

ABDULLAH GÜL UNIVERSITY DIVERSITY AND INCLUSION STRATEGY (2021-2027)

Introduction

Abdullah Gül University (AGU), as a 3rd generation university, undertakes the mission that aims to impact on society locally and universally. The vision of the university is to be a prestigious international university by producing information for the benefit of science and society. In this context, AGU's vision and mission show strong parallelism with the Diversity and Inclusion Strategy of AGU. Apart from this, AGU's Strategic Plan for 2023-2027 was designed and implemented in accordance with the purposes of Diversity and Inclusion.

I. Recruitment

We strongly believe that the recruitment process embracing all the diversity guarantees the success of the University. The recruitment process for the students is carried out regardless of the gender, race, religion and belief, economic background, sexual orientation, physical and mental disabilities of the students. The students from different social backgrounds are encouraged to apply to university for increasing diversity at AGU. Abdullah Gül University aims to provide all the facilities and services to everyone in order to guarantee equality. The groups called as disadvantaged are highly supported and encouraged whenever needed.

The recruitment process for Academic and Administrative staff is completely safe, transparent and thus accountable. The only criterion for career opportunities and career progression is the success which is the combination of information, skills and experience. AGU's perspective represents the idea that AGU needs diversified manpower which never meets systematic/non-systematic discrimination or exclusion. We target

to increase the diversity of the staff since we strongly believe the diversity of voice, qualification and experience is the catalyst for the success of the university.

II. Accessibility

We accept the principle which refers to “Education for everyone” as we deeply feel the responsibility that impacts on society as a whole. That is to say, AGU considers not only the registered students but also the members of the whole national and international community as potential target for education. AGU implements the modern techniques so as to allow the potential learners to access the materials both physically and digitally. The inclusion and diversity at AGU covers the members of university called as “AGU Community”; staff, students and also the partners plus the guests. AGU aims to offer the opportunities to all based on the principle of non-discrimination. What’s more, AGU tries to guarantee that all have equal means to access the opportunities.

III. Organizational Culture

The organizational culture of AGU adopts the respect for the individual differences. Furthermore, AGU aims to be a leading university on inclusion and diversity by enhancing this organizational culture. AGU commits itself to enhance the individual and organizational awareness on diversity and inclusion by keeping the diversity dynamic and powerful in AGU Community. In this point, needless to say, racism is tolerated in no way at AGU.

AGU has an influential Community where diversity is well respected and embraced on an individual and institutional basis. In

parallel with this, we're more engaged in local, national and international partners which are sensitive to diversity and inclusion.

Apart from this, AGU has well established institutional body named "*Diversity and Equality Committee*" which analyzes and recommends university policies related to following fields:

- Protection of Human Rights,
- Peace and Inclusion,
- Promoting Equity and Reducing Inequality,
- Justice and Strong Institutions,
- Gender Equality

IV. Leadership

The leadership and management positions of AGU represent diversity, and thus every member of "AGU Community" is automatically part of the governance and decision making process.. Different voices are respected, embraced and recognized at management level which might be called as democratic governance at university. Therefore, no opposite thoughts are excluded at strategic positions.

Future Plans and Conclusion

AGU plans for future are;

- To strengthen the role of Diversity and Equality Committee
- To support the Student Clubs to increase the awareness of the inclusion and diversity at AGU Community.
- To have stronger collaborations with local, national and international partners on this subject.

- To increase the awareness we will provide better educational materials to the AGU Community.

AGU aims to increase the awareness of diversity and inclusion by implementing all these future plans. One of the main missions of the university, as understood at AGU Community, is to have a strong societal impact. From this point of view, we do not limit the scope of potential learning to registered students. Instead, we include whole members of society to our target group including all underrepresented groups.

All in all, we, as a whole community, commit to be a leading university on this subject. We plan to use all the materials and tools with the aim of achieving the goals on diversity and inclusion.