

10. İstanbul Kültür University

10.1. Legislation, Curriculum, Policy, Stakeholder Analyses

Regulations, Directives, Directorates, Coordinatorship, Directorships, Application and Research Centers, mission and vision of the university, Internal Reports, Annual Reports, announcements, event calendars, course and curriculum sections on the pages of associate, undergraduate and graduate departments and programs on İstanbul Kültür University website, The ECTS Information Package, both the institutional social media accounts of the university and the social media accounts of the communities (Instagram, Facebook and Twitter), YÖK Thesis, Harman, TR Index, Web of Science indexes and databases were examined in detail to access data to monitor gender equality in the context of LGBTI+ rights in universities.

Indicators of Discrimination against LGBTI+’s at Kültür University

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	LGBTI+ Rights and Gender Equality in Academic Activities at Universities				6/10
1.1.	Number of compulsory courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			3 compulsory courses have keywords in their titles.
1.2.	Number of elective courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			11 elective courses have keywords in their titles.
1.3.	Academic event on gender equality in the context of LGBTI+ rights in universities	2			A total of 127 academic activities, including 77 publications and 50 activities, were realized.
1.4.	The existence of gender and women’s studies departments in universities	0			
1.5.	Existence of gender and women’s research centers in universities	2			Women and Social Research Unit (İKÜ-KAD)
2.	Campus Climate for LGBTI+’s				5/12
2.1.	Existence of LGBTI+ solidarity/research clubs at universities	2			Kültür University LGBTI+ Community (iKuir)
2.2.	Status of LGBTI+ Community in Universities (official/unofficial/in the process of formalization)	0			Not Official
2.3.	Number of LGBTI+ specific events at universities	1			2 events were organized by student societies.
2.4.	Number of Pride Week/Month events on campuses	0			
2.5.	Number of March 8 events on campuses	2			35 events were organized.

2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	0	
3. LGBTI+phobic and Sexist Stereotypes in Universities		5/8	
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	1	Day of Activism against Gender-Based Violence: Orange the World: End Violence against Women Now! and Horizon Europe Gender Equality Plan Eligibility Criteria: Who Does It Concern? How to comply?
3.2.	Number of trainings and seminars on gender equality in the context of LGBTI+ rights organized for members of the university, especially university employees and administrative staff	2	A total of 14 activities, including 2 trainings and 12 seminars, were organized.
3.3	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	2	Internal Evaluation Report 2019, IKU-KAD statements on March 8 and November 25
3.4	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	0	
TOTAL SCORE		16/30	

Among the course contents examined in the “Academic Package” on the Istanbul Kültür University web page, there are related keywords in the names of a total of 14 courses. In the content of elective and compulsory courses other than these courses, there were no courses that focused on gender but had a keyword in the title. The Faculty of Law offers the most courses on gender equality at the university. As can be seen from the tables in Annex 5, these courses are primarily law courses, followed by health courses.

Istanbul Kültür University Women and Social Research Unit (İKÜ-KAD) carries out activities on women’s rights and gender equality²⁶.

There is Istanbul Kültür University LGBTI+ Community (iKuir), which works on LGBTI+ rights at the university. The Gender Equality Club is also among the official clubs.

IKU-CAD emphasized the importance of women’s rights and gender equality in their statements on March 8²⁷ and November 25²⁸. When the Strategic Plans and Institutional Internal Evaluation Reports of the University are examined, it is stated that only in the Institutional Internal Evaluation Reports of 2019, 2020 and 2021, it is stated that the university has made efforts to increase social contribution and sensitivity activities such as “Gender Equality, Sign Language Choir, Aid to Village Schools” in which units, employees and students take part. Although it was

26 IKU-KAD Aims and Objectives <https://ikukad.iku.edu.tr/genel-bilgiler/amac-ve-hedeflerimiz> Last Access Date: 02.06.2023.

27 Atty. Nil Tunca, Reflections on March 8, International Women’s Day <https://www.iku.edu.tr/node/698> Last Access Date: 05.06.2023 and IKU-KAD. 2021. Celebrating International Women’s Day on March 8 <https://ikukad.iku.edu.tr/tr/haberler/8-mart-dunya-kadinlar-gununuzu-kutluyoruz> Last Access Date: 05.06.2023.

28 IKU-KAD. 2019. Let’s Stop Violence Against Women Together <https://ikukad.iku.edu.tr/tr/haberler/kadina-karsi-siddete-birlikte-durdiyelim> Last Access Date: 05.06.2023.

found at²⁹ that work on TOCEP is ongoing at the university, a completed report that has been shared with the public has not been reached.

Looking at the activities carried out at the university in the last 5 years, it cannot be said that the campus climate for LGBTI+s has a very egalitarian and free atmosphere. There were very few (if any) March 8 events at the university, the vast majority of which were organized by societies. Likewise, the number of academic events involving women on campus is quite low, as are gender events. Through the activities of university societies, the inclusiveness of the university in terms of gender equality increases. Otherwise, that is, in an Istanbul Kültür University where communities do not exist, the campus climate will be quite sterile in terms of university components.

Kültür University LGBTI+ Rights Access Indicators

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Documents				4/12
1.1.	CEDAW ve İstanbul Sözleşmesi'ne atıfta bulunan yönetmelik ve yönerge sayısı	0			
1.2.	Number of references to concepts such as "gender" and "sexual orientation", "gender identity" in legislation, directives and policy texts	1			Women and Social Research Unit Directive, Student Dormitories Directive
1.3.	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	0			
1.4.	Number of regulations supporting gender equality	0			
1.5.	Number of universities' anti-discrimination policies on gender, gender identity and sexual orientation	2			Student Dormitories Directive, Directive on the Organization and Conduct of Scientific, Cultural, Artistic and Technical Activities
1.6.	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	1			
2.	Collaborations and Activities of Universities with NGOs to Draw Attention to GE				4/4
2.1.	Number of campaigns, joint work, events, collaborations with NGOs and diversity in terms of GE (diversity of organizations, diversity of partnerships)	2			Activities were carried out with a total of 17 stakeholders, including 13 NGOs, 2 local governments, 1 trade union, 1 professional chamber.

²⁹ <https://tto.iku.edu.tr/duyurular/web-semineri-ufuk-avrupada-cinsiyet-esitligi-plani-uygunluk-kriteri-kimi-ilgilendiriyor>

2.2.	Number of models created and implemented with NGOs	2	Gender Equality in Television Series, STEM Robotics for Girls OPEN LAB Project, Healthy Sexual Life Academy
3. Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units		3/10	
3.1.	Presence of active Sexual Harassment and Assault Unit in universities	1	Support Unit against Sexual Harassment and Assault
3.2.	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	0	
3.3.	Existence of a university website where information on Sexual Harassment and Assault Units can be obtained	0	
3.4.	Existence of content in Sexual Harassment and Assault Units on assisting access to justice, guidance, psychological support, etc.	0	
3.5.	Number of trainings and/or seminars on issues such as harassment and mobbing	2	14 events were organized.
TOTAL SCORE		11/26	

In the examination of the thematic area related to the *basic objectives, mission and vision* of Istanbul Kültür University, the statement “respecting human rights” was included among the core values of the university. A similar statement was also found on the pages of the Cultural Constitution³⁰, Social Contribution Policy³¹ and Education and Training Policy³², but no findings related to the relevant thematic area were found other than these statements.

Although the news shared by the University’s Culture Point unit indicates that it organizes events referring to Goal 5 of the Sustainable Development Goals, there is a direct reference in the policy texts examined in³³ Policy Analysis. In 2022, a call was made to relevant managers and academics for a webinar (online seminar) to work on the Gender Equality Action Plan³⁴. However, a TOCEP published on the university’s websites could not be accessed.

Istanbul Kültür University Directive on the Organization and Execution of Scientific, Cultural, Artistic and Technical Activities³⁵ Article 5 states that there shall be no discrimination based on language, religion, race, sect, philosophical/political opinion and gender. However, the clearest article against gender discrimination is found in the Student Dormitories Directive. Kültür

30 Culture Constitution. <https://www.iku.edu.tr/tr/kultur-anayasasi> Access Date: 6.06.2023.

31 Kültür University Social Contribution Policy <https://www.iku.edu.tr/sites/default/files/inline-files/Toplumsal%20Katk%C4%B1%20Politikas%C4%B1.pdf> Access Date: 6.06.2023.

32 Kültür University Education and Training Policy <https://www.iku.edu.tr/sites/default/files/inline-files/E%C4%9Fitim%20%C3%96%C4%9Fretim%20Politikas%C4%B1.pdf> Access Date: 6.06.2023.

33 Kültür University. April 2021. <https://kulturnoktası.iku.edu.tr/tr/haberler/toplumsal-cinsiyet-esitsizligi-sadece-kadinlarin-degiler-erkeklerin-de-sorunu> Access Date: 6.06.2023.

34 Kültür University. June 2022. Webinar: Horizon Gender Equality Plan in Europe Whom the Eligibility Criterion Concerns <https://tto.iku.edu.tr/tr/duyurular/web-seminer-ufuk-avrupada-cinsiyet-esitligi-plani-uygunluk-kriteri-kimi-ilgilendiriyor> Access Date: 6.06.2023.

35 Istanbul Kültür University Directive on the Organization and Conduct of Scientific, Cultural, Artistic and Technical Activities Decision No. 4 of 2017-2018/22 dated August 09, 2018.

University Student Dormitories Directive³⁶ Under the heading of “Expulsion from the Dormitory”, there is the following statement: “Acting against the mental and physical integrity of individuals verbally, physically or through various visual communication tools, including or not involving the use of force targeting their sexuality, gender, gender identity, sexual orientation”. In addition to these positive steps to strengthen gender equality, Articles 20 and 43 of the Student Clubs Directive³⁷ include the phrase “general morality of the country” in the Working Principles and Rules of Student Clubs.

The directive on Graduation Temporary Certificate and Diploma Procedures could not be found. On the university’s website³⁸, which is prepared to provide information on graduation and diploma procedures, although information on various situations is shared, there is no explanation on the name change in the diploma. In the response to the information request made by ÜniKuir Association, it was stated that students who change their names and continue their education should apply to the Registrar’s Office or the Graduate Education Institute with a petition and relevant documents, and that in case of similar changes after graduation / diploma printing, new diplomas cannot be printed in accordance with the legislation. However, upon request, a statement can be made in the appropriate place of the printed diploma that the *surname* has been changed by court decision or an official document stating this fact can be issued.

According to the list published on the website of Ankara University Sexual Harassment and Assault Unit³⁹, there is a Support Unit against Sexual Harassment and Assault at Kültür University. However, apart from the XIX. Inter-University Workshop Against Sexual Harassment and Assault held in 2021, no information about the Sexual Harassment and Assault Unit could be accessed through the web pages of Istanbul Kültür University.

In terms of gender equality, it can be said that the most important factor that brings the university to a better position in terms of gender equality is the cooperation it has developed with NGOs and other stakeholders. The activities organized here in collaboration with both local administrations and various gender-focused NGOs have increased the potential of the university to offer a more equal and safe campus climate for all its constituents, especially LGBTI+ and women. In addition, events organized by both the communities and the Faculty of Law on violence and harassment have positively affected the egalitarian climate of the university.

10.2. Scales on Discrimination against LGBTI+ Persons and Access to Rights

A total of 45 people, including 24 students, 12 academic staff, 2 administrative staff and 7 graduates of Kültür University, participated in the study. The 45 people who participated in the research were asked 16 questions on the Discrimination Against LGBTI+ Persons Scale and 19 questions on the Access to LGBTI+ Rights Scale and were expected to answer Likert-type responses ranging from 1 (strongly disagree) to 5 (strongly agree). The findings obtained from the analysis of the participants’ responses to the questions are shown below. The findings below were obtained by converting the averages of the participants’ responses into 100 values.

36 Kültür University Student Dormitories Directive Decision No. 1 of 2017-2018/8 Meeting No. 1 dated January 4, 2018.

37 Kültür University Student Clubs Directive 2022-2023/8 dated March 02, 2023 Decision No. 4.

38 Kültür University Graduation and Diploma Procedures <https://oidb.iku.edu.tr/tr/mezuniyet-ve-diploma-islemleri>. Last Access Date: 02.06.2023.

39 Ankara University. 2022. Universities with Sexual Harassment and Assault Units <http://cts.ankara.edu.tr/2022/03/23/cts-birimi-olan-universiteler/> Last Access Date: 02.06.2023.

Kültür University Scales on Discrimination against LGBTI+ Persons and Access to Rights

1	LGBTI+ persons are not subjected to verbal violence within the university.	56,8	Violence	64,444
2	LGBTI+ persons are not subjected to physical violence within the university.	76,8		
3	LGBTI+ persons are not subjected to psychological violence within the university.	51,2		
4	LGBTI+ persons are not subjected to sexual harassment within the university.	72,8		
5	LGBTI+ persons who are discriminated against within the university can express this freely.	58,6	Academic Activities	65,556
6	During the courses, the lecturer observes gender equality.	65,8		
7	Students observe gender equality during lessons.	63,6		
8	Course contents take gender equality into account.	61,4		
9	LGBTI+ persons do not face discrimination in classes.	64,4		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	64,8		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	72,4		
12	LGBTI+ persons are treated equally when communicating with students at the university.	73,4		
13	LGBTI+ persons are not subjected to discrimination in dormitories.	51,6	Housing	51,778
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	50,2		
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	50,2		
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	55,2		
			SCORES	61,83

As can be seen in the table above, the members of Kültür University gave responses calculated as 64.444 points to the Discrimination-Violence sub-dimension, consisting of 4 questions about LGBTI+ individuals being subjected to violence at the university, 65.556 points to the Discrimination-Academic Activities sub-dimension, consisting of 8 questions about being subjected to discrimination during academic activities, and 51.778 points to the Discrimination-Housing sub-dimension, consisting of 4 questions about students being subjected to discrimination in dormitories. As a result of the answers given to the questions in the scale, the total score for Kültür University was calculated as 61,834.

Of the 45 members of Kültür University, 1 lives in a KYK dormitory, 7 in a private dormitory, 3 in a university student dormitory and 34 do not live in a dormitory. The average score of 51.778 in the housing sub-dimension is explained by the participants' experiences or impressions of the dormitories where they reside. However, the dormitory experiences of 3 participants residing in the

dormitory of Kültür University have an average score of 75. As can be understood from this, the experience of another dormitory or general impressions of dormitories seem to be more negative than the experiences of individuals staying in Kültür University dormitories.

Kültür University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely defended at the university.	55,2	Örgütlenme ve Savunuculuk	53,904
2	Activities related to LGBTI+ rights are carried out freely at the university.	52,8		
3	LGBTI+ themed activities are carried out freely at the university.	52,8		
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	60		
5	LGBTI+'s at the university can be organized into student communities.	57,4		
6	Pride at the university can be organized freely.	36		
7	LGBTI+ persons can express themselves freely within student communities.	63,2		
8	Classrooms are safe for LGBTI+ students.	68,8	Güvenli Alan	65,926
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	68		
10	Administrative buildings are safe for LGBTI+ persons.	60,8		
11	The university administration is knowledgeable about LGBTI+ rights.	43,2	Üniversite Mensuplarının Algı ve Tutumu	44,222
12	Administrative staff are knowledgeable about LGBTI+ rights.	41,8		
13	University security guards are knowledgeable about LGBTI+ rights.	36		
14	The university administration observes gender equality when communicating with students.	51,6		
15	Administrative staff observes gender equality when communicating with students.	50,6		
16	University security guards observe gender equality when communicating with students.	42,2		
17	Students have knowledge about LGBTI+ rights.	67,2	Akran Davranışları	67,112
18	Students observe gender equality when communicating among themselves.	68		
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	66,2		
			SCORES	54,83

As can be seen in the table above, members of Kültür University responded with 53.904 points to the Assembly and Advocacy sub-dimension, which consists of 7 questions about organizing opportunities at the university, and 65.926 points to the Safe Space sub-dimension, which consists of 3 questions about the university being safe for LGBTI+ individuals. The responses to the Perception and Attitude of University Members sub-dimension, which consists of 6 questions

about the thoughts and behaviors of university members towards LGBTI+ students, were 44.222 points. Finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were calculated as 67.112 points. As a result of the answers given to the questions in the scale, the total score for Kltr University was calculated as 54.83.