

13. Middle East Technical University

13.1. Legislation, Curricula, Policy, Stakeholder Analysis

Data collection is done by monitoring gender equality in the context of LGBTI+ rights in universities; thus, the Coordination Offices, Head Offices, Regulations, Directives, Principles and Procedures, Guidelines, Strategic Plans, Activity Reports, academic data management system (AVESIS), Curricula, university mission, vision and core values available at the Middle East Technical University web site were examined thoroughly.

<i>INDICATOR</i>	<i>SCORES</i>			<i>Findings</i>
	0	1	2	
1. LGBTI+ Rights and Gender Equality in Academic Activities in Universities				8/10
1.1. The number of compulsory courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	2			A total of 32 elective and compulsory courses having a keyword in the title
1.2. The number of elective courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	2			A total of 32 elective and compulsory courses having a keyword in the title
1.3. Academic activities on gender equality in the context of LGBTI+ rights in universities	2			over 100 academic publications
1.4. Number of gender and women's studies departments in universities	2			Department of Gender and Women's Studies
1.5. Number of gender and women's studies centers in universities	0			
2. Campus Climate for LGBTI+ People				9/10
2.1. Number of LGBTI+ solidarity/research clubs in universities	2			METU LGBTIQAA+ Solidarity
2.2. The status of the LGBTI+ Community in universities (official/unofficial/in the process of officialisation)	1			An official student club application has been submitted.
2.3. The number of activities specific to LGBTI+ people in universities	2			57 events
2.4. Number of Pride Week/Month events on campuses	2			18 events
2.5. Number of March 8th (International Women's Day) events on campuses	2			28 events
3. LGBTI+ phobic and gendered stereotypes in universities				4/8
3.1. Number of campaigns and informative materials to promote gender awareness in the context of LGBTI+ rights	2			1 event (UN Unite to End Violence against Women Campaign 2016), Gender Equality Action Plan

Indicators for Discrimination Against LGBTI+ People in Universities

3.2.	Number of trainings and seminars on gender equality in the context of LGBTI+ rights tailored for and delivered to university members, especially the academic staff and the administrative board	0	
3.3	Number of declarations in accordance with gender equality in the context of LGBTI+ rights in the statements available on university websites	0	
3.4	Number of reports on gender equality to be examined in the context of LGBTI+ rights published by universities	2	Gender Equality Action Plan (2021)
SCORE:		21/28	

There is a Gender and Women’s Studies Master’s Program and a student club called METU LGBTIQAA+ Solidarity available at Middle East Technical University.

A total of 32 elective and compulsory courses with a keyword in the title are available in the university curriculum. 17 of which have the keyword gender, 1 has queer, 9 have women in their title. All 32 courses selected in the curriculum review being LGBTI+ inclusive, 13 of them are delivered by Sociology, 6 by Gender and Women’s Studies.

The vast majority of LGBTI+ oriented and inclusive events at the university have been organized by METU LGBTIQAA+ Solidarity, METU March 8th Initiative, and the Department of Gender and Women’s Studies.

Middle East Technical University has produced the Gender Equality Action Plan in 2021, to analyze the current situation on gender equality and make improvements, respectively.

	<i>INDICATOR</i>	<i>SCORES</i>			<i>Findings</i>
		0	1	2	
<i>Access to LGBTI+ Rights in Universities Indicators</i>	1.	Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Papers			8/12
	1.1.	Number of regulations and directives referring to / cite from CEDAW and Istanbul Convention	2		“Gender Equality Principles and Strategy Document”, “Directive for the Unit for Supporting Gender Equality and Preventing Sexual Harassment”
	1.2.	Number of references/citings to concepts such as “gender” and “sexual orientation”, “gender identity” in Legislation, Directives and Policy papers	2		5 documents
	1.3.	Number of regulations, directives and policies referring to the Sustainable Development Goals, 5th objective	0		
	1.4.	Number of regulations supporting gender equality	2		5 documents

1.5.	Number of anti-discrimination policies of universities on gender, gender identity and sexual orientation	2	5 documents
1.6.	A clear and direct indication of means to Change one's Name Change on Diploma/ Graduation Certificates	0	
2.	Universities' activities and collaboration with NGOs to draw attention to TCE		2/4
2.1.	Number of campaigns, joint work, activities, collaborations with NGOs as well as the number of diversity (diversity of institutions, diversity of partnerships) in the context of the TCE here	1	16-days of activism program implemented in the framework of UN, Unite to End Violence against Women Campaign
2.2.	Number of models designed and implemented with NGOs	1	Kaos GL Anti-Discrimination Courses
3.	Institutionalization of the Fight against Violence and Harassment in Universities: CTS Units		9/10
3.1.	Number of active CTS units in universities	2	Promotion of Gender Equality and Sexual Harassment Prevention Unit
3.2.	Clear and direct indication of the ways of applying to CTS units at universities	2	Directive and website of the unit
3.3.	A university-website with information on CTS units available	2	https://citob.metu.edu.tr
3.4.	Available content in CTS units on referral, assisting access to justice, providing psychological support, etc.	2	"Promotion of Gender Equality and Sexual Harassment Prevention Unit Directive" and website
3.5.	Number of trainings and/or seminars delivered on harassment and mobbing issues, etc.	1	2 events / UN Unite to End Violence against Women Campaign Events (2016), Fighting Digital Violence: Thinking through the CITÖB (Unit for Prevention of Sexual Harassment) Experience (2021)
SCORE:		19/26	

"Gender Equality Principles and Strategy Document"⁴³, "Directive for the Unit for Promoting Gender Equality and Preventing Sexual Harassment"⁴⁴, "EGERA Gender Responsive

43 METU Gender Equality Principles and Strategies Document, Senate decision dated 24.05.2016 and numbered 2016/4-5.

44 METU Gender Equality Support and Sexual Harassment Prevention Unit Directive Senate decision numbered 2016/4-6 dated 24.05.2016.

Governance”⁴⁵, “EGERA Gender Sensitive Communication”⁴⁶ documents that adhere to gender equality are available at Middle East Technical University. In line with the thematic subject, the core values of the university⁴⁷ include adhering to rights and freedoms; differences considered to be richness; “*Respect for People*”–with emphasis on the universal anti-discrimination approach and egalitarian approach; and, “*Solidarity Individuality*”–with emphasis on a fighting attitude with a libertarian approach

The units in the university include Gender Equality and Sexual Harassment Prevention Unit. The directive of the unit, gender equality attitude policy documents, how to apply to the unit and comprehensive content about the process were shared on the comprehensive unit website.

A 16-day activism program was implemented in the framework of UN, Unite to End Violence against Women Campaign by METU Department of Gender and Women’s Studies. Various activities involving the students were carried out this program, in the context of violence against women, child abuse and gender norms.

13.2. LGBTI+ Rights Scale

A total of 71 METU University members participated in the research, including 54 students, 5 academic staff, 1 graduates before 2016, 11 graduates after 2016. 19 questions listed in the LGBTI+ Rights Access Scale were posed to a total of 71 participants, and findings derived from analysing participants’ responses to 5 point (1-5) likert-type questions are provided below. The findings shown below are derived through translating participant response averages into 100 value system.

Middle East Technical University Access to LGBTI+ Rights Scale Scores

45 EGERA Gender Sensitive Governance 29.12.2016, Ankara.

46 EGERA Gender Sensitive Communication 23.12.2015, Ankara.

47 <https://www.metu.edu.tr/tr/etik-ilkeler-temel-degerler> (Last Accessed on 16.12.2021).

1	LGBTI+ rights are freely advocated in the university.	59,86	Organization and Advocacy	49,60	TOTAL	45,44
2	LGBTI+ rights related activities are freely carried out in the university.	38,73				
3	LGBTI+ themed activities are freely conducted in the university.	40,49				
4	LGBTI+ students at the university can gather to advocate LGBTI+ rights.	66,90				
5	LGBTI+ people can get organized in the context of student clubs at the university.	55,64				
6	Pride Marches are organized freely at the university.	25,71				
7	LGBTI+ people express themselves freely in student clubs.	59,86				
8	Classrooms are safe for LGBTI+ people.	57,75	Safe Space	52,11		
9	Communal/shared spaces (i.e. cafeterias, canteens, libraries, study halls, laboratories, restaurants, sports facilities and other spheres of socialization) are safe for LGBTI+ people.	58,45				
10	Administrative buildings are safe for LGBTI+ people.	40,14				
11	The university administration has knowledge on LGBTI+ rights.	16,90	Perception and Attitude of The members of the University	19,37		
12	The administrative staff has knowledge on LGBTI+ rights.	20,07				
13	University security staff has knowledge on LGBTI+ rights.	10,21				
14	The university administration pursues gender equality when communicating with students.	26,06				
15	Administrative staff pursues gender equality when communicating with students.	26,76				
16	University security staff pursues gender equality when communicating with students.	16,20				
17	Students has knowledge on LGBTI+ rights.	60,56	Peer Behaviour	60,68		
18	Students pursue gender equality in inter-student communications.	57,04				
19	In friend circles, LGBTI+ issues are discussed in a positive atmosphere.	64,44				

As seen in the above table, the calculated scores of responses provided by Middle East Technical University members to the questions in the Access to LGBTI+ Rights Scale are as such: 49.60 to the 7 questions under Organization and Advocacy sub-scale; 52.11 to the 3 questions under Safe Area sub-scale about the university being safe for LGBTI+ people; 19.37 to the 6 questions under the Perception and Attitude of University Members sub-scale about the opinions and behaviour of university members towards LGBTI+ people; and 60.68 to the 3 questions under the Peer Behavior sub-scale that measure the attitude of peers towards LGBTI+ students. The total score for Middle East Technical University's responses to the scale is calculated to be 45,44.

13.3. Discrimination against LGBTI+ People Scale

Middle East Technical University Discrimination against LGBTI+ People Scale Scores

1	LGBTI+ people are not subjected to verbal violence in the university.	46,75	Violence	50,50
2	LGBTI+ people are not subjected to physical violence in the university.	66,00		
3	LGBTI+ people are not subjected to psychological violence in the university.	35,75		
4	LGBTI+ people are not subjected to sexual harassment in the university.	53,00		
5	LGBTI+ people that are exposed to discrimination in the university can easily express it.	58,75	Academic Activities	56,75
6	The lecturer (academician) pursues gender equality during classes.	55,50		
7	During classes, students pursue gender equality.	60,50		
8	The course contents are in line with gender equality.	50,25		
9	LGBTI+ people are not exposed to discrimination in the class.	51,75		
10	LGBTI+ people are not exposed to discrimination in extracurricular academic activities (seminars, workshops, studios, etc.).	55,75		
11	LGBTI+ people are treated equally when communicating with academic staff in the university.	55,75		
12	LGBTI+ people are treated equally when communicating with students in the university.	66,00		
13	LGBTI+ people are not subjected to discrimination in dormitories.	30,50	Accommodation	35,00
14	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory administration.	30,75		
15	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory staff.	31,25		
16	LGBTI+ people are treated equally in the dormitories when communicating with fellow students living in dorms.	47,00		
			TOTAL	49,75

As seen in the above table, the calculated scores of responses provided by Middle East Technical University members to the 4 questions under the Discrimination Against LGBTI+ People Scale, Discrimination: Violence sub-scale is 50.50; to the 8 questions under Discrimination: Academic activities sub-scale, which shows being subjected to discrimination during academic activities is 56.75; and to the 4 questions under Discrimination: Accommodation sub-scale which shows students being subjected to discrimination in dormitories is 35.00. The total score for Middle East Technical University's responses to the scale is calculated to be 49,75.