



The Cultural Studies Center for Peace Gender Equality Policy Document

1. Introduction

This document reflects the Cultural Studies Center for Peace - bakad's ("Institution" thereafter) aim to provide and support gender equality and diversity. Our policy paper openly expresses our commitment and goals regarding gender equality. Within this scope, we announce our commitment to do our best to progress and develop to the public.

2. Situation Analysis

- The institution seeks to maintain and support the gender balance in its activities.
- Endeavors providing visibility and rights to the LGBTI+ balancedly.
- Seeks gender equality and diversity in relations with non-governmental organizations.
- Prioritizes protecting the diversity within the institution and creating policies serving to this end.
- Grounds on gender equality during the organization process and structures decision-making mechanisms accordingly.

3. Principles and Values

- **Inclusivity:** It commits to establishing an inclusive environment between various cultures and lifestyles by respecting the rights of every individual.
- **Equal Opportunities:** It rejects gender discrimination and emphasizes that every individual has the right to access equal opportunities.
- **LGBTI+ Inclusivity:** It has the aim to protect the rights of LGBTI+ and raise their visibility.
- **Democratic Decision-making:** By enabling equal participation of community members, it adopts a fair and democratic approach to decision-making processes.

4. Application and Action Steps

- **Discriminatory Language and Behavior:** Discrimination is rejected, and any discriminatory language or behavior is avoided.
- **Safe Spaces:** Safe spaces are established for women and LGBTI+; discrimination based on gender/sexual orientation/gender identity is not allowed, and such behavior is not tolerated.

- ***Information Sharing and Awareness:*** Information sharing events and workshops about gender equality and diversity to the members and communities are organized.
- ***Diversity and Representation:*** Diversity is glorified within the institution and various races/ethnicities, religions/beliefs, genders, sexual orientations, and gender identities are represented.

5. Obstacles and Remediation

- ***Media and Resource Limitations:*** Strategies to use media tools effectively and create resources in order to protect gender equality and diversity are developed.
- ***Organization and Division of Labor:*** To provide diversity and balance, organization and division of labor policies are developed.
- ***Gender Equality Policies:*** Grounds on updating gender equality policies and attitudes inconfusedly.

6. Monitoring and Assessment

- The institution holds bimonthly self-criticism meetings and monitors the progress of gender equality and diversity.
- Gender equality is emphasized at the information sharing and workshops by the institution to the members and volunteers. Updates on the policy paper are made according to the feedback.
- Transparent and egalitarian standards are set on the division and pricing of labor, and the Board of Management is responsible for the monitoring of the application.
- An ethical committee is formed in case of a violation. The institution approves the decisions of the ethical committee with the decision of the Board of Management.

This document contains the Cultural Studies Center for Peace - bakad's commitments and action plan regarding gender equality. This policy document has been accepted and amended by the board decision dated 01.06.2023 and numbered 6 in order to promote gender equality and diversity, raise awareness, and bring every employee, member, and volunteer of our community together in an inclusive environment.