



**KOREA
UNIVERSITY**

GENDER EQUALITY PLAN

2025 – 2026

Korea University
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1. Gender Equity and Diversity work at KU

1.1 The KU Center for Human Rights and Gender Equity¹



At Korea University (referred to as KU hereafter), the Human Rights Center is the organization responsible for matters related to gender equality and for overseeing related educational programs.

The KU Center for Human Rights and Gender Equity was established to protect all members of the university community from any and all violations of their dignity and rights, including the right to sexual self-determination, and to prevent violations and inequalities, and provide remedies for any infringements. It is a unit independent of the University's administrative headquarters.

The Center is staffed by administrative officers, at least three certified counsellors and a research professor, whose areas of academic and professional expertise are counselling psychology, gender studies, women's studies, legal studies of human rights, and other related disciplines. The Center also includes the Steering Committee (12 or more members) and the Standing Investigation Committee (6 or more members, of which males cannot exceed the half). The membership of both committees comes from both faculty of disparate disciplines and staff of several offices. The Steering Committee plans and reviews the Center's various activities and annual budget. The Standing Investigation Committee examines and investigates reported cases and takes appropriate action accordingly.

It offers various educational programs and on-campus activities to enhance human rights awareness and gender sensitivity among members, and provides prompt responses, counseling, and investigation, as needed. The university management provides the resources and funds required for the design and implementation of diversity- and equality-related measures enforced by the Center. The Center reports directly to the Office of Academic Affairs. The Center's investigation process, consequent findings, and other recommendations are endorsed by the managing administrators of the

¹ See the Center's website (<http://humanrights.korea.ac.kr/main/main.html>).

university. The Center also collaborates closely with the Office of International Affairs, the Office of Student Affairs, the Disability Support Center, and the Student Counselling Center, as well as with other relevant offices.

The Center annually designs and produces online educational materials on human rights and gender equity and encourages all members of the university community to complete this education. By providing these materials to other universities and institutions, the Center also fulfills its broader social responsibility.

Besides, the Center distributes various other educational materials aimed at preventing discrimination and gender-based violence, hosts various events to activate diversity and gender equality awareness, and gives monthly public seminars to promote diversity and gender equity on and off campus as well as to encourage academic discourse on the subject.

Committed to fostering an academic and cultural environment grounded in mutual respect, equality, and inclusion, the Center contributes to creating a campus where no one is discriminated against and every individual can fully realize their potential while being respected for who they are.

1.2 The KU Diversity Council²



The KU Diversity Council was established in 2019 as a presidential advisory body dedicated to protecting and promoting diversity within the university. It is dedicated to issues of diversity and inclusion on campus, aiming to serve the objective of strengthening diversity and equality at all levels and sectors of KU. Its responsibilities include assessing the current state of diversity on campus and proposing policies that can foster diversity and inclusion across the campus.

The Diversity Council is composed of at least 12 members of various age, gender, and nationality. The Council is a mixture of university faculty, staff, and students.

The Council collects data on various aspects of the university—from the composition of its members, governance structure, curriculum, and accessibility of campus facilities—and publishes a Diversity Report, which contains an overall diagnosis of status quo as well as an array of policy

² See the Council's website (<http://diversity.korea.ac.kr/diversity/index.do>).

recommendations.

The Council listens to and engages with the entire faculty, staff, and students, in activities to ensure awareness. It works according to their needs, helps build networks, and works in closely cooperation with other Committees of the Center for Human Rights and Gender Equity, as well as with administrative offices.

The Council also communicates with similar organizational units or committees at other universities, and is participating in the National Association for Diversity of Korea.

2. Current State

A survey of the current state of diversity at KU was conducted in 2024 by a team of KU researchers (headed by Professor Suhan Kim, Department of Sociology) appointed by the Diversity Committee. The findings were compiled in the Korea University Diversity Report 2024.³ At the same time, another, more qualitative survey on the members' experiences of equality and inclusion was conducted by the human rights research officer (Professor Hyun-jeong Kim) of the Human Rights and Gender Equity Center. The findings of this survey was published in the 2024 KU Human Rights Report.

KU operates a day care center on the premises to support members with young children, and also provides a designated safe space for women students so that they can rest, study, and breastfeed.

While the statistics provide an insight into the hard facts, the survey findings also provided a comprehensive picture of the campus culture.

One of the major findings is that the share of women in faculty and administrative management positions is low. Based on these findings, KU is committed to increasing women faculty, and also to align the gender distribution within the management and the staff members as a whole.

Another major finding is that there we need to help make international students feel more included in and out of the classroom.

To address these issues, KU aims to:

- improve gender balance in leadership and decision-making
- recruit more women faculty
- actively retain and support female talent in various research activities
- address needs of international students
- strengthen awareness on diversity across faculty and student body

³ For the Korea University Diversity Report 2024, see the attached file on the website (<https://diversity.korea.ac.kr/diversity/research/report.do?mode=view&articleNo=740484&article.offset=0&articleLimit=10>).

Especially since 2023, KU's action plan has been focusing on these goals. As a result, the number of female faculty is steadily on the rise, as seen in the graph below. At the same time KU addresses all other aspects of diversity and gender equality for which we believe there is room for improvement. With the initiative of KU's current administrative officers, we are adapting the action plan in line with the results achieved for the period 2025-2026.

WOMEN FACULTY (TENURE-TRACK)



3. Gender Equality Action Plan

KU's specific measures for the period of 2025–2026 are as the following:

- promoting diversity across all sectors (faculty, staff, students)
 - understanding diversity and inclusion as innovation drivers and competitive factors
- promoting inclusivity and non-discrimination on campus
 - designing and developing educational campaigns
 - first-year student seminars
 - special sessions for new faculty members
- gender equality in recruitment and career progression
 - especially in science, engineering, and medicine
- gender balance in leadership and decision-making
 - establishing a leadership culture that encourages women to strive for leadership positions
- encouraging gender agendas in research and teaching
 - recommending standard processes and checklists for integrating the gender/diversity dimension into research activities
- further prevention of gender-based violence including sexual harassment
 - recruiting and supporting expert groups

- ensuring that everyone is informed about the complaint channels
- diagnosing past cases of sexual harassment and gender-based violence
- work life balance
- encouraging implementation of maternity leave and male parental leave

At this time, we have a short-term plan that spans from 2025 to 2026, in accordance with the remaining term of the current administrative officers. Long-term plans are being developed, and will be further specified in 2026.

As part of accomplishing these measures, all KU members will complete the mandatory “Human rights and Gender Equity” educational program once a year to cultivate gender sensitivity and rid themselves of possible biases. For students, the completion of this annual program is a requirement for graduation. For faculty and staff, it is part of their evaluation requirement. They will also be supported by counselling and empowerment training on request.

KU is also a multinational community, with students from over 100 countries worldwide. We will continue our endeavor to shape the campus culture through on multiple facets, building an educational system which encourages and supports multiple language uses.

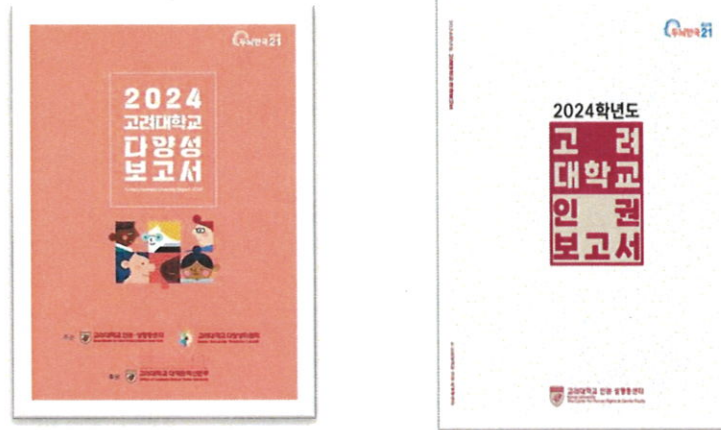
4. Monitoring and Evaluation

KU continues to monitor and evaluates the implementation of the gender equity action plans and policies through multiple channels—in order to assess the effect of current measures, to create a lasting transformative dynamic, to help identify and address potential sources of resistance to desirable change. We believe that proactively monitoring and evaluation through a regular survey and archiving will help further diversify faculty recruit and student enrollment, maintain transparency in decision making, and develop a more gender sensitive culture.

The Diversity Report and the Human Rights Report, that the KU Diversity Council and the KU Center for Human Rights and Gender Equity have been publishing respectively, as shown above, serve such purposes by gathering regular statistics and identifying new challenges. These reports are examples of our efforts for continuous improvement and development based on an accurate and thorough diagnosis of the current state of the university.

The KU Center for Sustainability also collects relevant data and publishes them as part of an annual Sustainability Report in order to and archive our changes and improvements.

The findings of all these reports are published on the university website and shared with all administrative offices on campus for collective awareness. They are also sent to the KU Office of Evaluation and the KU President’s Office for further in-depth analysis, which in turn leads to short-term trouble-shooting measures and new long-term action plans.



5. Effective Date and Period of Validity

The equality plan comes into effect on the day of signing and is intended to run until the end of 2026. These plans and policies will keep being modified and adjusted based on the evaluation results, results of further surveys, and newly emerging needs of the university. This includes the adaptation of actions as well as the establishment of new measures in order to react to current developments and opportunities in a timely manner.

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