CAPPADOCIA UNIVERSITY
Logic - Wisdom - Equality - Tradition

SUSTAINABLE DEVELOPMENT GOALS • ANNUAL REPORT

Equal opportunities. Empowered women. A more inclusive future.

SDG 5 / GENDER EQUALITY



Institutional commitment, equal participation, women's leadership and community empowerment.

Cappadocia University | Reporting Period: 2025



ELEVATE: digital capacity-building for women entrepreneurs affected by the 2023 earthquakes in Hatay. Source: Cappadocia University institutional reporting, 2025.

2025 • CAPPADOCIA UNIVERSITY • ENGLISH EDITION

2025 IN PERSPECTIVE

Gender equality as an institutional responsibility

We connect formal commitments with education, safe participation, professional opportunities and community action.

At Cappadocia University, we understand **gender equality** as a cross-cutting institutional responsibility. We work to promote fair access to education, research and employment, to prevent gender-based discrimination, and to strengthen the conditions under which women can participate in professional and public life.

During **2025**, we brought together our **Gender Equality Policy**, **Gender Equality Action Plan**, **Gender Equality Commission**, student awareness activities and partnerships beyond our University. Through our Commission, we prepared a **Sexual Harassment Information and Support Guide**, established a **confidential support contact channel** and carried out equality-awareness and International Women's Day activities. We documented these institutional activities in our Commission's **29 August 2025** annual record.

In **2025**, we recorded **712 academic and administrative staff**, including **359 women (50.4%)** and **353 men (49.6%)**. Our gender equality seminar on **16 April 2025** brought together **100 students**. In Hatay, we began the first **ELEVATE** digital-capacity training group on **7 October 2025** with **20 women entrepreneurs**. These figures measure different groups and activities and are not combined into a single beneficiary total.

One approach, three complementary dimensions

Our institution	Education and careers	Beyond campus
Policy, equality planning, monitoring and confidential support	Awareness, academic participation and visibility in professions	Women’s enterprise development, local producers and solidarity

Institutional basis: Gender Equality Action Plan (KÜN.PL.01); Gender Equality Commission Activity Report (29 August 2025); 2024–2025 Annual Sustainability Activities Report; dated 2025 institutional project and event records.

PERFORMANCE DASHBOARD

2025 in focus

A small set of verifiable measures illustrates the reach of our equality work.

712	359	100
EMPLOYEES	**WOMEN EMPLOYEES**	**STUDENT ATTENDANCE**
Academic and administrative	50.4% of recorded workforce	Equality seminar, 16 April 2025

20	3	1
WOMEN ENTREPRENEURS	**CORE DOCUMENTS**	**SUPPORT CHANNEL**
First ELEVATE cohort	Policy, plan and directive	Recorded by the Commission

How the figures should be read

In **2025**, our academic and administrative workforce comprised **712 staff: 359 women (50.4%)** and **353 men (49.6%)**. These figures describe our overall workforce. We also recognise that examining representation by academic rank, administrative responsibility and management position requires more detailed gender-disaggregated data.

We recorded **100 student attendances** at a specific gender-equality seminar on **16 April 2025**. We also enrolled **20 women entrepreneurs** in ELEVATE's first training cohort on **7 October 2025**; that figure does not include women who may participate in later stages of the project.

Numbers and dates are reproduced in selectable report text, independently of any charts or visual cards.

OUR UNIVERSITY

Building opportunity through education and regional engagement

Our approach to equality is part of our educational mission and our wider responsibilities to society.

Our institution traces its higher-education roots to **2005** and became **Cappadocia University in 2017**. We operate across distinctive learning settings in Cappadocia and İstanbul, connecting academic provision, applied learning and regional development.

Our **2023–2028 Strategic Plan** brings together education and teaching, research, governance, social contribution and sustainability. Within this framework, equal participation and non-discrimination are considerations across our University's academic and administrative activities.

Our educational philosophy, **Latest Knowledge First Education–Teaching (SOBE)**, promotes current disciplinary knowledge and its application to practice. Students prepare for varied professional pathways in health, aviation, tourism, design, social sciences and other fields. Our equality commitment supports access to these opportunities without gender-based barriers.

A shared institutional responsibility

The Rectorate, Gender Equality Commission, academic and administrative units, Student Dean's Office, Guidance and Psychological Counselling Unit, student associations and Sustainability Office contribute through their respective functions. We integrate awareness, reporting routes, academic opportunity and community partnership rather than treating equality as the task of a single unit.

KAPADOKYA ÜNİVERSİTESİ Akıl - Ahlak - Adalet - Adap	CİNSİYET EŞİTLİĞİ KOMİSYONU YÖNERGESİ	Doküman No	YNG.056
		Yayın Tarihi	Haziran 2024
		Revizyon No	Orj.
		Revizyon Tarihi	-
		Sayfa No	1 / 3

BİRİNCİ BÖLÜM

Amaç ve Tanımlar

Amaç

MADDE 1- (1) Bu Yönerge; Kapadokya Üniversitesi Cinsiyet Eşitliği Komisyonunun kuruluşu, görev, yetki ve sorumluluklarına ilişkin usul ve esasları düzenler.

Dayanak

Madde 2- (1) Kapadokya Üniversitesi bünyesinde cinsiyet eşitliğine duyarlı bir anlayışı ortaya koymak amacını güden bu belge, ülkemizin 1985 yılında imzalamış olduğu CEDAW (Kadına Karşı Her Türlü Ayrımcılığın Ortadan Kaldırılması Sözleşmesi), Anayasamızın başta 10. Maddesi olmak üzere diğer ilgili maddelerine, ilgili mevzuata ve Yükseköğretim Kurulunun 28.05.2015 tarihli Genel Kurul kararına dayanılarak hazırlanmıştır.

Tanımlar

MADDE 3- (1) Bu yönergede adı geçen:

Üniversite: Kapadokya Üniversitesini,

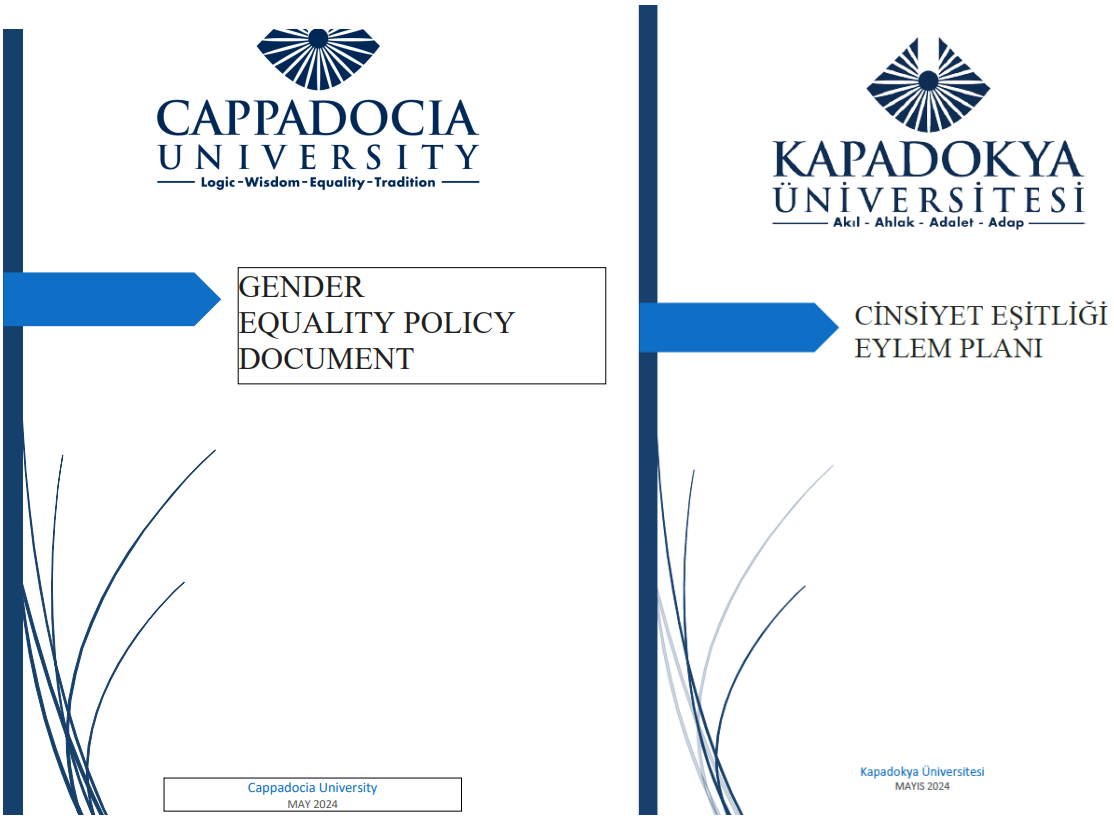


Figure 1. The institutional foundations of gender equality at Cappadocia University: policy, action planning and governance.

FORMAL COMMITMENTS

From policy to accountable practice

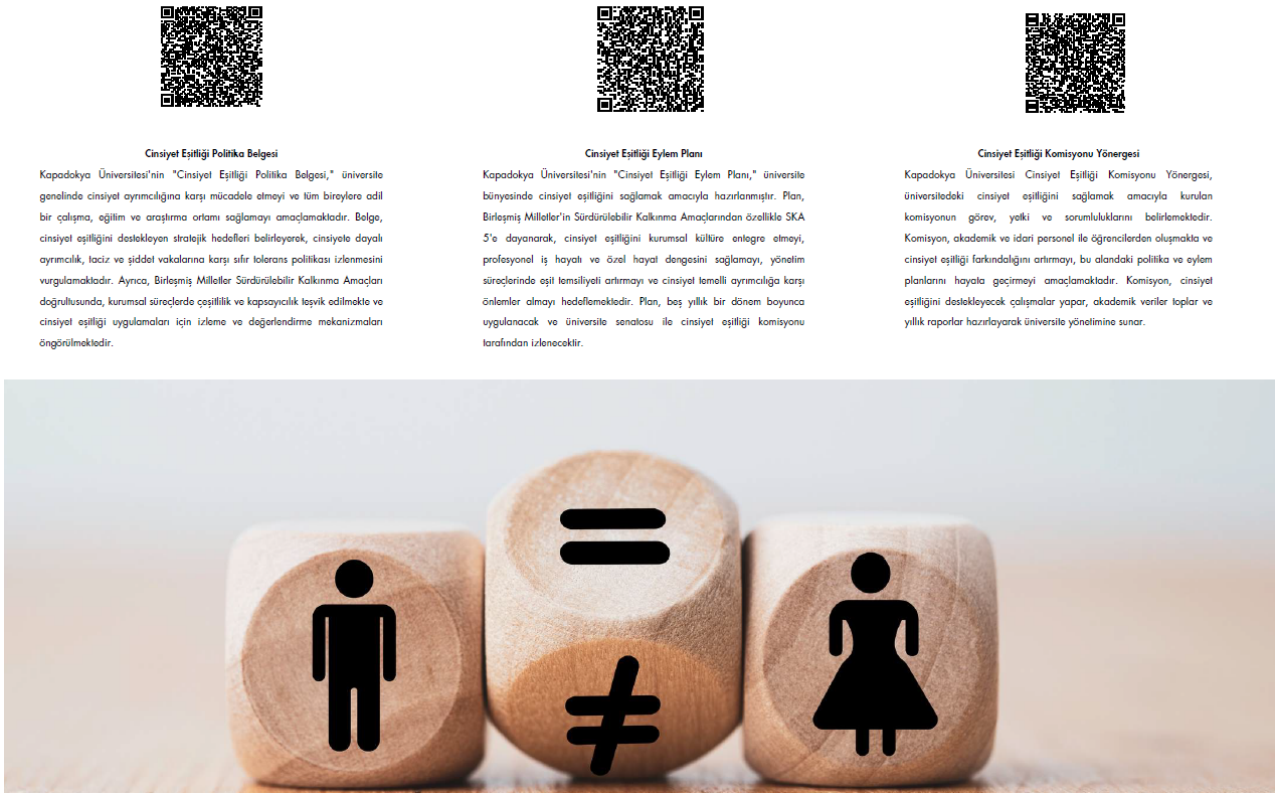
Three complementary instruments define our responsibilities and the safeguards we aim to sustain.

Our **Gender Equality Policy Document (KÜN.PB.013)**, issued in **May 2024** and applicable during 2025, sets out our commitment to a fair education, research and working environment and to a **zero-tolerance approach to gender-based discrimination, harassment and violence**.

Our **Gender Equality Action Plan (KÜN.PL.01)**, also issued in **May 2024**, translates this commitment into assigned actions, including equality awareness, transparent recruitment and promotion, work–life balance, participation in decision-making, prevention of sexual harassment and annual monitoring.

Through our **Gender Equality Commission Directive (YNG.056)**, we defined the coordination structure, institutional responsibilities and reporting arrangements for our equality work. Together, our **Policy Document**, **Action Plan** and **Commission Directive** connect institutional commitments with accountable implementation and ongoing evaluation.

Formal instrument	Role in our equality approach
KÜN.PB.013 — Gender Equality Policy	Fair participation, non-discrimination and safeguards against harassment and violence
KÜN.PL.01 — Gender Equality Action Plan	Objectives, responsible units, institutional actions and evaluation
YNG.056 — Gender Equality Commission Directive	Coordination, activities and reporting responsibilities



Cinsiyet Eşitliği Politika Belgesi

Kapadokya Üniversitesi'nin "Cinsiyet Eşitliği Politika Belgesi," üniversite genelinde cinsiyet ayrımcılığına karşı mücadele etmeyi ve tüm bireylere adil bir çalışma, eğitim ve araştırma ortamı sağlamayı amaçlamaktadır. Belge, cinsiyet eşitliğini destekleyen stratejik hedefleri belirleyerek, cinsiyete dayalı ayrımcılık, taciz ve şiddet vakalarına karşı sıfır tolerans politikası izlenmesini vurgulamaktadır. Ayrıca, Birleşmiş Milletler Sürdürülebilir Kalkınma Amaçları doğrultusunda, kurumsal süreçlerde çeşitlilik ve kapsayıcılık teşvik edilmekte ve cinsiyet eşitliği uygulamaları için izleme ve değerlendirme mekanizmaları öngörülmektedir.

Cinsiyet Eşitliği Eylem Planı

Kapadokya Üniversitesi'nin "Cinsiyet Eşitliği Eylem Planı," üniversite bünyesinde cinsiyet eşitliğini sağlamak amacıyla hazırlanmıştır. Plan, Birleşmiş Milletler'in Sürdürülebilir Kalkınma Amaçlarından özellikle SKA 5'e dayanarak, cinsiyet eşitliğini kurumsal kültüre entegre etmeyi, profesyonel iş hayatı ve özel hayat dengesini sağlamayı, yönetim süreçlerinde eşit temsiliyeti artırmayı ve cinsiyet temelli ayrımcılığa karşı önlemler almayı hedeflemektedir. Plan, beş yıllık bir dönem boyunca uygulanacak ve üniversite senatosu ile cinsiyet eşitliği komisyonu tarafından izlenecektir.

Cinsiyet Eşitliği Komisyonu Yönergesi

Kapadokya Üniversitesi Cinsiyet Eşitliği Komisyonu Yönergesi, üniversitedeki cinsiyet eşitliğini sağlamak amacıyla kurulan komisyonun görev, yetki ve sorumluluklarını belirlemektedir. Komisyon, akademik ve idari personel ile öğrencilerden oluşmakta ve cinsiyet eşitliği farkındalığını artırmayı, bu alandaki politika ve eylem planlarını hayata geçirmeyi amaçlamaktadır. Komisyon, cinsiyet eşitliğini destekleyecek çalışmalar yapar, akademik veriler toplar ve yıllık raporlar hazırlayarak üniversite yönetimine sunar.

Figure 2. Our published Gender Equality Action Plan and the institutional policy framework in force during 2025.

ACTION PLAN

Seven thematic areas, eight institutional objectives

Our plan creates a structured pathway from policy commitments to the decisions and activities that can advance equality.

In our **Gender Equality Action Plan (KÜN.PL.01)**, issued in **May 2024**, we established **seven thematic areas and eight institutional objectives**. We aligned the plan with our University's strategic planning horizon and assigned a structured basis for implementation across academic and administrative functions.

Strategic area	Institutional focus
Institutional culture	Commission structure, zero tolerance, communication and awareness
Work–life balance	Identify needs, support family responsibilities and safe transport arrangements
Leadership and decision-making	Improve merit-based representation of women in management
Recruitment and promotion	Transparent recruitment, equitable progression and monitoring of outcomes
Teaching, research and public contribution	Support equality-related academic work and student initiatives
Prevention and protection	Safe campus, clear reporting routes, confidentiality and fair responses
Monitoring and evaluation	Evaluate progress and prepare annual reporting

We established a **merit-based objective of maintaining at least 50% women's representation in middle and senior management** through our Action Plan. This is an institutional **target**, not a claim that the level had been achieved in **2025**. We also committed to gender-sensitive analysis of employment and promotion data and to education on **discrimination, harassment and safe participation**.

Institutional basis: Gender Equality Action Plan, KÜN.PL.01, May 2024, objectives and action matrix.

THE GENDER EQUALITY COMMISSION

Making policy visible and accessible

Our Commission coordinated practical student-facing safeguards and awareness during the academic year.

During the **2024–2025 academic year**, we prepared a **Sexual Harassment Information and Support Guide** through our **Gender Equality Commission**. We also developed student-oriented brochures and made them accessible across our campuses, helping students understand the available reporting procedures, institutional assistance and ways to seek support. We documented this work in our Commission's **29 August 2025** activity report.

We also established a **confidential institutional support contact channel**, with dedicated telephone and contact information provided in our guidance materials and University communications. Through these arrangements, we emphasised **confidentiality, safety and accessible assistance** for students seeking help in relation to sexual harassment or similar concerns.

Alongside these measures, we organised an **International Women's Day awareness activity** and the seminar **"Is Gender Equality Possible?"**. Through our **Gender Equality Commission**, we connected our institutional policy commitments with **accessible information, preventive education, student awareness and practical support arrangements**.

Support that students can identify

Documented mechanism	2025 institutional purpose
Sexual Harassment Information and Support Guide	Explain routes for reporting and seeking assistance
Student brochures	Make support information visible across campuses
Confidential contact channel	Provide a dedicated institutional route to request help
Awareness programme	Address stereotypes, equal treatment and respectful participation



Figure 3. Student support, confidential assistance and equality-awareness measures implemented through our Gender Equality Commission during 2024–2025.

WOMEN IN OUR WORKFORCE

Participation in academic and administrative life

Gender-disaggregated staffing information provides one measure of the institutional environment.

During the **2024–2025 academic year**, our University employed **712 academic and administrative staff**, comprising **359 women (50.4%)** and **353 men (49.6%)**. This represents a relatively balanced overall distribution of women and men in our workforce. We also recognise the need to examine representation separately across **academic ranks, administrative responsibilities and management positions**.

2025 workforce	Number	Share
Women	359	50.4%
Men	353	49.6%
Total	712	100%



Figure 4. Overall gender distribution among our recorded academic and administrative personnel, 2025.

We recorded a workforce distribution close to parity overall, while recognising that this aggregate does not establish equal representation at every academic rank or management level. Through our **Gender Equality Action Plan**, we also addressed **transparent recruitment, equitable promotion, fair selection and gender-sensitive monitoring of leadership positions**.

In **May 2024**, we established baseline information on staff and committee representation through our **Gender Equality Action Plan**. We distinguish these baseline figures from our **2025 workforce data** and continue strengthening gender-disaggregated monitoring across academic, administrative and management roles for more detailed institutional assessment.

EDUCATION AND PROFESSIONAL PATHWAYS

Supporting women's choices and progression

Career development requires access to programmes, professional networks and visible role models.

Our commitment to equal opportunity applies across teaching, research, internships and professional preparation. In fields where gender stereotypes can influence perceived career possibilities, encounters with experienced women professionals provide a meaningful educational contribution.

Women in Aviation — 21 June 2025

At our **Sabiha Gökçen Campus**, the **"Women in Aviation"** panel brought together **Banu Sarıkaya, Sina Malatya and Arzu Sarıkaya**, with **Lecturer Semih Güray** moderating. Speakers discussed women's experiences, opportunities and challenges in aviation, offering students perspectives on professional identity and industry participation.

The event was relevant to our Flight Operations Management, Civil Aviation Cabin Services, Aircraft Technology and Civil Aviation Transport Management programmes. We used it to support informed career choices and the visibility of women in a sector that includes numerous technical and operational roles.



Figure 5. Women in Aviation panel with industry professionals at our Sabiha Gökçen Campus, 21 June 2025.

STUDENT AWARENESS

Learning to recognise inequality

Our preventive education programme helps students examine stereotypes, discrimination and everyday participation.

On **16 April 2025**, our **Guidance and Psychological Counselling Unit** organised the seminar **"Is Gender Equality Possible?"** at the Oktay Sinanoğlu Conference Hall. **Psychological Counsellor Aslı Yaylacı** addressed gender roles, attitudes, stereotypes and the social conditions that influence equal treatment.

Our attendance record reports **100 students** at this session. The activity created a space for discussing how gender assumptions can affect relationships, education and professional expectations, and how students can contribute to a more respectful learning environment.

Through our **Gender Equality Commission** and **Guidance and Psychological Counselling Unit**, we incorporated the **16 April 2025** seminar into our wider equality programme. By connecting **100 student attendances** with institutional coordination, we supported preventive education on **gender roles, stereotypes, discrimination and respectful participation** in University life.



Figure 6. Student gender-equality awareness seminar delivered by our Guidance and Psychological Counselling Unit, 16 April 2025. Source: April 2025 SKS Bulletin.

The recorded 100 participants are seminar attendance, not the number of all students who used other equality-related services.

INTERNATIONAL WOMEN'S DAY

Identity, culture and intergenerational solidarity

Creative learning and student volunteering enabled conversations about women's agency and social expectations.

For **International Women's Day 2025**, our University and student groups organised awareness and participation activities. A programme on **10 March 2025** explored women's identity and the representation of beauty in visual culture through the panel **"Women and Identity Through Faces Painted by the Past and Present"** and the creative workshop **"Can You See My Voice?"**.

We invited **Professor Ayşe Çakır İlhan** to moderate the panel, with contributions from **Tolga Ulusoy, Şükran Ünser and Halil İldeniz**. Through creative workshops involving **masks, symbols and artistic self-expression**, we encouraged students to question prescribed beauty standards, traditional gender expectations and the representation of women's identities. We combined academic discussion with participatory artistic activities; no separate attendance total was established for this programme.

Women's Day in the community

On **8 March 2025**, our student volunteers visited older women in a residential care setting and participated in a shared bag-painting activity. The initiative promoted social contact, creative expression and intergenerational solidarity.



Figure 7. Students and older women take part in a creative solidarity activity on International Women's Day, 8 March 2025. Source: March 2025 SKS Bulletin.

PREVENTING VIOLENCE

A safe University environment requires clear standards

We combine institutional safeguards with education and collaboration on gender-based violence.

Our **Gender Equality Policy** adopts a zero-tolerance approach to sexual harassment, violence and gender-based discrimination. Our Action Plan calls for confidential reporting routes, accessible support, fair examination of complaints and prevention initiatives across campuses.

On **4 December 2024**, we organised a student-led awareness seminar at our **İstanbul Sabiha Gökçen Campus** with the participation of the **Mor Çatı Women's Shelter Foundation**. The seminar addressed **violence against women and its sociocultural causes**, bringing specialist perspectives into student discussions and strengthening awareness of **women's rights, gender-based violence and support mechanisms**.

During **2025**, we prepared a **Sexual Harassment Information and Support Guide** and established a **confidential support contact channel** through our Gender Equality Commission. We also announced a **"Seminar on Combating Violence Against Women"** for **15 December 2025** at our Sabiha Gökçen Campus, naming **lawyer Özlem Yıldız** and **psychologist Sena Öz** as speakers. We distinguish that announcement from a documented participation outcome.



Figure 8. Mor Çatı Women's Shelter Foundation contributes to an institutional awareness event on violence against women, December 2024. Source: University SKS Bulletin.

THE ELEVATE PROJECT

Digital skills for women rebuilding businesses in Hatay

An international partnership connects women's economic empowerment with post-earthquake recovery.

Our **ELEVATE** project — **Empower Women Entrepreneurs in Türkiye Post-2023 Earthquake Through Digital Capacity Building and Adopting Digital Solutions to Support Business Growth and Rebuild** — supports women entrepreneurs whose livelihoods were disrupted by the **6 February 2023 earthquakes**.

With support from the **British Council**, we developed our **ELEVATE** project in cooperation with the **University of Wolverhampton**, **Hatay Mustafa Kemal University**, **Tech West Midlands**, **CARE International Türkiye** and other regional partners. Our collaborative framework also involved **Hatay Metropolitan Municipality** and the **Antiokhia Women's Cooperative** in local outreach and implementation supporting women entrepreneurs.

We launched ELEVATE's first training cohort in **Hatay on 7 October 2025**, with **20 women entrepreneurs**. Our planned **nine-month programme** covers **digital literacy, e-commerce, social media management, digital marketing, online sales, secure digital practices and foundational financial skills**. We subsequently presented the project at our University on **31 October 2025** and published the institutional event account on **1 November 2025**.

20	7 OCT	9
WOMEN	**START DATE**	**MONTHS**
First training cohort	Hatay, 2025	Planned programme duration



Figure 9. ELEVATE project materials for women's digital enterprise capacity-building, 2025. Source: Cappadocia University's Annual Sustainability Activities Report.

WOMEN'S ECONOMIC PARTICIPATION

From digital access to sustainable livelihoods

Our work connects practical skills, professional networks and wider opportunity for women.

The ELEVATE learning programme is designed around practical needs: online visibility, digital channels for reaching customers, entrepreneurial confidence and better-informed business decisions. Training sessions, workshops and mentoring are intended to help women entrepreneurs use technology to rebuild and strengthen enterprises.

In **2025**, we commenced the **ELEVATE** training programme, brought together an initial group of **20 women entrepreneurs** and established a collaborative framework for its practical digital-skills themes. We distinguish these achieved first-stage outputs from future changes in **business income, employment or business survival**, which we have not claimed as completed 2025 outcomes.

Partnerships that link capacity and community

Collaboration	Documented role
Cappadocia University and University of Wolverhampton	Project development and university-level coordination
British Council	Project financial support
Hatay-based academic and local partners	Regional delivery, outreach and entrepreneurial context
Women entrepreneurs in the initial cohort	Participation in digital-capacity learning



Figure 10. University and community partners convene for the ELEVATE project presentation, 31 October 2025.

PLACE-BASED PARTNERSHIPS

Women producers and local economic life

Gender equality is also advanced through opportunities for women to participate in regional production and exchange.

On **24 May 2025**, we opened the **Cappadocia–Uçhisar Slow Food Earth Market** in Uçhisar, bringing small-scale producers and consumers together. We developed this local initiative within a wider partnership framework involving the **Ahiler Development Agency** and the **Republic of Türkiye Ministry of Industry and Technology**. The **Uçhisar Kadıneli Development Association** is one of our local community partners.

Through the market, we created opportunities for **direct producer–consumer interaction, traditional food knowledge, sustainable production and public learning**. We also supported workshops and education on **food hygiene, entrepreneurship, marketing, cooperative approaches and sustainable agriculture**, connecting women producers' participation with regional economic life.

Through these activities, we linked **women's participation in local production and gastronomy** with **responsible consumption, regional sustainability and community-based economic opportunity**. Our **24 May 2025** market opening and associated educational activities provide concrete institutional outputs; we do not attribute unsupported female-producer totals or economic gains to 2025.



Figure 11. Cappadocia–Uçhisar Slow Food Earth Market opening, 24 May 2025: local producers, community partnership and sustainable livelihoods.

HEALTH, STUDENT LIFE AND PARTICIPATION

Everyday conditions matter for equality

Accessible advice, awareness and student participation complement our formal institutional commitments.

Our **Guidance and Psychological Counselling Unit** provides enrolled students with free advice and individual counselling. Students may seek information on personal and social matters, including sexual and reproductive health, and may be guided to appropriate external clinical providers when necessary. Our University-level information and referral services are distinct from any external clinical charges.

On **12 April 2025**, we announced **"Women's Health Conversations"** in connection with **World Cancer Week**, focusing on preventive health awareness, risk factors and the value of early diagnosis. We present the event as an announced programme and do not attribute an unverified attendance figure or clinical outcome to it.

Through our student organisations, we encouraged participation beyond traditional gender expectations. We announced **Women's Basketball Team Selections** for **10 May 2025** to promote women's participation in sport. We do not claim an undocumented number of selected players or an established team roster on the basis of the announcement.



Figure 12. University information and student participation initiatives supporting women's health and opportunities in 2025.

RESEARCH AND KNOWLEDGE

Examining gender roles through academic scholarship

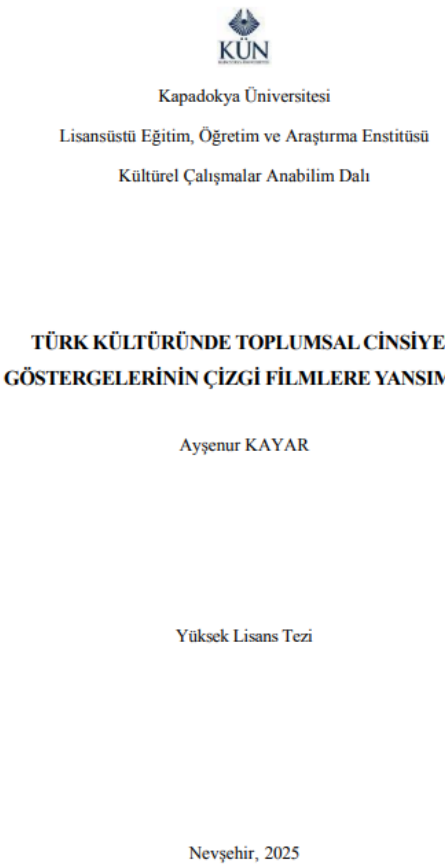
Our academic work contributes critical perspectives on stereotypes and the social reproduction of inequality.

In **2025**, **Ayşenur Kayar** completed her master's thesis, **"The Reflection of Gender Indicators in Turkish Culture in Animated Cartoons"** (*Türk Kültüründe Toplumsal Cinsiyet Göstergelerinin Çizgi Filmlere Yansıması*), at **our Institute of Graduate Education, Teaching and Research**. This postgraduate research contributes to our academic work on gender representation and cultural expectations.

In this research, we examined **20 episodes** from two children's animated series broadcast on **TRT Çocuk — Elif'in Düşleri and Aslan** — through semiotic analysis of female and male characters. The thesis identified the persistence of **traditional gender stereotypes** within the selected programmes, informing discussion of gender roles in children's media.

Through this **2025 master's thesis**, we contributed to academic debate on **gender representation, media culture and children's social learning**. We identify this output as **postgraduate research, not a peer-reviewed journal article**. Our work through **ELEVATE** provides a complementary example of applying academic methods to women-focused community capacity-building.

Selected contribution	Format and year	Area of relevance
Ayşenur Kayar — Türk Kültüründe Toplumsal Cinsiyet Göstergelerinin Çizgi Filmlere Yansıması	Master's thesis, Cappadocia University, 2025	Gender representation; children's media; semiotic analysis
ELEVATE: Empower Women Entrepreneurs in Türkiye Post-2023 Earthquake	International applied project, launched in training in 2025	Women's enterprise; digital inclusion; post-disaster recovery


KÜN

Kapadokya Üniversitesi

Lisansüstü Eğitim, Öğretim ve Araştırma Enstitüsü

Kültürel Çalışmalar Anabilim Dalı

TÜRK KÜLTÜRÜNDE TOPLUMSAL CİNSİYET GÖSTERGELERİNİN ÇİZGİ FİLMLERE YANSIMASI

Ayşenur KAYAR

Yüksek Lisans Tezi

Nevşehir, 2025

Figure 13. Postgraduate research on gender representation and stereotypes in children's animated media, Cappadocia University, 2025.

2025 ACTIVITY OVERVIEW

A year of awareness, partnership and action

Selected activities show how formal equality commitments were translated into visible University and community programmes.

Date	Activity	Recorded contribution
8 March 2025	Intergenerational Women's Day creative activity	Student volunteering and social participation
10 March 2025	Women and Identity panel and workshops	Critical discussion of social expectations
12 April 2025	Women's Health Conversations	Public health awareness programme announced
16 April 2025	"Is Gender Equality Possible?" seminar	100 student attendance records
10 May 2025	Women's Basketball Team Selections	Participation opportunity announced
24 May 2025	Cappadocia–Uçhisar Slow Food Earth Market	Market opened; women-producer relevance
21 June 2025	Women in Aviation panel	Named professional speakers and students
29 August 2025	Gender Equality Commission annual report	Guide, support channel and activities recorded
7 October 2025	ELEVATE initial training cohort	20 women entrepreneurs
31 October 2025	ELEVATE project presentation	University-partner meeting
15 December 2025	Seminar on Combating Violence Against Women	Official event announcement

We distinguish activities with **documented completion, attendance or other measured results** from programmes supported only by **dated institutional announcements**. Where an attendance figure or outcome has not been verified, we describe the programme and its purpose without assigning an estimated audience or result.

IMPACT AND INTERPRETATION

What our 2025 evidence demonstrates

Our reported results capture policy, participation and delivered initiatives with distinct measurement units.

Dimension	Verifiable evidence	Institutional contribution
Governance	KÜN.PB.013, KÜN.PL.01, YNG.056	Defined equality commitments and responsibilities
Prevention and support	2025 Commission report: guide, brochures, contact channel	Information and routes for requesting help
Workforce representation	359 women of 712 employees	Gender-disaggregated institutional picture
Student learning	100 seminar attendees, 16 April	Gender-equality awareness
Professional visibility	Women in Aviation panel, 21 June	Women role models and career discussion
Women's livelihoods	ELEVATE first cohort: 20 women, 7 October	Digital-capacity training initiated
Local participation	Uçhisar Earth Market opened, 24 May	Women-producer and regional partnership context
Research	2025 master's thesis; 20 animated episodes	Knowledge about gender representation

During **2025**, we advanced **formal equality frameworks, confidential student-support mechanisms, awareness activities and international partnerships**. Our documented results include **359 women among 712 staff (50.4%)**, **100 students** attending our **16 April 2025** equality seminar and **20 women entrepreneurs** entering ELEVATE's first cohort on **7 October 2025**. We keep these distinct measures separate and do not attribute unmeasured long-term outcomes to them.

What we will continue to strengthen

To improve outcome assessment, we aim to expand gender-disaggregated monitoring of **student entry and graduation, academic promotion, leadership appointments, the use of support services and women's programme progression**, while respecting confidentiality and data protection.

OUR SUSTAINABLE DEVELOPMENT CONTRIBUTION

A sustained commitment to equal opportunity

We will continue to connect fair institutional practice with women's leadership and community empowerment.

We regard gender equality as both a fundamental institutional principle and a practical responsibility across teaching, research, employment and engagement with society. Our **2025 activities** strengthened links between formal equality governance, accessible student guidance, professional visibility and partnerships supporting women entrepreneurs.

Through our **Gender Equality Action Plan**, we established a continuing structure for **recruitment, promotion, leadership, safety, work–life balance, teaching and research**. Through our **Gender Equality Commission's 2025 activities**, we strengthened student-facing guidance and awareness. Through **ELEVATE**, we extended digital-skills opportunities beyond campus to women rebuilding their livelihoods after the earthquakes.

Connections across the Sustainable Development Goals

Primary contribution	Additional connected contributions
SDG 5 — Gender Equality: women's empowerment, non-discrimination, safe participation and equal opportunity	SDG 4: inclusive education and awareness; SDG 3: health and wellbeing; SDG 8: enterprise development and decent work; SDG 10: reduced barriers to participation; SDG 12: local sustainable production; SDG 17: cross-sector partnerships



Figure 14. Advancing gender equality through education, institutional commitment, women's agency and community partnership.

Our primary contribution is to **SDG 5 – Gender Equality** through our institutional equality policy and action plan, confidential support arrangements, awareness education, the promotion of women's professional opportunities and partnerships that strengthen women's economic and social participation.

Connections with other development goals

SDG 3 – Good Health and Well-being. We support student wellbeing and access to psychological counselling, confidential assistance and women's health information.

SDG 4 – Quality Education. We promote inclusive learning and gender awareness, including our 16 April 2025 seminar attended by 100 students and postgraduate research on gender representation.

SDG 8 – Decent Work and Economic Growth. We promote fair recruitment and career progression and launched the first ELEVATE training group for 20 women entrepreneurs in Hatay on 7 October 2025.

SDG 10 – Reduced Inequalities. Our equality policy, student support mechanisms and awareness activities address gender-related barriers to fair participation in university and community life.

SDG 12 – Responsible Consumption and Production. Through the Cappadocia–Uçhisar Slow Food Earth Market, opened on 24 May 2025, we work with the Uçhisar Kadıneli Development Association to strengthen women's participation in local sustainable food systems.

SDG 16 – Peace, Justice and Strong Institutions. Our policy, Gender Equality Commission, sexual-harassment information guide and confidential support channel contribute to safer participation and institutional accountability.

SDG 17 – Partnerships for the Goals. We collaborate with the British Council, the University of Wolverhampton, Hatay Mustafa Kemal University, civil society organisations and regional partners to support women's empowerment and knowledge exchange.

Our 2025 perspective

Our 2025 activities demonstrate how **institutional safeguards, education, women's professional visibility and community partnerships** can reinforce one another. We will continue developing measurable opportunities for women, improving equal participation in our University and extending our expertise to the communities with which we work.