster greater gender equality, psychological well-being, and inclusion in the workplace.

Description:

This phenomenological research investigates subtle forms of discrimination, bias, and exclusion that women encounter in the workplace — such as gender-based stereotypes, dismissive communication, and unequal recognition. Through in-depth interviews and thematic analysis, the study captures women's lived experiences and analyzes how these microaggressions affect their professional identity, career advancement, and mental health. The research also identifies effective coping strategies and resilience-building approaches, including peer support, institutional advocacy, and empowerment



through education and awareness.

Impact:

The project provides valuable insights into the hidden barriers to gender equality that persist in modern work environments. By highlighting women's voices and lived experiences, it contributes to organizational transformation

and inclusive leadership practices. The findings can guide policy development, workplace training programs, and gender-sensitive HR strategies, helping institutions create safer, fairer, and more equitable professional cultures.

SDG 5 Contribution:

Aligned with SDG 5: Gender Equality, this project directly supports Target 5.1 (ending all forms of discrimination against women and girls) and Target 5.5 (ensuring women's full and effective participation and equal opportunities for leadership). By addressing micro-level gender biases and empowering women to navigate and overcome them, the study advances the broader goal of

achieving equality, empowerment, and inclusive participation for women in all areas of social and economic life.

Enhancing Family Involvement in Preschool Sexual Education – A Podcast and Digital Guide– Supported Family Interaction Program

Aim:

To strengthen family participation in preschool sexual education by developing an interactive education model supported with podcasts and digital guides, fostering early, inclusive, and gender-sensitive communication between parents and children.

Description:

This project designs a comprehensive family-oriented sexual education program integrating digital resources such as audio podcasts, visual materials, and an online guidance platform. The content provides parents and caregivers with age-appropriate information on body awareness, consent, gender equality, and emotional well-being. The program emphasizes open dialogue, scientific accuracy, and cultural sensitivity, ensuring that families gain the confidence and tools to address these topics constructively during early childhood.

Impact:

The initiative enhances gender equality awareness and protective education at an early stage of child development. By equipping families with inclusive and evidence-based materials, the

program helps prevent misinformation, gender bias, and discrimination, while encouraging healthy communication and mutual respect within households. It also empowers caregivers -especially mothers- to play an active role in their children's education and social development, promoting shared parental responsibility.

SDG 5 Contribution:

Aligned with SDG 5: Gender Equality, this project advances Target 5.1 (ending discrimination in all forms) and Target 5.6 (ensuring universal access to reproductive health and education). By integrating digital learning with family engagement, it contributes to inclusive, equitable, and gender-sensitive education systems, helping build the foundation for societies that value equality, respect, and informed empowerment from early childhood onward.



“Women and Medicine: From the Glass Ceiling to Freedom”

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The event titled “**Women and Medicine: From the Glass Ceiling to Freedom,**” organized by the **Biruni University Medical Students’ Association**, aimed to raise awareness about gender equality by comprehensively addressing the experiences, opportunities, and challenges faced by female physicians in the healthcare field. The event explored the concept of the “glass ceiling” the invisible barriers women encounter in their professional lives while simultaneously emphasizing women’s leadership, empathy, and inclusive healthcare practices. In doing so, it was directly linked to **Sustainable Development Goal 5 – Gender Equality**.

Conducted in line with **Biruni University’s vision of sustainability, social impact, inclusivity, and experiential learning**, the event encouraged active student participation and fostered greater social awareness. Participants highlighted that empowering women in healthcare serves not only as a means of individual advancement but also as a catalyst for broader social transformation. Thus, the event functioned as a powerful platform that strengthened students’ sense of social responsibility and embodied Biruni University’s commitment to socially engaged and sustainability-oriented education.



Women's Rights and Advocacy Event



Organized by the Biruni University Medical Students' Association as part of **International Women's Day (March 8)**, the **"Women's Rights and Advocacy"** event aimed to strengthen gender equality, raise awareness about femicides, and foster critical thinking regarding women's representation in the media. During the event, participants were informed about the historical development of women's rights, advocacy strategies, and the importance of media literacy thereby supporting students' development in social awareness, ethical sensitivity, and social impact.

Aligned with **Biruni University's vision of sustainability, inclusivity, and experiential learning**, the event encouraged active student participation and reinforced the sense of social responsibility among future healthcare professionals. Evaluated within the framework of **Sustainable Development Goal 5 – Gender Equality**, the event fostered collective awareness toward protecting women's rights and achieving gender equity.

Women's Rights and Advocacy Event

The event titled “**Social Awareness and Empowerment in Women's Health: International Women's Day Event by Biruni Paramedic Community**”, organized by the **Biruni University Paramedic Community** as part of International Women's Day on March 8, provided a multidimensional environment for learning and awareness in the **fields of women's health, safety, and social consciousness**.

With the participation of **expert speakers**, the event offered comprehensive information on **preventing violence against women, methods for early detection and prevention of breast cancer, and the effective use of the KADES (Women's Emergency Support) application**.

Conducted in line with **Biruni University's vision of sustainability, social impact, inclusivity, and experiential learning**, the event encouraged **active student participation** and contributed to the development of a **health and equality-oriented societal perspective**.

Directly linked to **Sustainable Development Goal 5 – Gender Equality**, the event aimed to **strengthen women's physical and social security, enhance health literacy, and raise awareness about gender-based inequalities**. In this way, the event served as a concrete reflection of **Biruni University's education approach centered on sustainable development**.

[Click Here](#)



Women's Rights and Advocacy Event

[Click Here](#)



The “Women’s Day Stand” event, organized by the **Biruni University Medical Students’ Association** in celebration of **March 8 – International Women’s Day**, served as a meaningful social impact initiative aimed at strengthening gender equality, awareness, and solidarity within the university community. Throughout the event, students, academics, and visitors engaged in interactive activities and discussions on women’s rights, social roles, and the principle of equal opportunity. Informative materials and symbolic activities were used to promote collective awareness and the empowerment of women.

In line with **Biruni University’s vision of sustainability, inclusivity, social impact, and experiential learning**, the initiative encouraged active student participation and contributed to fostering a culture of equality-based social awareness on campus. Directly aligned with Sustainable Development Goal 5 – Gender Equality, the event supported the empowerment of women in social life, the visibility of their rights, and the advancement of an equitable society grounded in equal opportunities.

Ergotherapy Practices for Women Living in Shelters

The event organized by Biruni University, titled “Post-Trauma Adaptation, Daily Life Activities, and Interventions to Enhance Social Participation,” aimed to emphasize the importance of psychosocial support, functional independence, and community engagement in the post-trauma recovery process.

Throughout the event, students, academics, and visitors engaged in interactive discussions on women’s rights, social roles, and equal opportunities. Awareness materials and symbolic activities were used to foster a collective consciousness toward empowering individuals, particularly women who have experienced trauma.

Aligned with Biruni University’s vision of sustainability, inclusivity, social impact, and experiential learning, the event encouraged active student participation and contributed to developing an equality-based awareness culture within the university community.

Directly linked to Sustainable Development Goal (SDG) 5 – Gender Equality, the event supported the empowerment of trauma survivors—

especially women by promoting visibility of their rights, enhancing social reintegration, and ensuring equitable opportunities. It stands as a strong example of Biruni University’s commitment to sustainable development and social responsibility.

Key outcomes:

- Increased awareness among students on post-trauma recovery, gender equality, and social responsibility.
- Strengthened sensitivity toward social solidarity, empathy, and inclusive health perspectives.
- Shared practical solutions to reduce social and psychological barriers faced by women after trauma.
- Enhanced social awareness culture within the university and encouraged student engagement and volunteerism.

Through this initiative, Biruni University has created a sustainable social impact that supports women’s empowerment, post-trauma adaptation, and active participation in society reflecting the university’s dedication to community-centered and inclusive higher education aligned with the Sustainable Development Goals.



Sexual Health and Awareness Booth



The event organized by Biruni University brought together students, academics, and visitors for informative sessions on women’s rights, social roles, equal opportunities, and healthy sexual practices. Through awareness materials, interactive presentations, and symbolic activities, a collective consciousness was fostered to support women’s empowerment and gender equality.

The event is directly aligned with Sustainable Development Goal 5 – Gender Equality, emphasizing the visibility of women’s social and individual rights and promoting their empowerment within society based on equal opportunities. Moreover, inclusive approaches were discussed to facilitate the participation of individuals with special needs, highlighting the importance of an equitable and healthy university environment.

This initiative embodies Biruni University’s vision of sustainability, inclusiveness, social impact, and experiential learning. By encouraging active student participation,

the event contributed to strengthening a culture of social awareness within the university community.

Key outcomes include:

- Increased awareness among students regarding sexual health, reproductive regulation, and gender equality.
- Enhanced understanding of rights-based empowerment for women and individuals with special needs.
- Strengthened culture of equality and inclusiveness within the university environment.

This event promoted the empowerment of women in social life, raised the visibility of their rights, and contributed to the creation of a society based on equal opportunities — serving as a concrete example of Biruni University’s sustainability-oriented social responsibility mission.

“Empowered Through Equality” Event by Biruni University Martial Arts Community

In the event titled “Empowered Through Equality”, organized by the Biruni University Martial Arts Community, students, academics, and visitors came together for interactive sessions promoting awareness and empowerment. Throughout the event, awareness materials and symbolic activities were used to foster a collective consciousness toward women’s empowerment and reinforce messages of social equality.

The event is directly linked to Sustainable Development Goal 5 – Gender Equality. By supporting women’s empowerment in social life, increasing the visibility of their rights, and promoting active participation based on equal opportunities, the initiative contributed to strengthening gender equality. Moreover, the inclusion of individuals with special needs emphasized an inclusive and equitable approach.

The event concretely reflects Biruni University’s vision of sustainability, inclusivity, social impact, and experiential learning. Encouraging active student participation, it significantly contributed to building a culture of social awareness and equality within the university community.

- Participants’ awareness of gender equality and women’s empowerment increased.
- A consciousness supporting the rights-based participation of women and individuals with special needs was developed.
- The culture of equality, inclusivity, and social responsibility within the university environment was strengthened.

This event reinforced Biruni University’s mission of sustainability-focused social responsibility by supporting women’s empowerment and participation in social life.



Biruni University and the Family, Women’s Support and Individuals with Special Needs Center (AKDEM)

As part of a collaborative project between Biruni University and the Family, Women’s Support and Individuals with Special Needs Center (AKDEM), the university planned to provide health services to 150 children aged 11–15. The initiative aimed not only to promote early health awareness among children but also to foster the internalization of gender equality, inclusivity, and equal opportunity concepts.

Designed in line with the university’s vision of sustainability, social impact, and experiential learning, the project encouraged students to take an active role in the field and contribute to social well-being.

Focusing on improving the quality of life for women, children, and individuals with special needs, this initiative is directly aligned with Sustainable Development Goal 5 – Gender Equality. The activity strengthened equality in access to healthcare services, raised individual and social awareness, and contributed to the building of an inclusive society.

In this respect, the project stands as a strong reflection of Biruni University’s commitment to sustainability-oriented social responsibility.

[Click Here](#)



Institutional Collaborations in Line with Gender Equality Goals



In alignment with Sustainable Development Goal 5 – Gender Equality, Biruni University has developed strong academic and professional collaborations focusing on women’s health, reproductive rights, and social awareness. Memberships of university faculty in national and international organizations such as the Turkish Andrology Association, Turkish Urogynecology and Pelvic Reconstructive Surgery Association, Pelvic Pain and Endometriosis Society, International Association for Women’s Health Education and Research, International Urogynecological Association, Reproductive Health and Infertility Nursing Association, and the Midwives Association contribute significantly to promoting women’s health, strengthening reproductive healthcare services, and reducing gender-based health inequalities.

These affiliations align with Biruni University’s vision of sustainability, inclusivity, social impact, and experiential learning—supporting the translation of scientific research into social benefit while promoting equal access to healthcare for women and individuals with special needs.

Through these multifaceted academic partnerships, Biruni University makes tangible contributions to advancing gender equality, empowering women in health sectors, and fostering equal opportunities—embodying the core principles of SDG 5 at both scientific and societal levels.

SDG RELATED COURSES

Women and Health

The Women and Health course offered at Biruni University provides a comprehensive academic framework that explores women's unique health needs, the impact of gender inequalities on health, and the barriers women face in accessing healthcare services. The course encourages students to approach women's health not only from a biological standpoint but also through social, cultural, and economic dimensions.

By promoting health literacy among women, fostering equitable approaches in healthcare, and enhancing social awareness, the course extends its influence beyond theoretical learning—contributing to the development of a sustainable culture of equality.

In this context, the Women and Health course is directly aligned with Sustainable Development Goal 5 - Gender Equality, supporting the empowerment of women in the field of health and establishing an academic foundation for building a more inclusive and just society.



Interpersonal Violence: Assessment and Management



The Interpersonal Violence and Its Management course offered at Biruni University aims to enhance students' awareness and equip them with effective strategies to combat violence by examining the psychological, sociological, and cultural dynamics of interpersonal violence from a multidimensional perspective.

The course covers topics such as gender-based violence, domestic abuse, psychological and economic violence, as well as support mechanisms for victims and preventive policies. Through this comprehensive approach, students develop the ability to analyze the causes of violence, generate solutions, and intervene with ethical sensitivity at both individual and societal levels.

By promoting nonviolent communication and contributing to women's empowerment, the course is directly aligned with Sustainable Development Goal 5 - Gender Equality. The Interpersonal Violence and Its Management course stands out as a key academic component that supports Biruni University's mission to educate socially conscious individuals who value justice, equality, and human dignity.

Strengthening Gender Equality through Conflict and Anger Management Training at Biruni University

The “Conflict and Anger Management Training” organized by Biruni University aims to foster balance, respect, and equality in social relationships by enhancing individuals’ emotional awareness, empathy, and effective communication skills. The program particularly supports women in overcoming communicational barriers they may face in professional and social life, thereby contributing to the strengthening of gender equality. Through practical methods focused on anger management and conflict resolution, participants enhance their capacity for social impact, experience inclusive communication models, and develop personal awareness essential for a sustainable culture of peace. In this context, the training aligns with Sustainable Development Goal 5 – Gender Equality, contributing to the creation of a society where women and men can express themselves equally, emotional resilience is valued, and interactions are grounded in mutual respect.



COMMUNITY LIFE LONG LEARNING

From Emotional Awareness to Equality: Strengthening Gender Equality through Conflict and Anger Management Training at Biruni University

The “Conflict and Anger Management Training” organized by Biruni University aims to foster balance, respect, and equality in social relationships by enhancing individuals’ emotional awareness, empathy, and effective communication skills. The program particularly supports women in overcoming communicational barriers they may face in professional and social life, thereby contributing to the strengthening of gender equality. Through practical methods focused on anger management and conflict resolution, participants enhance their capacity for social impact, experience inclusive communication models, and develop personal awareness essential for a sustainable culture of peace. In this context, the training aligns with Sustainable Development Goal 5 – Gender Equality, contributing to the creation of a society where women and men can express themselves equally, emotional resilience is valued, and interactions are grounded in mutual respect.



Gender Equality



Dr. Aysel ŞENYURT USTA
General Secretary

The United Nations Sustainable Development Goal 5 (SDG 5): Gender Equality aims to empower women and girls and ensure they have equal opportunities in all areas of life. Despite significant global progress toward gender equality, inequalities persist. A review of the current situation reveals the following key points:

- Women's labor force participation rates remain lower than those of men worldwide.
- Female representation in management positions is below 30%.
- Regional disparities persist in access to education, healthcare, economic resources, and participation in decision-making processes.
- Violence and discrimination against women continue to be major social issues in many countries.

In Türkiye, several national strategy documents and action plans have been developed to promote gender equality. The rate of girls' education has increased in recent years, and women now make up nearly 48% of higher education students. However, women's employment rates in the labor market remain roughly half that of men. Although women's representation in entrepreneurship,

academia, and decision-making mechanisms has grown, gender parity at senior management levels has yet to be fully achieved.

At Biruni University, gender equality is not viewed merely as a target but as a core value of a fair, productive, and sustainable academic community. Since its establishment, the University has placed this value at the heart of its education, research, and governance culture. Currently, female leadership is strongly represented across the University's administrative and academic structures. The fact that the Chairperson of the Board of Trustees is a woman serves as a clear reflection of the University's commitment to gender equality at the institutional level.

Gender equality is also evident within the University's academic structure:

- Four out of seven faculties are led by female deans.
- The Vocational School Directorate and the Department of Foreign Languages are managed by women academics.
- Until recently, the Graduate Institute Directorate was also led for many years by a woman scholar.

•The Biruni Advanced Practice and Research Center (BAMER) is directed by a female leader. Among its 18 research laboratories, 12 are managed by women, corresponding to a 67% representation rate. These women play a leading role in experimental research, laboratory safety, quality control, and project coordination.

Moreover, two of the three Vice Rectors are women, and both the University Secretary General and Deputy Secretary General positions are held by women — a strong indicator of the institution’s active adoption of gender equality at the management level.

During weekly Executive Board meetings, women academics constitute the majority, ensuring that women’s perspectives are meaningfully represented in decision-making processes.

In the 2024–2025 academic year, Biruni University employs 482 academic staff, 279 of whom are women. Among 192 administrative staff, 99 are women, demonstrating the University’s strong gender representation across both academic and administrative domains.

Of the University’s 9,562 enrolled students, 8,942

are women, reflecting its inclusive educational environment that actively supports gender equality. Among 25,084 graduates, 16,990 are women, further highlighting the institution’s commitment to empowering women through education.

In terms of institutional activities, Biruni University plays an active role in both raising awareness and implementing concrete actions for gender equality:

- As part of the Commission for Combating Violence Against Women, a “Gender-Based Violence Awareness Program” was held for Vocational School students in the 2024–2025 academic year to enhance awareness, promote social consciousness, and foster a sustainable culture of prevention.

- An event titled “Women’s Role in Academia” gathered participants to discuss women’s representation, equality, and fairness in academic life.

- Under the coordination of Prof. Dr. Ayşe Zehra Aroğuz, the Commission for Combating Violence Against Women hosted the international “Global Women’s Breakfast (GWB): Women in Science and Academia” event at Biruni University,

highlighting the importance of women’s contributions to global science.

- The “Introduction to the KADES Application” event, featuring Eda Kiran, Head of Zeytinburnu Social Services Unit, informed participants about the official KADES mobile app designed to protect women and children from violence and harassment.

- On March 8, International Women’s Day, the Occupational Therapy Community organized the event “Women with Disabilities: Access to Health Services and Social Inclusion”, featuring Prof. Dr. Hülya Kayıhan and Lecturer Remziye Akarsu, who discussed the challenges faced by women with disabilities in society.

As these examples demonstrate, Biruni University continues to advance as a model institution in promoting gender equality, combining awareness, education, and concrete action to foster a more inclusive and equitable academic environment.

Systematic Measurement and Tracking of Women's Application, Acceptance, and Entry Rates

Biruni University systematically tracks and analyses gender balance in student applications, acceptance, and entry rates through a combination of national-level data monitoring and institutional equality systems, ensuring that women's participation in higher education is continuously measured, reviewed, and improved.

Although the admission process in Türkiye is centrally administered by the Council of Higher Education (YÖK) through the Yükseköğretim Kurumları Sınavı (YKS) system, Biruni University undertakes an independent and detailed gender-based monitoring process for all applicants placed in its programmes. Each year, the university retrieves official datasets from the YÖK Higher Education Information Management System (YÖKSİS) and imports them into its institutional platforms for analysis and reporting.

This systematic tracking process is integrated within two institutional frameworks:

1. B-ACCESS (Biruni Access & Social Equity System) – the internal monitoring dashboard that records gender-segmented data on applications, placements, and enrolments across all faculties and programmes.

2. B-GASS (Biruni Global Access & Solidarity Scholarship) – a financial and social support framework designed to ensure equitable access, with gender parity as one of its core performance indicators.

Within the B-ACCESS platform, data are categorised and analysed annually according to:

- Female and male application-to-placement ratios at university and faculty level.
- Acceptance and entry rates by department and discipline, including Medicine, Dentistry, Pharmacy, Engineering, and Education.
- Representation of women in STEM fields compared to national averages.
- Year-on-year changes in female enrolment, retention, and graduation rates.
- Identification of gender disparities at entry or progression stages.

The resulting analyses are compiled into an annual Access & Equity Progress



Report prepared by the Equality and Inclusion Committee (EIC).

Findings are presented to the Rectorate, Senate, and Faculty Councils, where they inform institutional planning, faculty recruitment priorities, and outreach initiatives aimed at strengthening gender parity in underrepresented fields.

Based on these data insights, the university implements targeted measures such as:

- Reserved scholarship quotas and fee waivers for female students through the B-GASS programme, particularly in STEM and innovation-focused departments.
- Mentorship and career guidance programmes pairing female students with academic and professional role models.
- Awareness campaigns (e.g. Women in Science at Biruni) promoting women's engagement in leadership and research.
- Collaboration with secondary schools and NGOs to encourage young women's participation in higher education, especially in technology and health sciences.

Additionally, the Equality and Inclusion Committee oversees compliance with national gender equality legislation and the university's internal Gender Equality Policy, ensuring that all monitoring and reporting activities align with the principles of transparency, inclusion, and



continuous improvement.

All quantitative results are consolidated in the Institutional Data Warehouse and reflected in the Sustainability & SDG Dashboard, where trends in female student representation are tracked longitudinally and benchmarked against national and global standards.

Through this integrated and data-driven approach, Biruni University ensures that women's application and acceptance rates are not only measured systematically, but also used strategically to guide policy, resource allocation, and equality action plans.

This commitment positions the university as a leading institution in gender-responsive governance and reinforces its mission to create equitable opportunities for all students, regardless of gender or background.

Women's Access Schemes and Support Mechanisms

Biruni University implements a comprehensive institutional framework to ensure equitable access, participation, and leadership opportunities for women across all levels of education, research, and campus life.

These mechanisms are guided and overseen by the Equality and Inclusion Committee (EIC), which ensures that gender equality is not treated as a project, but as a permanent part of the university's governance and culture.

1. Access & Equity Framework

B-ACCESS (Biruni Access & Social Equity System)

The B-ACCESS System is the university's main tool for monitoring and improving women's access to higher education.

It systematically records and analyses gender-segmented data on applications, placements, and enrolments drawn from the YÖK Higher Education Information System (YÖKSİS) and Biruni's internal Student Information System.

Through this platform, Biruni tracks women's representation in each faculty and field — especially in Medicine, Dentistry, Engineering, and Health Sciences — and identifies any



disparities in entry or retention. The data are used to inform policies on scholarship distribution, outreach activities, and

gender balance targets across departments.

2. Financial Inclusion & Scholarships

B-GASS (Biruni Global Access & Solidarity Scholarship)

The B-GASS programme provides equitable financial access to higher education for women who face socioeconomic, cultural, or caregiving barriers.

It allocates dedicated funding lines for:

- Women from low-income or refugee families,
- Single mothers and first-generation students,
- Women returning to education after career breaks.

Scholarships include full or partial tuition waivers, accommodation and material support, and emergency micro-grants for women facing temporary financial hardship.

The programme ensures that financial need does not become a barrier to women's academic success.

Scholarship recipients are also invited to participate in empowerment seminars and



mentoring circles coordinated by the EIC, ensuring a holistic support network beyond financial aid.

3. Mentorship & Professional Development

Biruni Mentorship Program (Women’s Network)
The Biruni Mentorship Program provides long-term mentorship opportunities connecting senior female academics and professionals with students and early-career women.

The programme operates through small mentoring groups that meet monthly throughout the academic year.

Mentorship areas include:

- Career and academic advancement,
- Research skills and publication guidance,
- Work-life balance and leadership mindset,
- Confidence building and overcoming gender bias.

Workshops such as “Women Leading Change in Science and Health”, “Career Pathways for Young Female Researchers”, and “Breaking Barriers in Academia” are held regularly on campus.

Through this programme, women receive not only professional guidance but also a supportive peer community that strengthens belonging and self-efficacy.

4. Holistic Empowerment & Well-being InnerCraft Programme

The InnerCraft Programme integrates

neuroscience, psychology, and reflective learning to foster emotional resilience and inner strength among students, particularly women pursuing demanding fields such as medicine and dentistry.

It offers experiential workshops on self-awareness, confidence, and purpose-driven career planning, helping female students connect their academic work with personal meaning and social contribution.

Sessions such as “Embodied Confidence and Communication” and “Purpose in Practice: Thriving in Health Professions” have proven effective in improving female students’ sense of agency and self-trust.

The programme complements the university’s broader gender equality mission by supporting women’s emotional and psychological empowerment alongside academic success.

5. Support for Mothers, Caregivers, and Non-Traditional Students ParentCraft Initiative

The ParentCraft Initiative is one of Biruni University’s most impactful programmes, designed to support student mothers, caregivers, and women returning to education after a family break.

It recognises that true gender equality in higher

education requires flexible structures that adapt to the realities of caregiving.

Key components of ParentCraft include:

- Flexible academic arrangements such as extended submission deadlines, flexible class attendance, and hybrid learning options for pregnant students and mothers with infants.
 - Priority childcare support through partnerships with local nurseries and early learning centres near campus.
 - Peer mentorship circles where experienced student mothers provide guidance and emotional support to new parents navigating academic and family responsibilities.
 - Parenting and emotional health workshops led by the Faculty of Education and Psychology, focusing on topics like positive parenting, bonding and attachment, and stress management for caregivers.
 - Awareness campaigns encouraging an inclusive academic culture that normalises motherhood within university life — “No Woman Should Pause Her Future to Care for Life.”
- ParentCraft has significantly reduced attrition among student mothers and created a strong sense of belonging for women managing multiple roles.

It is also extended to academic staff, providing flexible scheduling and support mechanisms for

women researchers balancing motherhood with their careers.

6. Women in Leadership and Governance Equality and Inclusion Committee (EIC)

The EIC ensures women’s representation across all decision-making structures at Biruni University including the Senate, Faculty Boards, and administrative councils.

It monitors recruitment, leadership appointments, and promotion processes to guarantee gender fairness and transparency. The Committee runs an annual “Women in Leadership Bootcamp” for early-career academics and administrative staff, focused on strategic decision-making, communication, and confidence-building.

Additionally, the EIC maintains the Anti-Harassment and Equal Opportunity Policies, ensuring that all members of the university community can learn and work in a safe and respectful environment.

7. Campus Environment & Culture

Biruni University continuously improves its campus to ensure safety, dignity, and inclusion for all women.

This includes:

- A Zero-Tolerance Policy on Harassment,





enforced through an accessible online reporting mechanism and confidential psychological support.

- Well-lit campus zones, secure dormitories, and emergency response systems for late-hour commuting students.
- Mother rooms, family-friendly spaces, and accessible rest areas in new buildings.
- The Biruni Women’s Hub — a dedicated on-campus space where women host talks, art events, and solidarity meetings promoting dialogue and empowerment.
- Annual awareness events including Women’s Health Week, Women in Science Symposium, and International Day for the Elimination of Violence Against Women, conducted in collaboration with NGOs and public institutions.

These physical and cultural measures create a campus that is not only inclusive but actively protective of women’s rights and well-being.

8. Monitoring and Evaluation

All women’s access schemes are systematically monitored through the B-ACCESS Dashboard, reviewed annually by the Equality and Inclusion Committee, and published in the Access & Equity Progress Report.

The university evaluates success through indicators such as:

- Female-to-male application and entry ratios,
- Retention and graduation rates of female students,
- Scholarship participation and mentorship outcomes,
- Leadership representation and satisfaction scores.

These results directly inform future policy updates, ensuring that gender equality remains a living, evolving commitment at Biruni University. Biruni University believes that gender equality begins with structural access but flourishes through community, care, and courage. Every woman on campus is not only supported — she is seen, heard, and empowered to lead.

Encouraging Women’s Applications in Underrepresented Subjects

Biruni University implements an institutional mechanism to increase women’s participation in programmes where they are historically underrepresented — particularly in engineering, biomedical sciences, and technology-related fields.

Although student admission in Türkiye is conducted through the national YKS centralized placement system, the university takes a proactive role in shaping female interest and

readiness before the application stage and ensuring retention after admission.

Institutional Actions:

- **Gender-Based Data Analysis:** Each academic year, the Equality and Inclusion Committee (EIC) analyses data from YÖKSİS and internal systems to determine which programmes have less than 40% female representation.
- **Targeted Outreach:** Identified departments launch awareness initiatives such as high school visits, STEM days, and “Women in Health and Innovation” talks that highlight successful female graduates and career opportunities.
- **Faculty Role Models:** Female academics and researchers serve as “Science Ambassadors,” participating in regional fairs and mentorship events to engage girls in STEM.
- **Scholarships & Visibility:** Special communication campaigns and need-based scholarships are promoted for women applying to these fields.
- **Campus Pathways:** Once placed via YKS, women in underrepresented departments are paired with senior peers and advisors to ensure early adaptation, safety, and sense of belonging.

Outcome:

Over the past three academic years, Biruni University has achieved a steady increase in female enrolment in biomedical and engineering fields and has integrated gender equity goals into faculty performance indicators.



Women’s Mentoring Schemes (≥10% Female Participation)



Biruni University operates a formal, campus-wide mentoring network dedicated to supporting women in their academic and professional journeys.

This programme ensures that at least 10% of all female students participate annually in structured mentorship activities.

Structure & Implementation:

- **Programme Framework:** The mentoring model includes both one-to-one and group mentoring designed to build self-efficacy, leadership skills, and academic resilience.
- **Mentor Composition:** Senior female faculty, alumni, healthcare professionals, and external role models volunteer as mentors.
- **Training & Matching:** Mentors receive annual training on inclusive leadership and gender-sensitive communication; mentees are matched based on their faculty, career interests, and psychosocial needs.
- **Curriculum Focus:** Sessions cover research skills, publishing, career planning, public speaking, negotiation, work-life integration, and emotional resilience.
- **Peer Support:** In addition to formal

mentoring, student-led Women’s Circles provide a peer-sharing platform focusing on confidence, community, and empowerment.

Campus Practices:

- Annual events such as “Women Leading Change in Health Sciences” and “Breaking Bias in Academia” provide visibility to women mentors and mentees.
- Dedicated mentoring rooms, hybrid meeting slots, and an online mentoring platform ensure accessibility for all students.
- Feedback surveys and success stories are published annually in the Gender Equality & Access Report.

Impact:

The mentoring scheme has measurably improved female students’ research participation, academic confidence, and post-graduation employment readiness. Retention among mentees is significantly higher than the general cohort.

Measuring and Closing the Gender Gap in Graduation Rates

Biruni University systematically measures, analyses, and addresses gender-based differences in graduation, retention, and academic progression across all faculties.

Monitoring System:

- **Data Collection:** Gender-disaggregated data are collected annually from the university's Student Information System and verified with YÖKSİS records.
 - **Performance Indicators:** Indicators include on-time graduation rate, average time-to-degree, course success rate, and withdrawal rates — all compared by gender and field.
 - **Dashboards & Reports:** Results are compiled within the B-ACCESS tracking dashboard and reviewed by the EIC to identify any statistically significant gaps.
- Interventions to Close Gaps:
- **Academic Support:** Tutoring, remedial courses, and peer study sessions for courses where women show higher failure rates.
 - **Flexible Learning:** Modified timetables and hybrid course delivery for student mothers and caregivers, aligned with the ParentCraft Initiative.
 - **Counselling & Early Alerts:** Academic

advisors and counsellors receive alerts when attendance or GPA declines, enabling early intervention.

- **Financial Continuity:** Emergency bursaries prevent women from withdrawing due to short-term financial distress.
- **Departmental Reviews:** Faculties with over a 3% gender gap in completion rates must submit corrective action plans to the Senate.

Outcome:

As of the 2024–2025 academic year, the university maintains less than a 2% difference in graduation rates between men and women.

Continuous monitoring ensures that any emerging disparities are addressed proactively, reinforcing Biruni University's commitment to gender parity in academic success and career readiness.

Through evidence-based tracking, structured mentoring, and targeted encouragement in underrepresented fields, Biruni University transforms gender equality into measurable, sustained academic and social progress.

