

Gender Equity Action Plan

2024-2025

#sparcisaware



<https://sparc5665.com/> / [@fbsparc5665/](https://www.facebook.com/fbsparc5665/) robotiktakimi@fenerbahce.org



DÜĞÜŞ
GRUBU



CONTENTS

I. ABOUT SPARC #5665

II. STEPS WE HAVE TAKEN TO ACHIEVE GENDER EQUALITY IN OUR TEAM

a) #SPARCFARKINDADIR

b) GENDER DISTRIBUTION IN SPARC, STATISTICS

III. EVALUATION OF CURRENT PROJECTS

a) “HEAR MY VOICE, KNOW ME”

b) “WOMEN IN STEAM”

c) “WE ASKED SPARC GIRLS”

d) “PROVIDING EQUIPMENT FOR VOCATIONAL TRAINING WORKSHOP FOR WOMEN IN PAYAS, HATAY”

e) “SOAP WORKSHOP FOR WOMEN IN AFRICA”

IV. OUR FUTURE GOALS AND SUSTAINABILITY

a) OUR GOALS FOR ACHIEVING GENDER EQUALITY IN THE 2024-2025 PERIOD



I. ABOUT SPARC #5665

Our journey, which began in 2015 with 18 people under the name SPARC, has now evolved into a large team. By including students from Sainte Pulchérie and other schools, we bring different perspectives to our team. Our four main teams—mechanical, public relations (PR), strategy, and security—each have their own captain. This structure ensures steady progress and inter-team coordination. Our team captains, together with their co-captains, ensure the smooth operation of the team and the balanced division of labor. Additionally, our team coordinator strengthens communication between sub-teams.

Our team makes a difference not only with technical achievements but also with a human-centered approach. We create an environment where everyone's opinions are valued, and ideas are shared freely. The title of captain does not confer privilege; every member contributes equally and feels comfortable doing so. Particularly, the role of women in technology and engineering is a top priority for us. As a predominantly female team, we promote gender equality in these fields with our female teammates and leaders.

Former members contribute to the continuous development of the team by sharing their experiences with newcomers. While making progress in science, technology, and art, we design projects and organize training programs aimed at raising awareness both in our country and globally.

As SPARC, we continue to uphold the value we place on science and technology in all other areas, with a special focus on inspiring women. With the ideal of “reaching as many people as we can,” we continue to expand our work in the STEAM fields.

<https://sparc5665.com/> / [@fbsparc5665/](https://www.facebook.com/fbsparc5665/) robotiktakimi@fenerbahce.org



II) STEPS WE HAVE TAKEN TO ACHIEVE GENDER EQUALITY IN OUR TEAM

a) #SPARCISAWARE

Around the world, in our country, and in our surroundings, differences such as gender, sexual orientation, language, religion, race, and economic status lead to social divisions. As SPARC, we believe that these differences are necessary for development and change.

Every year, with the motto “Reaching as many people as we can,” we organize events, develop projects, establish new teams, and provide STEM education. We touch different fields and people because we are aware of the innovations and events happening in our world.

In this direction, we take every step under the name #SPARCFARKINDADIR. So far, we have worked on various issues such as educational inequality, the social integration of people with disabilities, ecology, water scarcity, gender inequality, mental health of young people, and e-sports. We aim to expand our awareness movement each year to “reach as many people as we can.”

As the generations shaping the future, we must break taboos, put an end to these inequalities, and work for a freer, more equal world. We oppose the view that the STEAM field is “a man’s job” and advocate that jobs have no gender.

We began with our own team to take action towards this goal and break down stereotypes. One of the main objectives of our team is to break the taboos against differences, question inequalities, and raise awareness among individuals on these issues.

As Sparc 5665, we take pride in being one of the few teams in Turkey with a female majority. When recruiting team members, we pay attention to gender equality in all areas (Mechanical, PR, Statistics). By selecting one female and one male team captain, we set an example for other male-majority FRC teams. While there is a perception that women in Turkish FRC teams are generally limited to PR roles, we break these taboos and ensure that women take on critical roles such as human player, mechanical captain, and battery specialist. The demographic structure of our team clearly reflects our commitment to the principles of inclusion, diversity, and equality. By ensuring women actively participate in every department of our team, not just PR activities, we aim to strengthen gender equality. With this pioneering approach, Sparc 5665 aims to inspire FRC teams in Turkey and build a more inclusive and equal future.

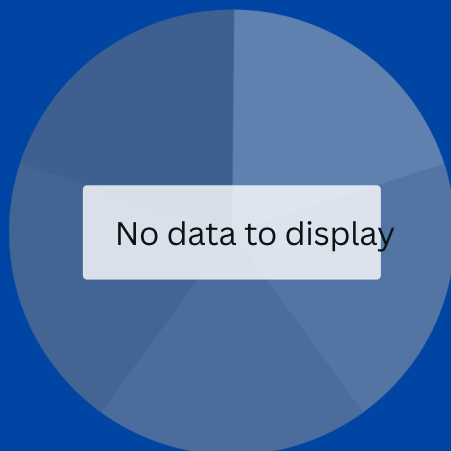


b) GENDER DISTRIBUTION IN SPARC, STATISTICS

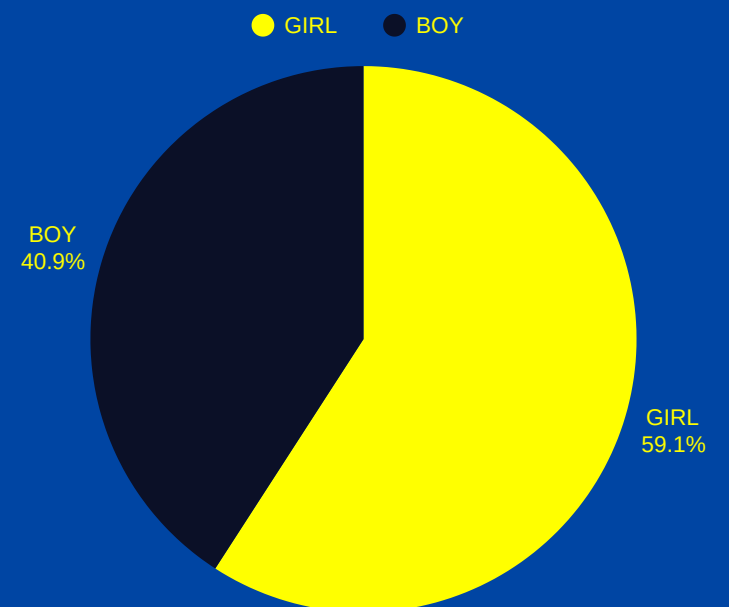
When our team was established in 2015, it was a male-majority team. Since 2015, as SPARC, we have paid attention to gender equality in the recruitment of team members every year.

Below is the gender distribution of the team over the past 3 years. Our goal is to keep the gender ratio in the team as equal as possible. Considering the data from the last three years, it can be observed that we have made positive progress towards this goal.

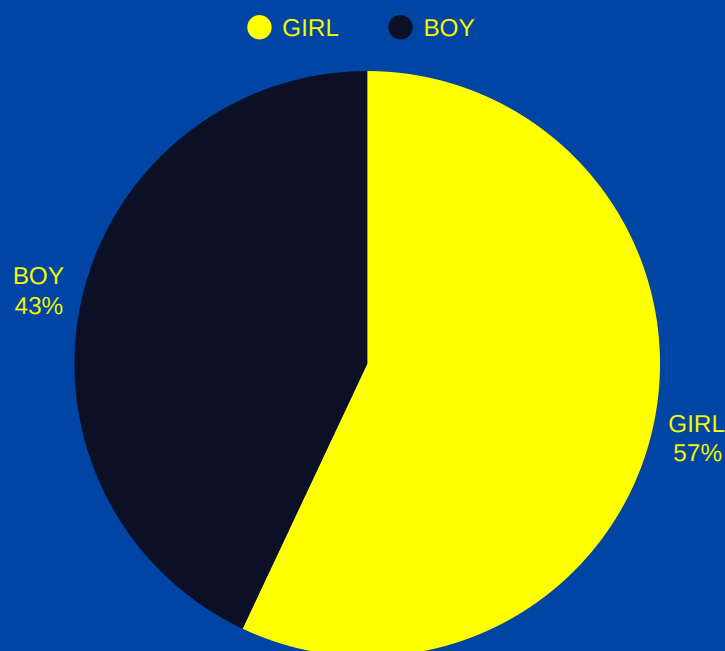
2022-2023



2023-2024



2024-2025





Despite this positive development, we have not yet achieved the gender balance we aim for in the internal distribution of our team's fields. Ensuring gender equality within the fields of our team remains one of our critical goals.

As a team, we do not believe in the stereotype that female students should focus more on PR, while male students should focus on mechanical fields. In fact, one of our co-captains, Akin Ali Tamer, was the PR captain for the 2023-2024 period, despite being male. Our other co-captain, Derin Sarı, has been a valuable member of our team in the Statistics and Mechanical fields in previous years. We believe that every individual, regardless of gender, can succeed in the field they choose based on their potential and interest.

III. EVALUATION OF CURRENT PROJECTS

We are working to strengthen the roles of women in the STEAM fields, raising awareness both nationally and internationally through the projects we undertake, fighting against social inequalities, and promoting diversity. Each of our projects takes important steps to support social change and build a more inclusive society.

In this section, we will thoroughly examine the projects we are carrying out to achieve gender equality and the societal impact of these projects.





a) “HEAR MY VOICE, KNOW ME”

Project Name: Hear My Voice, Know Me

Project Goal:

This project, one of Turkey’s first conference series, aims to provide a safe space for minority groups such as LGBTQ+, women, and individuals with mental health issues to discuss their problems and create national and international awareness on these topics.

Target Audience:

Women, students, young people, and the general public, especially those interested in learning about mental health issues and social taboos.

Content and Activities:

- **Survey:** Before starting the project, a survey was conducted to gather information on mental health issues. The most common problems were identified based on the data received from the participants.
- **Conferences:** Interactive conferences held in collaboration with psychologists:
 - **Mental Health Awareness Intro:** General mental health and awareness topics were covered by psychologist Hazal Yılmaz.
 - **Psychological Disorders:** Topics such as depression, anxiety, and eating disorders were discussed by psychologist Umay Erdağı.
 - **Bullying and Discrimination:** Information and discussions on social discrimination and bullying were held with psychologist Hazal Yılmaz.
 - **Emotions:** Psychologists Deniz Ertan and İdil Morin provided insights into the meaning of emotions and emotional management.
 - **Neurodiversity:** Psychologist Latife Özgüleryüz provided information on neurodiversity topics such as Asperger’s syndrome, ADHD, and autism.

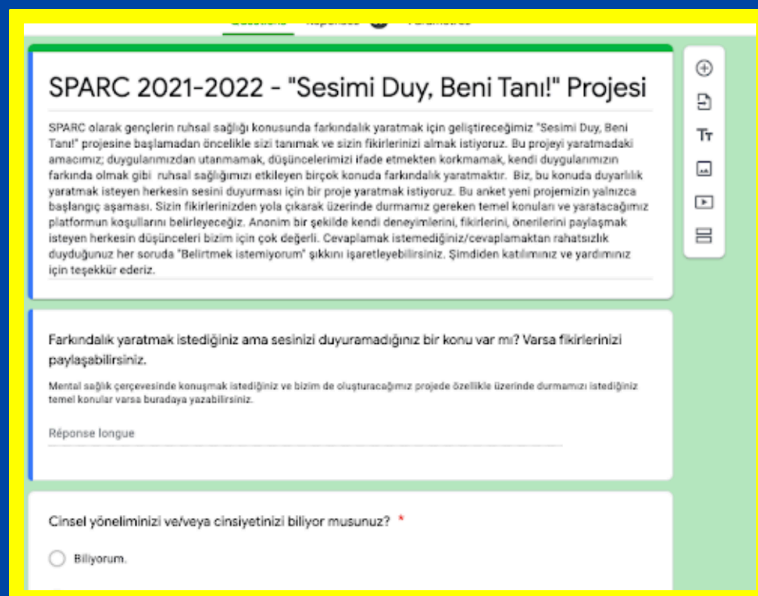
<https://sparc5665.com/> / [@fbsparc5665/](https://www.facebook.com/fbsparc5665/) robotiktakimi@fenerbahce.org

Expected Outcomes and Impacts:

- Breaking down societal taboos and increasing awareness.
- Questioning stereotypical thoughts about women, LGBTQ+ individuals, and minorities in society.
- Creating an open communication and discussion environment.
- Developing knowledge and understanding among participants.
- Increasing access to psychological support and resources.

Implementation Process:

- **Survey Creation:** The results of the survey, conducted with 37 participants, were analyzed. In the survey, participants were asked to share their thoughts, experiences, and questions about mental health. We then analyzed the survey results and organized the conferences based on the data.
- **Announcement of the Conference:** We announced our conferences through SPARC's Instagram account.
- **Organizing the Conferences:** Five interactive conferences on different topics were held. Each conference had between 20-45 participants.
- **Creating the Discord Channel:** Through our Discord channel, participants were able to communicate with each other about mental health, as well as access meeting summaries, announcements, and additional resources related to the topic.



SPARC 2021-2022 - "Sesimi Duy, Beni Tanı!" Projesi

SPARC olarak gençlerin ruhsal sağlığı konusunda farkındalık yaratmak için geliştireceğimiz "Sesimi Duy, Beni Tanı!" projesine başlamadan öncelikle sizi tanımak ve sizin fikirlerinizi almak istiyoruz. Bu projeyi yaratmadaki amacımız; duygularınızdan utanmamak, düşüncelerimizi ifade etmekten korkmamak, kendi duygularımızın farkında olmak gibi ruhsal sağlığımızı etkileyen birçok konuda farkındalık yaratmaktır. Biz, bu konuda duyarlılık yaratmak isteyen herkesin sesini duyurması için bir proje yaratmak istiyoruz. Bu anket yeni projemizin yalnızca başlangıç aşaması. Sizin fikirlerinizden yola çıkarak üzerinde durmamız gereken temel konuları ve yaratacağımız platformun koşullarını belirleyeceğiz. Anonim bir şekilde kendi deneyimlerinizi, fikirlerinizi, önerilerinizi paylaşmak isteyen herkesin düşünceleri bizim için çok değerli. Cevaplamak istemediğiniz/cevaplamaktan rahatsızlık duyduğunuz her soruda "Belirtmek istemiyorum" şıkkını işaretleyebilirsiniz. Şimdiden katılımınız ve yardımınız için teşekkür ederiz.

Farkındalık yaratmak istediğiniz ama sesinizi duyuramadığınız bir konu var mı? Varsa fikirlerinizi paylaşabilirsiniz.

Mental sağlık çerçevesinde konuşmak istediğiniz ve bizim de oluşturacağımız projede özellikle üzerinde durmamızı istediğiniz temel konular varsa buraya yazabilirsiniz.

Réponse longue

Cinsel yöneliminizi ve/veya cinsiyetinizi biliyor musunuz? *

☐ Biliyorum.



Evaluation of Results:

- The project reached individuals who wanted to raise their voice and sought support on mental health issues.
- Participants were informed about societal taboos.
- More people became knowledgeable about different minority groups.
- A more open and honest communication environment was created around topics such as psychological disorders and social discrimination.
- Social awareness was increased.

Future Plans and Sustainability:

The continuation of the conference series is planned, aiming to provide more information on mental health issues. After analyzing the positive impact of the project, and to further develop and sustain it, the “Women in STEAM” project, a continuation of this project, was developed for the 2023-2024 period.





b) “WOMEN IN STEAM”

Project Name: Women in STEAM

Project Goal:

The main goal of the Women in STEAM project is to provide an interactive environment where role model women in the industry can share their work, projects, and experiences, and be examples in every sense.

Target Audience:

Young girls, students studying in the STEAM fields, women and men working in the business world, and individuals interested in STEAM topics.

Content and Activities:

- **Online Conference:** The first conference lasted 45 minutes and was held online. It featured Elif Toprak Atmaca, who spoke about interior design and technology.
- **Face-to-Face Conference:** The second conference took place at TechIstanbul's Şişhane branch. Four distinguished speakers —İşıl Arısoy Kaya, Ceyda Ünal, Zeynep Başaran Bundur, and Verda Emiroğlu—discussed various aspects of STEAM. They talked about entrepreneurship, marketing, robots, art and technology, women's roles in the business world, inequality, and proposed solutions.
- **Interactive Q&A:** Sessions where participants' questions were answered after the talks.

Expected Outcomes and Impacts:

- Raise awareness about gender inequality and stereotypical taboos.
- Inspire participants with success stories of women role models in STEAM.
- Learn about different areas of STEAM.
- Show that women can be successful in STEAM fields.

Expected Outcomes and Impacts:

- Raise awareness about gender inequality and stereotypical taboos.
- Inspire participants with success stories of women role models in STEAM.
- Learn about different areas of STEAM.
- Demonstrate that women can be successful in STEAM fields.

Contributing Institutions and Collaborations:

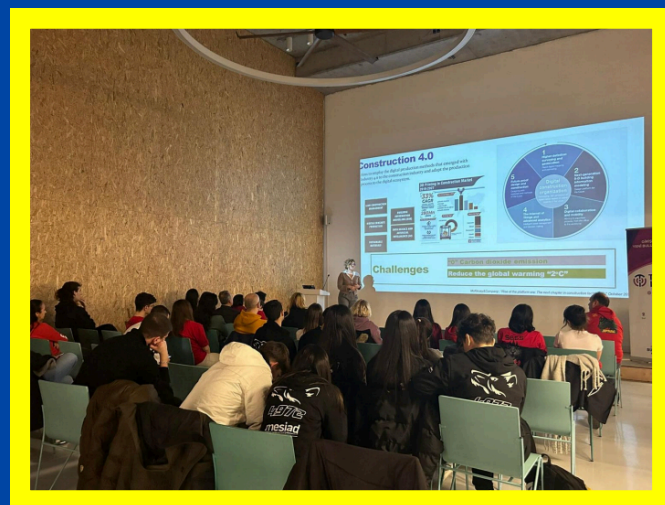
- SPARC 5665: The team organizing and running the project.
- Tech İstanbul: The venue where face-to-face sessions were held.
- Speakers: Elif Toprak Atmaca, Işıl Arısoy Kaya, Ceyda Ünal, Zeynep Başaran Bundur, Verda Emiroğlu.

Implementation Process:

- Identification of speakers to be involved in the project.
- Organizing the conferences.
- Conducting interactive Q&A sessions.

Evaluation of Results:

- Participants became informed about the role of women in STEAM.
- Participants gained knowledge about different areas of STEAM.
- According to the feedback received from our young participants, the project inspired young individuals who are interested in working in the STEAM fields.

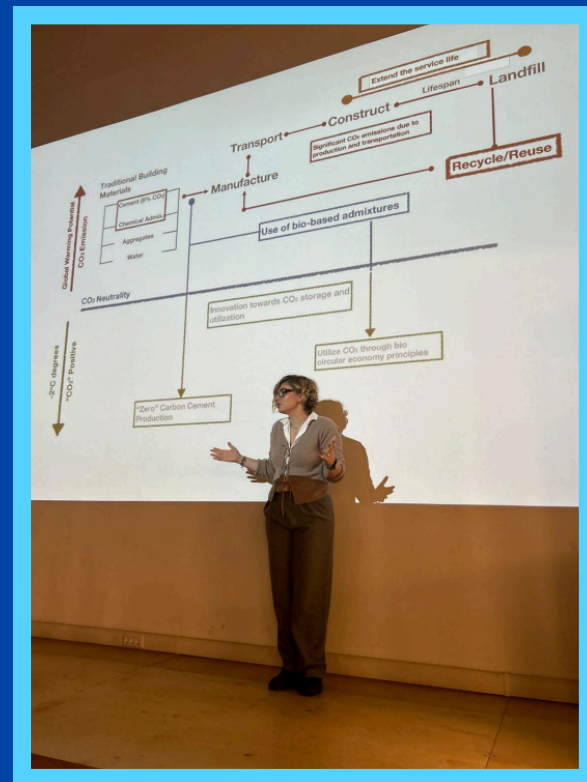


Future Plans and Sustainability:

Efforts to raise awareness in the STEAM fields should continue. The perception that women cannot work in STEAM and that STEAM is a “man’s job” should be dismantled. Projects should continue to raise awareness among a larger portion of society on this issue. We will continue this project, which is a continuation of our “Hear My Voice, Know Me” initiative, with the goal of building an equal and free world.

In the continuation of the Women in STEAM conference series, we aim to feature female mentors from national and international FRC teams during the 2024-2025 season. These mentors will share how they have ensured gender equality in their teams, the role of women in robotics, and their experiences. Through this, our successful female mentors will serve as role models for young girls trying to get involved in robotics.

As this project continues on an international level, we will reach a wider audience, and our journey of raising awareness by breaking down misconceptions will persist. This journey will not end until a world is built where women are equal and free in every field.





c) “WE ASKED SPARC GIRLS”

Project Name: We Asked Sparc Girls

Project Goal:

To raise awareness about gender inequality, discuss the roles of women in the workplace and the meaning of feminism, and create consciousness for equality. To stand against stereotypical perceptions and remind everyone that we are fighting a common struggle against challenges.

Target Audience:

Women and men, young people, individuals who want to gain awareness about gender equality.

Content and Activities:

- Interview Series: Interviews with 7 men and 7 women.
- Questions focused on women’s roles in the workplace and feminism.
- International Collaboration: A joint segment with RoboTigers 1796.
- Discussion of biases against women in FRC.

Expected Outcomes and Impacts:

- Increased awareness of gender equality in society.
- Questioning of stereotypical perceptions.
- Young women gaining inspiration and courage.
- Breaking down biases against women.

Implementation Process:

- Preparing questions for the interviews with team members.
- Sharing interviews on social media during International Women’s Day.
- Conducting the final segment with international collaboration.

<https://sparc5665.com/> / [@fbsparc5665/](https://www.facebook.com/fbsparc5665/) robotiktakimi@fenerbahce.org



Evaluation of Results:

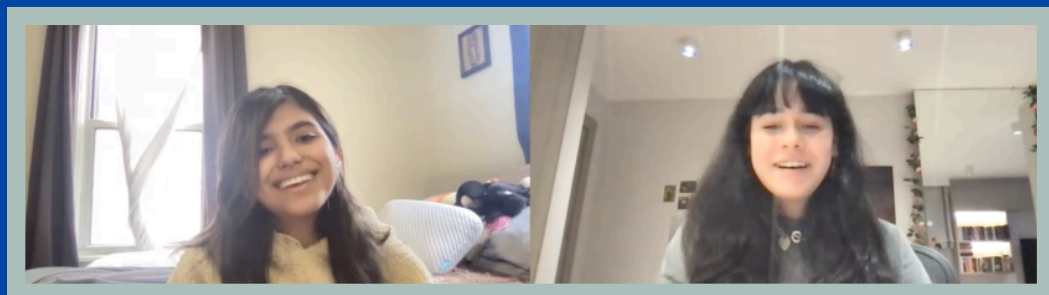
At the end of the project, it was observed that awareness of gender equality increased among team members and on social media. The posts reached a wide audience and contributed to the questioning of societal biases.

Thanks to the joint segment with RoboTigers 1796, the experiences of women in engineering and STEM fields were discussed on an international scale.

The project had an encouraging impact on young women.

Future Plans and Sustainability:

When we took this project to an international level, we observed that we were able to raise awareness in a much larger community. For this reason, we have decided to continue the project through collaborations with both international and national teams. In doing so, we will contribute to amplifying the voices of more women in FRC.





d) “PROVIDING EQUIPMENT FOR VOCATIONAL TRAINING WORKSHOPS FOR WOMEN IN PAYAS, HATAY”

Project Name: Payas, Hatay Women’s Vocational Training Workshop Equipment Supply Project (Supported by the Embassy of Japan)

Project Aim:

Unemployment has become an increasingly growing issue, especially among women, in our country. The current economic conditions prevent women from participating adequately in the workforce. The unemployment rate in Hatay is 13.4%, which is higher than the national average of 13.2%, presenting a situation that requires immediate intervention. Based on these realities, the project we developed aims to provide vocational training to help women gain economic independence, support women’s employment, and increase the number of female entrepreneurs. The goal of this project is to support women’s participation in the workforce and enhance female entrepreneurship in Payas, Hatay. The project will focus on providing training in areas such as basic computer skills, 2D and 3D design, 3D printing technology, SolidWorks design program, laser CNC usage, UV printing machine operation, and e-commerce.

Target Audience:

Unemployed women living in Payas, Hatay.

Content and Activities:

- **Basic Computer Training**
- **Introduction to 2D and 3D Design**
- **3D Printing Technology Usage**
- **SolidWorks Design Program Training**
- **Laser CNC and UV Printing Machine Usage**
- **E-commerce Training**

<https://sparc5665.com/> / [@fb Sparc5665](#) / robotiktakimi@fenerbahce.org

Expected Outcomes and Impacts:

- Women receiving training within the project will take their first steps into the workforce.
- Women will acquire professional skills and achieve their economic independence.
- Women, who gained detailed knowledge on entrepreneurship, will establish their own businesses.
- Women will master technology-based production processes such as 3D design, CNC use, and e-commerce.
- With increased participation of women in the workforce, societal awareness of gender equality will rise.

Contributing Institutions and Collaborations:

- SPARC 5665: The team organizing and implementing the project.
- The project was made possible with the support of the Embassy of Japan.

Implementation Process:

Within the scope of the project, workshop equipment was provided, necessary training was delivered by instructors, and the integration of women into the workforce was facilitated.



Evaluation of Results:

- The women who received training gained knowledge in various fields, from basic computer skills to e-commerce.
- Some of the women involved in the project have stepped into the workforce.
- Steps were taken towards breaking the stereotype that women cannot work in mechanical fields.
- Societal awareness has increased.

Future Plans and Sustainability:

To ensure the sustainability of the project, women selected from the participants will be encouraged to either start their own businesses or be employed in existing companies after completing their training.





e) “SOAP WORKSHOP FOR WOMEN IN AFRICA”

Project Name: Soap Workshop

Project Objective:

This project aims to solve hygiene issues in Madagascar and empower local women by providing soap-making training, thereby creating a sustainable source of income. Additionally, one of the main objectives is to reduce the negative effects of poor hygiene on society and health, contributing to the economic independence of women and the prevention of gender inequality.

Target Audience:

The villagers in Madagascar, particularly women and young girls, who are facing hygiene-related issues.

Content and Activities:

- **Training:** Between September 13-20, 2023, a five-day soap-making training program was conducted. Each day, 25 different individuals participated in the training, where women were provided with detailed information on soap production, material management, and business development.
- **Material Support:** Sponsors were provided for materials and molds. With the microcredits offered by the sponsors, the goal was to establish new workshops and ensure that soap production continues to be carried out by the village community. The average cost for each workshop was set at \$1000.

Expected Results and Impacts:

- Contributing to the solution of hygiene issues in the region.
- Enabling women to achieve economic independence and reducing poverty in the area.
- Raising hygiene awareness in the village through women.
- Increasing awareness about gender equality and supporting women's participation in the workforce.

Contributing Organizations and Partnerships:

- SPARC 5665
- Idea Universal
- Material and mold sponsors
- Local and international microcredit providers

Implementation Process:

The project idea emerged from identifying the lack of hygiene and income in Sainte Pulchérie Village, Tanzania, based on the feedback received. During the implementation of the project, training was provided, soap production was taught, and both hygiene and income opportunities were offered to women. The required materials and microcredits for the workshops were provided by sponsors.



Evaluation of Results:

- Hygiene awareness in the region has been increased.
- Awareness about gender equality has been raised.
- Sustainable production and income models were created through microcredits, and the expansion of the project was facilitated by the establishment of new workshops.

Future Plans and Sustainability:

We are aware that continuing this project would allow us to reach a larger group. With the support of our sponsors, establishing more workshops or increasing the variety of hygiene products could be considered to ensure the sustainability of the project.



IV. Our Future Goals and Sustainability

The sustainability of a small team or a large organization depends on the ability to set short, medium, and long-term goals and implement them with effective strategies. At SPARC, we adopt this approach and set goals every year. To achieve these goals, we create strategies, put them into action, and assess the effectiveness of the results. The goals we reach through these evaluations demonstrate our success. For any goals that we are unable to achieve, we conduct in-depth research to identify the reasons, and develop action plans to reach those goals in the next period.

Our Goals for the 2023-2024 Period (From the Orange The World Course of Action 2023-2024 Manual)

1. Maintain a stable male-to-female ratio within the team
2. Raise awareness through projects
3. Plan events aligned with our goals
4. Establish collaborations with women's rights groups
5. Prepare necessary campaign materials (posters, brochures, informative videos)
6. Promote the campaign on social media
7. Use the evaluations and feedback from our events and projects to improve ourselves and focus on the future.



Our Goals for Achieving Gender Equality in the 2024-2025 Period

1. Maintain a balanced male-to-female ratio in the team.
2. Maintain a balanced male-to-female ratio within the fields (PR, Mechanical, Strategy).
3. Ensure the sustainability of projects aimed at achieving gender equality.
4. Develop new projects aligned with our mission.
5. Establish international collaborations and networks.
6. Prepare detailed campaign materials (posters, brochures, informational videos).
7. Effectively promote the campaign on social media, strengthen social media and digital content strategies.
8. Focus on self-improvement and future planning based on evaluations and feedback from our events and projects.



D  **ĞUŞ**
GRUBU