



10 REDUCED
INEQUALITIES



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.

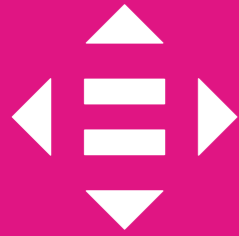
Our mission is both scientific and moral: to cultivate minds that create, question, and care; to generate ideas that build a more equitable, peaceful, and sustainable world. Every discovery, every collaboration, every act of learning becomes part of a larger story — the story of humanity's renewal through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



BIRUNI UNIVERSITY COMMITMENT TO REDUCED INEQUALITIES

Inequality weakens the fabric of humanity. It divides what was meant to be whole, and limits what was meant to be shared. To reduce inequality is to restore balance to remember that progress has no meaning unless it is inclusive, and growth has no value unless it uplifts all.

At Biruni University, we embrace Sustainable Development Goal 10: Reduced Inequalities as a moral and institutional compass guiding our efforts toward fairness, access, and dignity. We believe that education, health, and opportunity must never be privileges determined by origin, gender, or circumstance. True development begins where equality becomes the norm, not the exception.

Our vision is to build an ecosystem where diversity is strength, inclusion is practice, and equity is measurable. Through education, research, and community engagement, we work to dismantle barriers that prevent individuals or communities from realizing their full potential.

As a health sciences university, we see inequality not only as an economic or social issue, but as a public health crisis one that affects physical,

take part in transforming it.

This report reflects our unwavering belief that equality is not a distant goal but a daily responsibility a shared effort to ensure that every human being has the right to belong, to thrive, and to be seen.



emotional, and societal well-being. Our mission is to cultivate awareness, compassion, and agency empowering students and stakeholders to recognize inequality wherever it exists and to

Our Approach: Creating Systems of Access, Justice, and Inclusion

Biruni University approaches inequality as a multidimensional challenge one that requires action across education, governance, and social structures.

Our approach rests on three guiding principles: Access, Advocacy, and Accountability.

- **Access:** We work to expand equitable pathways into higher education, ensuring that individuals from disadvantaged or marginalized backgrounds can study, succeed, and graduate with dignity.
- **Advocacy:** We raise awareness through research, dialogue, and policy recommendations that address systemic inequalities in education, healthcare, and employment.
- **Accountability:** We monitor our institutional performance in inclusion and diversity, setting measurable goals to ensure equity in recruitment, representation, and student outcomes. Equality, for us, is not achieved by intention alone it must be designed into the structure of how we educate, hire, and lead.



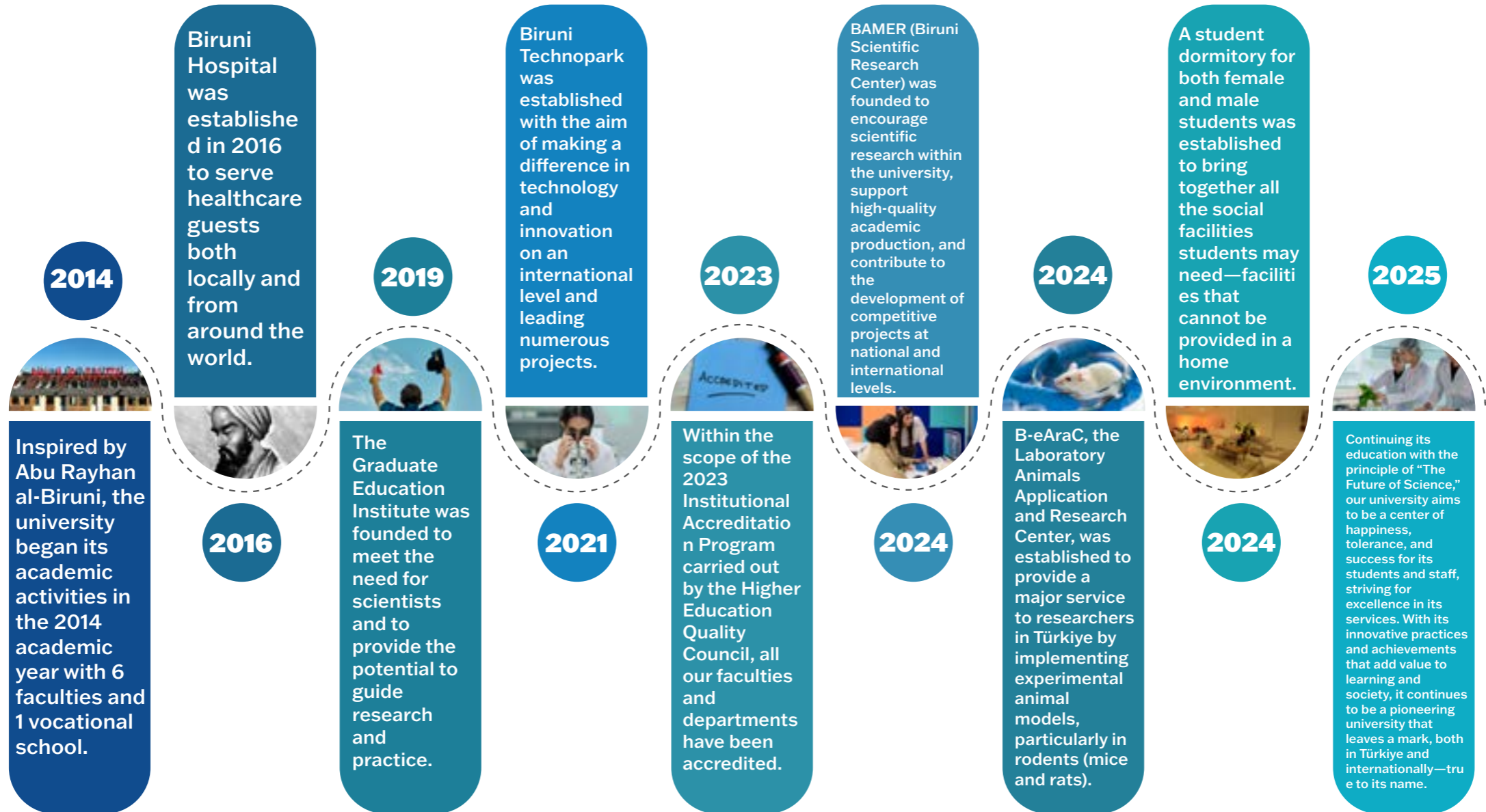
Institutional Framework: Building an Inclusive University

Our institutional framework integrates inclusivity at every level of decision-making and operation.

- **Equitable Admissions:** Targeted scholarships, flexible admissions policies, and mentorship programs ensure access for students from low-income and underrepresented groups.
- **Diversity in Leadership:** Women and minority representation in academic and administrative positions reinforces fairness in leadership and perspective.
- **Accessible Campuses:** Universal design principles ensure that facilities, technologies, and learning environments are accessible to all, including individuals with disabilities.
- **Community Partnerships:** Collaborations with NGOs and local authorities extend educational and healthcare access to vulnerable populations, refugees, and rural communities.
- **Data and Transparency:** Regular equity audits, gender reports, and inclusion metrics guide policy decisions and accountability mechanisms.

In this framework, inclusion is not a policy to be implemented, but a culture to be lived one that transforms equality from aspiration into everyday reality.

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

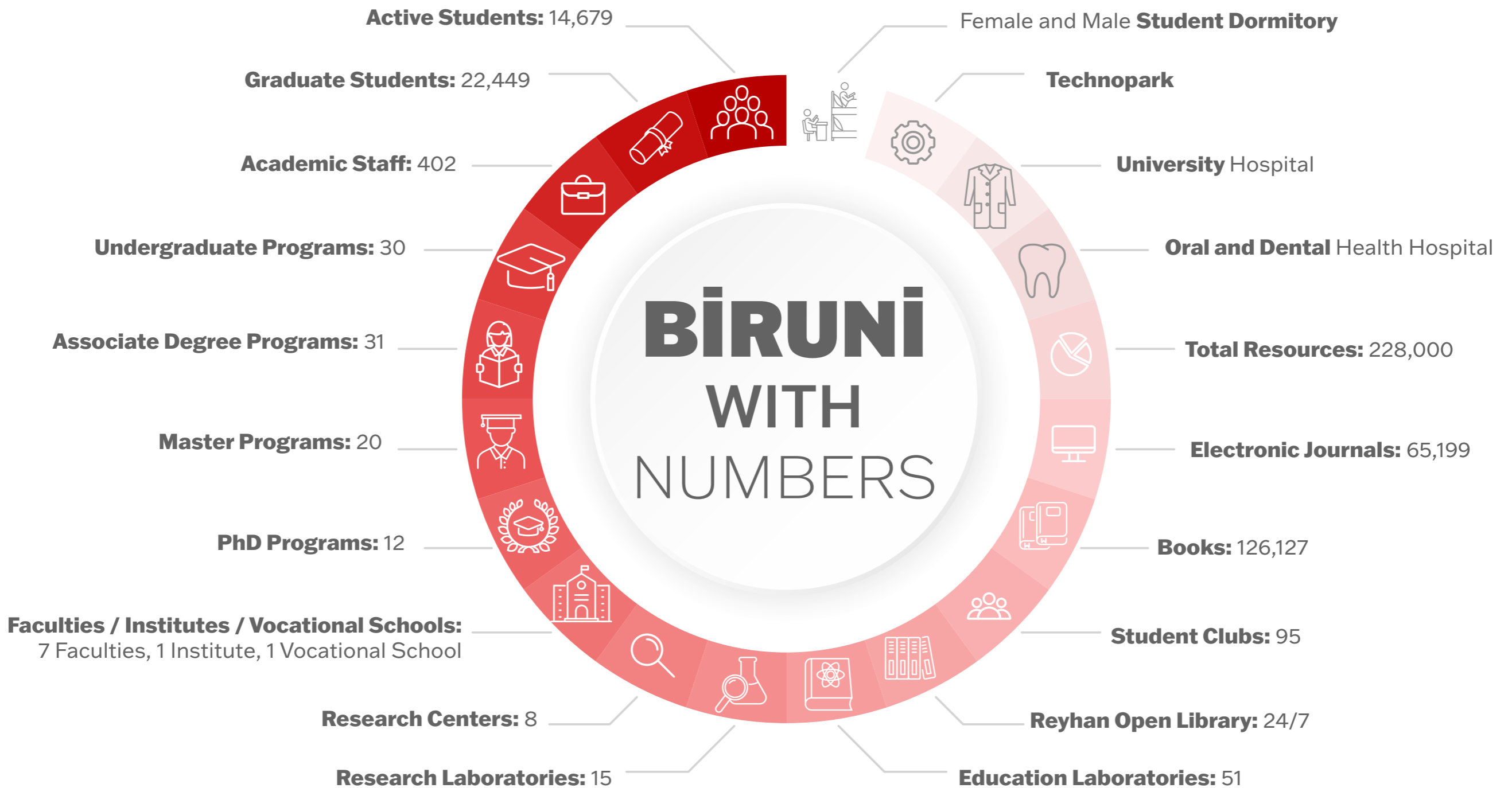
Challenging conventions with creativity and vision; leading transformative change in education and science.



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



9.562
**Number of
Students**

1.505
**Number of
First Generation
Students
Starting a Degree**

3.157
**Number of
Students
Starting a Degree**

19

**Number of
Students
with disability**

5

**Number of
Employees
with disability**

1.789

**Number of
international
Students
from developing
Countries**

Anti-Sexual Harassment And Mobbing Policy

Biruni University is committed to taking all necessary measures to ensure that its students, academic and administrative staff, and all individuals and business employees from whom we receive services can continue their education and work in a safe, respectful, and equitable environment. Our university aims to implement its policies against sexual harassment and mobbing (psychological violence) with the utmost sensitivity, raise awareness, and adopt a continuously evolving approach to preventing such incidents. In the event of any sexual harassment or mobbing incident, victims are provided with psychological, legal, and administrative support, and relevant processes are meticulously managed.

Core Values

Biruni University's Anti-Sexual Harassment and Mobbing Policy is based are as follows:

1. **Equality and Respect:** Our university's core values are that every individual is treated equally and works and learns with respect. All individuals are protected, regardless of gender, age, race,

language, religion, or sexual orientation.

2. **Psychological Safety:** Our university is committed to creating a psychologically safe environment. Providing an environment where



all individuals can express themselves freely and share their thoughts without fear is a priority.

3. **Protection of Reputation:** In cases of sexual harassment and mobbing, the utmost care is taken to protect the identities and reputations of

victims and those complained of. Confidentiality is paramount, and the dignity of individuals is protected throughout these processes.

4. **Sensitivity and Ethical Awareness:** We act sensitively regarding sexual harassment and mobbing. Ethical rules, human values, and local cultural sensitivities are observed in interpersonal relationships.

5. **Social Participation and Awareness:** One of our main goals is to raise awareness among all individuals about sexual harassment and mobbing and to make a positive contribution to society through awareness training against sexual harassment and mobbing within the university.

6. **Victim-Focused Support:** The psychological and physical well-being of victims of sexual harassment and bullying is prioritized in the support provided. Our university respects the rights of victims and tailors the support process to their needs.

Policy Strategies Against Sexual Harassment and Mobbing

Mobbing Policy Strategy, which is shaped around these values, are as follows:

1. **Awareness and Training:** The university organizes awareness training programs to address sexual harassment and bullying. These trainings provide information on the meaning of sexual harassment and bullying, their impact on victims, and how to prevent such incidents. They also explain the sanctions and disciplinary procedures applicable to those who commit these acts.

2. **Protective and Preventive Measures:** University-wide regulations are in place to prevent incidents of sexual harassment and bullying. Specific procedures are developed and continually reviewed to prevent victimization.

3. **Conducting Disciplinary Procedures:** Disciplinary investigations into sexual harassment and mobbing cases are conducted objectively, confidentially, and promptly, in accordance with university regulations. Necessary measures to protect victims are taken as quickly as possible.

4. **Committee and Advisory Unit:** A Prevention and Support Committee against Sexual Harassment and Mobbing will be established to

monitor, develop, and coordinate university-wide anti-sexual harassment and mobbing practices. This committee is authorized to ensure the smooth functioning of these processes.

5. **Support Mechanisms:** Victims of sexual harassment and mobbing are provided with procedural, psychological, and legal support. If internal university resources are insufficient,

information and reputation of the victim and the person being reported are protected throughout the process.

7. **Continuous Improvement:** The anti-sexual harassment and mobbing policy is continuously updated and improved based on feedback. Policy strategies are developed in light of relevant legislative changes and best practices.



Goals

Biruni University's Anti-Sexual Harassment and Mobbing Policy are as follows:

1. **Safe and Equitable Environment:** To create a safe, equal, and respectful educational and working environment for all individuals within the university. By maintaining this environment, we prevent incidents such as sexual harassment and mobbing.

2. **Raising Awareness:** Raising awareness among all individuals about sexual harassment and mobbing. Raising awareness about the definition, consequences, and solutions to sexual harassment and mobbing through training programs.

3. **Strengthening Support and Protection Mechanisms:** Providing psychological and legal support to victims. Making support mechanisms accessible and effective at all times.

4. **Improving Disciplinary and Sanction**

victims are referred to appropriate external resources. Confidentiality and security are paramount in all support processes.

6. **Privacy and Respect:** Sexual harassment and mobbing The principle of confidentiality is strictly enforced in all complaints. The personal

Processes: Implementing swift, objective, and fair disciplinary processes in cases of sexual harassment and mobbing . Raising public awareness by implementing deterrent and effective sanctions in case of violations.

5. Transparency and Accountability: To implement the university's anti-sexual harassment and mobbing policies transparently and be accountable in all processes. To ensure that victims are informed throughout the process and that their rights are protected.

6. Leading the Society: Ensuring that the university sets an example for society by opposing sexual harassment and mobbing . Raising public awareness not only within the university but also by collaborating with external stakeholders.

In order to achieve these goals, indicators will be created and evaluated regularly, and corrective measures will be taken when necessary.



Inclusion Policy

Biruni University is committed to providing an inclusive, respectful and equitable learning and working environment for all students, employees and stakeholders. Our Inclusion Policy aims to create an environment that embraces differences as a strength and enables every individual to reach their full potential. The university strives to build a campus culture where everyone feels safe, valued and accepted, regardless of gender, age, ethnicity, disability, religion, language or other personal attributes.

Core Values

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

1. Supporting Diversity

The university respects the different characteristics and backgrounds of all individuals and considers this diversity an asset in educational and operational processes.

2. Equality and Fairness

Every individual has equal opportunities and the right to fair treatment. The university ensures equal rights for all students and employees and actively combats all forms of discrimination.

3. Inclusive Culture

The university provides a safe and supportive learning and working environment where community members show mutual respect. The



views and contributions of every individual are valued.

4. Disability and Accessibility

The university continually improves physical and digital accessibility for individuals with

disabilities. All spaces and educational processes are arranged in accordance with the needs of disabled individuals.

5. Community Engagement

All individuals are encouraged to participate actively in campus life and community projects. The university aims to increase social participation through social responsibility initiatives and collaborations.

Inclusion Policy Strategies

Biruni University implements the following strategies to create an inclusive environment:

1. Inclusive Education and Programs

Curricula, course content and teaching methods are designed with an inclusive approach. Students and employees are encouraged to develop empathy and engage with diverse cultures and perspectives.

2. Diversity and Inclusion Training

Regular training sessions on inclusion, diversity and anti-discrimination are offered to all employees and students. These programs aim to raise awareness and strengthen an inclusive

culture.

3. Accessibility and Support for Individuals with Disabilities

Full participation of individuals with disabilities in campus life is ensured. Physical access points, digital platforms and educational materials are adapted to meet their needs.

4. Inclusive Leadership and Governance

The university promotes inclusive leadership across all administrative levels. Decision making processes take into account the views of community members and value diverse perspectives.

5. Community Engagement and Volunteering

Students and employees are encouraged to take part in projects that contribute to society. These projects help expand social responsibility and support the spread of inclusiveness.

6. Monitoring and Reporting

The university regularly evaluates the effectiveness of inclusion policies. Observations and feedback on diversity and respect are used to continually improve policies.

7. Events that Promote Diversity

The university organizes events, panels, workshops and social activities that promote diversity and inclusion. These activities strengthen mutual understanding and solidarity within the community.

Goals

The goals of Biruni University's Inclusion Policy are:

1. Strengthening an Inclusive Culture

Expanding inclusion programs across the campus to support diversity and ensure that every individual feels valued.

2. Improving Accessibility for Individuals with Disabilities



Increasing the accessibility of campus spaces and digital platforms to the highest level to ensure full participation.

3. Expanding Inclusion Training Programs

Increasing participation rates in diversity and inclusion training for all employees and students to build awareness.

4. Creating Opportunities for Inclusive Leadership

Ensuring the representation of diverse perspectives in university governance and decision making processes.

5. Increasing Community Engagement and Social Responsibility

Increasing participation in social responsibility projects by fifty percent and developing sustainable community focused initiatives.

Biruni University aims to create a learning and working environment where every individual is valued, has equal opportunities and can coexist in an atmosphere of respect and understanding. The university is committed to the continuous development and implementation of this policy.

Anti-Violence, Harassment And Mobbing Policy

Biruni University is committed to providing all students, faculty, and administrative staff with an educational and working environment of respect, security, and dignity. Our Anti-Violence, Harassment, and Mobbing Policy aims to combat and not tolerate any form of physical, psychological, or sexual violence, harassment, or mobbing. Our university takes the necessary measures to ensure that community members can learn and work safely in an environment free from all forms of threats, harassment, and bullying, and to foster a safe campus culture. This policy is designed to foster a respectful, fair, and supportive atmosphere.

Core Values

Biruni University's Anti-Violence, Harassment and Mobbing Policy is based on the following core values:

1. **Safe Environment:** Our university provides an environment where all students and staff feel physically and psychologically safe. Safety is our top priority at every level.
2. **Respect and Dignity:** Every individual deserves to have their personal boundaries

respected and their dignity protected. Our university encourages all members of the community to treat each other with respect.

3. **Zero Tolerance:** Violence, harassment,



bullying, and mobbing of any kind will not be tolerated. A zero-tolerance policy is implemented against such behavior.

4. **Support and Assistance:** Safe and confidential support mechanisms are

established for individuals subjected to violence, harassment, or mobbing. Victims are provided with protection and guidance.

5. **Accountability:** All individuals are responsible for respectful and appropriate behavior on campus. Those who engage in inappropriate behavior are subject to strict disciplinary action.

Policy Strategies Against Violence, Harassment and Mobbing

Biruni University implements the following strategies to prevent and effectively combat violence, harassment and mobbing:

1. **Information and Awareness Training:** Our university regularly conducts training and information campaigns to raise awareness among students and staff about violence, harassment, and bullying. These trainings cover how to identify bullying and harassment and how to respond to such situations.
2. **Complaint and Recourse Mechanisms:** A secure and confidential complaint mechanism is established for individuals who experience violence, harassment, or bullying. This process

protects the rights of victims and ensures that complaints are handled quickly and fairly.

3. Confidentiality and Protection Policy: In cases of violence, harassment, and mobbing, the information of victims and witnesses is kept confidential. Our university protects victims and witnesses and ensures the confidentiality of the process.

4. Disciplinary and Sanctions Processes: Disciplinary procedures are implemented decisively against individuals who engage in harassment, violence, or mobbing. When inappropriate behavior is detected, sanctions are implemented in accordance with university policies.

5. Support Services: Psychological and legal support is provided to individuals who have been subjected to violence, harassment, or mobbing. Our university supports the rehabilitation of victims, ensuring they can safely continue their education and work lives.

6. Zero Tolerance Communication: The zero tolerance policy against violence, harassment, and mobbing is clearly communicated to the entire university community. Decisive action is taken against those who do not comply with this policy.

7. Regular Review and Improvement: Policies against violence, harassment, and mobbing are regularly reviewed and improved to reflect the

needs of our university. Strategies are updated in line with new developments and best practices.

Goals

Biruni University's Anti-Violence, Harassment and Mobbing Policy are as follows:

1. Raising Awareness: Increasing participation in training and seminars organized to raise awareness about violence, harassment



and mobbing across campus by 50%.

2. Complaint Processes: Ensuring that complaints about violence, harassment and

mobbing are dealt with quickly, fairly and confidentially, and expanding support for victims.

3. Developing Support Services for Victims: Expanding psychological and legal support services provided to victims of violence, harassment or mobbing and increasing access to these services.

4. Strengthening the Zero Tolerance Policy: To ensure a safe learning and working environment by effectively implementing the zero tolerance policy against violence, harassment and mobbing across campus.

5. Continuously Improve Policy: To ensure that violence, harassment and mobbing policies are regularly reviewed and improvements are made in accordance with the needs of the university community and new developments.

Biruni University, with its policy against violence, harassment, and mobbing, is committed to taking all necessary measures to ensure that every individual can learn and work in a safe, respectful, and supportive environment. Our university ensures the effective implementation and continuous improvement of this policy.

Open Education And Social Development Policy

Biruni University believes that access to education is not merely an individual privilege, but a fundamental requirement of social justice and human dignity. Equal access to education is seen as a value that strengthens equal opportunity, enhances social mobility, and contributes to the shared future of all segments of society.

This policy aims to increase access to higher education, continuity, and success rates for students in the bottom 20% of household income in Türkiye or those in socioeconomically disadvantaged circumstances; while also embedding the principles of equality, inclusiveness, and permanent representation into the institutional culture of our university. Biruni University is not merely a higher education institution that produces knowledge; it is a community of values that equalizes opportunities, supports potential, and guides social transformation. The Equal Access and Social Equality Policy is an institutional reflection of this understanding and one of the most powerful legacies we will leave to future generations.

Core Values

Biruni University's Equal Access and Social Equality Policy is based on the following core



values:

1. Justice and Equality of Opportunity: The belief that every individual has equal access to education, regardless of social or economic background.

2. Inclusion: Developing a learning culture where all students feel valued, safe, and represented in academic and social environments.

3. Solidarity: Strengthening mutual support and understanding among students, faculty and staff.

4. Transparency and Accountability: Adopting the principles of open data, regular monitoring and public reporting in the policy implementation processes.

5. Sustainability: Producing permanent, institutionalized and long-term solutions instead of temporary supports.

6. Social Sensitivity: The university's educational activities serve the welfare of society and the strengthening of social justice.

Equal Access and Social Equality Policy Strategies

Biruni University implements the following strategies to increase equal access and social representation:

1. Expanding Access Opportunities:

Increasing access to higher education through scholarships, guidance, information and promotional programs for disadvantaged socioeconomic groups.

2. Academic and Social Support Programs: Providing academic mentoring, counseling, psychosocial support, and digital access opportunities for low-income students.

3. Institutionalization of Financial Support Mechanisms: Securing shelter, nutrition, material and transportation support through sustainable budget items.

4. Developing an Inclusive Learning Environment: Developing practices that support the full participation of individuals with disabilities, students from different regions, and various socio-cultural groups in university life.

5. Social Collaborations and Social Projects: To promote social inclusion and equal opportunities by carrying out joint projects with public institutions, local governments and non-governmental organizations.

6. Data-Driven Monitoring and Evaluation: Regularly measure socioeconomic representativeness, enrollment, retention, and graduation rates; publicly report results.

Goals

The objectives of Biruni University's Equal Access and Social Equality Policy are:

1. Increasing Access to Education: Increasing the enrollment rate of students in the bottom 20% of household income in undergraduate and graduate programs by X% within 5 years.

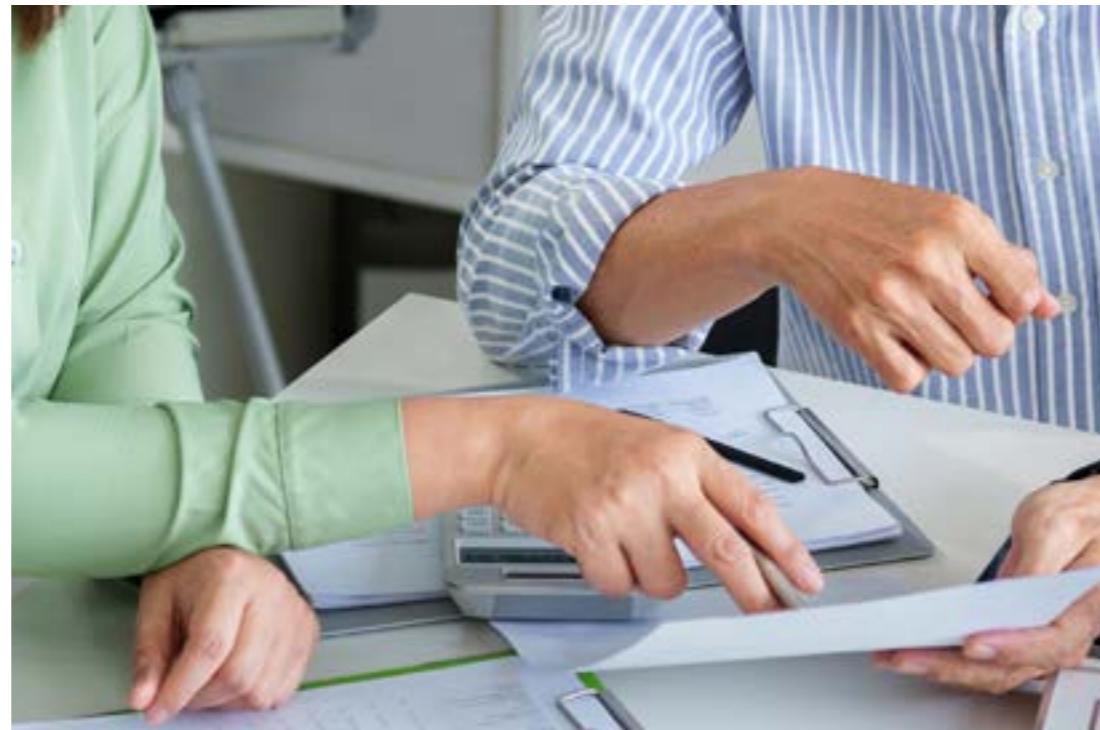
2. Equalizing Academic Success and Graduation Rates: Bringing the attendance

3. Expanding Financial Support Programs: Increasing the number of students receiving scholarships, housing, food and material support by 0%.

4. Strengthening Social Participation: Increasing the participation rate of disadvantaged students in student clubs, events and volunteering projects.

5. Establishing an Institutional Equality Culture: To ensure the continuous monitoring and development of inclusivity practices by assigning an "Equality Ambassador" to each faculty.

6. Raising Public Awareness: Conducting seminars, reports and communication campaigns that raise public awareness on equal access and social justice issues.



and graduation rates of disadvantaged socioeconomic groups closer to the university's general average.

Biruni University aims to strengthen equal opportunities in higher education through its Equal Access and Social Equality Policy, create a learning environment where every student can realize their academic potential, and ensure the sustainability of social justice at the institutional level. Our university is committed to the continuous development, implementation, and strengthening of this policy with the participation of all stakeholders.

Equal Opportunity And Protection Against Discrimination Policy

Biruni University is committed to providing an inclusive, fair, and discrimination-free environment for all students and staff. Our Equal Opportunity and Non-Discrimination Policy aims to create a working and learning environment where everyone has equal rights and opportunities, and where no one is discriminated against based on gender, ethnicity, religion, language, sexual orientation, disability, or other personal characteristics. By fostering an educational and working culture based on the principles of justice, respect, and equality, our university fosters an environment where community members can thrive with confidence.

Core Values

Biruni University's Equal Opportunities and Protection Against Discrimination Policy is based on the following core values:

1. **Equality and Justice:** All individuals are evaluated based on their abilities and achievements. Our university is committed to providing equal opportunities to all individuals in education and professional life.

2. **Anti-Discrimination:** Discrimination of any kind is strictly prohibited within our university community. No one is discriminated against or excluded based on gender, age, disability,



ethnicity, religion, sexual orientation, or other individual differences.

3. **Inclusion and Diversity:** Biruni University views diversity as an asset and fosters an inclusive educational and working environment.

Individuals with diverse perspectives and cultures are encouraged to coexist.

4. **Respect and Dignity:** Every member of the university community is treated with respect.

There is zero tolerance for any behavior that harms the dignity of individuals, including bullying, harassment, or violence.

5. **Access to Opportunities:** All students and employees have equal access to opportunities to develop their skills and realize their potential. A fair process is ensured in education and career development.

Equal Opportunity and Non-Discrimination Policy Strategies

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

1. **Equal Opportunities Commission:**

Our university has established an Equal Opportunities Commission to ensure equal opportunities and prevent discrimination. This commission oversees the fair and equal application of all policies and works to raise

awareness.

2. **Anti-Discrimination Training Programs:** All employees and students receive regular training on anti-discrimination, the value of diversity, and equal opportunity. These programs raise awareness and strengthen an inclusive culture.

3. **Complaint and Redress Mechanisms:** A secure and confidential complaints system is established for individuals who experience discrimination, harassment, or injustice. This mechanism ensures that complaints are handled promptly, fairly, and confidentially.

4. **Accessibility for Individuals with Disabilities:** The campus and educational materials are accessible to students and staff with disabilities. Disability-appropriate solutions and support services are provided to promote equal participation.

5. **Gender Equality Policies:** Gender equality policies are implemented to ensure that women have equal rights in business and education, to remove glass ceiling barriers and to ensure their representation in leadership positions.

6. **Promoting Diversity and Inclusion:** Our university organizes programs that promote cultural, social, and ethnic diversity. Events are organized to foster an environment of mutual understanding and respect among students and staff.

7. **Monitoring and Reporting:** The University regularly evaluates the effectiveness of its equal opportunity and anti-discrimination policies. Based on the findings of these processes, policies are continuously improved and reported.

Goals

Biruni University's Equal Opportunities and Protection Against Discrimination Policy are:



1. **Zero Tolerance for Discrimination:** Establishing an effective audit and complaint process and adopting a zero tolerance policy to

prevent any instances of discrimination across campus .

2. **Raising Education and Awareness:** Organising regular training and workshops to raise awareness among all students and staff about combating discrimination and equal opportunities.

3. **Improving Disability and Accessibility:** To ensure full accessibility across campus for individuals with disabilities and to continuously improve access opportunities in education .

4. **Ensuring Gender Equality:** Ensuring that women have equal rights in business and education and increasing the representation of women in senior management positions.

5. **Promoting a Culture of Diversity:** Increasing participation in inclusive activities to promote respect and understanding among individuals from different cultures, ethnicities and social groups.

Biruni University, with its policy of equal opportunities and protection against discrimination, aims to create a working and learning environment where everyone has equal rights and

is free from discrimination and injustice. Our university is committed to implementing and continuously improving this policy.

Barriers and Facilitators to Self-Management of Multimorbidity Among Culturally and Linguistically Diverse Immigrants: A Qualitative Descriptive Study

Research Outcomes: This qualitative descriptive study investigates the complex challenges faced by culturally and linguistically diverse (CALD) immigrant populations in managing multiple chronic health conditions. Through in-depth interviews and thematic analysis, the research identifies key barriers such as language difficulties, limited health literacy, cultural stigmas surrounding illness, and restricted access to healthcare services. Conversely, facilitators including culturally sensitive healthcare providers, community-based support networks, and the availability of multilingual health information were shown to significantly improve self-management behaviors and health outcomes.

Relevance to SDG 10: The study directly supports SDG 10: Reduced Inequalities by addressing disparities in healthcare access and self-management among immigrant populations. It emphasizes the importance of inclusive health communication, equitable access to medical resources, and cultural competence within healthcare systems.

Impact Area: Provides valuable evidence for policymakers and healthcare institutions to develop culturally adaptive chronic disease management programs. It contributes to reducing systemic health inequalities, strengthening community engagement, and promoting social inclusion for migrant and minority groups in public health strategies.





Communication Application for the Hearing-Impaired

Aim:

To build a communication tool that enables real-time interaction between hearing and hearing-impaired individuals through automated sign and text translation.

Description:

This mobile application incorporates speech-to-text conversion, sign language animation, and gesture recognition to facilitate two-way communication. The system is designed to be intuitive and multilingual, promoting inclusivity across diverse environments.

Impact:

The app reduces social isolation by improving access to public services, education, and employment for hearing-impaired individuals. It contributes to creating equal digital spaces and encourages empathy and understanding within society.

SDG 10 Contribution: Through inclusive technology development, the project supports SDG 10 by reducing inequalities in communication and participation, ensuring that everyone regardless of disability can engage equally in social life.

Real-Time Language Translation and Communication Application for the Hearing-Impaired

Aim:

To design a digital platform that facilitates real-time translation between spoken and sign languages, supporting inclusive communication for the hearing-impaired community.

Description:

The project integrates AI-based voice recognition and gesture interpretation to provide instantaneous translation between users. It can be adapted for various sign languages and regional dialects, making it scalable across cultural contexts.

Impact:

The solution enhances social integration, workplace participation, and educational inclusion of hearing-impaired individuals. It demonstrates how technology can transform accessibility and equalize interaction in everyday life.

SDG 10 Contribution: By reducing linguistic and sensory barriers, the project directly supports SDG 10 by promoting equal access to information and communication technologies, thereby narrowing inequality gaps for people with disabilities.



Examination of the Experiences and Solution Proposals of LGBT+ Individuals Regarding Social Integration Challenges



Aim:

To analyze the social, psychological, and institutional barriers that LGBT+ individuals face in achieving social integration, and to identify effective strategies for improving equality and inclusion.

Description:

This qualitative research project collects interviews and survey data from LGBT+ individuals to understand discrimination experiences, coping mechanisms, and suggestions for inclusive policies. The study highlights the importance of representation, safe environments, and equitable access to social services and education.

Impact:

The findings contribute to inclusive policy design, awareness-raising, and community support initiatives that foster equality and respect for diversity. It also strengthens the university's role as a platform for social justice and rights advocacy.

SDG 10 Contribution: By promoting social equity, diversity, and human rights, the project directly advances SDG 10 targets related to the empowerment and inclusion of all, irrespective of gender, identity, or social status, thereby supporting a fair and inclusive society.

Lightweight and Low-Cost 3D-Printed Prosthetic Hand for Children with Limb Loss

Aim:

To design and produce an affordable, functional, and lightweight prosthetic hand using 3D-printing technology for children who have experienced limb loss.

Description:

This project applies additive manufacturing and ergonomic design principles to create prostheses customized to each child's anatomy. The use of 3D printing drastically reduces production costs, making the technology accessible to low-income families and communities with limited healthcare resources.

Impact:

The innovation enhances the mobility, confidence, and social participation of children with limb differences. It demonstrates how technological equity can transform rehabilitation practices by making assistive devices both affordable and adaptable.

SDG 10 Contribution: By addressing economic and physical inequalities in access to medical devices, this project directly advances SDG 10 goals of empowering marginalized populations and promoting equal opportunity in health and social integration.



AI-Assisted Real-Time Sign Language Translation and Voice-Over Mobile Application



Aim:

To develop a real-time mobile application that uses artificial intelligence to translate sign language into spoken language and vice versa, enabling seamless communication between hearing-impaired and hearing individuals.

Description:

This project employs computer vision, natural language processing, and speech synthesis technologies to recognize sign language gestures through a mobile camera and instantly convert them into audible speech. It also supports the reverse process translating spoken words into visual sign output creating a bidirectional communication bridge.

Impact:

The application empowers hearing-impaired communities by improving access to education, employment, and public services. It reduces social barriers and enhances inclusivity in daily communication, promoting equal participation in society.

SDG 10 Contribution: By fostering technological inclusion and bridging communication gaps, this project contributes to reducing inequalities and ensuring that persons with disabilities have equal opportunities and accessibility across social, educational, and economic contexts.

“Raising Awareness and Promoting Inclusivity: Focusing on Autism” by the Biruni University Occupational Therapy Community

The Biruni University Occupational Therapy Community came together in the university garden to raise awareness about autism and promote social consciousness. Through informative banners and interactive activities, the event emphasized the importance of full and equal participation of individuals with special needs in social life. Actively involving students, the event was directly linked to Sustainable Development Goal 10 – Reduced Inequalities, fostering empathy and understanding among participants and contributing to the development of a society that values diversity as a strength.



Support Event for Students with Special Needs

[Click Here](#)



The meaningful event organized by Biruni University Bi'Journal Student Club was carried out to support students with special needs in accessing educational opportunities and to strengthen a culture of social solidarity. During the event, students, academics, and volunteers came together to provide educational materials, awareness activities, and guidance support, thereby creating a social impact that promotes equal opportunities in education. The event contributed to building a more equitable society based on equal opportunities and served as a strong reflection of Biruni University's commitment to social responsibility and inclusive education.

Iftar Dinner Event with Students with Special Needs

The “Iftar Dinner with Students with Special Needs” event, organized by Biruni University Mathematics Club, was held to promote social inclusion and create a sharing environment where diverse individuals come together. During the event, participants experienced meaningful social interactions that strengthened empathy and the culture of living together. This activity fostered social awareness and helped develop a culture of interaction based on equality, respect, and understanding among individuals with different needs.



Migration from the Perspective of Global Equality and Human Dignity: An Awareness-Focused Event by Biruni University International Student Association



The event titled “Human Rights and Migration: Africa and the Middle East,” organized by Biruni University International Student Club, explored migration from a global perspective, focusing on human rights, equality, and social justice. Students from different countries, academics, and expert speakers came together to discuss the social, economic, and cultural impacts of migration, highlighting the importance of addressing migration experiences in Africa and the Middle East through dignity- and rights-based approaches. This initiative strongly contributed to Biruni University’s mission of promoting global citizenship and sustainable development.

A Message of Equality and Solidarity from Biruni University: The Power of Music and Sharing at the New Year's Welcome Event

The “Welcome the New Year” event organized by Biruni University Music Community brought together nursing home residents and representatives from the Alzheimer Association in a gathering focused on social solidarity and inclusivity. The concert performed by the university’s music community fostered intergenerational interaction and provided participants with an enjoyable and meaningful experience. The event contributed to creating an equal and respectful communication environment among different age groups and social segments. In this way, Biruni University strengthened its sustainability-focused social responsibility mission through an artistic and human-centered approach.



Supported Employment in Enhancing the Right to Work for Individuals with Special Needs: A Multidisciplinary Workshop



The “Supported Employment in Enhancing the Right to Work for Individuals with Special Needs: A Multidisciplinary Workshop” organized by Biruni University brought together academics from various disciplines, civil society representatives, and students to comprehensively discuss workplace inequalities faced by individuals with special needs and rights-based solutions. The workshop addressed supported employment models, inclusive work environments, and equal opportunity policies, with participants developing concrete recommendations to strengthen social equality. This workshop promoted equal employment opportunities and supported the full participation of individuals with special needs in social and economic life.

Cinema Event for Orphaned Children

[Click Here](#)

The Biruni Genç İVEK Community organized a meaningful cinema event aimed at increasing social awareness and supporting the participation of orphaned children in social life. During the event, the children enjoyed watching a film together and had the opportunity to form new friendships. This special day allowed them to experience a sense of sharing in a warm and friendly environment, beyond their everyday routines.

The event was more than just a film screening; it created a social interaction space that built a bridge between university students and children. Participating students strengthened their sense of volunteering, experiencing the values of empathy, social solidarity, and social justice firsthand. In doing so, the community contributed to the development of social responsibility awareness on both individual and societal levels.

This meaningful initiative carried out by the Biruni Genç İVEK Community made a significant contribution to Sustainable Development Goal 10 – Reduced Inequalities, by supporting the inclusion of disadvantaged groups in social life and promoting the principles of equal opportunities and an inclusive society. Realized through the voluntary participation of university students, the event once again demonstrated how even a small step can create a powerful impact in terms of social transformation.



School-Based Occupational Therapy Interventions



Within the scope of this initiative, designed to strengthen social participation and promote holistic development in children, school-based occupational therapy interventions were planned and implemented to enhance attention, perception, and fine motor skills.

The activities carried out in educational settings helped children gain independence in daily tasks, improve their academic performance, and develop self-confidence. Occupational therapy students, in collaboration with teachers, designed individualized activities tailored to children's needs and made learning processes more accessible through play-, art-, and movement-based practices.

These interventions contributed not only to the development of individual skills but also to the strengthening of social participation and sense of belonging. The school-based occupational therapy model established an inclusive support framework, enabling every child to express themselves and reach their full potential within the educational environment.

This initiative represents a significant step toward Sustainable Development Goal 10 – Reduced Inequalities, reflecting an approach that promotes equal opportunities and inclusivity across all segments of society.

Supporting Cultural Adaptation and Social Inclusion

This project aims to help individuals from diverse life experiences reintegrate into society and regain a strong sense of presence. Conducted within the framework of cultural adaptation, post-trauma skill development, and social participation, the initiative provided participants with guided practices and group sessions that supported their adaptation process.

The program prioritized helping individuals rebuild trust with their environment, enhance emotional resilience, and engage in productive activities. In workshop environments that embraced cultural diversity as a source of richness, empathy-, communication-, and collaboration-based activities strengthened a culture of mutual understanding and respect. These efforts contributed not only to individual healing but also to building a more inclusive, cohesive, and socially resilient society. Biruni University, in alignment with Sustainable Development Goal 10 – Reduced Inequalities, continues to uphold a social responsibility approach that ensures every individual can find their place in society.



Visit to Darülaceze Nursing Home

[Click Here](#)



To promote social awareness and strengthen intergenerational interaction, students visited Darülaceze Nursing Home. The event allowed young participants to engage directly with elderly residents, learn from their life experiences, and appreciate the value of spending time together.

Throughout the visit, students held heartfelt conversations with the residents, listening to stories from the past. These shared moments fostered mutual understanding and intergenerational respect, bridging the gap between different age groups.

As part of the program, an arts and crafts workshop and a music session were organized. Participants expressed their creativity through handicrafts, while the music created a warm and joyful atmosphere. The collaborative process encouraged active participation of the elderly residents and provided students with a meaningful social learning experience.

This visit not only strengthened social solidarity and empathy but also demonstrated that individuals of all ages can remain active, creative, and valuable contributors to society. Biruni University, in alignment with Sustainable Development Goal 10 – Reduced Inequalities, continues to lead initiatives that promote intergenerational connection and inclusion within the community.

“The Truman Show” Film Screening

[Click Here](#)

The Cinema Community organized a free film screening with the aim of increasing the accessibility of cultural events for disadvantaged groups and sharing the unifying power of cinema. As part of the event, “The Truman Show” a film addressing themes of social awareness and individual freedom was presented to the audience.

Before the screening, a brief introduction and discussion encouraged participants to view the film through a critical lens. Following the screening, an interactive talk was held focusing on the themes of freedom, identity, and the influence of media, allowing participants to engage in thoughtful reflection. In this way, attendees not only watched a film but also connected with the intellectual and philosophical dimensions of cinema.

This initiative demonstrated the power of art to create social impact, while promoting an inclusive approach that supports cultural participation for all. Conducted in alignment with Sustainable Development Goal 10 – Reduced Inequalities, the event raised significant awareness of the importance of equal access to artistic and cultural experiences for everyone.



International Karaoke Event

[Click Here](#)



The Biruni ELT Community organized an international karaoke event to celebrate cultural diversity and strengthen social interaction among students. During the event, songs were performed in various languages, creating cross-cultural connections through music.

Participants sang not only in English but also in Spanish, French, Arabic, and Korean, fostering a lively and inclusive atmosphere. The event highlighted that language learning is not merely an academic process, but one deeply connected to emotional expression, self-confidence, and cultural awareness.

Through this musical experience, community members discovered the universal power of communication through music, enjoying themselves while also practicing their language skills. This event contributed to the creation of a multicultural campus environment, reinforcing solidarity, respect, and cultural understanding among students.

Barrier-Free Life Symposium

[Click Here](#)

Hosted by the Engelsiz Biruni Community, the symposium took place in the university's conference hall and featured presentations by numerous expert academics from various disciplines. Speakers shared their knowledge and experiences on themes such as accessibility, inclusive education, social participation, and awareness.

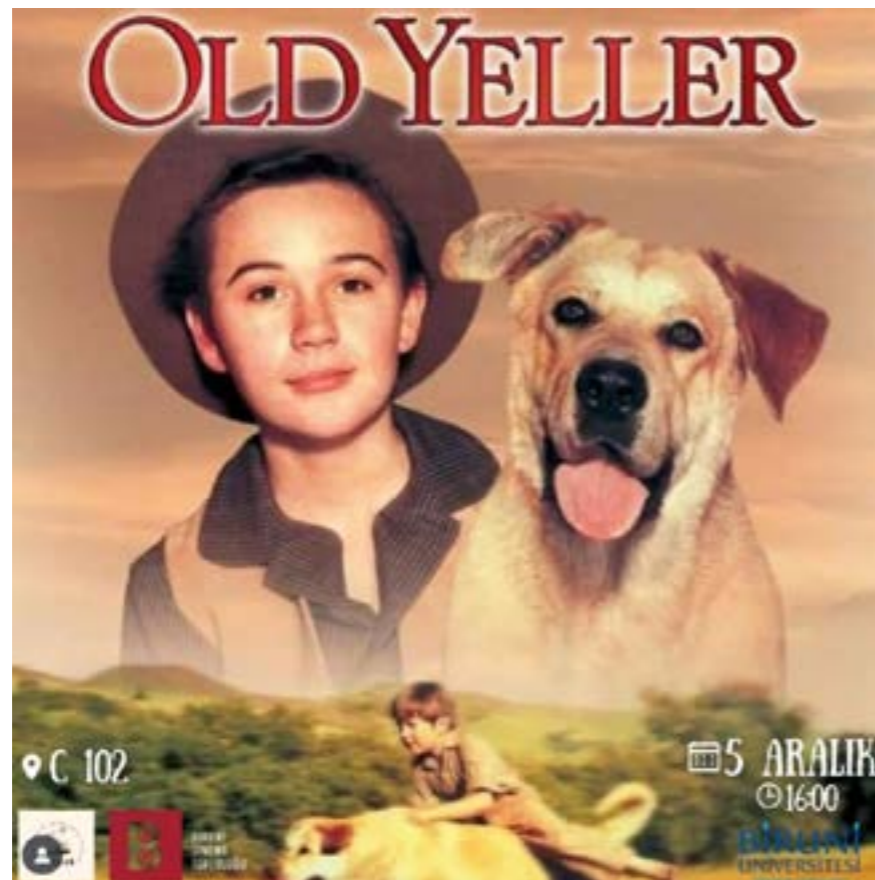
The symposium addressed key issues including reducing barriers faced by individuals with special needs in education, healthcare, and social life, strengthening support systems, and raising public sensitivity. Participants gained practical insights on achieving accessibility across all fields through case studies and examples of best practices.

This symposium contributed to the development of students' social responsibility awareness, encouraging them to embrace diverse perspectives and cultivate a more inclusive understanding of society. Conducted in line with Sustainable Development Goal 10 – Reduced Inequalities, the event reinforced the university's vision of promoting an equitable, accessible, and barrier-free culture of living.



“Old Yeller” Film Screening and Discussion

[Click Here](#)



The Cinema Community organized a free film screening and discussion event to support access to cultural activities for disadvantaged groups. The event featured the movie “Old Yeller”, which delicately explores themes of family bonds, love, loyalty, and loss.

Following the screening, a reflection session was held where participants shared their thoughts on the film’s emotional depth, character development, and social messages. Students experienced how cinema serves not only as a form of entertainment but also as a powerful medium of communication that fosters empathy, emotional expression, and understanding of universal human values.

The event strengthened social interaction by allowing participants to share diverse perspectives. At the same time, it emphasized the importance of equal access to cultural production processes, connecting art with the broader community.

This initiative is considered an important step within the framework of Sustainable Development Goal 10 – Reduced Inequalities, as it contributes to social inclusion and enhances cultural awareness.

International Game Cultures Event

The Games Club organized an engaging event that brought together traditional and modern games from different countries, aiming to enhance intercultural interaction. Participants had the opportunity to experience games from various parts of the world, spending enjoyable time while discovering the common aspects of gaming cultures across societies. Throughout the event, students engaged in strategy games from Japan, group games from Europe, rhythm-based activities from Latin America, and traditional board games from Anatolian culture, creating an interactive learning experience. This process demonstrated that games can serve as bridges connecting cultural differences, making the event more than just an entertainment activity. The meeting organized by the Games Club helped students develop their teamwork, communication, and cultural awareness skills, contributing to a multicultural university environment.



Film Screening Event



The Cinema Community organized a free “Film Screening Event” for disadvantaged groups, aiming to promote access to artistic and cultural activities for all segments of society. The event sought to offer participants an enjoyable and culturally enriching experience, drawing upon the unifying power of cinema.

Before the screening, a short introduction was given about the film to help participants gain a deeper understanding of its plot and character development. Following the screening, students and attendees came together in a discussion session to exchange ideas about the film's themes, messages, and social reflections.

This event once again highlighted that cinema is not only an art form but also a medium that fosters social awareness and empathy. Conducted in alignment with Sustainable Development Goal 10 – Reduced Inequalities, this initiative represents a meaningful step toward supporting equal access to cultural activities.

Visit to the Palace of the Disabled

The USET Community organized a visit to the Palace of the Disabled with the aim of strengthening social responsibility awareness and promoting societal sensitivity. During the event, students met with individuals, observed their daily routines, engaged in conversations, and spent enjoyable time together.

Throughout the visit, participants witnessed the individuals' artistic creations, handcrafted works, and social activities. Students had the opportunity to develop empathy and gain a deeper understanding of different life experiences. The event contributed to enhancing the community members' human-centered communication skills and reinforcing the importance of social participation.

This visit represented a meaningful step in line with Sustainable Development Goal 10 – Reduced Inequalities, aiming to raise awareness in society and promote an inclusive approach to life for all.



Oppressed Geographies: Arakan



The USET Community organized an event titled “Oppressed Geographies: Arakan”, featuring Samet Köprübaşı as the guest speaker. The event addressed the historical background of the Arakan region, the humanitarian crises, and the long-standing oppression policies experienced there. Samet Köprübaşı presented to participants the social, economic, and cultural impacts of human rights violations in the region, explaining with examples how inequalities deepen on a global scale. The presentation also emphasized the attitudes of the international community, solidarity initiatives, and the importance of humanitarian aid efforts toward the region.

This event helped students gain a multidimensional understanding of global injustices and strengthened their sense of social responsibility. Conducted within the framework of Sustainable Development Goal 10 – Reduced Inequalities, the event aimed to raise global awareness by drawing attention to inequalities experienced in different parts of the world.

“2001: A Space Odyssey” Film Screening

The Cinema Community organized a free screening of “2001: A Space Odyssey” to enhance access to cultural events for disadvantaged groups and to share the intellectual power of cinema. The event aimed to promote inclusivity in cultural participation by supporting equal access to art for all individuals.

Participants had the opportunity to watch Stanley Kubrick’s masterpiece, a landmark in film history, and to deeply reflect on the relationship between humanity, technology, and consciousness. Following the screening, a short discussion session was held, during which participants exchanged ideas about the symbols, visual narrative techniques, and philosophical background of the film.

The event demonstrated that art is not merely an aesthetic experience but also a means of fostering social awareness and critical thinking skills. Conducted in alignment with Sustainable Development Goal 10 – Reduced Inequalities, this initiative supported equal access to cultural activities, creating an environment where everyone can engage with art.



School Visit and Solidarity Stand



The Preschool Teaching Community organized the “School Visit and Solidarity Stand” event to promote equal opportunities in education and support children’s developmental processes. As part of the event, a toy and book donation campaign was held to benefit children in schools with limited resources.

Community members emphasized the importance of play and books in children’s learning processes, underlining that education should be accessible to every child equally. Throughout the campaign, students strengthened their sense of volunteerism and deepened their understanding of social responsibility.

This initiative promoted inclusivity in education by fostering a culture of sharing and solidarity. Conducted within the framework of Sustainable Development Goal 10 – Reduced Inequalities, the event aimed to raise awareness about equal access to learning and development opportunities for all children.

Goodness Fair

The Young Goodness Community organized an event titled “Goodness Fair” to promote a culture of solidarity and sharing. The proceeds from the sale of items voluntarily prepared by community members were used to fulfill the wishes of orphaned children.

During the event, students created social awareness based on kindness by selling their handcrafted products, books, and gift items. Visitors not only supported a movement of solidarity through their purchases but also became part of a process that brought hope and happiness to children’s lives.

With the funds raised, special gift packages were prepared for children, offering them small surprises that brightened their day. This process strengthened students’ empathy, volunteerism, and social responsibility awareness, allowing the “contagious power of kindness” to be felt throughout the campus.

Conducted in alignment with Sustainable Development Goal 10 – Reduced Inequalities, this event represented a meaningful step toward fostering equal opportunities and a sense of social solidarity across all segments of society.



International Culture Festival



Organized by the Biruni University International Student Community, the “International Culture Festival” was held on May 7, 2025, in the C Block Garden as a meaningful event that brought together students from various countries to strengthen cultural interaction and social inclusiveness.

The festival created a vibrant atmosphere of solidarity where students from all around the world had the opportunity to present their cultures, share their traditions, and connect with peers from different regions.

Students from Iran, Egypt, Libya, Algeria, Pakistan, Syria, Germany, East Turkistan, and Kazakhstan showcased their traditional foods, clothing, and cultural symbols at country booths, offering the audience a rich intercultural experience.

By fostering an environment of friendship, understanding, and mutual respect, the event encouraged intercultural dialogue within the campus community.

Through this organization, Biruni University provided a platform where students from diverse backgrounds could express themselves, strengthen their sense of belonging, and unite around shared values.

The International Culture Festival, held within the framework of Sustainable Development Goal 10 – Reduced Inequalities, stands as a strong reflection of the university’s vision to support cultural diversity, prevent discrimination, and build an inclusive higher education environment.

Disability Awareness Event

The Engelsiz Biruni Community organized the “Disability Awareness Event” to draw attention to the challenges faced by individuals with disabilities and to raise societal awareness.

The event, held within the scope of Disability Week, featured an informative stand aimed at both fostering sensitivity among participants and introducing the difficulties encountered by people with disabilities in daily life.

With active participation from students and academic staff, the event focused on topics such as the importance of accessible living spaces, removing barriers to social participation, and ensuring equal opportunities. Participants were encouraged to better understand the challenges faced by disabled individuals in daily life through informative materials.

Through this initiative, Biruni University aimed to create an inclusive awareness in society and reinforce the values of equality and accessibility. Conducted in line with Sustainable Development Goal 10 – Reduced Inequalities, the Disability Awareness Event served as an important social responsibility initiative, supporting the principle that every individual should have equal rights in education, social life, and employment.



Visit to Tebessüm Café



The Engelsiz Biruni Community visited Tebessüm Café to raise social awareness and foster empathy toward individuals with special needs. During the visit, community members spent quality time with employees with Down syndrome, witnessing their daily routines and highlighting the importance of inclusivity through social interaction. Students had the opportunity to observe closely the strengths of individuals with Down syndrome in the workplace and the genuine connections they establish with society.

The event increased young people's sensitivity, emphasizing that differences are a form of richness and that everyone should have equal opportunities in all areas of social life.

This meaningful gathering, conducted in line with Sustainable Development Goal 10 – Reduced Inequalities, serves as an exemplary activity promoting social inclusion and awareness.

Speaking Club: Chat at the Table Event

The ELT Community of Biruni University organized the “Speaking Club: Chat at the Table” event to enhance students’ English communication skills while fostering interaction and understanding among individuals from different cultures.

Participants came together in a friendly environment, shared a meal, and engaged in English conversations, providing an opportunity to exchange cultural perspectives, viewpoints, and experiences.

Beyond language skill development, the event helped break social barriers among students and promoted equal participation. Students from different languages and cultural backgrounds had the chance to practice empathy and reinforce mutual respect through a common language of communication.

Conducted within the framework of Sustainable Development Goal 10 – Reduced Inequalities, Speaking Club: Chat at the Table was evaluated as an activity that supports cultural diversity, strengthens social cohesion through communication, and creates equal opportunities among students.



Terrazzo Workshop



The Astrobiotechnology Community of Biruni University organized the “Terrazzo Workshop” to provide students with an interactive and inclusive environment to express their creativity. Participants created their own designs using the terrazzo technique, enhancing their manual skills while having the opportunity to interact with students from different departments.

The workshop offered an interdisciplinary learning environment, allowing students to engage in a collective production process, explore diverse perspectives, and strengthen social interaction. Participants experienced the unifying power of creativity through aesthetic expression.

Aligned with Sustainable Development Goal 10 – Reduced Inequalities, this activity contributed to social cohesion by creating an inclusive artistic environment where every student could participate equally in the production process.

Our Route: Kindness Event

[Click Here](#)

The USET Community of Biruni University visited a primary school as part of the “Our Route: Kindness” initiative to strengthen social solidarity and support access to healthcare for children in disadvantaged areas.

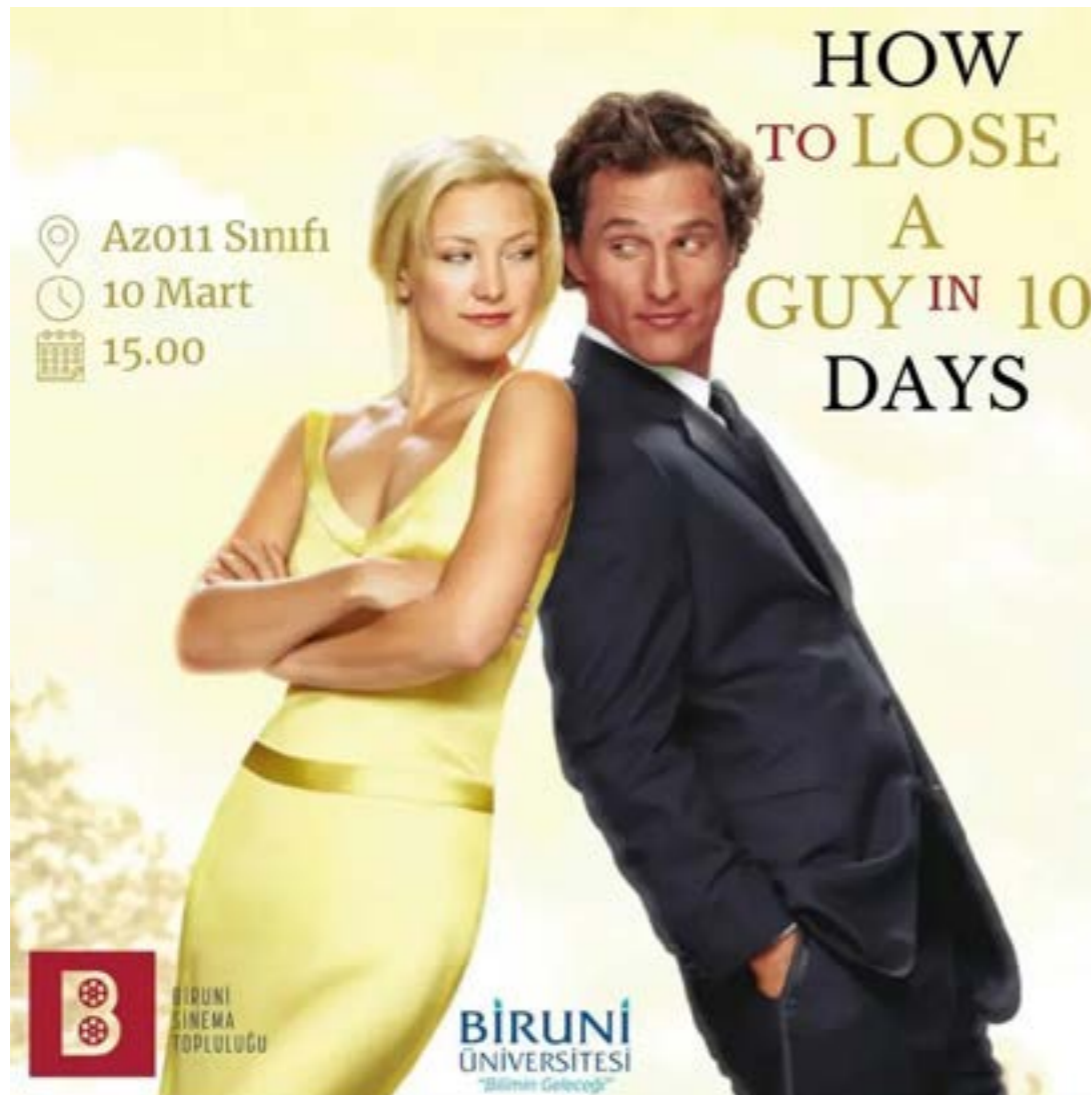
During the visit, students underwent basic health screenings and received information on hygiene and healthy living. To go beyond the health aspect, community members played various games with the children, contributing to their social and emotional development.

This interactive process reinforced volunteer awareness and facilitated the creation of a bond based on love, trust, and sharing between university students and the children.

Conducted under Sustainable Development Goal 10 – Reduced Inequalities, OurRoute:Kindness exemplifies a social responsibility initiative that follows the principle of equal opportunity and aims to improve the quality of life for disadvantaged children



Film Screening Event with Individuals with Special Needs



The Cinema Community of Biruni University organized a film screening with individuals with special needs as part of its social responsibility efforts, featuring the movie “How to Lose a Guy in 10 Days”.

The event provided participants with the opportunity to enjoy cinema, have an artistic experience, and express themselves through social interaction.

After the screening, individuals with special needs shared their reflections on the film, developing communication skills and building connections through a shared experience.

Members of the Cinema Community emphasized that this meeting was not just a film event but also a meaningful platform that strengthens awareness, empathy, and a culture of inclusivity.

Aligned with Sustainable Development Goal 10 – Reduced Inequalities, this initiative serves as an exemplary practice supporting the social participation of individuals with special needs and providing equal opportunities in cultural activities.

“Little Teeth, Healthy Smiles” Project

The “Little Teeth, Healthy Smiles” project, conducted in collaboration between Biruni University Faculty of Dentistry and Zeytinburnu Municipality, was implemented to raise awareness of oral and dental health among children from socioeconomically disadvantaged families and to strengthen equality in access to healthcare services. As part of the project on April 8, 2025, children received age-appropriate oral hygiene education, and children of families who gave consent underwent oral screenings conducted by dentistry faculty students.

The third and fourth educational sessions were coordinated by Dr. Hatice Sağlam and Dr. Eser Rengin Nalbantoğlu, with the active participation of volunteer faculty students. During these practical sessions, children were taught proper tooth-brushing habits, informed about the impact of oral health on overall body health, and encouraged to develop healthy lifestyle awareness from a young age.

The project went beyond awareness-raising; children identified as needing treatment during screenings received free dental procedures at Biruni University student clinics. In this way, the project aimed to deliver healthcare services to all segments of society and promote early diagnosis and preventive dentistry practices. Conducted in alignment with Sustainable Development Goal 10 – Reduced Inequalities, the “Little Teeth, Healthy Smiles” project represents a concrete social responsibility initiative ensuring children’s access to quality healthcare services regardless of their socioeconomic background, embodying the principle of equal opportunities in health.

[Click Here](#)



Foster Care and Adoption Service Model Introduction Meeting

[Click Here](#)



The Child Development and Education Community of Biruni University organized the “Foster Care and Adoption Service Model Introduction Meeting”, a key event aimed at raising awareness about family-based care models in society.

The meeting featured Ahmet Emin Baysal, Branch Manager of the Foster Care and Adoption Unit at Istanbul Provincial Directorate of Family and Social Services, who provided participants with comprehensive information on the foster care system, adoption processes, and government support mechanisms.

The event addressed the positive impacts of foster care on children’s psychosocial development, the importance of a family environment, and the societal implications of children growing up in safe and loving surroundings.

Participants gained insights on practical measures to improve child welfare at both individual and societal levels, while also developing awareness of volunteer-based social support models.

Aligned with Sustainable Development Goal 10 – Reduced Inequalities, this meeting served as a meaningful awareness initiative aimed at improving the living conditions of children in need of protection, preventing social exclusion, and supporting every child’s right to grow up in a safe family environment.

Biruni University Academic Participates as Instructor in TÜBİTAK 4008 Program

An academic from Biruni University has participated as an instructor in the TÜBİTAK 4008 Inclusive Society Practices for Individuals with Special Needs support program. This participation aligns with SDG 10: Reduced Inequalities, contributing to efforts aimed at improving the educational and social inclusion of individuals with special needs.

Within the program, the instructor supported activities focused on creating accessible learning environments, reducing participation barriers, and promoting awareness on inclusive societal practices. Through its academic expertise and commitment to inclusive education, Biruni University continues to contribute to advancing social equity.



SDG RELATED COURSES

Material Design in Special Education



The Material Design in Special Education course at Biruni University aims to develop accessible, functional, and individualized teaching materials that respond to diverse learning needs. Students design educational resources by taking into account the cognitive, emotional, and physical characteristics of individuals with special needs, producing solutions that enhance inclusivity in learning environments. Supported by hands-on learning processes, this course strengthens teacher candidates' ability to create innovative, eco-friendly, and low-cost materials, ensuring equal access to education for all learners. In line with Sustainable Development Goal 10 – Reduced Inequalities, the course provides an academic foundation that unlocks the learning potential of diverse individuals and promotes sustainable educational opportunities.

Teaching Reading and Writing in Special Education

The Teaching Reading and Writing in Special Education course at Biruni University offers a comprehensive instructional approach to support basic literacy skills of learners experiencing learning difficulties or language delays. The course allows students to develop differentiated teaching plans tailored to individual needs and facilitates learning through phonics-based, multisensory, and interactive instructional methods. This academic content ensures that education is accessible for every learner, directly aligning with SDG 10 – Reduced Inequalities. By promoting literacy as a fundamental aspect of social participation, the course strengthens an equitable approach to education.



Play and Music in Special Education



The Play and Music in Special Education course at Biruni University employs arts-based learning approaches to support the social, cognitive, and emotional development of learners with special needs. Music and play activities enhance expressive skills, while also promoting communication, collaboration, and empathy. Through the universal language of art, the course enables learners to express themselves freely and strengthen social inclusion. This course, aligned with SDG 10 – Reduced Inequalities, supports inclusive learning processes and combines aesthetic sensitivity with social integration.

Teaching Methods and Techniques in Special Education

The Teaching Methods and Techniques in Special Education course at Biruni University provides a pedagogical framework centered on individual differences within an experiential learning model. Students learn to develop instructional strategies tailored to the learning profiles of individuals with special needs and to design effective teaching environments. Behavioral, cognitive, and constructivist approaches are integrated, giving teacher candidates a multidimensional perspective on education. Aligned with SDG 10 – Reduced Inequalities, the course treats individual learning differences as a strength and offers a model that promotes equal opportunities in education.



Teaching Art Skills in Special Education



The Teaching Art Skills in Special Education course leverages the rehabilitative and integrative power of art to enhance creativity, self-confidence, and motor skills of learners with special needs. Through activities such as visual arts, drama, and handicrafts, students experience diversity as a strength rather than a limitation. The course fosters social participation and emotional expression, supporting social cohesion. In line with SDG 10 – Reduced Inequalities, this content promotes equity and inclusivity in education through art, generating a sustainable social impact.

Teaching Social Adaptation Skills in Special Education

The Teaching Social Adaptation Skills in Special Education course at Biruni University aims to develop learners' social communication, self-regulation, and collaboration skills, enabling them to participate actively in societal life. Through practical activities and case studies, students learn how to integrate social skills education into daily life, reducing the risk of social exclusion and supporting community integration. This content aligns directly with SDG 10 – Reduced Inequalities and reflects Biruni University's social impact-focused vision for promoting inclusivity.



Technology-Supported Teaching in Special Education



The Technology-Supported Teaching in Special Education course is designed in accordance with Biruni University's digital transformation and accessibility principles. The course teaches the innovative and supportive role of technology in educational processes for learners with special needs. Students design individualized learning experiences using tools such as augmented reality, digital gamification, and accessible software solutions. This technology-based approach supports reducing the digital divide and ensures equal access to learning for all individuals, aligned with SDG 10 – Reduced Inequalities.

Learning Disabilities and Special Education

The Learning Disabilities and Special Education course focuses on understanding and supporting cognitive differences in learning processes. Students identify challenges such as dyslexia, dyscalculia, and dysgraphia, developing appropriate intervention methods. This course ensures that learners facing disadvantages are not excluded from education, supporting SDG 10 – Reduced Inequalities. It reinforces an equity-based educational approach, enabling every student to reach their potential.



Early Childhood Education in Different Countries



The Early Childhood Education in Different Countries course provides a comparative perspective on early education policies worldwide, giving students a global view of education. The course encourages equal-opportunity early education by recognizing cultural diversity as a strength. Students analyze international examples to strengthen inclusive practices in local education systems, promoting global educational equity in alignment with SDG 10 – Reduced Inequalities.

Inclusive Education through Integration

The Inclusive Education through Integration course at Biruni University aims to ensure full participation of learners with special needs alongside peers. Students learn to design inclusive classroom environments by preparing teaching plans adapted to varying developmental levels. The course integrates social acceptance, empathy, and diversity management, making a tangible contribution to SDG 10 – Reduced Inequalities and building a sustainable learning ecosystem based on fairness, equity, and human dignity.



Family Education Practices in Special Education



The Family Education Practices in Special Education course strengthens the role of families in the development of learners with special needs. Students gain practical knowledge in family counseling, communication skills, and home-based support programs. The course actively engages families in the educational process, supporting social and academic development while enhancing family-community integration. Family participation is a key component of inclusive education, directly linked to SDG 10 – Reduced Inequalities, and the course contributes to creating a strong family-education ecosystem grounded in social justice and equal opportunities.

Research in Special Education

The Research in Special Education course allows students to learn and apply scientific research methods in the field of special education. Students develop skills in data collection, analysis, and ethical interpretation focused on learners with special needs. This research-based learning approach ensures inclusive education policies are grounded in evidence, contributing to SDG 10 – Reduced Inequalities, and reflects Biruni University’s vision for sustainable academic productivity and social impact.



Integration in Special Education



The Integration in Special Education course exemplifies Biruni University's inclusive education philosophy. It addresses pedagogical and social practices that support full participation of learners with special needs in general education settings. Students learn to implement classroom adaptations, individualized programs, and peer support methods, providing equal learning opportunities for students with different developmental profiles. This aligns with SDG 10 – Reduced Inequalities, promoting social inclusion and equitable education.

Assessment in Special Education

The Assessment in Special Education course focuses on holistic evaluation of academic, social, and emotional development for learners with special needs. Students learn to apply assessment tools ethically, scientifically, and individually, ensuring objectivity and fairness. This course supports developing appropriate support plans for every learner, reinforcing equal opportunities in education under SDG 10 – Reduced Inequalities, and promotes a culture of fair assessment.



Teaching Science and Social Studies in Special Education



The Teaching Science and Social Studies in Special Education course aims to make science and social studies content accessible and meaningful for learners with special needs. It adopts exploratory and hands-on teaching strategies that stimulate curiosity while enhancing scientific thinking and social awareness. In line with SDG 10 – Reduced Inequalities, the course strengthens equitable access to knowledge and supports societal participation.

Physical Education and Sports in Special Education

The Physical Education and Sports in Special Education course supports motor skills, self-confidence, and social interaction of learners with special needs through adapted sports and physical activities. The rehabilitative and inclusive nature of these activities promotes equality and social solidarity, providing a learning experience that enhances social integration via physical education, aligned with SDG10 – Reduced Inequalities.



Advanced Learning Disabilities and Special Education



The Advanced Learning Disabilities and Special Education course adopts a multidisciplinary approach to support the academic, social, and communicative development of individuals on the autism spectrum. Students design individualized teaching programs to ensure effective participation in educational settings. This course provides a learning process based on awareness, patience, and empathy, directly supporting SDG 10 – Reduced Inequalities, and showcases Biruni University as a pioneering model promoting equal participation and social integration in education.

Learning Disabilities and Special Education

This course reflects Biruni University's scientific and inclusive teaching approach, focusing on analyzing the cognitive, emotional, and behavioral processes of learners with learning difficulties. Students develop teaching strategies to maximize the potential of these learners, reinforcing equity in education. The course is directly linked to SDG 10 – Reduced Inequalities, fostering a learning environment that respects individual differences and promotes inclusivity.



Special Education and Inclusion



The Special Education and Inclusion course at Biruni University is grounded in inclusive education principles, aiming to actively include learners with special needs in general education settings. Students gain in-depth knowledge of pedagogical approaches, classroom support systems, and collaboration-based models for inclusion. The course ensures equality and fairness in educational environments, directly supporting SDG 10 – Reduced Inequalities by preventing discrimination and promoting every learner’s potential in a sustainable learning culture.

COMMUNITY LIFE-LONG LEARNING

TEDİL-TODİL Training

The TEDİL-TODİL Training at Biruni University aims to scientifically assess the language development levels of foreign students, representing a significant academic initiative that supports equal opportunities in education. Participants learned to administer, score, and interpret the Turkish Early Language Development Test (TEDİL) and the Turkish School Age Language Development Test (TODİL). This process enables early identification of learning difficulties caused by language differences and ensures each student receives educational support tailored to their potential. Conducted in a multicultural learning environment, the training enhances inclusivity and equitable access, directly linking to SDG 10 – Reduced Inequalities. Through this initiative, Biruni University demonstrates a culturally responsive academic approach, promoting social integration and fair educational opportunities.



Comprehensive Access Architecture (B-ACCESS System)



Biruni University ensures that financial or social vulnerability never limits a qualified student's access to education. The Biruni Access & Social Equity System (B-ACCESS) is the university's operational backbone for widening participation. It functions as a fully digital, multi-layered ecosystem connecting financial, psychosocial, and academic interventions.

Through the B-ACCESS Scholarship Index, applicants are assessed holistically across six weighted dimensions – economic hardship (35 %), regional disadvantage (20 %), disability (15 %), orphan/veteran status (10 %), caregiving (10 %), and academic motivation (10 %). This model recognises multidimensional disadvantage rather than income alone.

Key components include:

- Tuition Support (25–100 %), renewable annually on performance and need.
- Living Assistance – monthly subsidies for housing, meals, transport, textbooks, and assistive tech.
- Emergency Micro-Grants for sudden family or income disruption.
- Work-Study Model, employing low-income students 10–20 h/week in labs, libraries, and Technopark offices, integrating financial support with skill development

By 2025, 15.7 % of all undergraduates were B-ACCESS beneficiaries; retention among this group reached 88 %, up from 71 % in 2022. The system aims for ≥ 20 % of new entrants from bottom-income quintiles by 2029, with ≥ 75 % graduation within five years.

Global Access & Solidarity Scholarship (B-GASS)

Complementing domestic access, the Biruni Global Access & Solidarity Scholarship (B-GASS) extends inclusion internationally, targeting students from low- and lower-middle-income countries and conflict-affected regions. It is not a single scholarship but a comprehensive ecosystem combining:

- Tuition Coverage (50–100 %),
- Living Support Packages (subsidised housing, meals, transport passes, device grants),
- Work-Study Opportunities in labs and innovation units,
- Wellbeing & Counselling via the Biruni Wellbeing Hub,
- Career Development & Internship Placement within Biruni Technopark, and
- Emergency Humanitarian Aid for displaced students.

Distinct tracks serve specific groups – Global Solidarity, Humanitarian, Women in Science Fellowship, and International B-ACCESS Track. Monitoring shows $\geq 90\%$ retention and $\geq 70\%$ graduation among scholars by 2025, with female STEM participation rising to 41%. B-GASS is co-governed with UNESCO, UNHCR, and Turkish Maarif Foundation partners to expand equity across borders.



Socio-Economic Empowerment through BCPS (Community Prosperity System)



Equality in education is sustained only if graduates can contribute to inclusive economies. The Biruni Community Prosperity System (BCPS) converts academic knowledge into community prosperity by bridging education, entrepreneurship, and policy.

- Track A – Start & Sustain: 8-week Inclusive Venture Curriculum training low-income, refugee, and disabled participants in social entrepreneurship with 1:1 mentorship and access to labs and Technopark resources.
- Track B – Seed & Scale: micro-grants and revolving funds for purpose-driven start-ups led by women and refugees; over 6 ventures funded since 2024.
- Track C – Access Essentials: mobile outreach delivering free health, energy, and legal-rights training to neighbourhoods; reaching > 5,000 residents annually.
- Track D – Policy Studio: faculty and students co-create policy briefs with municipal and ministerial bodies to advance inclusive employment and social protection.

BCPS operates as a “living laboratory for inclusion”, where students design and scale solutions that improve income, access, and agency within local communities.

Inclusive Recruitment and Workforce Representation

Biruni University translates its student equity philosophy into staff recruitment and career advancement. The Human Resources Directorate uses gender-balanced shortlists, inclusive language in advertisements, and structured rubrics for evaluation. Interview panels include trained EIC observers to mitigate unconscious bias.

Monitoring System:

- Workforce data disaggregated by gender, age, disability, and nationality.
- Annual Workforce Equity Scorecard comparing faculty representation, promotion rates, and salary parity.
- KPIs linked to dean and director performance contracts.

Outcomes:

- Women in leadership roles rose from 28 % (2022) to 37 % (2025).
- International academic staff representation +42 %.
- Pay variance < 2 % between male and female faculty of equivalent grade verified by the HR Equity Audit (2024).

Biruni also runs a Return-to-Academia Fellowship for women resuming careers after maternity breaks, offering teaching reduction, research seed grants, and mentorship. This initiative has doubled female research output in health sciences over two years.



Institutional Governance for Equity and Accountability



Equity oversight is anchored in the Equality & Inclusion Committee (EIC) a cross-functional body with faculty, student, staff, and disability representation. It meets quarterly to review disaggregated data from B-ACCESS, B-GASS, and HR systems and to authorise corrective actions.

Operational Mechanisms

- Annual Access & Equity Progress Report, publicly posted on the Sustainability Portal, summarising retention, graduation, and workforce metrics.
- Integrated Equity Dashboard, displaying real-time statistics and faculty-specific targets.
- Institutional budget allocation for “Equity Impact Projects” (micro-funds for accessibility, inclusive teaching tools, or outreach pilots).
- Mandatory Equity Impact Assessment for all major projects and policy changes.

To guarantee accountability, the Rectorate issues an annual “Equality Statement of Progress”, and EIC results feed into THE Impact and national YÖKAK quality indicators.

Quantitative Performance Framework (2022 → 2025)

Dimension	2022 Baseline	2025 Progress	Target 2029	Monitoring Tool
Low-income student retention	71 %	88 %	≥ 90 %	B-ACCESS Dashboard
Disabled student continuation	83 %	91 %	≥ 95 %	Accessibility Audit
Female faculty representation	28 %	37 %	≥ 45 %	HR Equity Scorecard
International staff diversity	Baseline	+42 %	+60 %	HR Dataset
Micro-grant retention impact		92 % re-enrolment	≥ 95 %	Finance Dashboard

Multi-Layered Support and Mentoring Ecosystem



Biruni University has built a comprehensive Support & Retention Ecosystem that ensures all underrepresented students—low-income, refugee, disabled, first-generation, and female students in STEM—are not only admitted but thrive academically, psychologically, and socially.

Support operates on three coordinated tiers:

Peer Inclusion Circles

A structured peer-mentoring model linking senior and new students from similar backgrounds. Each mentor (trained by the Counselling Center) supports up to six mentees through a 12-week engagement cycle that covers:

- orientation and rights awareness,
- study techniques and digital learning tools,
- emotional resilience and self-advocacy,
- access to B-ACCESS and B-GASS opportunities.

Sessions are logged in the Learning Management System (BiruniLearn), and progress reports are evaluated bi-monthly by academic advisors. Data show that retention among mentees reached 94 %, compared to 78 % among peers not enrolled in mentoring.

Professional Mentoring for Women in Health & STEM

Implemented jointly by the EIC, Faculty of

Medicine, and Biruni Technopark, this initiative connects female undergraduates with senior female academics, clinicians, and industry mentors. Each cohort undergoes a 10-week leadership curriculum focusing on:

- scientific writing and publication strategy,
- career planning and grant proposal development,
- negotiation and assertive communication,
- balancing family, career, and research.

Since 2024, over 60 women have completed the programme; 71% advanced to graduate education or leadership roles in student research groups.

Employee Coaching for Inclusive Leadership
The Staff Development Office runs an annual “Inclusive Leadership Lab” for department heads, supervisors, and HR partners. The modules train leaders on equitable workload distribution, bias-free performance reviews, and trauma-informed management. Post-training surveys show a 35 % drop in grievance filings and a measurable increase in “psychological safety” indicators among teams.

All mentoring and coaching activities are integrated into the Social Inclusion Impact Dashboard, linking participation rates, satisfaction scores, and GPA/retention outcomes for transparent institutional tracking.

Psychological Counselling and Wellbeing Infrastructure

The Biruni Counselling and Wellbeing Center (BCWC) operates as a trauma-informed, multilingual service hub offering integrated mental-health care for students and staff.

Scope and Delivery

- Languages: Turkish, English.
- Formats: individual therapy, small-group sessions, psychoeducational workshops, and digital counselling.
- Special Tracks: “Healing After Displacement” (for refugee students) and “Women’s Resilience Program” (for female survivors of violence).

Each client undergoes an intake assessment followed by evidence-based intervention.

Response & Monitoring Standards

- Initial appointment wait time: ≤ 7 days (urgent cases: ≤ 24 h).
- Case closure reports: issued within 30 days of intervention.
- Anonymised severity scoring: tracked using PHQ-9/GAD-7 across the

academic year.

- Average improvement index (2024): +38 % reduction in depressive symptoms, +42 % reduction in anxiety scores.

Integration with Academics

The Center collaborates with faculties to identify early signs of burnout through the academic analytics platform. Students flagged by the Early-Alert Retention System (low GPA, absenteeism, or emotional distress) are automatically referred to BCWC, ensuring seamless coordination between academic and mental-health supports.

Staff Wellbeing Programme

Biruni’s staff are covered under the Employee Assistance and Wellness Programme, which includes confidential counselling, stress management workshops, mindfulness breaks, and conflict-resolution mediation. In 2024, participation exceeded 120 staff members, with satisfaction rated 4.8/5.



Accessibility and Reasonable Accommodation



Accessibility is embedded across Biruni's physical, digital, and academic environments through the Disability Support & Accessibility Office (DSO) a unit within the Equality & Inclusion Committee structure.

Physical Infrastructure

Annual accessibility audits evaluate all buildings against Universal Design and ISO 21542 standards. Key provisions include:

- step-free access routes and tactile paving;
- elevators with voice feedback;
- assistive restrooms, handrails, and widened doorways;
- reserved parking and accessible shuttle routes;
- low-height service counters and accessible emergency exits.

Compliance is verified semi-annually; corrective works must be completed within 60 days of audit findings.

Digital Accessibility

All university web portals and the Learning Management System comply with WCAG 2.1 AA standards.

- Video lectures are captioned and tagged for searchability.

- PDF course materials include alternative text for screen readers.
 - Online forms are compatible with text-to-speech readers.
- Quarterly testing by the IT Directorate ensures <1 % error rate in accessibility audits.

Reasonable Accommodation Mechanism

Accommodation requests are submitted via an online form linked to the DSO case-management system:

- Acknowledgement time: ≤ 48 h;
- Decision and implementation: ≤ 10 working days.

Common accommodations include extra exam time, note-takers, sign-language interpreters, ergonomic classroom seating, and priority registration. In 2024, 216 students used DSO services with a 98 % fulfilment rate and average satisfaction score of 4.7/5.

9.4 Centralised Accessibility Fund

Biruni allocates a dedicated annual budget for accessibility upgrades and assistive devices. Departments can apply for micro-grants through the EIC, ensuring equitable access without imposing financial burden on academic units.

Anti-Harassment, Anti-Violence, and Safe Campus Mechanisms

Biruni University enforces a comprehensive zero-tolerance framework addressing sexual harassment, bullying, and discrimination.

Reporting Channels

- Online confidential portal (available 24/7).
- Psychological Counselling Center (in-person reporting).
- Designated Ombudspersons (gender-balanced representation).

Case Handling

Every report is acknowledged within 48 hours; high-risk cases trigger emergency protective measures within 24 hours (schedule changes, dorm relocation, or exam deferral). Investigations follow trauma-informed protocols, preserving confidentiality and fairness.

Preventive Education

The “Safe Campus for All” campaign delivers compulsory online training for students and staff annually, supplemented by in-person sessions on consent, digital safety, and power dynamics in academia. Between 2023–2024, campaign participation exceeded 1,000 members, while incident frequency decreased by 37 %, verified through the Ethics & Compliance reporting log.

Data Transparency

An anonymised Annual Safety Report summarises case types, resolution times, and policy adjustments. It is publicly posted on the sustainability microsite, ensuring accountability.



Community Outreach for Equity and Social Mobility



Biruni University extends its inclusion philosophy to public education through the Disability Inclusion in Schools Initiative, part of the Biruni Community Prosperity System (BCPS). This programme transforms young learners' perceptions of disability by turning classrooms into experiential labs of empathy and design. Interdisciplinary student teams comprising education, physiotherapy, and engineering majors visit public schools to deliver hands-on workshops on universal design, accessibility technology, and emotional intelligence. Activities include tactile learning games, prosthetic demonstrations, and collaborative projects where children redesign familiar objects for inclusivity. Teachers receive resource kits and follow-up mentorship for implementing inclusive pedagogy. In 2024 alone, the initiative reached 36 schools, engaging over 1,200 pupils and 90 teachers, and is now formally integrated into Biruni's service-learning curriculum to nurture a generation that recognises diversity as strength.