

TRANS-ALTAI SUSTAINABILITY DIALOGUE: GENDER AND SUSTAINABILITY

GENDER EQUALITY IN HIGHER EDUCATION ORGANIZATIONS

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BACKGROUND AND MOTIVATION

- One of the purposes of gender equality index for universities is to measure and evaluate gender equality situation, how organizations are doing in terms of respecting rights of people who are working and studying in universities, identifying areas of challenges.
- Another purpose is to identify what should be further improved on at the higher education policy level
- It is important to consider gender equality at universities because it's a place where youth gather together in large numbers. This is the place to obtain proper knowledge about gender equality before entering job market and society where they will spread right ideology about gender equality

What is University Gender Equality Index

The University Gender Equality Index is a tool to measure the progress of gender equality in universities around the globe.

It is composed of set of parameters in three key areas:

- Governance
- Faculty and staff
- Students

WHY INDEX

What gets measured gets done.

The University Gender Index

- First Index was developed in 2021 by one of the authors (Ankhbayar Begz)
- Four major global indices were studied: World Economic Forum Gender Gap Index, European Union Gender Parity Index, UNESCO Gender Equality Index, UNDP Gender Inequality Index but none of these indices study universities specifically
- The new Index consisted of **63** parameters
- Data to be collected and evaluated using

WEIGHTED AVERAGE METHOD

Next step is to collect sufficient data to enable optimization

First case: Mongolia

It was first applied to the Mongolian University of Science and Technology

- Governance : 0.2 out of 1
- (For Example: BOD has 15 members, all men)
- Faculty and Staff 0.5 out of 1
- Students 0.6 out of 1
- Total score 0.4

It took more than 3 months to collect all data because there is no gender segregated data.

PILOT PROJECT: 4 countries, 8 universities

At Stanford University, we expanded the scope of the index application to study 8 universities in 4 countries. Those are:

Mongolia

Mongolian University of Science and Technology

German-Mongolian Institute of Technology

USA

Stanford University

University of California, Berkeley

Korea

Seoul National University

Yonsei University

Japan

Osaka University

Waseda University

USA

STANFORD UNIVERSITY AND UNIVERSITY OF CALIFORNIA, BERKELEY

Stanford University total score : 0.86

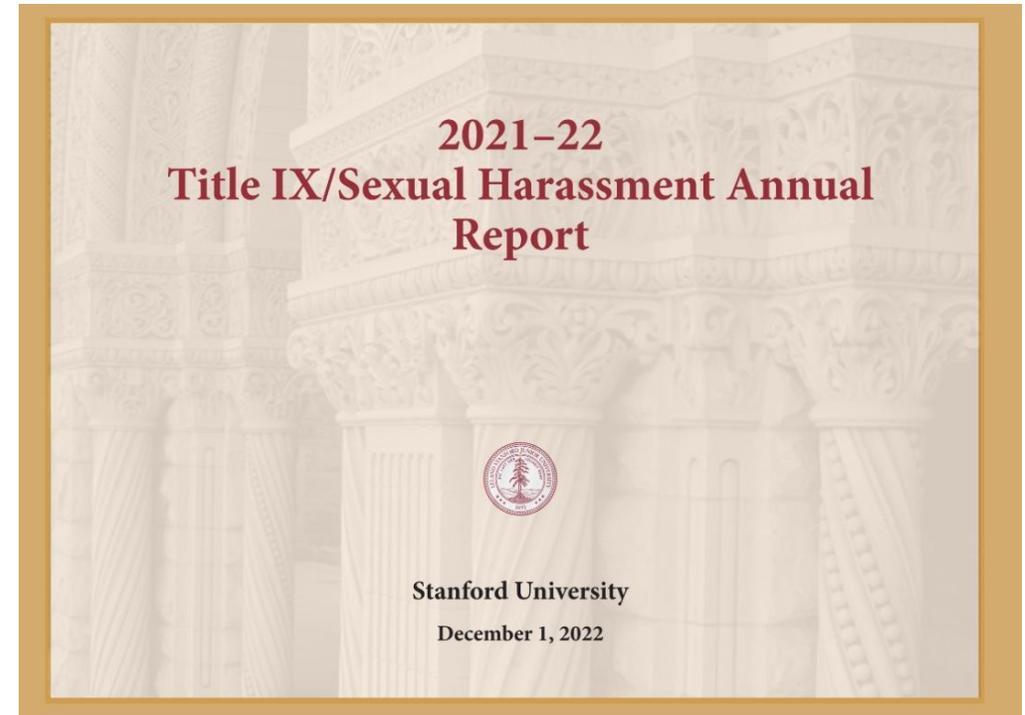
UC Berkeley total score : 0.83

Both universities have comprehensive set of policies and tools to address gender equality issues.

Stanford publishes annual report.

This is important for raising awareness and for keeping track of progress.

Both universities have strong presence of Ombuds office.

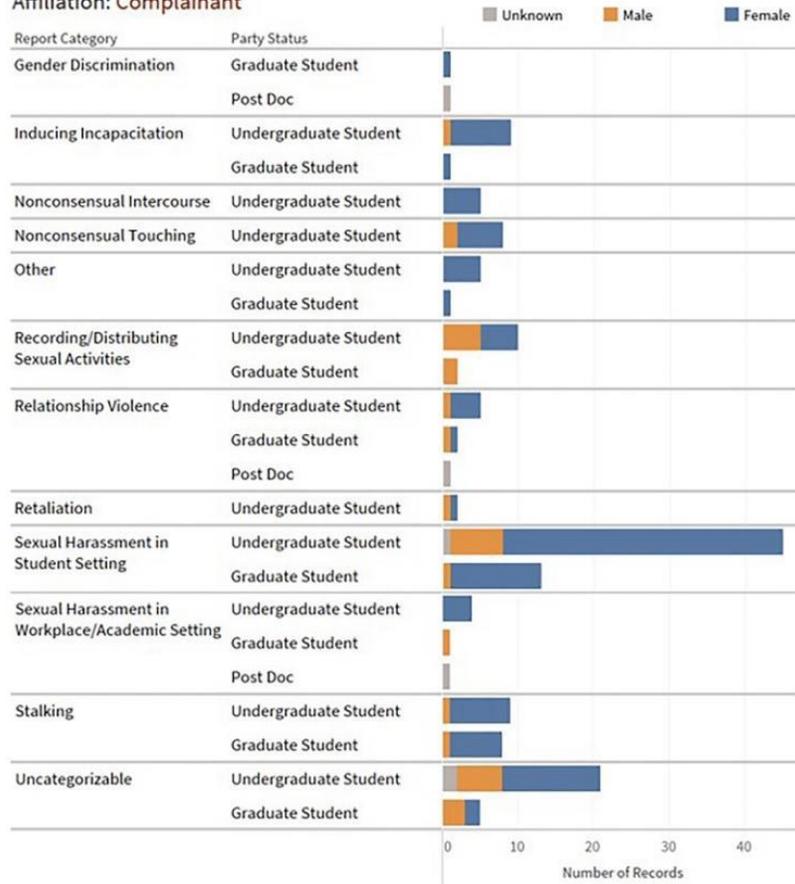


Report content sample

Reports by Category

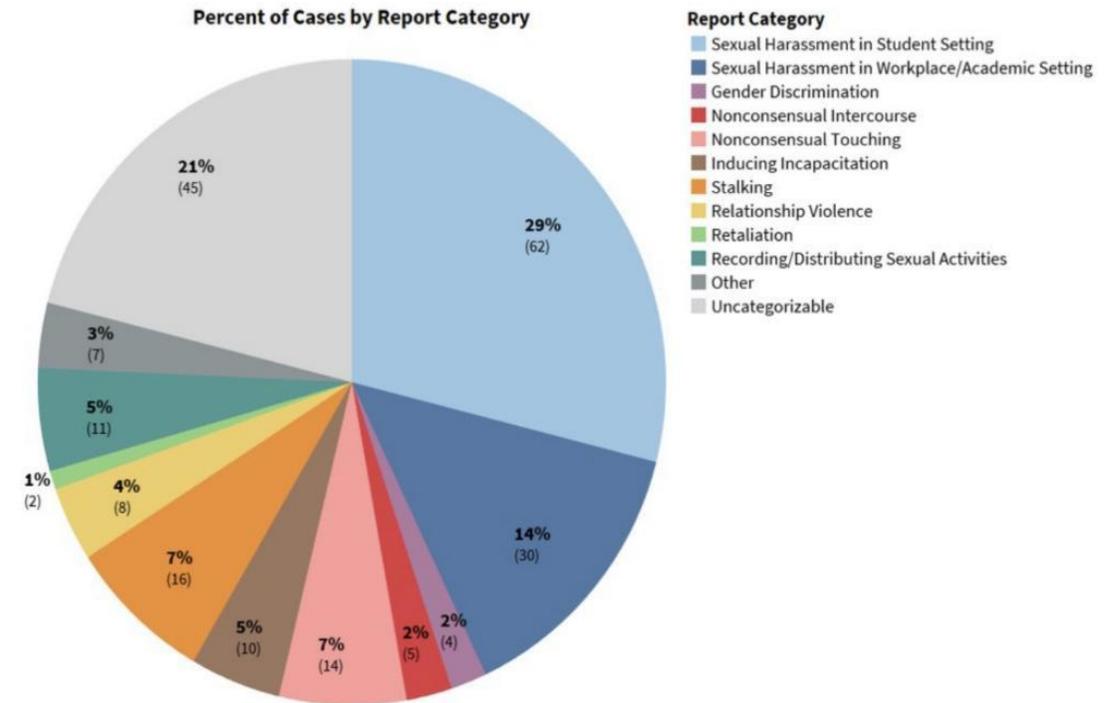
For undergraduate students, graduate students and post docs

Affiliation: Complainant



2021-22 Total Incoming Reports by Category of Incident

N = 214



SOUTH KOREA:

Seoul National University Total score : 0.70

Yonsei University Total score : 0.68

- Both SNU and Yonsei have gender supportive university structures
 - SNU: Institute for Gender Research, Human Rights Center, Diversity Council
 - Yonsei: Center for Gender Equity, Human Rights Center
- These offices/centers implement various activities including offering workshops, providing counseling services, and conducting gender related research.
- Both universities have women faculty member councils. There were women student councils in both universities in the past, but they no longer exist.

SEOUL NATIONAL UNIVERSITY LOGIN ENGLISH SITEMAP 언어 선택

서울대학교 다양성위원회 SNU Diversity Council 소개 알림마당 연구 소통 정책추진 다양성 정보

달라야 배운다!

정기회의
제1차 정기회의
2023년 3월 23일 12시 호암교수회관 메이플룸에서 제1차 정기회의가 개최되었다. 전창후 위원장이 새로 4기 위원이 되신 교무처장, 학생처장, 기획처장, 여교수회장을 소...

워크숍
제6회 다양성워크숍
다양성위원회는 12월 22일(목) 오후 1시 30분부터 아시아연구소 영원홀에서 제6회 다양성워크숍을 개최하였다. 다양성워크숍은 매년 12월 44개 기관에 위촉된 다양성담당자...

인턴십
학생 인턴십 5기 수료식 개최
2022년 9월 22일부터 12월 22일까지 13주 동안 활동을 펼친 5기 인턴들의 수료식이 12월 22일(목) 3시부터 아시아연구소 영원홀에서 개최되었다. 21명의 인턴들...

JAPAN:

Osaka University Total score : 0.68

Waseda University Total score : 0.6

- Both universities have "D&I Center" or "Office for Promotion of Equality and Diversity", an administrative unit for implementing measures related to diversity and inclusion.
- The unit has multiple initiatives, such as implementing measures to support female researchers in their careers, studies, and work-life balance.
- It coordinates gender equality-related seminars, workshops, events, funding programs, and childcare services.

The screenshot shows the website for the Office for Promotion of Equality and Diversity at Waseda University. The header features the university's logo and the office's name. Below the header is a navigation menu with categories: News, About the Office, Events, Support and Services, Publications, and Information. The main content area is divided into two columns. The left column is titled "Topics" and contains a collage of images showing people in various settings, including a woman with a child, a group of people, and a woman speaking at a podium. Below the collage is the text "SANKAKU NEWS No.29 (issued in March, 2023)". The right column is titled "News" and lists three items: "On Distribution of Coupons for 2023 Babysitter Dispatch Service" (dated Mon, 17 Apr 2023), "Series: Tackling Work-Life Balance (27) The days which led me to enjoy both childcare and work" (dated Mon, 10 Apr 2023), and "SANKAKU NEWS No.29 (issued in March, 2023)" (dated Thu, 16 Mar 2023). Below these news items is a section titled "Changes to operating hours of Nursery Center for Students, Faculty, and Staff, as well as Nursing Room, in consideration of changes to the class timetable (introduction of 100-minute classes) that will take effect".

MONGOLIA: MONGOLIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY AND GERMAN-MONGOLIAN INSTITUTE OF TECHNOLOGY

Mongolian University of Science and Technology

Governance : 0.2 out of 1

Faculty and Staff 0.5 out of 1

Students 0.6 out of 1

Total score 0.4 out of 1



GMIT (German-Mongolian Institute of Technology)

Governance : 0.7 out of 1

Faculty and Staff 0.5 out of 1

Students 0.74

Total score 0.67 out of 1



RECOMMENDATIONS

- GDT Gender Data Transparency
- In all 4 countries there is a strong demand for Gender Data Transparency and segregation
- Most transparent data was collected from US universities
- Asian 3 countries including Korea, Japan and Mongolia were hardest to obtain gender equality data.
- There is no gender data segregation in Asia
- For STEM fields, faculty number is very strongly skewed to men
- There is only one university has female president out of 8 universities

CONCLUSION AND OUTLOOK

- Universities have moral obligation to be pioneers for gender equality in society
- In societies where one gender dominates in higher education organizations it is obvious that gender inequality persists in its own society

THANK YOU FOR YOUR ATTENTION

