



European University of Lefke provides mandatory annual training on the social aspects of sustainability for staff members.

### Academic staff training on the social aspects of sustainability evidence description:

- Sample of session presentation for faculty staff members (pp.2-20)
- A sample of a certificate awarded upon successful completion of the *Social Aspects of Sustainability Test /Sürdürülebilirliğin Sosyal Etkileri* as part of the sustainability training is also provided below (p.21)
- The sample test for the academic staff taking the Social Aspects of Sustainability Training, available on the Sustainability Literacy section of the sustainability webpage, is seen below (pp.22-27).

### Administrative staff training on the social aspects of sustainability evidence description:

- A photograph taken during the training session for Administrative staff (p. 28)
- Sample of session presentation for faculty staff members (pp.29-43)
- The sample test for the administrative staff taking the Social Aspects of Sustainability Training, available on the Sustainability Literacy section of the sustainability webpage, is seen below (pp.44-47).
- A sample of a certificate awarded upon successful completion of the *Social Aspects of Sustainability Test /Sürdürülebilirliğin Sosyal Etkileri* as part of the sustainability training is also provided below (p.48)



European University of Lefke

## Social Aspects of Sustainability on Campus (Academic)

Asst. Prof. Dr. Sevket Bostanci



### Purpose & Goals

- Understand social sustainability
- Link global concepts to EUL
- Define academic staff responsibilities

# Sustainable Development Goals



**SUSTAINABLE  
DEVELOPMENT  
GOALS**



# Sustainability



- Sustainability has 3 aspects; **environmental, economical and social.**



## What is Social Sustainability?

- Focus on equity, inclusion, wellbeing, and fairness
- Ensures long-term health of academic communities
- Complements environmental and economic sustainability

## Sustainability Overview

- Environmental, Economic, Social pillars
- Balanced development
- Long-term perspective

## The Social Pillar

- Equity and human rights
- Community wellbeing
- Cultural diversity
- Social cohesion

## Why It Matters in Academia

- Universities shape future leaders
- Staff influence student behavior
- Inclusive campuses attract talent

## Definition of Social Sustainability

- Inclusive, safe, equitable environments
- Participation and engagement
- Respect and fairness

## Core Elements

- Inclusion & equity
- Fair opportunities
- Wellbeing
- Cultural respect

## SDGs Connection

- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 10: Reduced Inequalities
- SDG 11: Sustainable Communities

## Stakeholders on Campus

- Students
- Academic staff
- Administrative staff
- Community partners

## Challenges in Academia

- Workload & burnout
- Resistance to change
- Limited institutional support

## Social Sustainability at EUL

- International student diversity
- Active student clubs
- Academic advising structure
- Supportive campus environment

## EUL – Development Needs

- Structured wellbeing programs
- Inclusive curriculum expansion
- Staff training programs
- Monitoring systems

## Role of Academic Staff

- Teaching and curriculum design
- Mentorship
- Role modeling
- Community engagement

## Inclusive Teaching Practices

- Universal Design for Learning
- Flexible assessment
- Inclusive examples

## Equity in Education

- Equal access to resources
- Fair grading
- Addressing disadvantages

## Cultural Sensitivity

- Respect diversity
- Challenge biases
- Encourage dialogue

## Supporting Underrepresented Groups

- LGBTQIA+
- Students with disabilities
- Minorities
- Refugee students

## Gender Equality

- Equal leadership opportunities
- Bias-free hiring
- Support for work-life balance

## Accessibility

- Physical accessibility
- Digital accessibility
- Academic support

## Mental Health & Wellbeing

- Recognizing distress
- Safe classroom environment
- Support services

## Work-Life Balance

- Healthy workload
- Flexible schedules
- Respect boundaries

## Safe Work Environment

- Code of conduct
- Zero tolerance discrimination
- Reporting mechanisms

## Student-Staff Collaboration

- Feedback systems
- Joint projects
- Participatory learning

## Community Engagement

- Volunteering
- Local partnerships
- Outreach programs

## Service Learning

- Real-world projects
- Reflection-based learning
- Community integration

## Inclusive Governance

- Transparency
- Participation
- Open communication

## Recognition & Rewards

- Inclusive teaching awards
- Community impact recognition
- Staff evaluation integration

## Monitoring & KPIs

- Gender ratios
- Engagement metrics
- Accessibility audits

## Continuous Improvement

- Feedback loops
- Data-driven decisions
- Policy updates

## Action Plan for Staff

- Inclusive teaching
- Fair assessment
- Support wellbeing
- Engage community

## Commitment

- Promote equity
- Support diversity
- Act as role models
- Drive change



## Scalable Strategies for Your Institution

- Start small: workshops, curriculum tweaks, mentorship
- Partner with like-minded colleagues and departments
- Leverage existing resources or structures
- Advocate for policy alignment and institutional support



## Key Takeaways

- Social sustainability is essential to a healthy, inclusive, and just campus.
- Academic staff have powerful roles as educators, mentors, and leaders.
- Change can happen at the individual, classroom, departmental, and institutional levels.
- Collaboration and innovation are key.

## Your Role in a Socially Sustainable Campus

“Sustainability is not just a policy—it’s a practice.”

- Start with awareness
- Apply what you can influence
- Support systemic change
- Be a role model for equity, respect, and inclusion

Thanks for listening!





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LEFKE AVRUPA ÜNİVERSİTESİ  
EUROPEAN UNIVERSITY OF LEFKE

# *Katılım Sertifikası*

sn. Yrd. Doç. Dr. Vesile EVRİM

18.03.2025 tarihinde düzenlenen  
"SÜRDÜRÜLEBİLİRLİĞİN SOSYAL ETKİLERİ" konulu seminere katılarak  
bu sertifikayı almaya hak kazanmıştır.

Prof. Dr. Mustafa SAĞSAN  
Sürekli Eğitim Merkezi Müdürü

# Social Aspects of Sustainability Literacy Test (for Academic Staff)



Participant Name:

Duration: 40 Minutes

Participant Surname:

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# <i>Correct Answers</i>	# <i>Wrong Answers</i>	<i>Total Points (%) :</i>

**1. What is social sustainability primarily concerned with?**

- A) Minimizing environmental damage
- B) Ensuring economic growth
- C) Enhancing the well-being and quality of life of individuals and communities
- D) Increasing technological innovation

**2. Which of the following is an example of environmental justice?**

- A) Reducing carbon emissions from factories in low-income neighborhoods
- B) Providing free public transportation for all citizens
- C) Recycling initiatives in suburban areas
- D) Expanding green spaces in wealthy areas

**3. Which concept refers to the fair distribution of resources and opportunities across different social groups?**

- A) Environmental equity
- B) Economic sustainability
- C) Social equity
- D) Corporate social responsibility (CSR)

**4. Why is community participation important in sustainable development?**

- A) It decreases the costs of sustainability projects
- B) It helps ensure that projects meet the needs and preferences of local people
- C) It ensures that only experts make decisions
- D) It speeds up the decision-making process



**5. Which of the following is NOT a key aspect of social sustainability?**

- A) Gender equality
- B) Access to affordable housing
- C) Technological advancements
- D) Public health and well-being

**6. What does fair trade aim to achieve?**

- A) Maximizing profits for large corporations
- B) Ensuring workers in developing countries receive fair wages and good working conditions
- C) Reducing environmental regulations
- D) Promoting international trade without restrictions

**7. Which of the following is an example of an assistive technology that supports social sustainability?**

- A) Solar panels on a university campus
- B) Wheelchair ramps and elevators in buildings
- C) Renewable energy initiatives
- D) Electric vehicles for public transportation

**8. Which of the following best describes the relationship between social well-being and sustainability?**

- A) Social well-being is unrelated to sustainability goals
- B) Social well-being is a component of sustainability and essential for achieving long-term development goals
- C) Social well-being is primarily focused on individual success
- D) Social well-being only refers to economic stability

**9. What does the term “social resilience” refer to?**

- A) The ability of individuals to adapt to changes in the job market
- B) The capacity of communities to recover and adapt to environmental, social, or economic challenges
- C) The ability of governments to create laws that support economic growth
- D) The ability of companies to innovate in response to market demand



**10. Which factor most directly affects a community's vulnerability to climate change impacts?**

- A) The community's access to renewable energy
- B) The level of education and social equality within the community
- C) The average temperature of the region
- D) The presence of technological innovations

**11. What is the primary goal of sustainable urban development?**

- A) To increase the density of buildings and reduce public space
- B) To create cities that support social inclusion, environmental quality, and economic opportunity for all residents
- C) To prioritize economic growth over environmental conservation
- D) To promote consumerism in urban areas

**12. Which of the following is a key principle of human rights in the context of sustainability?**

- A) Access to financial resources
- B) Equal access to basic needs such as food, water, shelter, and education
- C) Limiting the growth of developing nations
- D) Reducing government intervention in environmental policies

**13. How does increasing women's participation in sustainability decision-making improve outcomes?**

- A) It creates more opportunities for international trade
- B) It ensures better representation of diverse perspectives and needs, leading to more inclusive and effective solutions
- C) It reduces the cost of sustainability projects
- D) It focuses on gender equality but does not affect the overall sustainability process

**14. Which of the following is an example of social capital in a community?**

- A) Government regulations on environmental protection
- B) Strong trust and cooperation among community members that leads to collective action
- C) The development of new technologies in urban areas
- D) A city's efforts to increase the number of green spaces

**15. What role does education play in social sustainability?**

- A) It is only necessary for people pursuing careers in sustainability-related fields
- B) It contributes to creating informed, responsible citizens who can make decisions that promote sustainability



- C) It is not directly related to social sustainability
- D) It focuses only on teaching about environmental issues, excluding social aspects

**16. Which of the following is a key component of social sustainability in cities?**

- A) Promoting high-rise buildings for urbanization
- B) Ensuring equal access to resources such as healthcare, education, and housing
- C) Limiting access to public spaces to reduce costs
- D) Expanding the use of fossil fuels for energy generation

**17. Which of the following is an example of cultural sustainability?**

- A) Promoting economic growth at the expense of traditional practices
- B) Supporting the preservation of local cultural heritage and traditions while allowing for modernization
- C) Reducing the number of community events to save money
- D) Encouraging the complete abandonment of cultural traditions for global uniformity

**18. Which of the following is a benefit of promoting gender equality within sustainability efforts?**

- A) Increased inequality in social and economic opportunities
- B) Lower community involvement in decision-making
- C) More inclusive and effective sustainability outcomes that address diverse needs
- D) Reduced educational opportunities for women

**19. Which of the following best describes the term "social equity" in the context of sustainable development?**

- A) Equal distribution of environmental resources among all populations
- B) Ensuring that disadvantaged or marginalized groups have equal access to opportunities and benefits
- C) Focusing only on economic sustainability for wealthier communities
- D) Fostering only financial growth without considering social impacts

**20. How can social capital contribute to sustainability efforts?**

- A) By promoting individual success over collective well-being
- B) Through fostering relationships and networks that enable communities to collaborate and address challenges
- C) By reducing government intervention in sustainability projects
- D) By prioritizing economic goals over social objectives



**21. Which of the following is an important factor in building resilience in communities affected by climate change?**

- A) Creating exclusive, high-cost infrastructure projects
- B) Strengthening social networks, community engagement, and inclusive decision-making processes
- C) Reducing education access for vulnerable populations
- D) Focusing solely on technological solutions without community input

**22. What is one of the primary goals of promoting fair trade in relation to social sustainability?**

- A) To eliminate competition in global markets
- B) To ensure that marginalized producers in developing countries receive fair wages and better working conditions
- C) To reduce consumer prices for all goods
- D) To prioritize corporate profits over workers' rights

**23. How does education contribute to achieving social sustainability?**

- A) It reduces the need for community involvement in decision-making
- B) It helps individuals understand social, environmental, and economic challenges, fostering more informed and sustainable choices
- C) It focuses only on developing technical skills with no consideration of social issues
- D) It solely emphasizes personal financial success over collective well-being

**24. Which of the following is a direct social implication of climate change?**

- A) Increase in agricultural yields
- B) Loss of livelihoods for vulnerable populations, such as farmers and fishermen
- C) A rise in the availability of clean water for all communities
- D) Growth of urban areas in coastal regions

**25. Which of the following is a characteristic of an inclusive community under social sustainability principles?**

- A) Excluding people with disabilities from public spaces and services
- B) Providing equal opportunities for all community members, regardless of their background, abilities, or gender
- C) Promoting only the interests of wealthier individuals in the community
- D) Prioritizing economic profit over social well-being



**26. Which of the following is a key principle of social sustainability?**

- A) Economic growth at all costs
- B) Promoting social equity and fairness
- C) Limiting community participation in decision-making
- D) Maximizing resource extraction

**27. The concept of "just transition" refers to:**

- A) The process of transitioning from fossil fuels to renewable energy in a way that protects workers and communities.
- B) The shift from urban to rural living to improve sustainability.
- C) The transition of governments from capitalist to socialist systems.
- D) The use of technology to automate jobs and reduce human labor.

**28. Which of the following best represents an aspect of social sustainability in urban planning?**

- A) Designing cities that prioritize car travel over walking and cycling.
- B) Ensuring that affordable housing is available for all income levels.
- C) Increasing the production of single-use plastic goods.
- D) Focusing on economic profits from real estate development only.

**29. In the context of sustainability, what does the term "social equity" mean?**

- A) Ensuring all individuals have equal access to resources, opportunities, and services.
- B) Ensuring that all companies are taxed equally.
- C) Promoting technological advancements to create more jobs.
- D) Prioritizing profit over human well-being.

**30. How does community engagement contribute to sustainability efforts?**

- A) It helps increase profit margins for corporations.
- B) It ensures decisions reflect the needs and values of local people.
- C) It limits public influence over corporate activities.
- D) It focuses solely on environmental aspects, excluding social issues.

A photograph taken during the training session for Administrative staff.





European University of Lefke

## Social Aspects of Sustainability on Campus (Administrative)

Asst. Prof. Dr. Sevket Bostanci

Sustainable Development Goals



**SUSTAINABLE  
DEVELOPMENT  
GOALS**



# Sustainability

- Sustainability has 3 aspects; **environmental**, **economical** and **social**.



## Key Social Themes in Campus Sustainability

- Diversity & Inclusion
- Well-being (mental, physical, social)
- Community Engagement
- Fairness & Accessibility
- Cultural Awareness

## Purpose & Goals

- Understand social sustainability
- Recognize admin staff role
- Apply practical actions on campus

## Sustainability Overview

- Environmental, Economic, Social pillars
- People-centered approach
- Long-term campus wellbeing

## SDGs & Social Sustainability

- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 10: Reduced Inequalities



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## Why It Matters on Campus

- Universities are micro-communities
- Admin staff shape daily experience
- Impacts student success and satisfaction

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## Definition & Core Themes

- Equity, inclusion, wellbeing
- Fairness and accessibility
- Community and respect



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## Key Social Themes

- Diversity & Inclusion
- Accessibility
- Wellbeing
- Engagement



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## Diversity & Inclusion

- Respect all identities
- Use inclusive language
- Support underrepresented groups



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## Role of Admin Staff in Inclusion

- Inclusive communication
- Fair service delivery
- Representation and awareness

12

## Accessibility on Campus

- Physical: ramps, signage
- Digital: accessible content
- Communication: clear language

13

## Mental Health & Wellbeing

- Recognize stress signs
- Be approachable
- Promote support services

14

## Wellbeing Practices

- Encourage healthy workspaces
- Support flexible approaches
- Promote balance

15

## Equity in Services

- Treat all fairly
- Avoid bias
- Understand diverse needs

16

## Supporting Marginalized Groups

- LGBTQ+ inclusion
- Disability support
- Cultural sensitivity

17

## Cultural Awareness

- Support cultural events
- Encourage intercultural dialogue
- Respect diversity

18

## Student Engagement & Support

- Friendly front desk
- Timely responses
- Guidance and support

19

## Admin Staff Impact at EUL

- First contact with students
- Daily communication tone
- Service fairness
- Accessibility support

20

## Staff Inclusiveness

- Equal opportunities
- Recognition of contributions
- Inclusive workplace

21

## Community Engagement

- Local partnerships
- Volunteering
- Outreach programs

22

## Responsible Practices

- Support local vendors
- Ethical procurement
- Inclusive services

23

## Measuring Social Impact

- Surveys
- Feedback
- Participation metrics

24

## Challenges & Solutions

- Awareness gaps → training
- Resistance → communication
- Limited resources → small steps

25

## What You Can Do (1)

- Be respectful and inclusive
- Communicate clearly
- Listen actively

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## What You Can Do (2)

- Support vulnerable individuals
- Act fairly
- Promote wellbeing

27

## Summary

- Social sustainability is people-focused
- Admin staff are key actors
- Small actions create impact

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## Your Role Starts Today

- Be inclusive
- Be fair
- Be supportive
- Be proactive

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Thanks for listening!



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## Social Aspects of Sustainability Literacy Test

Participant Name:

Duration: 30 Minutes

Participant Surname:

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<i># Correct Answers</i>	<i># Wrong Answers</i>	<i>Total Points (%) :</i>

### **1. Which of the following is a characteristic of a socially sustainable community?**

- A) High levels of inequality and discrimination.
- B) Active involvement of all citizens in decision-making processes.
- C) Focus on economic growth at the expense of environmental health.
- D) Exclusion of underrepresented groups from political participation.

### **2. Which of the following is a primary social challenge in achieving sustainability?**

- A) High levels of technological advancement.
- B) Overcoming resistance to change in communities and industries.
- C) Abundance of natural resources.
- D) Lack of public awareness of environmental issues.

### **3. What role does education play in social sustainability?**

- A) It is not important for achieving social sustainability.
- B) It helps individuals understand sustainability challenges and promotes informed decision-making.
- C) It focuses only on teaching environmental science.
- D) It limits access to resources for marginalized groups.

### **4. In the context of sustainability, what does "social well-being" refer to?**

- A) The economic performance of a country.
- B) The physical and mental health of individuals in a community, as well as their access to resources.
- C) The total number of jobs created in a community.
- D) The amount of technological innovation in a society.



**5. What is one key goal of social sustainability?**

- A) Maximizing profits
- B) Ensuring everyone has equal access to resources
- C) Increasing pollution
- D) Promoting only business interests

**6 What does “social equity” mean?**

- A) Treating all people equally, regardless of their background
- B) Giving more resources to the wealthiest people
- C) Focusing only on environmental issues
- D) Promoting individual profits

**7. What is an example of community involvement in sustainability?**

- A) Ignoring local concerns
- B) Having people in a community help make decisions about the environment
- C) Focusing only on business profits
- D) Restricting access to information

**8. Which of these is an important part of social sustainability?**

- A) Building skyscrapers in cities
- B) Ensuring fair treatment for workers and communities
- C) Polluting less
- D) Focusing only on financial growth

**9. What does a “just transition” focus on?**

- A) Protecting workers as industries change
- B) Reducing government control
- C) Expanding businesses at any cost
- D) Ignoring workers’ rights

**10. Which group is usually most affected by social sustainability issues?**

- A) Wealthy people
- B) Marginalized or vulnerable groups
- C) People who own large companies
- D) Tourists

**11. Which is an example of an inclusive community?**

- A) Only wealthy people can participate in decisions
- B) Everyone, including disadvantaged groups, has a voice in decisions
- C) Excluding certain groups from decisions
- D) Focusing on economic growth only



**12. How does education contribute to social sustainability?**

- A) It helps people understand sustainability issues and make informed choices
- B) It limits people's access to information
- C) It focuses only on teaching technology
- D) It encourages pollution

**13. Why is access to clean water important for social sustainability?**

- A) It is essential for the health and well-being of communities
- B) It is only important for wealthy people
- C) It helps companies make money
- D) It reduces the need for education

**14. What is one goal of sustainable cities?**

- A) To prioritize the needs of big corporations
- B) To provide affordable housing for all
- C) To only allow the rich to live in the city
- D) To focus only on technology, ignoring people's needs

**15. Which of these is a social sustainability challenge?**

- A) Promoting fairness and equality for all people
- B) Focusing on helping only one group of people
- C) Protecting the environment at the expense of people
- D) Limiting community involvement

**16. What does it mean to have social well-being in a community?**

- A) People have access to clean water, healthcare, and education
- B) Only wealthy people have a good quality of life
- C) People are only concerned with making money
- D) People only focus on environmental issues

**17. What is a key part of social sustainability in the workplace?**

- A) Treating workers with respect and providing fair wages
- B) Exploiting workers to increase profits
- C) Ignoring worker safety
- D) Hiring only the cheapest workers

**18. What is the main idea behind the "social pillar" of sustainability?**

- A) Focus on profit at all costs
- B) Support the social needs and rights of individuals and communities
- C) Focus on environmental issues only
- D) Create inequality among different groups of people

**19. How does involving people in decision-making help sustainability?**

- A) It allows decisions to reflect everyone's needs and values



- B) It makes decision-making slower and less efficient
- C) It focuses only on profit-making
- D) It excludes certain groups of people

**20. In the context of sustainability, what does the term "social equity" mean?**

- A) Ensuring all individuals have equal access to resources, opportunities, and services.
- B) Ensuring that all companies are taxed equally.
- C) Promoting technological advancements to create more jobs.
- D) Prioritizing profit over human well-being.



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LEFKE AVRUPA ÜNİVERSİTESİ  
EUROPEAN UNIVERSITY OF LEFKE

# Katılım Sertifikası

Sn. ARZU VOLKAN

18.03.2025 tarihinde düzenlenen  
"SÜRDÜRÜLEBİLİRLİĞİN SOSYAL ETKİLERİ" konulu sertifika programına katılarak  
bu belgeyi almaya hak kazanmıştır.

Prof. Dr. Mustafa SAĞSAN  
Sürekli Eğitim Merkezi Müdürü