



2022
Sustainability Report
SDG 10



REDUCING INEQUALITIES



LETTER FROM THE REPORT RECTOR

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Ege University is a leading university, an example of the Turkish higher education system, which has received Turkey's first Institutional Full Accreditation Certificate and has the identity of a Student-Focused Research University.

Our University, with its 68-year deep-rooted history, strong academic staff, qualified scientific studies, distinguished students, and graduates, is to make a supreme effort to build a solid future for new generations by being sensitive to the realities of the world, our country and the society we live in. Ege University is a strong research institution with an entrepreneurship and innovation ecosystem where R&D, innovation, knowledge, and technology transfer take place between industry and university.

Ege University has adopted all the goals of eliminating inequalities, strengthening economic growth and employment, improving cities and residential areas, ensuring industrialization, protecting oceans and ecosystems, producing and consuming energy more sustainably, combating climate change, developing sustainable production and consumption, and empowering human rights. Our university operates within an adequate ultrastructure designable to implement all academic and operational activities within the SDGs framework.

We steadfastly persist in our pursuit of elevating Ege University into a vanguard research institution dedicated to pioneering technological advancements in support of sustainable development.

This report not only contains in-depth information about Ege University's remarkable efforts in each of the United Nations Sustainable Development Goals throughout 2022 but also reveals the key strategies of our institution. Moreover, it serves as a guiding compass, not only illuminating our efforts but also enabling a keener determination of our evolving needs and strategic plans.

In harmonious unity, we ardently endeavor to steer our institution towards a guiding and pioneering role by meticulously realizing our objectives through a management philosophy of fairness, equity, and accessibility.

I appreciate all my esteemed colleagues whose collective efforts have shaped this report.

With warm regards and respect..."

Prof. Dr. Necdet BUDAK
Rector



LETTER FROM THE REPORT TEAM

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As the Sustainability Report Team, Ege University, we are proud and excited to present the third annual Sustainability Report of Ege University, one of Turkey's pioneering universities, prepared to concretize the University's commitment to sustainability and enable you to follow our sustainability-related efforts closely.

Sustainability lies at the heart of Ege University's main objectives. Besides, our university bears the responsibility of leaving a more livable world to future generations, and it emphasizes its determination to integrate sustainability principles in the fields of education, research, social contribution, and campus management. Over the years, Ege University has built a strong track record of offering sustainable solutions to address the challenges facing the university and society. In 2020, all these efforts culminated in establishing the Rankings Office. This move not only strengthened the university's commitment to sustainability but also led to the formation of sub-commissions focusing on various Sustainable Development Goals. These sub-working groups brought together academics and administrative staff from every faculty and the Rectorate, each contributing diverse perspectives and professional expertise.

What makes the Rankings Office even more dynamic is its inclusion of the Sustainability Report Team, which actively participates in all activities, thus enhancing the visibility of the office across the university.

Ege University aims to extend influence far beyond the boundaries of our institution. The EGE Sustainability Team seeks to be a trailblazer in instilling a culture of sustainability in other higher education institutions. Our Sustainability Team and its sub-working groups are going to serve as advisors to our university as well as to other universities, offering insights into Sustainable Development Goals and impact management. Furthermore, we are going to continue to be actively involved in educational initiatives that support schools on their sustainability journeys.

Beyond our campuses, we actively engage with local communities, businesses, and government entities to foster sustainable relationships, collaborate on solving common issues, and share our wealth of knowledge.

Ege University is unwavering in its commitment to the responsible management of resources to mitigate their impact on society, the environment, and the economy. This report offers a transparent and current source of information, providing valuable guidance to universities and stakeholders seeking to expand their knowledge on sustainability.

EGE University is actively dedicated to advancing sustainability through research, education, and innovation to become a leading institution in Turkey and worldwide. Our primary focus is on enhancing the accessibility, inclusivity, and affordability of our university for the benefit of our community. We cultivate positive partnerships with industry leaders to strengthen our engagement and ensure the use of environmentally sustainable practices that support innovation and research.

This report offers insight into EGE UNI's position in 2022 regarding enhancing sustainability in Turkey. We share our initiatives and commitments related to environmental, social, and economic sustainability, along with their corresponding impacts. We extend our gratitude to our sub-working groups, the Sustainability Report team, our dedicated students, EGE's esteemed academicians, and the Rectorate for their unwavering efforts this year to further our sustainable impact.

Our journey towards securing the sustainability of our world is an extensive and long way one. As the EGE Sustainability Team, we place our trust in the dedication of our university's staff and students to continue their improvements this year and sustain their endeavors well into the future.

We appreciate your interest in the Ege University Sustainability Report and eagerly welcome the feedback of our readers.

Assoc. Prof. Göknur ŞİŞMAN AYDIN
Coordinator of Sustainability Studies
Office of Institutional Development
Planning and Monitoring



REDUCING INEQUALITIES

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Monitoring Applications of Underrepresented Groups

Units based on monitoring the applications of underrepresented groups at our university serve within the legal regulations. Today, the intense interest in social responsibility projects based on intercultural partnerships, global education and collaborations has brought the social responsibility coordinatorship and student community activities at our university to the top. Through many projects in the societies, our students carry out studies for the business world and their careers. In this sense, our university supports young people to be participatory individuals in both arts and sports both during their education life and after graduation, and to remain connected to the university they graduate from with a sense of belonging. University-industry partnerships, alumni office activities, and participation in art and sports competitions are supported in the career fairs organized. In a sense, our university is a pioneering and student-oriented institution with its academicians, administrative staff and students in accordance with its quality policy, with preventive, remedial and entrepreneurial studies that reflect the spirit of the time. Accessibility in campus life is realized through both digital and physical cooperation at the highest level. Academic staff mobility in the higher education institution can be supported, national and international cooperation of graduates in industry, trade, education, health, agriculture and other fields can be increased, and communication with graduates from international exchange programs can be strengthened. Our university has scholarships within the scope of official data and counseling, follow-up and support mechanisms in terms of housing, nutrition, part-time work advantages for students who are determined to have low income. Based on the principle of equal opportunity, low-income students can be identified during enrollment and prioritized to benefit from scholarships and other opportunities. The number of part-time students can be increased.



In our university, individual-oriented accessibility is taken as a basis in the coordination of all services within the framework of non-discrimination and equality of opportunity. Monitoring evaluations of services based on the principle of a student-oriented, fully accredited, green and sustainable safe higher education are carried out. Administrative and academic structuring is given importance in supporting participation in education, training and social life and increasing the quality of services in a holistic structure. The professional competencies of academic and administrative staff are strengthened through institutional in-service trainings. For example, the Barrier-Free Aegean Coordinatorship for all arrangements for disabled individuals in higher education, arrangements for disabled students in special talent exams, supporting academic and social participation with social responsibility projects, supporting the orientation

process of every student without discrimination, food and scholarship advantages for low-income students can be evaluated in this context. Ege University, which has a strong regional impact, prioritizes international research quality and social benefit, is one of the first examples in our country of an approach that aims to bring industry and university together in R&D, innovation, knowledge and technology transfer, in addition to the quality education, theoretical and applied research activities it offers at the international level. An Equal Opportunity Directive can be prepared that takes into account the full participation in education and training by protecting the rights of every individual who comes to our university. Mentoring can be provided to students at the secondary education level through the Dean of Students' Office and Ege University Dean of Students' Office Student Council with the protocol of Provincial National Education and/or Ministry of National Education. The goal of strengthening student potential with more detailed information will be served.



Inclusion of Underrepresented Groups within the University

Units are in place to take planned actions to recruit students, staff and faculty from underrepresented groups. The remuneration policy of the academic and administrative staff working at our university and the student-oriented policy of supporting low-income students is effective in supporting full participation, independent living and combating discrimination based on age and gender. The activities of the Barrier-Free Aegean Coordinatorship for students based on the empowerment of individuals living below the income level according to age, gender, disability, have achieved 1st place in Turkey in the category of Barrier-Free Engagement Award in 2022. In 2023, it was in the group that received the highest awards in Turkey.

ENGELSİZ ÜNİVERSİTE ÖDÜLLERİ 2023 ADAYLARI

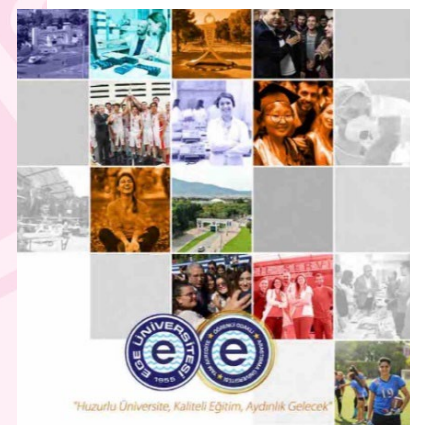


Anti-Discrimination Policies

At our university, the principle of participatory and equal opportunity based on the principle of sharing ideas and suggestions and the principle of accessibility, including senior management, are taken into consideration. EgeDers application is important in terms of Barrier-Free Education. Based on accessibility and digital transformation, Ege Ders Platform was deemed worthy of the 2022 Barrier-Free Informatics Award.

EgeDers Exam Module Trainings, which stands out with adaptations for course access for individuals with disabilities, are organized. EgeDers Without Barriers EgeDers Training. Our university has graduate education programs for academic studies based on supporting women's studies, gender equality and reducing inequalities.

In order to contribute to the post-university careers and personal development of our students, various trainings and seminars are organized throughout the year in our Career Planning and Success Coordinatorship. In case of health problems, our students can contact Ege University Faculty of Medicine Campus Polyclinic, which is located in the Health, Culture and Sports Department building.



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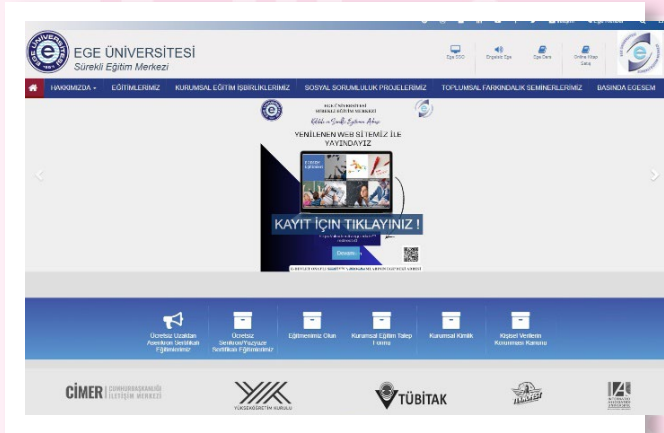


The administration follows policies based on the professional empowerment of each individual to appoint a diversity and equity committee, office, and officer (or equivalent) to implement policies, programs, and training on campus related to diversity, equity, inclusion, and human rights.

For example, Ege University Continuing Education Center reached 25,837 people in direct education through 159 trainings. In the trainings provided for health purposes, 14, 227 people were reached in 31 trainings with 3348 disadvantaged adults (children, peasant women, elderly people over 60, and students). Data-based decision-making structures can be strengthened in the principle of the digital environment in institutional monitoring and evaluation. Purpose-oriented practical pieces of training can be organized in each unit where relevant staff can demonstrate similar competencies through pieces of training. Prior to the evaluations, needs analyses should be determined separately for students, academic and administrative staff, and action plans should be developed in a holistic structure. Institutional solutions and support mechanisms can be used when the reasons for the solution are specified. Within the scope of combating harassment and discrimination, our university has implemented practices based on the necessary legal regulations through ethical principles based on inter-unit cooperation and the protection of legal rights.

Ege University has a Steering Committee for Promoting Gender Equality and Sexual Harassment Prevention Unit.

Protection of the rights of employees is based on the adoption of legal policies including financial, wage and social protection policies. For this purpose, in order to ensure equality, union rights are regulated for civil servants and workers in accordance with the Law No. 4688 on Public Officials' Trade Unions and Collective Bargaining and the Law No. 6356 on Trade Unions and Collective Bargaining Agreements.



According to the Anti-Discrimination Policies, everyone is equal before the law without discrimination based on language, race, color, sex, political opinion, philosophical belief, religion, sect and similar grounds. Women and men have equal rights. The State is obliged to ensure that this equality is realized. Measures to be taken for this purpose cannot be interpreted as contrary to the principle of equality. Article 3 of the Law No. 657 titled Basic Principles defines Classification, Career and Merit, and Merit is to base the entry into State public service positions, advancement and promotion within the classes, and termination of the duty on the merit system and to provide security to the civil servants in the implementation of this system with equal opportunities.

Pursuant to Article 5 of the Labor Law No. 4857 titled "Equal Treatment Principle", no discrimination based on language, race, color, gender, disability, political opinion, philosophical belief, religion and sect and similar reasons can be made in employment relations. There is an effective, reliable and accountable institutional understanding Accessible and systematic feedback process in each unit is structured according to the principle of transparency. Accessibility and participation are essential in the institution. Communication channels open to all academic and administrative staff and students have been established.



Supporting Underrepresented Groups

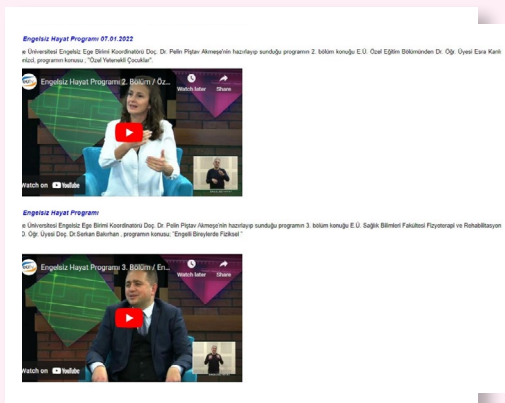
Ege University is a pioneering institution in education, training, accreditation and student orientation with its planned and well-managed immigration policies. There is an international relations coordinatorship in our institution, which has achieved great momentum and success in internationalization. In this sense, a planned and systematic flow is followed in the management of student admission and registration processes, and student admission is organized according to the principle of equal opportunity. It is aimed to provide students continuing undergraduate and graduate education with competencies that can contribute to the development indicators of the country. EBİLTEM, AROM, Dean of Students Office, Career and Success Coordinatorship efforts are made to contribute to a sustainable ecosystem with the efforts of EBİLTEM, AROM, Dean of Students Office, Career and Success Coordinatorship in order to produce graduates who can offer added value to the society they live in with an entrepreneurial, innovative and researcher spirit. In order to monitor the quality and indicators of the studies in the institution, unit has active and effective comparisons. Social Responsibility Projects Coordinatorship Alumni Relations Office International Relations Coordinatorship projects aim to increase the income levels of students by strengthening their professional competencies and increasing their cooperation skills. Partnerships are established to provide internships and experience in work life. Participation in Career Fairs is ensured, and opportunities for job interview experiences are provided to enable them to meet the business world in order to work in jobs suitable for their qualifications.

It was organized by Ege University with 19 other stakeholder universities in the region on March 21-22, 2022 at Fuar İzmir. Data Monitoring and Evaluation Office (EGE-VIDO) Data of students who are awarded scholarships, food scholarships and part-time students are recorded. Providing Guidance, Counseling or Mentoring to Support Students, Staff and Officials from Underrepresented Groups

Ege Without Barriers Coordinatorship aims to make education and training services at our university suitable for the needs of disabled students.

There are a total of 29 help videos on the Ege Ders platform to facilitate the education and training process. There are 21 videos in Announcements for Instructors.

Based on the needs of students with disabilities, it is ensured that their academic, social and cultural participation is supported, their instructional adaptations are determined individually by the Barrier-Free Aegean Coordinator (Assoc. Prof. Dr. Pelin Piştav Akmeşe), and Individual Adaptation Letters are prepared and sent to the units they study. The website link of the unit is attached.

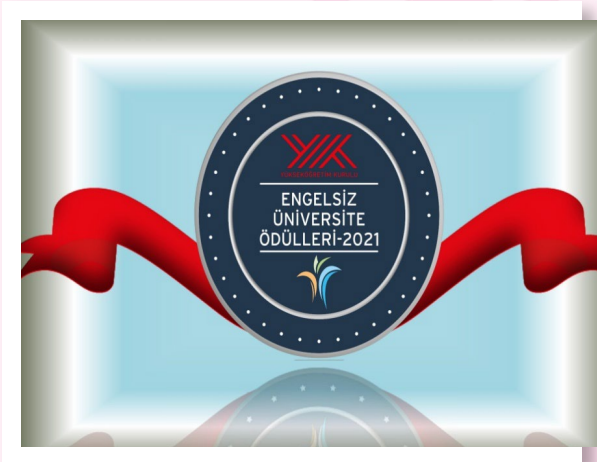
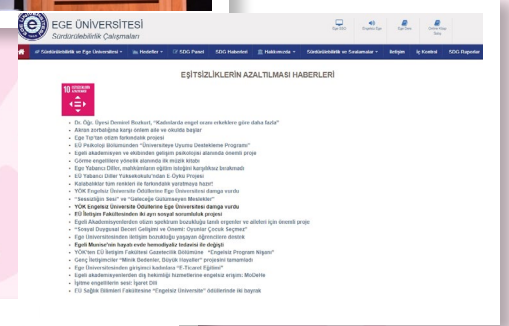


Providing Accessible Buildings For People With Disabilities

Department of Construction Works The Barrier-Free Aegean Unit Coordinatorship and the Department of Construction Works are working in coordination to construct accessible buildings for disabled individuals within the accessible facilities. and all units are carrying out accessibility studies in coordination.

It is important to share institutional information on legal regulations based on prevention of discrimination. In order to provide accessible services for persons with disabilities, the regulations of the Department of Structural Works are based on the attached legislation.

Existing policy documents can be considered as a basis in this regard. Monitoring and evaluation units are in place to ensure equal opportunities and reduce inequalities through the promotion of appropriate legislation, policies and actions.





THE Impact Rankings Methodology 2024 & GRI Index Matrix

THE	Impact Rankings Methodology 2024 Version 1.1	GRI	Disclosure	Reported	Page
10.1	Research on reduced inequalities			Fully	3
10.2	First-generation students			Fully	3
10.2.1	Proportion of first-generation students			Fully	3
	Number of students starting a degree			Fully	3
	Number of first-generation students starting a degree			Fully	3
10.3	Students from developing countries			Fully	3
10.3.1	Proportion of international students from developing countries			Fully	3
	Number of students			Fully	3
	Number of international students from developing countries			Fully	3
10.4	Proportion of students with disabilities			Fully	3
10.4.1	Proportion of students with disabilities			Fully	3
	Number of students			Fully	3
	Number of students with disability			Fully	3
10.5	Proportion of employees with disabilities			Fully	3
10.5.1	Proportion of employees with disabilities	GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees 401-3 Parental leave	Fully	3
	Number of employees	GRI 2: General Disclosures 2021 GRI 404: Training and Education 2016	2-7 Employees 2-8 Workers who are not employees 404-1 Average hours of training per year per employee	Fully	3
	Number of employees with disability			Fully	3
10.6	Measures against discrimination			Fully	3
10.6.1	Non-discriminatory admissions policy Have an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions			Fully	3
10.6.2	Access to university track underrepresented groups applications Measure and track applications and admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low income students, non-traditional students, women, LGBT students, and disabled students, and newly settled refugee students.			Fully	3
10.6.3	Access to university underrepresented groups recruit Take planned actions to recruit students, staff, and faculty from under-represented groups			Fully	4
10.6.4	Anti-discrimination policies Have anti-discrimination and anti-harassment policies			Fully	2,4
10.6.5	University diversity officer Have a diversity and equality committee, office or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes and trainings related to diversity, equity, inclusion and human rights on campus.	GRI 2: General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016	2-7-a Employees 405-1 Diversity of governance bodies and employees) 405-2 Ratio of basic salary and remuneration of women to men)	Fully	2,4
10.6.6	Support for underrepresented groups Provide mentoring, counselling, or peer support programmes to support students, staff, and faculty from underrepresented groups.	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and Fully employees 405-2 Ratio of basic salary and remuneration of women to men	Fully	2,4
10.6.7	Accessible facilities Provide accessible facilities for people with disabilities.			Fully	2,4
10.6.8	Disability support services Provide accessible facilities for people with disabilities.			Fully	2,4
10.6.9	Disability access scheme Provide access schemes for people with disabilities such as mentoring or other targeted support			Fully	2,4
10.6.10	Disability accommodation policy Have reasonable accommodation policy or strategy for people with disabilities including adequate funding	GRI 207: Tax 2019	207-1 Approach to tax	Fully	4



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