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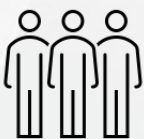



ROADMAP TO GENDER EQUALITY PLANS AT HIGHER EDUCATION INSTITUTIONS



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Higher education institutions (HEIs) encounter several new challenges in the last decade. Some of these global challenges include the COVID-19 pandemic, climate crisis, political polarization, conflicted environment (wars, regional conflicts, radicalization, terrorism etc.) and increasing gendered based inequalities. The responses to these challenges require collective action and a cooperative approach.

Establishing a Gender Equality Center (GEC) is a step forward to cope with the gender-based challenges at the higher education institutions (HEIs).

This roadmap/manual provides some key suggestions on how to establish an effective GEC at the HEIs and how to make it useful for the staff and the students of the HEIs.

The roadmap is prepared by examining the initiatives and shared experience between Yasar University (Turkey) and University of Mosul (Iraq)



Step 1

Determine your motivation

What is your main motivation to establish a Gender Equality Center?



UN Security Council Resolution (1325) regarding the National Action Plan (for the agenda of women, security and peace)

Implement Iraqi Ministry of Higher Education and Scientific Research (MoHESR)'s plans and programmes on gender

Empowering women's skills in higher education, increasing awareness on gender equality.



Women Empowerment Unit is established on the 21st of October 2021.



The unit is administratively functions under the University Chancellor's office within the structure of the MoHESR



Raise awareness about gender issues among students and the staff

Support academic studies and researches on gender equality

Conduct public activities to create awareness on gender equality among the society



Women and Family Research Center established in 2020.



The Center administratively functions under the University Rector's office



Step 2

Review the legal, socio-economic and cultural context

STATE OF THE PLAY and SETTING THE CONTEXT

- ◆ Review relevant existing legislation and policies in your country.
- ◆ Review the relevant existing legislation and policies at your own institution.
- ◆ Review socio-cultural context in your country and the institution.

SET THE BOUNDRIES OF YOUR INTERVENTION

☞ **CONSIDER THE SPECIFIC CONTEXT AT YOUR OWN INSTITUTION**

☞ **CHECK EVEN SOMETIMES THE WORDING / PHRASING MATTERS**



After completing Step 3 and Step 4, based on a data driven approach, review your legal and institutional setting to strengthen the effectiveness of the Center.



Make the Center accessible and effective hub for all the students and staff where their feedbacks are considered and integrated in the functioning of the Center.



Step 3

Activities for students

DETERMINE THE CONTEXT ON THE LEVEL OF KNOWLEDGE and THE NEEDS OF THE STUDENTS



Conduct a short survey to determine;

- 1) The awareness and knowledge level of students on gender equality
- 2) The needs/challenges encountered by the students

Organize a focus group discussion (5–8 students) to determine the themes on needs and suggestions for gender equality approach in the university

List the areas that need intervention due to gender differences. Follow a data-driven approach.

Identify existing measures promoting gender equality and list the ones that need to be developed.

Offer gender equality course(s) for all students, not for specific department.

Organise awareness raising campaigns (students projects, NGO collaborations).



FOLLOW A DATA-DRIVEN APPROACH AND BASE YOUR ACTION PLAN ON YOUR ANALYSIS



Step 4

Activities for the university staff

DETERMINE THE CONTEXT ON THE LEVEL OF KNOWLEDGE and THE NEEDS OF THE STAFF



Conduct a short survey to determine;

- 1) The awareness level of the academic and also administrative staff on gender equality
- 2) The needs/challenges encountered by the staff.

Organize a focus group discussion with the staff to determine the themes on needs and suggestions for gender equality approach in the university.

List areas that need intervention due to gender differences. Determine if gender based oppression exists in the institution. Follow a data-driven approach.

Offer gender equality training for all the staff and certify it. It might also be offered online.

Follow a multifaceted and participatory approach.

Staff meetings should not only target identifying needs but it should also focus how gender related issues are integrated in the policies of the staff recruitment, research projects, teaching activities, communication, decision-making, external relations, procedures regarding issues related with sexual abuse and harassment.

Note down any suggestions shared.

Target to create a work environment that is sensitive to gender equality in all academic and administrative units.



Step 5

Developing Cooperation

IDENTIFY YOUR EXTERNAL STAKEHOLDERS and ESTABLISH ACTIVE ALLIANCES



- ◆ Determine the external stakeholders such as public institutions, gender-based NGOs, private companies, families of the students and staff, international donors, other universities having gender centers.



- ◆ Invite gender experts for specific workshops.



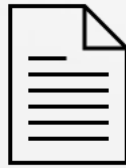
- ◆ Apply to small/medium grants of donors (such as UNWOMEN, SPARK to empower the gender center or conduct collaborative activities, exchange of experience with your stakeholders.



Step 6

Gender Equality Plan

SETTING UP A GENDER EQUALITY PLAN



Based on all previous step, prepare a Gender Equality Plan (GEP) / Policy Document for the Prevention of Gender-Based Discrimination.

It should be developed through data driven and participatory approach.

Include your targets and performance indicators in the plan throughout a time plan.

Give visibility to your Plan.

The plan should be incorporated into the institutional strategic planning which would in the long run contribute to the gender sensitive teaching and management culture.

Implement the plan under the coordination and monitoring of the Gender Equality Center.

The Gender Equality Plan is prepared at Yasar University in 2021 and as a requirement of the policy document, the university adopted Gender-Based Discrimination, Violence and Sexual Harassment Prevention Directive in 2021. The development of gender sensitive management/teaching culture is still in progress.

