

# Diversity Initiatives at 39 Institutions: A Collection of Practical Examples 2019

National Universities	29institutions
Prefectural Universities	3institutions
Private Universities	6institutions
Colleges	1institutions
Total	39 institutions

## **Realizing Diversity in Japan's Research Environment**

NISHIO Shojiro

All Nippon Diversity Network General Manager

President, Osaka University

In response to the United Nations' Sustainable Development Goals and other international trends, diversity & inclusion has been drawing attention both in Japan and abroad to realize a sustainable and inclusive society.

With that in mind, the All Nippon Diversity Network was established in February 2019, under the "Initiative for Realizing Diversity in the Research Environment (All Nippon Core Institutions (Group))," an H.30 Subsidized Project on Science and Technology HR Development of the Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT).

This organization collaborates with and connects institutions nationwide by sharing both domestic and international best practices and practical experiences, with to enhance and continuously improve the work environment and enable better futures for women researchers through the dissemination and development of its gathered knowledge throughout Japan. With the participation of a wide range of institutions in Japan, it is expected to grow and become an autonomous nationwide network designed to continuously promote the participation and advancement of women researchers.

Two essential pillars were established at the outset of this project. The first is the All Nippon Diversity Network Organization, which is tasked with sharing issues and best practices through face-to-face meetings. For that purpose, the entire nation was divided into eight regional blocks where the administrative universities in each block plan and carry out activities best suited to local conditions and needs.

The second pillar is the All Nippon Diversity Network Platform web system. In collaboration with IBM Japan and the Science Council of Japan, an open and diverse online community will be created involving private enterprises and female students who aspire to become researchers in the future. Through the collaboration of these two networks, this initiative will be developed at a national level.

As of 29 October 2019, a total of 140 institutions, including higher education and research institutions and corporations, have taken part in the planning of this initiative, and 24 administrative universities are developing projects in close collaboration with MEXT and with the support of the Science Council of Japan and other institutions.

Currently, universities are required not only to pursue academic research but also to contribute to solving social issues. As the lead institution of this initiative, Osaka University is committed to supporting the All Nippon Diversity Network as

it develops into an open and useful cornerstone for all the people within Japan and throughout the world.

I am determined to do my best to drive creative insight and energy through this project to accelerate diversity in the research environment in our country. In closing, I would like to ask for your understanding of, and support for, this initiative.

## **Publication of *Diversity Initiatives at 39 Institutions: A Collection of Practical Examples***

This booklet describes the efforts of 39 institutions, which are administrative universities and institutions participating in the All Nippon Diversity Network selected under the Initiative for Realizing Diversity in the Research Environment (All Nippon Core Institutions (Group)) of MEXT. Please visit <https://www.opened.network/> for more detailed information.

The cases contained in this booklet are classified into six categories of diversity promotion: recruitment & development, appointments to managerial/senior positions, research capacity building, the work environment, change of awareness, and others.

Many of the cases are classified into “recruitment & development” or “the work environment.” Efforts related to “recruitment & development” include the implementation of positive actions, diversification and visualization of career paths, systems of mentorship, and others that are intended to address general aspects of recruitment and development, as well as initiatives to support the next generation of leaders, chiefly junior and senior high school students, through the provision of role models.

A large number of initiatives to improve the work environment can be seen to include support for those returning to work after childbirth and the establishment of day-care centers, though others have also been introduced for university staff that include men as well as women and revisions to the work style conducted by all staff.

In addition, cases have been observed where systems have been adopted to provide financial support regarding the progressive appointments of women professors or women researchers (“appointments to managerial/senior positions”), cases of industry, government, academia collaboration and support for women who wish to further improve their research ability, leadership, or other skills (“research capacity building and other cases regarding the visualization of unconscious biases and the promotion of awareness through dialogue with diverse staff were also seen (“raising diversity awareness”). As such, this booklet contains real examples that address a wide range of issues.

To compile these initiatives into one booklet, areas that have been prioritized for success have been added to each case, as they represent success factors based on global examples of successful advances in the promotion of diversity. “Commitment by top management,” “Organization (Systems of governance),” and “goal setting” are the priority areas commonly cited by many such institutions. They have come to regard them as crucial factors even from the initial stages of their respective initiatives. For them to continue to generate the expected outcomes, however, the

necessity of other factors are also made apparent, such as “strategy (from the position of identifying their institution’s management strategy in regards to diversity),” “interactive communication (promoting communication between executive staff and members of the institution),” and “accountability and transparency (establishing an external evaluation committee and setting up a system to receive external opinions, etc.).”

Through this booklet, it is made clear that many institutions have many common issues. When facing these issues, I hope that this booklet will allow institutions to explore more options, in order to select and adopt more workable measures. This booklet can also be utilized to plan strategies and investigate any subsequent issues they may need to address. If they deeply consider their priority areas for success and consider these areas when implementing initiatives from the beginning stages and not just during the final review process, they are likely to achieve more fruitful outcomes.

This booklet is anticipated to generate discussions centering on the specific outcomes of these initiatives, thereby significantly promoting diversity and improving the work environment for female researchers in Japan.

Moreover, we will further improve the website to share many more examples of good practice and the results of these programs.

Finally, I would like to express my sincere gratitude to all the organizations and institutions for their assistance with the publication of this booklet on very short notice. I would also like to ask all the related institutions to further share information and good practice with the Secretariat of the All Nippon Diversity Network Platform.

KUDO Mayumi  
All Nippon Diversity Network Deputy General Manager  
Director and Vice President, Osaka University

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The initiatives of the participating institutions are classified by issues and are categorized by their priority areas.

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- A** Strategy: The project is positioned as a management strategy for the institution.
- B** Top management commitment: The project is led by the top leader of the institution.
- C** Organization: A person in charge is appointed and an organization for implementation is clearly defined.
- D** Goal setting: Specific and clear goals have been set.
- E** Interactive communication: Communication is promoted between the management and members.
- F** Accountability and transparency: An external evaluation committees is established to consider external views.
- G** Other

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\*Abbreviation Note: (N) National Universities, (PRE) Prefectural Universities, (PRI) Private Universities, (CO) Colleges

\*The institutions are listed in Japanese alphabetical order from national, prefectural, and private universities and colleges.

\*On the Table of Contents, only the subtitles of the initiatives are indicated; where there is no subtitle, the main titles are written.

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	NO.	Univeristy	<span style="color: red;">■</span> <b>A</b> Strategy	<span style="color: blue;">■</span> <b>B</b> Top management commitment	<span style="color: orange;">■</span> <b>C</b> Organization	<span style="color: green;">■</span> <b>D</b> Goal setting	<span style="color: orange;">■</span> <b>E</b> Interactive communication	<span style="color: purple;">■</span> <b>F</b> Accountability and transparency	<span style="color: black;">■</span> <b>G</b> Other
Recruitment & development	1	Iwate University(N)	○	○	○	○	○	○	
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	4	Kanazawa University(N)		○	○	○			
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	6	Kyushu Institute of Technology(N)	○	○	○	○			
	7	Tokyo University of the Arts(N)	○	○	○	○			
	8	Tohoku University(N)		○	○		○		
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	18	Hiroshima University(N)	○	○	○	○	○	○	
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	22	Kyoto University(N)	○	○	○				
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	24	Tokyo Medical and Dental Universit(N)	○	○	○	○	○	○	
	25	The University of Tokyo(N)		○					
	26	Tokyo University of Agriculture and Technology(N)	○	○	○				
	27	Nagasaki University(N)	○	○	○	○	○		
	28	Nagoya University(N)			○				
	29	Nara Women's University(N)			○				
	30	Hokkaido University(N)			○				
	31	Muroran Institute of Technology(N)	○	○	○	○			
	32	Tokyo Metropolitan University(PRE)		○	○		○		
	33	University of Hyogo(PRE)		○	○		○		
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	35	Ritsumeikan University(PRI)		○	○		○		
Change in Mindset	36	Kyushu University(N)	○	○				○	
	37	Niigata University(N)		○			○		
	38	Teikyo University(PRI)		○	○		○		
Others	39	University of Tsukuba(N)	○	○	○		○		○

\*Abbreviation Note: (N) National Universities, (PRE)Prefectural Universities, (PRI)Private Universities, (CO) Colleges



## Recruitment & Development

### Challenging unconscious bias to increase the number of female researchers and senior managers



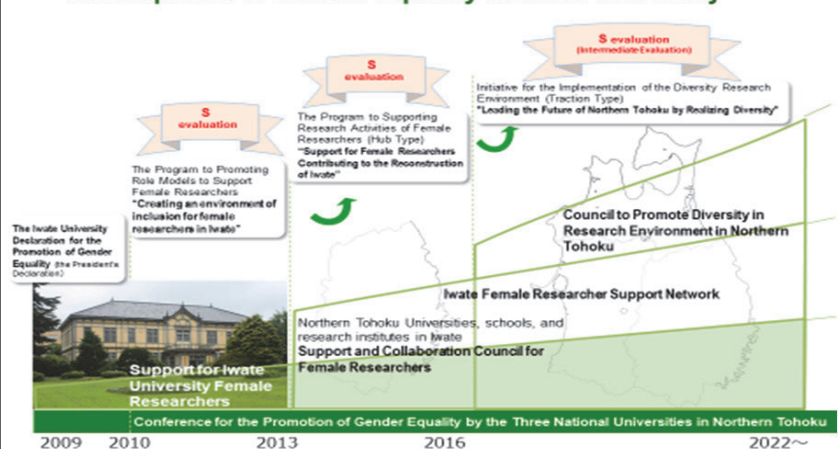
岩手大学  
IWATE UNIVERSITY

#### Overview

Iwate University aims to lead the future of the Northern Tohoku Region where women can fully demonstrate their abilities by evolving the implementation of activities that have generated successful outcomes in supporting female researchers.

#### Implementation of gender equality programs at Iwate University

##### Development of Gender Equality at Iwate University



Since 2009, under the leadership of the President, positive actions have been taken, resulting in an increase in women in faculty from 8.9% to 14.7%.

To further raise effectiveness, a system has been established to minimize the impact of unconscious bias.

#### Full details

#### « Efforts to increase the effectiveness of positive actions »

##### Diversity reporting system

- Any faculty recruitment is either **limited to women**, or **women are given priority when male and female candidates have identical qualifications**
- After a trial starting in 2017, from 2019, the selection committee chair is required to make a **report** on the **selection process** where women are given priority from the viewpoint of diversity.
- The checklist will also be effective in reducing the impact of unconscious bias.

##### Policy to promote female-only recruitment

- One-Up open recruitment to **offer openings in one-rank higher positions** now applicable to tenure-track faculty.
- In addition to 3-year **start-up research funding** for women, financial support is given to increase the number of female applicants and improve their working environment.

##### Reducing the impact of unconscious bias

- Education to increase awareness of managers and professors involved in HR

2017 Management seminar  
"Unconscious bias and promotion of advancement for female researchers"



- Recruitment guide **"To recruit researchers from a diversity viewpoint"** has been prepared with reference to overseas information.

- To attract diverse applicants**
  - Active and regular recruitment and scouting
- To conduct selection that achieves diversity**
  - Diversity in members/appropriate subject criteria/interview with diverse applicants
- To improve selection effectiveness**
  - Responsibility of the selection committee to declare ability-based selection

【Priority areas for success】

- A** Strategy **B** Top management commitment **C** Organization **D** Goal setting **E** Interactive communication **F** Accountability and transparency

Contact: The Office for Gender Equality, Iwate University

Link on OPENED site:  
<https://www.opened.network/case/p-0025/>

# Recruitment & Development

## Creating more opportunities for women!

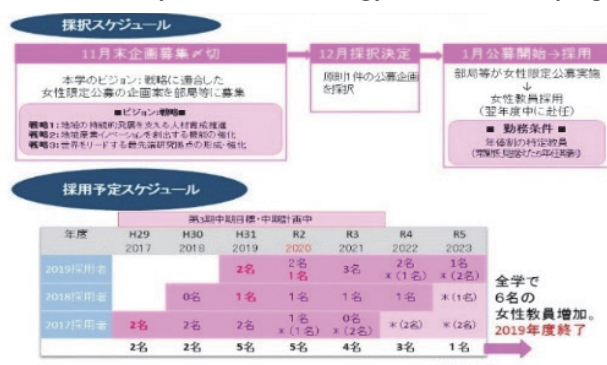
Positive actions and the Science Himeko initiatives to develop women in the next generation



### Overview

Ehime University aims to realize a society that promotes women's advancement via a positive action program to increase the proportion of female faculty members, and, through the initiatives of "Science Himeko," a group of female students majoring in science at the University, will increase the number of female students in science and provide more opportunities to female researchers.

### Ehime University President's Strategy/Positive action program to increase women faculty numbers



### Positive action program

To hire more female faculty in line with the University strategy, a positive action program was implemented from FY2017 to FY2019. Under this program, women were initially hired at the discretion of the President. They will now become full-time faculty in their department within five years.

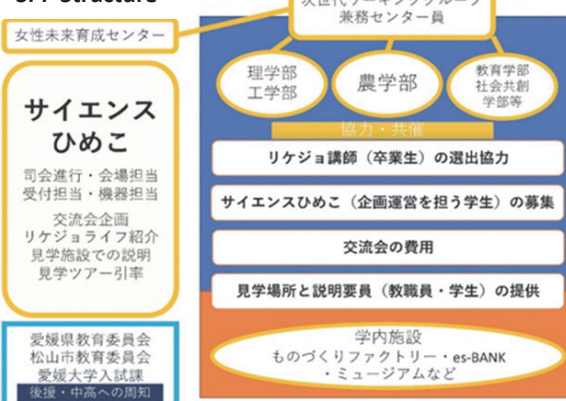
This initiative has produced a specific outcome: six women were hired (two in FY2016, one in 2017, and three in 2018).

### Science Himeko

With the supervision and support of the Women's Future Development Center, part of the Diversity Promotion Office, Science Himeko plans and organizes events and offers support and consultations to inform schoolgirls and their parents of how interesting science subjects are.

Activities such as the "Science Princess Project" (SPP) have been organized for schoolgirls and their parents in early August every year since 2011, with three objectives: 1) to provide a better understanding of science subjects, 2) to change their mindset when choosing a future path, and 3) to eliminate anxieties about future job options. This event offers lectures by graduates, exchanges with Science Himeko members, and lab tours. A survey of junior and high school girls showed that female students who were close to them in age served as role models and successfully conveyed the intended messages.

### SPP Structure



Other activities include the planning and implementation of science experiments targeted at primary school girls and their parents by Science Himeko members in collaboration with local governments, the participation of female students in research presentations in alliance with the Super Science High-school Program, cooperation in science programs organized by local NPOs, consultation sessions at local events, and lectures at junior and senior high schools.

These activities have strengthened bonds among participating undergraduate and graduate female students and raised their planning and management abilities as well as their awareness of their career potential.

### 【Priority areas for success】

- A** Strategy
- B** Top management commitment
- C** Organization
- D** Goal setting
- E** Interactive communication

Contact: Women's Future Development Center,  
Ehime University

Link on OPENeD site  
<https://www.opened.network/case/p-0021/>

## Recruitment & Development

### Diverse and developmental career paths for women researchers! An industry-government-academia Circular Development Program for Women Researchers



#### Overview

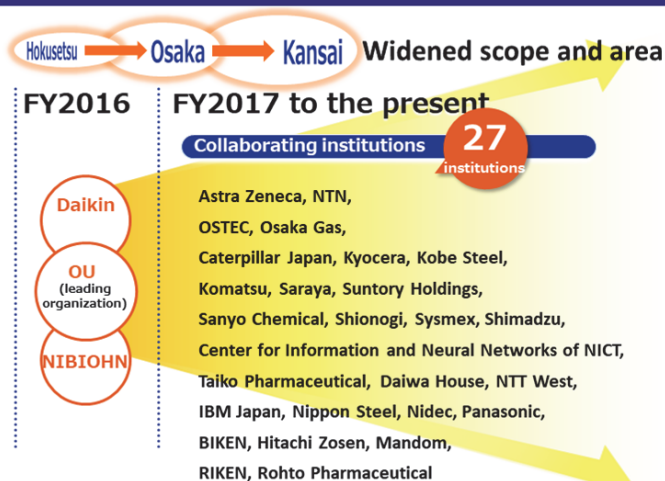
Osaka University aims to increase the number of female researchers and develop their research capabilities in the natural sciences via industry-government-academia collaboration based on Research Alliance Laboratories and Joint Research Chairs at the university with private enterprises.

#### Details



For over 10 years, the three institutions (left) have collaborated to develop female researchers in the natural sciences. They will further implement collaborative activities such as cross-appointments and support for joint research led by female researchers by transcending the traditional barriers of universities, research institutions, and companies.

#### Formation and expansion of circular clusters to develop female researchers



#### Six cases of industry-academia cross-appointment:

Daikin: Assistant professor in Engineering [Pioneering case at a national university]  
Mandom: Assistant professor in Pharmaceutical Sciences [Commercialization for women cosmetics]  
NTT West: Associate professor in Human Sciences [First appointment in the humanities]  
Suntory, Rohto Pharmaceutical, and Saraya

**10-year comprehensive collaboration agreement that includes female researcher development with Daikin and Sysmex**

Priority areas for success:

- A** Strategy **B** Top management commitment **C** Organization **D** Goal setting **E** Interactive communication **F** Accountability and transparency

#### Increased numbers of female researchers

Natural sciences FY2016 → FY2018			
Total number	349	→	433
Senior positions	93	→	150
% Recruitment	23.1%	→	34.8%

Science & engineering FY2016 → FY2018			
Total number	122	→	156
Senior positions	33	→	60
% Recruitment	17.7%	→	32.9%

#### New program for developing female leaders in engineering

Offered as a regular subject designed where female company employees and graduate students can study together

#### Networking between female graduate students and participating institutions

Opportunities to link research with society to enhance their research and raise career awareness

#### Career development support for women on childcare leave

Female employees can enroll at OU as part-time students

Contact: Center for Gender Equality Promotion, Osaka University

Link on OPENeD site  
<https://www.opened.network/case/p-0010/>

# Recruitment & Development

## Female-specific open-recruitment at all science and engineering faculties in principle! To realize diversity in the research environment



### Overview

Kanazawa University set the percentage targets for recruiting female researchers in each field in 2016. To achieve these targets and improve the current situation, in which female faculty numbers are very limited, female-specific open-recruitment was implemented.

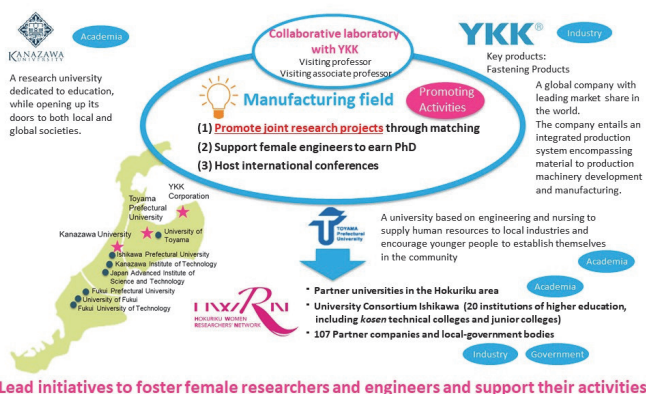
### History of initiatives at Kanazawa University

- 2001 Established the Gender Equality Promotion Committee
- 2008 Established the Career Design Laboratory for Gender Equality
- 2013 Established the Hokuriku Women Researchers' Network (HWRN)
- 2017 Began work to realize diversity in Hokuriku research environment via academia-industry collaboration

### Scope of our activities

- Taking initiative in founding and expanding diversity in Hokuriku research environment
- Fostering female leaders through enhancing their research capabilities
- Developing firm foundation in female researchers promotions to senior positions
- Raising female researchers employment ratio

### ◆ Promoting Diversity in the Research Environment in Hokuriku under Collaboration between Industry and Academia



### Scope of our activities

#### 1. Taking initiative in founding and expanding diversity in Hokuriku research environment

- Maintain the Hokuriku Women Researchers' Network
- Organize committee for promoting diversity in the research environment
- Organize symposiums and workshops
- Transmit information on websites
- Support female researchers by funding program (to help them return to work after giving birth)
- Appoint a research partner to help research activity of a faculty who meets difficulties in continuing her/his research
- Promote the use of human-resource information
- Raise awareness through research-photo exhibitions

#### 2. Fostering female leaders through enhancing their research capabilities

- Improve research capabilities through industry-academia collaborative laboratory
- Support joint-research projects
- Offer prizes for female researchers
- Create an internship system for female researchers
- Foster research activities and management skills through training programs
- Support the hosting of international symposiums

#### 3. Developing firm foundation in female researchers promotions to senior positions

- Organize seminars targeting managers and researchers to raise their awareness concerning diversity
- Appoint woman member in human-resource management committee

#### 4. Raising female researchers employment ratio

- Achieve the percentage target for employing women in each field
- Create a female-specific open-recruitment system
- Employ female researchers through a cross-appointment system

### To raise motivated female researchers employment ratio

- Set the percentage targets for employing women in each field
- Create a female-specific open-recruitment system (fundamentally, at all science and engineering faculties)
- Employ talented female researchers from the private sector through a cross-appointment system

#### 【Priority areas for success】

**B** Top management commitment

**C** Organization

**D** Goal setting

Contact : Career Design Laboratory for Gender Equality, Kanazawa University

Link on OPENeD site  
<https://www.opened.network/case/p-0009/>

## Recruitment & Development

### Efforts to increase female researchers towards the future: Support from female students in selecting science courses



#### Overview

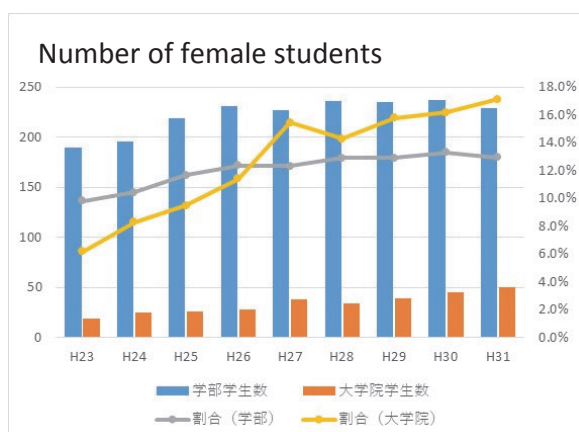
To increase the number of female researchers in engineering for the future, Kitami Institute of Technology offers individual consultations from its female students to high school girls who are interested in STEM courses. A meeting was also held between its directors and female faculty to take further measures in this regard.

#### Full details

#### Female students supporting the selection of science courses

Gathering interest through PR activities, the Kitami Institute of Technology has offered support to high school girls in selecting science courses and organizes career seminars for female students to increase the number of female researchers in the future.

As a new initiative, female students offer consultations to high school students on Open Campus days. They answer questions asked by schoolgirls and their parents on their concerns over campus life due to the limited number of female students in engineering, and discuss concerns about the selection of a future path, such as job options, choice of academic courses, etc.



(Private consultations provided to high school girls)

#### Meeting held between directors and female faculty

The first ever meeting was held between the President and the Executive Director in charge of general affairs, and female faculty to promote diversity at the Institute.

The President and Director explained prospects for diversity promotion, and exchanged opinions over measures to increase numbers of female researchers and graduate students. They also discussed external activities to encourage female high school students in eastern Hokkaido to choose a science or engineering course and eventually advance to graduate courses.



(President Suzuki and female faculty at the meeting)

【Priority areas for success】



Organization



Interactive communication

Contact: General Affairs Division for Personnel Affairs, Kitami Institute of Technology

Link on OPENeD site  
<https://www.opened.network/case/p-0002/>

# Recruitment & Development

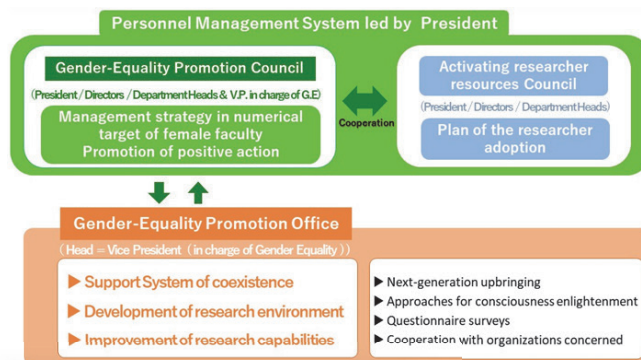
Project to increase the number of female faculty and develop research capabilities via unique measures: “New organizational system” x “Combined support system” = “Kyutech Project”



## Overview

Kyutech is promoting the “Kyutech Project” within its organizational system and a combined support system to increase the number of female faculty and to develop their research capabilities.

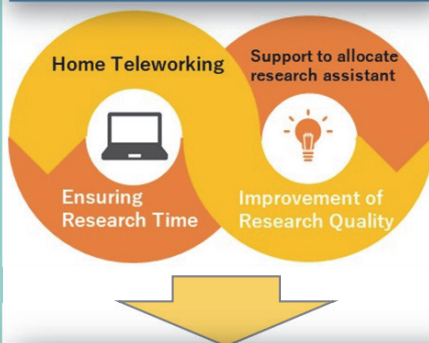
### 【Kyutech Project : Features on Organization System】



The Gender-Equality Promotion Council has been established, and its role is clearly differentiated from that of the Gender-Equality Promotion Office. The Council is responsible for numerical targets for female faculty, while the Office is responsible for improving their living and research environment.

This Council embodies the new organizational system in “Kyutech Project.” It manages the number and ratio of female faculty and takes positive actions under the leadership of the President.

### 【Kyutech Project : Features on Support System】

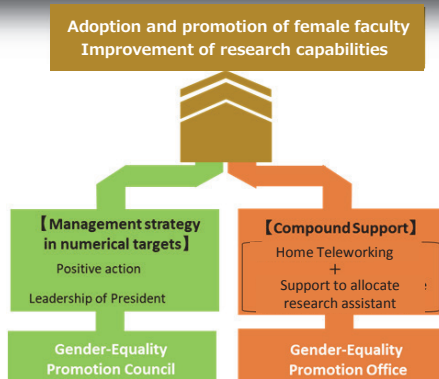


Meanwhile, the role of the Office is to improve the female faculty’s living and research environment with the combined support system in “Kyutech Project”. The system is the combination of “Home Teleworking” and “Support to allocate research assistant” to ensure research time and research quality, with the aim of enhancing their research capabilities.

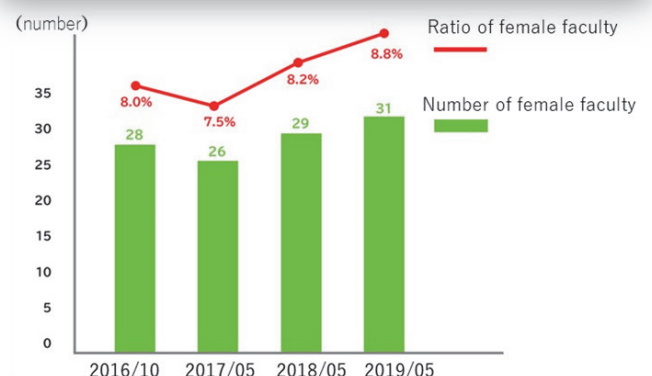
As a result of clarifying the role of the Council and the Office, Kyutech has achieved an increase in the number and promotion of female faculty, and developed their research capabilities. The number and ratio of female faculty reached 31 (8.8%) as of 1 September 2019, from 26 (7.5%) as of 1 May 2017.

During this period, three female faculty members have been promoted to professor (two in engineering), and one to an associate professor.

### 【Kyutech-Project】



### 【Number and Ratio of female faculty】



#### 【Priority areas for success】

- A Strategy
- B Top management commitment
- C Organization
- D Goal setting

Contact: Gender Equality Promotion Office, Kyushu Institute of Technology

Link on OPENeD site  
<https://www.opened.network/case/p-0033/>

## Recruitment & Development

### Diversity will shape the future of Geidai: Achieving diversity in arts universities



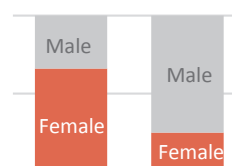
#### Overview

At the Toyo University of Arts, although the majority of the students are women, senior faculty are mostly men. This prevents the visualization of career paths for female artists and researchers. To improve this situation, the University is taking actions to achieve diversity by focusing on issues specific to Geidai while utilizing its strengths as an arts university.

#### Issues unique to arts universities

**Female students: approx. 70% ⇔ Senior female faculty: approx. 20%**

- Career paths for female artists and researchers are not visualized.
- Other arts universities are in the same situation.



Student Faculty

#### Actions

##### 1. Create a network of faculty, staff and students

- Provide opportunities to discuss **issues faced by women in the arts**, such as by hosting lectures by female graduates

##### 2. Provide information

- Disseminate information on activities by female faculty, staff and graduates that is **useful for female students and young faculty and staff for designing their careers**

##### 3. Change mindset and develop capabilities

- **Visualizing detailed gender ratios by department/job type** to create a common understanding of the need to increase female faculty numbers
- **Symposium for female faculty and researchers in the arts** (May 26, 2018) Presentations by female teachers from the University and four other arts universities in Tokyo
- **University Diversity Promotion Month 2019** (June to July, 2019)
  - The “Women, the Arts and Careers” Symposium
  - Lecture: “When a female artist becomes a mother”
  - Concert by vocalists who have small children
  - Queer Animation Screening
  - Lecture on music by a hearing-impaired individual
  - Skills development seminars for artists and researchers

##### 4. Provide support and environmental improvement

- Support that is matched to needs associated with life events, such as assigning assistants to support researchers who are taking care of family members (children/elderly people)



【Priority areas for success】

- A** Strategy   **B** Top management commitment   **C** Organization   **D** Goal setting

#### Full details

Contact: Office for Diversity & Inclusion, Tokyo University of the Arts

Link on OPENeD site  
<https://www.opened.network/case/p-0043/>

# Recruitment & Development

## Tohoku University Science Angels Communicating the fascination of science to nurture future generations of female researchers



### Overview

Tohoku University Science Angels (SAs) is a program for nurturing future generations of female researchers by female graduate students in natural sciences. Each year, 40 to 70 students are appointed as SAs by the President. They organize seminars and science programs to communicate the attractiveness of science and joy of doing research. SAs also attend seminars for their own benefit, to raise awareness and network with other female researchers across generations and research fields.

### Objectives of activities

- To nurture future generations of female researchers as role models and communicate the fascination of science to students
- To develop research skills and cultivate mission and responsibility
- To build networks across generations and research fields

“S.A. KIYU-KAI”: Organization consisting of about 140 active and former SAs to organize events/workshops and build a network through mailing lists.



### Main SA activities

- Visiting seminars and on campus events  
Giving talks to junior/senior high school students on research and university life based on their actual experience
- Science events  
Organizing experiments and workshops for children to raise their interest in science
- Open Campus  
Giving advice and answers to junior/senior high school students interested in science courses
- Symposia and seminars  
Raising awareness as researchers by attending symposia and skills development seminars



FY2019 Tohoku University Science Angels

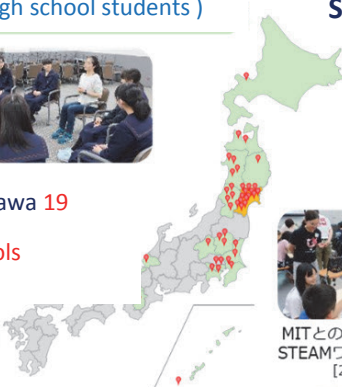
### Outcome and spillover effects

Seminars on university science courses  
(mainly for junior/senior high school students)



- From Hokkaido to Okinawa 19 prefectures
- Conducted at 140 schools
- Over 9,000 participants

※ 理系進路選択支援セミナー  
STEAM教育イベント実施場所



### STEAM education events/workshops for children

- Over 60 sessions so far
- More than 10,000 participants
- Collaboration with global/local partners  
ex) STEAM education workshops with MIT  
ex) Science events with local government, corporate partners and NPOs



MITとのコラボによる  
STEAMワークショップ  
[2017~]



楽しい理科のはなし  
(主催: 河北新報社)



第50回仙台市ガス展  
(主催: 仙台市ガス局)



学都「仙台・宮城」  
サイエンス・デイ  
(主催: NPO法人natural science)

### Recognition and awards



平成27年度 科学技術分野の文部科学大臣表彰  
科学技術賞 (理解増進部門)

2011年度 第6回ロレアル・ユネスコ  
女性科学者 日本奨励賞 特別賞



### Similar efforts expanded to other universities

ex) 名古屋大学 理系女子学生コミュニティ「あかりんご隊」[2007~]  
新潟大学「新大Wits」(女子大学院生→男女問わず)[2009~]  
大阪府立大学 理系女子大学院生チーム「IRIS」[2011~]

他、センターおよび関係者による関連内容の取材/報道対応、講演講師、寄稿・事例紹介等 多数

【Priority areas for success】

**B** Top management commitment **C** Organization **E** Interactive communication

Contact: Center for Gender Equality Promotion,  
Tohoku University

Link on OPENeD site  
<https://www.opened.network/case/p-0004/>

## Recruitment & Development

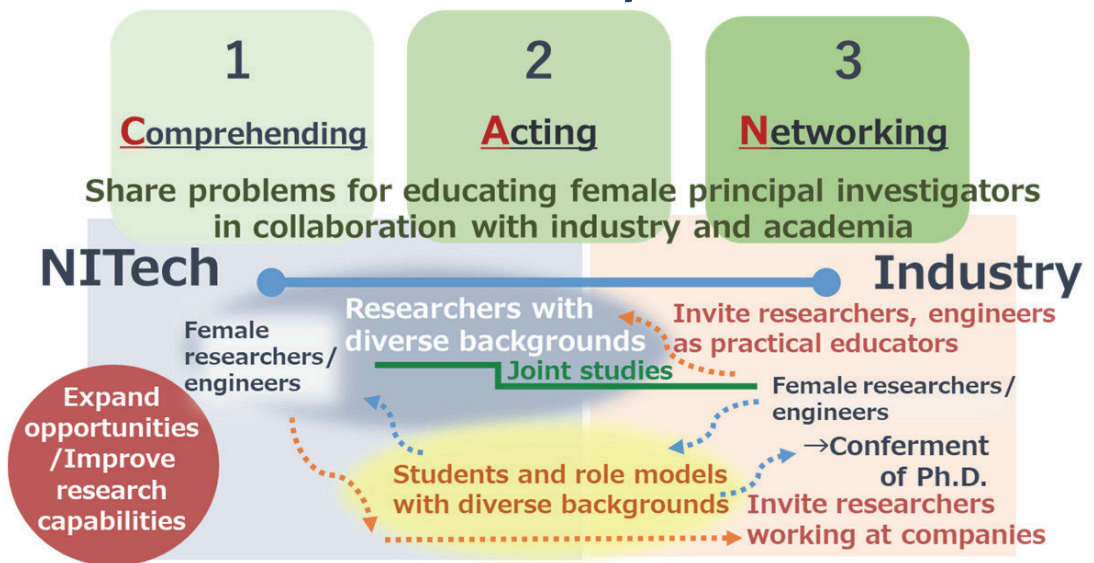
### Supporting consistent career development for women in the field of engineering: NITech CAN for Innovative Diversity



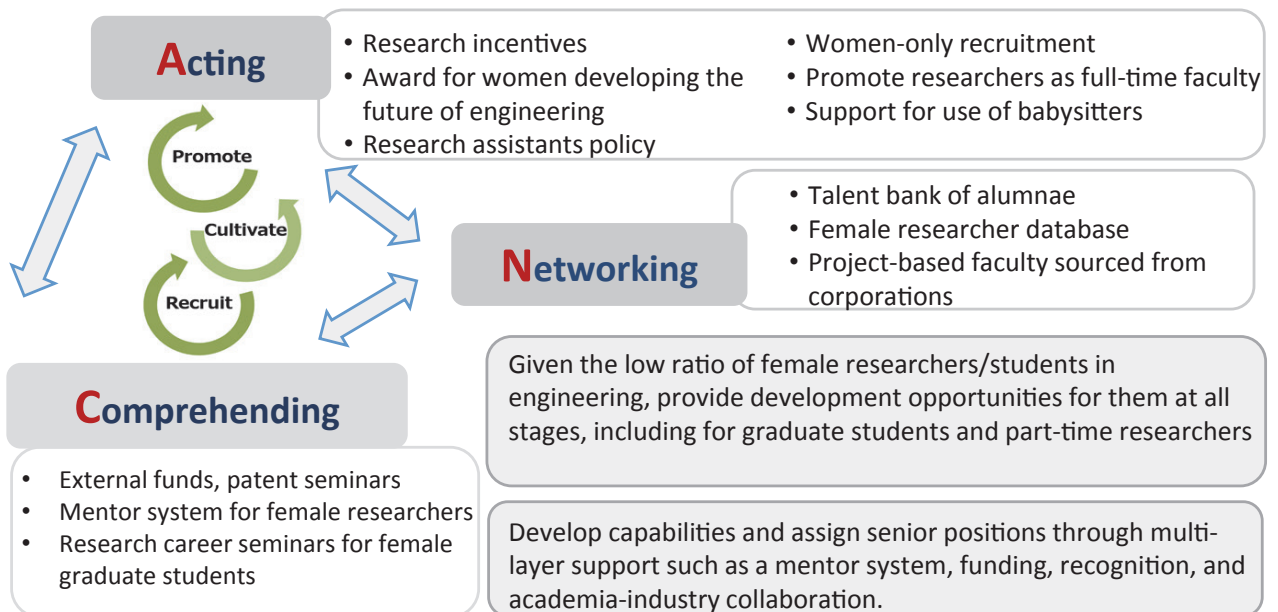
#### Overview

In collaboration with the business industry, NITech develops and provides support to women in the engineering field at all stages, from students, engineers, researchers, and research leaders to gain opportunities to achieve higher positions.

### NITech CAN for Innovative Diversity



#### Full details



【Priority areas for success】

**A** Strategy **B** Top management commitment **C** Organization **D** Goal setting **E** Interactive communication

Contact: Center for Diversity & Inclusion, Nagoya Institute of Technology

Link on OPENeD site  
<https://www.opened.network/case/p-0040/>

## Recruitment & Development

### Development of Female Researchers Leading the Community for the Future of Miyazaki: Step-by-Step Program



#### Overview

The University of Miyazaki is taking a positive approach to the increase of the ratio of female faculty by promoting female associate professors or lecturers with outstanding research achievements to senior positions through screening, and is providing a career path to top-ranking female graduate students aiming for researchers.

#### Full details

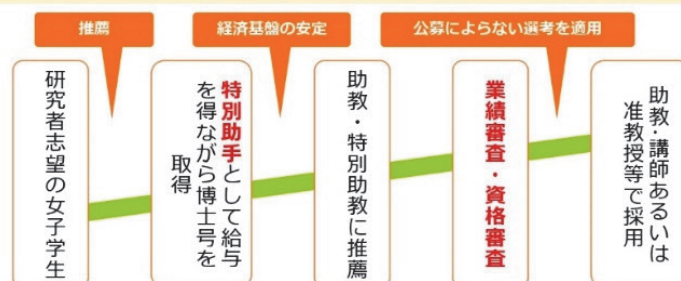
#### Positive action to promote women to senior positions (ATHENA Plan)

- The purpose is to improve the low proportion of female professors and associate professors in the field of natural science.
- The university applies screening without public recruitment, based on the agreement in the "UoM's Faculty Selection Rules," of associate professors and lecturers who are PhD holders with outstanding research achievements and abilities to perform their duties as senior faculty members.
- This screening system has produced four female professors.
- Those senior female faculty members become a role model for young faculty and students. Accordingly it has eliminated unconscious bias in faculty recruitment the university had.

#### Mid to long-term talent development – "Step-by-Step Program" for female graduate students

- In the mid- to long-term strategy of the increase of female faculty, that is "Step-by-Step Program," graduate students aiming for researchers are appointed as special faculty (special assistants) and gradually promoted to senior positions.
- This program is offered to university graduates (including expected graduates) who have a clear intention to go on to a graduate school, and to graduate students who have excellent academic achievements and are strongly motivated to engage in education and research at the University of Miyazaki. Accordingly it has visualized the career path of researchers.
- As a result of this program, a female master's student from the Graduate School of Medicine and Veterinary Medicine was appointed as special assistant in January 2019.

#### Recruitment of Special Faculty in the Step-by-Step Program (established on July 26, 2019)



【Priority areas for success】

A

Strategy

B

Top management commitment

F

Accountability and transparency

Contact : KIYOHANA ATHENA Office of Gender Equality Promotion, University of Miyazaki

Link on OPENeD site  
<https://www.opened.network/case/p-0039/>

# Recruitment & Development

## Kyoto Sangyo University's initiatives based on positive actions



### Overview

With the "Gender Equality Declaration" by the President, Kyoto Sangyo University has set five basic principles and action plans. To promote university-wide gender equality, all departments engage in positive actions. These activities are periodically reviewed by the Committee for further improvement and development.

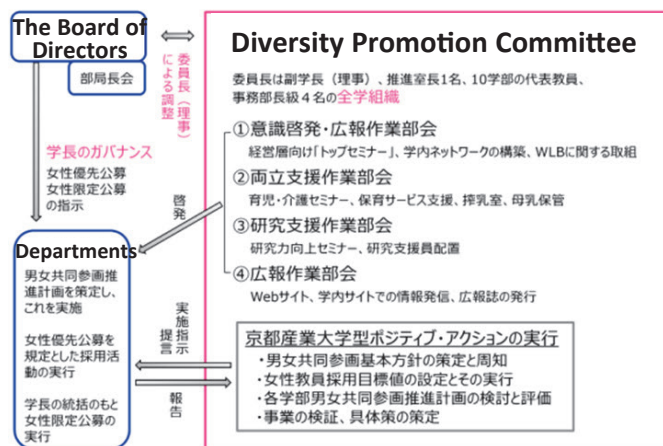
### A university-wide organization to promote progress

The Diversity Promotion Committee is a cross-departmental organization, consisting of the Vice President (Executive Director) as the Chairperson, the Head of the Promotion Office, faculty representatives from each of the 10 departments, and four general managers from administration.

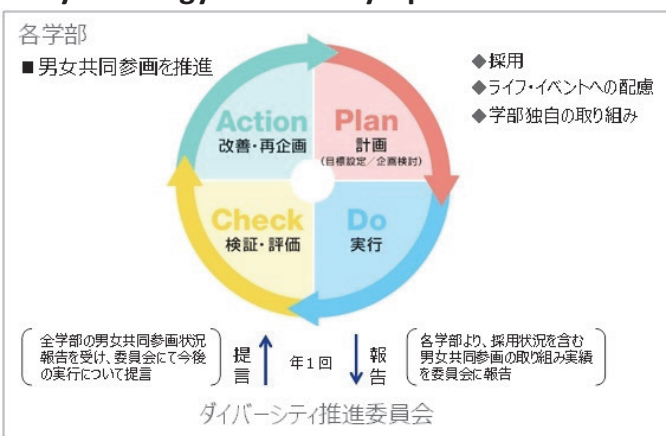
Its members serve as a liaison for their respective departments. There are four working groups that implement activities to raise awareness and promote gender equality.

Organizational efforts are required while taking account of the different situations of the departments.

Each department compiles an annual report on its activities. The Committee then reviews and evaluates it based on the standard criteria and provides proposals for improvement.



### Kyoto Sangyo University's positive action



Proposals are made based on a comparison of efforts of all the departments for recruitment, consideration of life events, and other initiatives, so that the departments can share and adopt good practice.

### Gender equality activities are part of all recruitment processes

To increase the number of female faculty, female-prioritized or female-only recruitment is conducted under the governance of the President.

#### Increase in female researchers: targets and actual numbers

	Target	Actual
Ratio of women in new hires	30%	32.7%
Ratio of female researchers	24%	24.4%
Number of female full-time faculty	10	14

**One female has been hired by each of the three science and engineering departments**  
 \*Results from FY2014 - 16

【Priority areas for success】

**B** Top management commitment

Contact: Diversity Promotion Office, Kyoto Sangyo University

Link on OPENeD site  
<https://www.opened.network/case/p-0026/>

## The Power of Continuity! Supporting longer career paths for female researchers

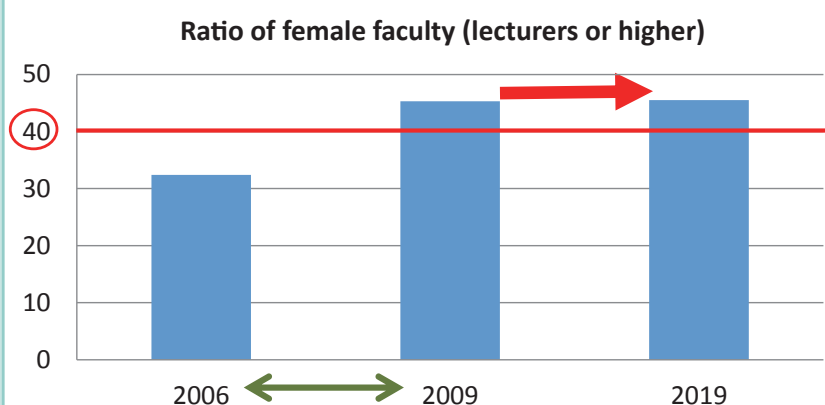


日本女子大学  
JAPAN WOMEN'S UNIVERSITY

### Overview

By establishing a model project to support women's careers and working environment, Japan Women's University has been able to sustain this model as a foundational project to proactively support the hiring of female faculty.

## Active Hiring of Female Researchers



- Even after the completion of the project in 2009, the measures were continued, maintaining a high ratio of **45%** over 10 years.
- At present, **31%** of researchers **at the Department of Science** are female.
- In FY2019, the heads of four departments were women.

### Model project to support female researchers

### Support for retaining a high ratio of females

#### Assistants are hired for female researchers during childbirth and childcare

- Since FY2011, **ten women have benefited from the system. The average number of hired assistants per one woman was 11 people-months.**

#### Sakura Nursery (within the University)

- A childcare service has been provided since 1971 for children from four months old to preschool age, including day-long, temporary, and schooling support with a remote education program.
- Currently, **2-6 faculty and staff members, and 1-3 part-time lecturers use the nursery every year.**

### Developing junior/senior high school girls who aspire to enter the science department

#### Science Department Summer School

- Since FY2003, 7 - 8 sessions have been held every year.
- 50 to 60 high school girls (50% from JWU high school) and about 90 JWU junior high school girls have attended.



【Priority areas for success】

- B** Top management commitment **C** Organization

Contact: Research and Learning Support Division,  
Japan Women's University

Link on OPENED site  
<https://www.opened.network/case/p-0037/>

## Recruitment & Development

### SHINAYAKA Engineer Education Program: A leadership program to develop female engineers through value creation from interdisciplinary learning



#### Overview

“The SHINAYAKA Engineer Education Program” is designed for female engineers, through interdisciplinary learning, to cultivate sensitivity and freedom of expression and thought, to demonstrate leadership in diverse environments and enable them to create new values.

#### Full details

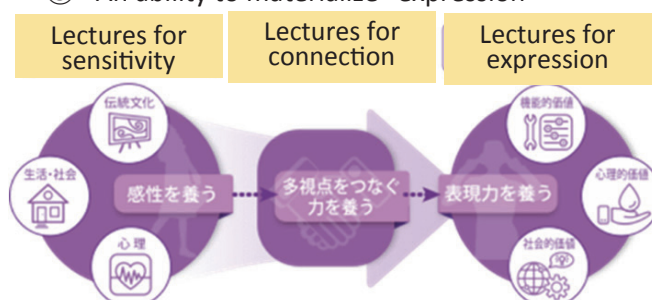
#### ■ Upon completion of the program, the ideal female engineer leader will have:

- Adequate engineering knowledge and skills (based on core and advanced courses)
- The ability to link society with technology and create new values, and the capability to shape and express these values (core courses)
- Leadership in diverse environments (advanced course)

#### ■ Curriculum

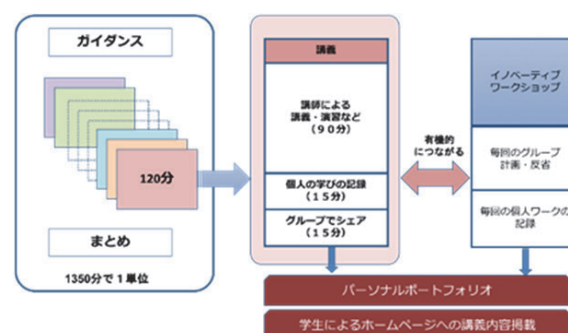
Consists of three lecture categories to acquire:

- ① “Sensitivity” to acquire multiple perspectives
- ② An ability to connect multiple perspectives
- ③ An ability to materialize “expression”



#### ■ Class activities

- Invite lecturers in specific areas from universities/companies in omnibus form
- After lectures, students hold discussions to enhance their learning individually or in teams.



#### ■ Some of the activities conducted during the FY2018 pilot program

##### Indigo dyeing workshop

A 4-day workshop consisting of lectures and exercises was held jointly with Nara Women's University and Nara University of Education. Its theme was “Gifts symbolizing Nara for foreigners visiting the College and University.” Participants practiced dyeing, learned attitudes and expressions from traditional culture, and attended targeted problem-solving sessions.



##### Graphic design workshop



The participants created a logo for this program under the title of “Tackling Graphic Design.” The logo on the left was created at the workshop. It combines an impression of Japanese braiding, which becomes stronger and more beautiful as the number of strands increases, and an image of “SHINAYAKA Engineer”, which creates values from different sensitivities and perspectives.

【Focused areas for success】

- A** Strategy    **C** Organization    **D** Goal setting

Contact : Promotion Center for Women Engineers  
Development, National Institute of Technology  
(KOSEN), Nara College

Link on OPENeD site  
<https://www.opened.network/case/p-0041/>

## Appointment to managerial/senior positions

### A new promotion system to encourage the appointment of competent female faculty members to senior positions



CHIBA  
UNIVERSITY

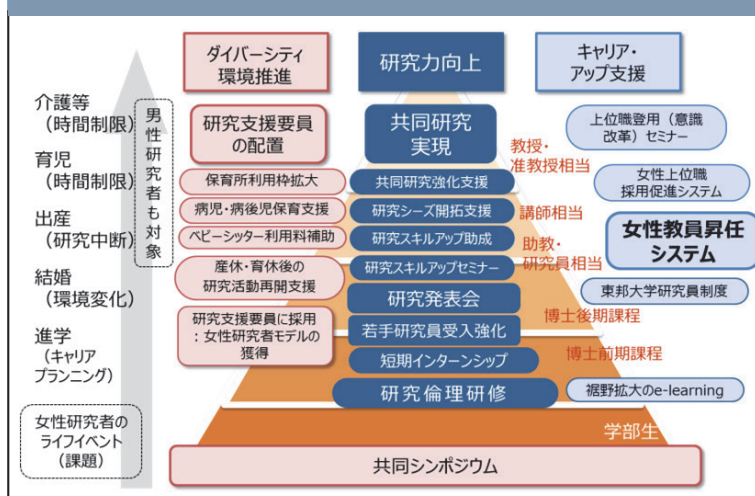
#### Overview

A new system has been adopted to promote competent female faculty to whom no promotion opportunities are given due to a lack of open positions by using the President's discretionary budget. Under this system, talented women have been appointed to senior positions, resulting in an increase in the ratio of women in senior positions.

#### To realize diversity in research environments

In FY2015, a joint application of Chiba University, Toho University and QST-NIRS was accepted as an "Initiative for Realizing Diversity in the Research Environment (collaborative type)." The three institutions are promoting diversity based on their individual strengths. Programs include the provision of assistants to pregnant researchers or those caring for family members, support for joint research, and appointment of women to senior positions.

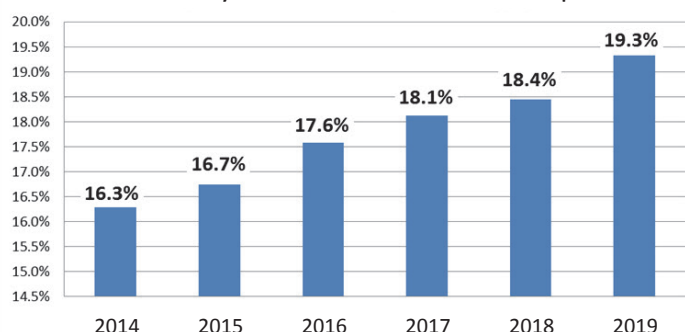
#### Initiatives to realize Diversity in the Research Environment



#### A system to promote female researchers and increase the number of women in senior positions

For competent female faculty to whom no promotion opportunities are available due to a lack of openings, a new "Promoting female faculty system" was built to promote them using the President's discretionary budget to partially cover their labor costs. Under this system, from FY2016, female faculty have been recruited, recommended by the departments, and screened. Seven people have been promoted in the past three years. The ratio of female professors, associate professors and lecturers reached 19.3% in FY2019.

Chiba University Ratio of women in senior positions



Promotion	2016	2017	2018	Total
to Professor			1	1
to Associate Professor	1	1	2	4
to Assistant Professor	1	1		2
<b>Total</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>7</b>

Seven female faculty members in sciences have been promoted

Department	Total
Science	2
Medical science	3
Pharmaceutical Sciences	2
<b>Total</b>	<b>7</b>

【Focused areas for success】



Strategy



Top management commitment



Accountability and transparency

Contact : Diversity Promotion Section, Chiba University

Link on OPENeD site

<https://www.opened.network/case/p-0044/>

## Appointment to managerial/senior positions

### More female researchers and expedited appointments to senior positions: the project of the benefit for female researchers



#### Overview

This project aims to empower female researchers and promote their advancement and research by appointing individuals with sufficient achievements as professors, associate professors or lecturers, as role models for other female researchers and leading researchers.

#### Full details

#### The Project for Female Researchers of Tokushima University AWA (OUR) Support System: to Promote Them in Senior Positions

Since there are limited numbers of female professors, associate professors and lecturers at the University, young female researchers find it difficult to plan their careers. An effort was therefore launched in 2013 to increase the number of ambitious female researchers with top-ranking achievements in senior positions.

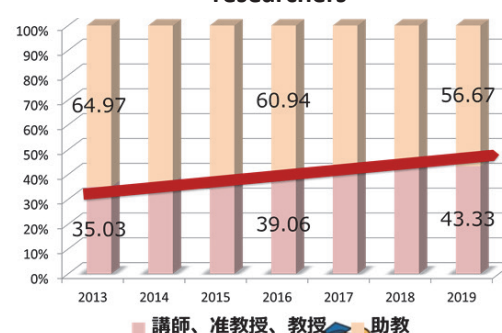
##### Application and selection guidelines

Research field:	Not specified
Positions:	Professor, associate professor, or lecturer *The position of Professor was made available for application in FY2018 (for FY2019).
Numbers to be selected:	One Professor and two to three Associate Professors or Lecturers
Qualifications:	Full-time PhD-holding female faculty at Tokushima University, excluding those hired at the discretion of the President in terms of post or budget
Application documents:	A resumé and list of research achievements. A short essay on the history of research activity, future policy, and ambitions for education and research Recommendation letter by the head of the department
Selection:	
Initial selection:	By the department at faculty meeting, etc.
Second selection:	(Professors) Review by the Personnel Committee in the departments (Associate professors or lecturers) Review by the Gender Equality Office

##### Results since the first selection in FY2013

Fiscal year	2014	2015	2016	2017	2018	2019
Professors						2
Associate professors	1			1		2
Lecturers	1	2	3	2	3	1

Ratio of senior positions held by female researchers



【Priority areas for success】

- A Strategy
 B Top management commitment
 C Organization
 D Goal setting
 E Interactive communication

Contact : AWA Support Center, Tokushima University

Link on OPENeD site:  
<https://www.opened.network/case/p-0022/>

## Appointment to managerial/senior positions

Realization of a sustainable cycle in which women can thrive by training Women medical doctors and researchers to enable their appointment to senior positions

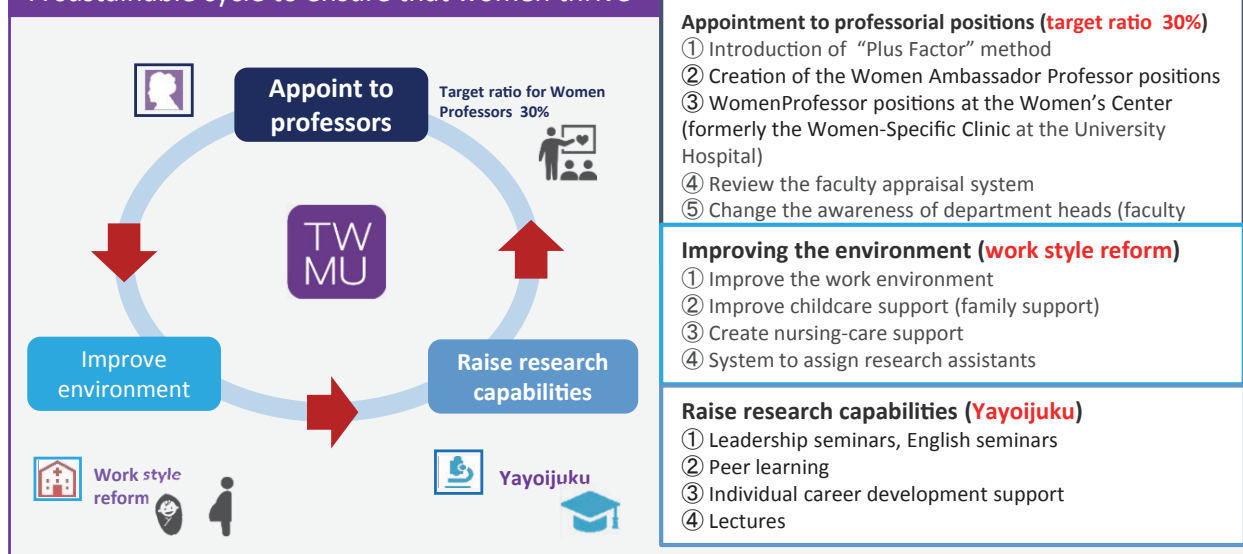


Tokyo Women's Medical University

### Overview

In addition to development measures, TWMU strives to increase the number of women professors by creating (1) A "Plus Factor" system, (2) Women Ambassador Professor positions, and (3) Women Professor at the Women's Center (formerly the Women-Specific Clinic at the University Hospital), thereby realizing a sustainable cycle to change mindsets, improve the work environment, and develop research capabilities.

### A sustainable cycle to ensure that women thrive



### Full details

**Women Ambassador Professor** is a position created to inspire other Women faculty members and show them that they are candidates for senior positions, both internally and externally. It is intended to encourage women to aspire to professorial positions.

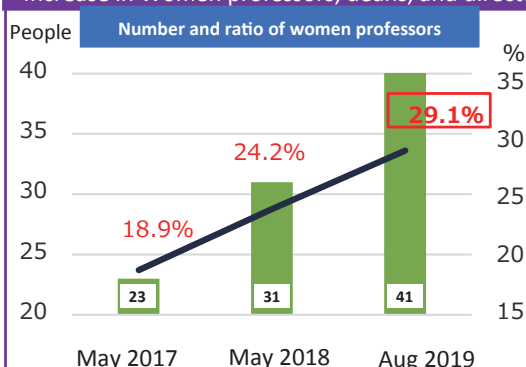
#### Professors at the Women's Center

The Women's Center (formerly the Women-Specific Clinic) was created in 2017 at the University Hospital to provide medical services in all fields, not only for women's diseases, by female medical doctors, nurses and other medical professionals. The number of positions for professors and associate professors at the Center can be increased once they are allowed to serve as faculty at

**Yayoiyuku** is an educational center to train Women medical professionals to carry forward the ideals of Dr. Yayoi Yoshioka, founder of TWMU, as leaders. The number of registrants for FY2018 was 300, an increase of 67 from FY2016.

**Family support** is a childcare support system for TWMU's faculty and staff to provide pickup and drop-off services for their children at nursery or private lessons, and care services for faculty with shortened work hours or for emergencies, with the cooperation of local residents. TWMU is a pioneer in this effort. The number of individual services provided per year is about 4,000.

#### Increase in Women professors, deans, and directors



	2015	2016	2017	2018	2019
Dean of School of Medicine	Man			Woman	
Dean of School of Nursing	Woman	Woman			
Dean of Students, School of Medicine	Man	Woman			
Dean of Students, School of Nursing	Woman	Woman			
Director, Tokyo Women's Medical Center East	Woman		Woman		
Director, Institute of Geriatrics	Man		Man		
Director, Institute of Clinical Genomics	(Newly created on Dec 4, 2017)		Woman		
Director, Institute of Advanced Biomedical Engineering and Science TWMU	Man	Man			
Director, Institute of Oriental Medicine	Man				Woman
Library Director	Woman				Woman
Director, TWMU Career Development Center for Medical Professionals	Man	Woman			

\* In fiscal 2019, a woman became Chancellor.

#### 【Priority areas for success】

- A Strategy
 B Top management commitment
 C Organization
 D Goal setting
 E Interactive communication

Contact : TWMU Career Development Center for Medical Professionals

Link on OPENeD site:  
<https://www.opened.network/case/p-0035/>

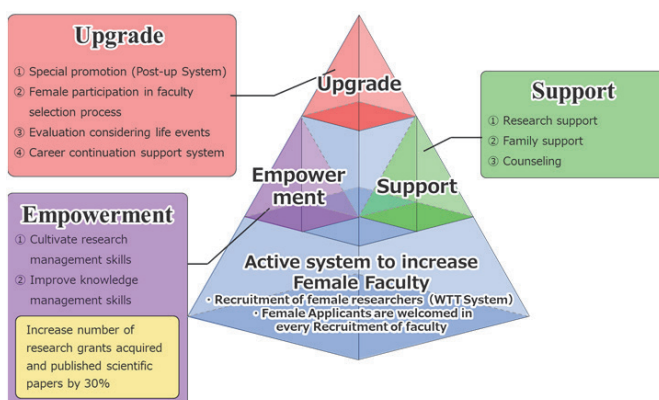
## Empowerment of female faculty members: A grants program for female faculty



### Overview

To increase the ratio of female faculty in recruitment, senior and other positions, Okayama University is taking various measures from three perspectives: Upgrading, Support and Empowerment. A grants program is part of our Empowerment efforts.

### Initiatives to realize diversity in the research environment



### A grants program for female faculty

To raise overall research and management abilities, and to improve the ability to dispatch seeds information for potential joint research, grants are provided for conducting workshops and symposia organized or co-organized by female researchers. Funding is also available for domestic travel to other institutes for information exchange and joint research, and for overseas travel to international conferences to present research outcomes. This program was established in fiscal 2016.

### Full details

#### Types of grants provided to female faculty

- For the improvement of management capabilities

To develop global management and leadership skills, grants are provided for international symposia and workshops planned and organized by young female faculty who solely or jointly conduct active research exchanges. (Total of eight cases from FY2016 to FY2018)

- For visiting other institutes

Grants are provided to young female faculty who arrange visits to other institutes to exchange and acquire information. (17 individuals received grants from FY2016 to FY2018.)

- For making presentations at international conferences (began in FY2018)

Grants are provided to female faculty participation in international academic conferences to present their research outcomes. (One member received grants in FY2018)

\*Depending on the type of grant, an amount between 100,000 yen and one million yen is provided per case.

【Priority areas for success】

**C** Organization

Contact: Organization for Diversity Management,  
Okayama University

Link on OPENeD site:  
<https://www.opened.network/case/p-0013/>

## Research capability building

### Improving research capabilities for female researchers in local industry-academia collaboration!

#### Career Advancement Project for Women Researchers (CAPWR)



HIROSHIMA UNIVERSITY

#### Overview

Hiroshima University is implementing the Career Advancement Project for Women Researchers (CAPWR) to enhance both the quality and quantity of female researchers in science, engineering and agriculture, who are both deeply rooted in the local community and have global perspectives, by strengthening collaboration with universities, private companies, and local governments.

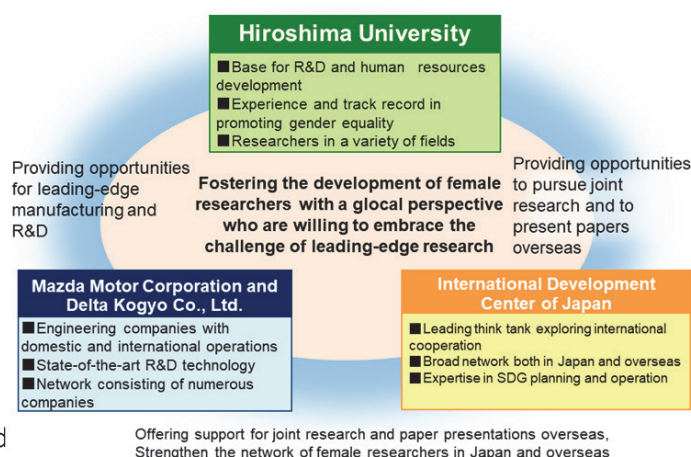
#### Full details

#### (1) A strengthened industry-academia-government system to support female researchers

CAPWR was adopted as an Initiative for Realizing Diversity in the Research Environment (Hubs and Collaboration Type) in 2017.

Based on industry-academia-government collaboration, four activities are conducted: 1) Improving the research environment, 2) Developing women's research capability and leadership, 3) Recruitment and appointment of female researchers to senior positions, and 4) Developing a model to realize diversity in the research environment.

This project aims to enhance the quality and quantity of female researchers at universities and companies by learning from each other about the different policies and their mindset, supporting them to acquire new knowledge and technology across organizations, and providing joint research opportunities and research grants.



#### (2) Successful examples

Hiroshima University, the lead organization, in collaboration with Mazda Motor Corporation, Delta Kogyo Co., Ltd., and the International Development Center of Japan, has established an Industry-Academia-Government Council on Promoting Diversity. Participating member institutions mutually cooperate to engage in various activities such as providing grant programs, awareness seminars etc.

##### ■ Joint sessions on cross-sectional and industrial exchanges

- Seminars on Career Development, English Presentation Skills, and interactive workshops on writing scientific papers by a former editor of Nature Journal.

##### ■ A grant program for joint research projects by female researchers

- A grant program was established for joint research projects led by female researchers

##### ■ Admission fee waiver for those who have been accepted for a doctoral program

- Admission fees for doctoral programs are waived for female full-time staff, spouses of full-time staff who are members of the Industry-Academia-Government Council, female scholars who have a master's degree but have suspended their research, and those who have been accepted for a doctoral program at Hiroshima University.

【Priority areas for success】

**A** Strategy **B** Top management commitment **C** Organization **D** Goal setting **E** Interactive communication **F** Accountability and transparency

Contact: Gender Equality Promotion Office,  
Hiroshima University

Link on OPENeD site:  
<https://www.opened.network/case/p-0027/>

## Unique initiatives to raise research capabilities with the use of service design projects and networks

### Overview

Yamagata University aims to further develop the research capabilities of female researchers and promote their advancement through service design and collaboration with Yamagata University Center of Innovation (COI) by using networks within and outside of Yamagata.

### Full details

Since FY2015, the University, Dai Nippon Printing's R&D Center, and Yamagata Prefectural Yonezawa University of Nutrition Sciences have implemented an "Initiative for Realizing Diversity in the Research Environment (collaboration type)." The theme is "Participation of women researchers in the creation of lifestyles using organic electronics." Capability-building through service design has been perceived as unique and is highly valued.

Service design thinking and methods are disseminated throughout the University.

#### Initiative to raise research capability through service design

#### What is "Service Design"?

It is an action to design entire service stream, not only each touch-points, focusing on the value of experience of consumers.

##### <Five points>

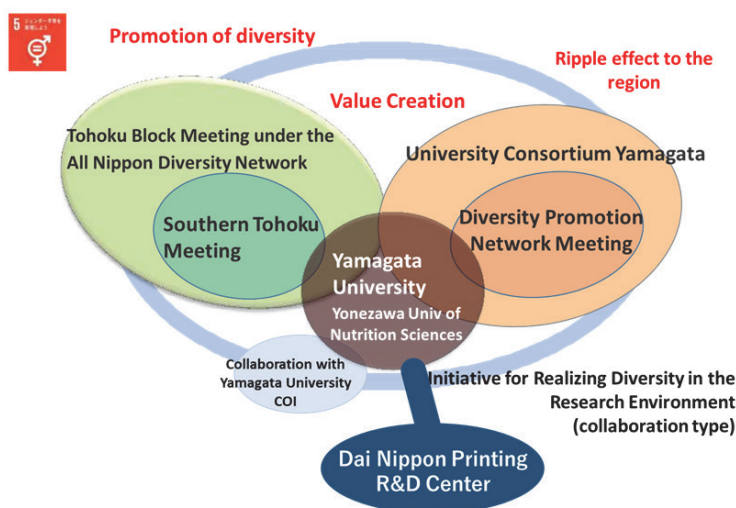
- ★ Human-centered design with two perspectives: consumers and service providers
- ★ Create "experience journey" by combining more than one touch points.
- ★ Co-creation / Open innovation
- ★ Implement 4 basic steps. Not going through once, but going back and forth to brush up.
- ★ Original tools and methods are there for each steps.



サービスデザイン DNP

<http://www.dnp.co.jp/cio/servicedesignlab/>

#### Network for sustainable advancement of female researchers



To foster innovation, the University also collaborates with its COI, which aims to create "A wealthy and healthy society" based on world-leading organic electronics technology in the region.

The Diversity Promotion Network was established under the University Consortium Yamagata. By using the Tohoku block meeting network under the All Nippon Diversity Network, the three institutions work to promote women's advancement in a sustainable manner.

#### 【Priority areas for success】

- |                   |                                    |                       |                       |                                    |  |
|-------------------|------------------------------------|-----------------------|-----------------------|------------------------------------|--|
| <b>A</b> Strategy | <b>B</b> Top management commitment | <b>C</b> Organization | <b>D</b> Goal setting | <b>E</b> Interactive communication | <b>F</b> Accountability and transparency |
|-------------------|------------------------------------|-----------------------|-----------------------|------------------------------------|--|

Contact: Office for Gender Equality, Yamagata University

Link on OPENeD site:  
<https://www.opened.network/case/p-0030/>

## Research capability building

### Sequential skill development programs to support female researchers to become leaders

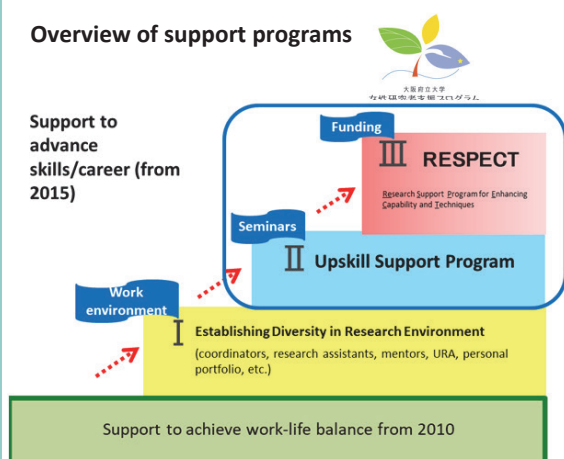


#### Overview

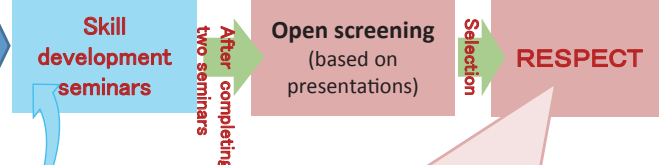
Osaka Prefecture University provides opportunities for female researchers to develop their research skills and demonstrate leadership in research groups as part of its efforts to support the structuring of their research career paths.

#### Full details

##### Overview of support programs

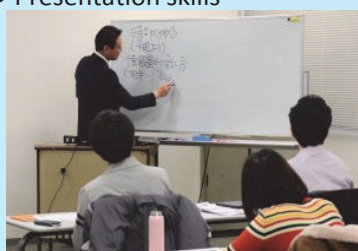


With the use of skill development seminars and RESPECT (Research Support Program for Enhancing Capability and Techniques), sequential support is provided for female researchers to advance both their skills and leadership.



##### Seminars on four topics:

- Applying for external funds
- Writing academic papers in English
- Management skills
- Presentation skills



Presentation skills seminar

- Objective: To provide opportunities for female researchers to become team leaders
- From 22 applicants, **13 were selected** (2016 - 2019)
- After funding, activities continued at their own expense



RESPECT open screening

##### Results

2016 to 2018:  
out of 10 members,

**three obtained grants-in-aid**

- Scientific Research B
- Challenging Research (Exploratory)
- For Young Scientists

##### Other research funding support for female researchers

From 2016 based on President's proposal

Project	For	FY2019
<b>Female researchers support</b>	<b>Women only</b>	7 cases
Grants-in-aid support (Step-up)	<b>Men and women</b>	Out of 19 cases, <b>4 are for women</b>



Ceremony to recognize winning applicants

##### 【Priority areas for success】

- A** Strategy   **B** Top management commitment   **C** Organization

Contact: Center for Women in Research of Osaka Prefecture University

Link on OPENeD site:  
<https://www.opened.network/case/p-0047/>

## Promoting work-life balance



お茶の水女子大学  
Ochanomizu University

### Overview

Ochanomizu University is working to improve the work arrangements and the working environment to enable its faculty and researchers to achieve an optimal balance between research and childcare/nursing care, so that the University can stand as a role model for a society in which both women and men have the freedom and equality needed to thrive.

### Full details

#### 1. Support for Researchers

- ① Assignment of assistants to female researchers who have small children  
Assistants are provided up to 29 hours per week. Every year, three to four women researchers use assistants.
- ② Temporary support for researchers at the University  
Available during pregnancy (for self or spouse), caring for small children, caring for elderly or nursing family, for both male and female researchers.  
Up to 10 hours a week of paid work by the assistant.  
About 10 faculty members use this support each year, resulting in zero turnover of researchers.
- ③ Reduced workload for faculty members who cannot take childcare leave  
Men and women who cannot take childcare leave for work-related reasons are excused committee work and have reduced teaching hours. Every year, two to three faculty members use this system.
- ④ Founding of the Migakazuba Researchers System  
This system regards women researchers as Designated researchers and supports the continuation of research as well as giving support to researchers on returning to their studies.

#### 2. Nursery at the University (Izumi Nursery)

- ① Childcare support scholarship  
Half of the nursery fee is subsidized as a scholarship. More than 10 students per year benefit from this arrangement.
- ② Promotion of gender equality awareness  
Sessions are held for students, faculty and staff to spend time with children. Occasionally organized as training for administrative staff.
- ③ Temporary Nursery  
Faculty, staff, and students can use the nursery when classes are conducted on weekends or holidays. When a symposium is held, a temporary nursery is provided using external services to encourage those who have small children to attend. The fees are subsidized by the University.



Izumi Nursery

【Priority areas for success】



Top management commitment



Organization

Contact: Planning and Strategy Division for Gender Equality, Ochanomizu University

Link on OPENeD site:  
<https://www.opened.network/case/p-0020/>

## Work environment

### Kyoto University nursery room for sick children: a history of 12 years as the first nursery room for sick children at a national university



京都大学  
KYOTO UNIVERSITY

#### Overview

Kyoto University opened a nursery room for sick children in collaboration with Kyoto University Hospital in 2007 to enable researchers to concentrate on their research even when their children are sick. It was the first such nursery at a national university and became a model case. Similar facilities have since been established at numerous universities and research institutes in Japan.

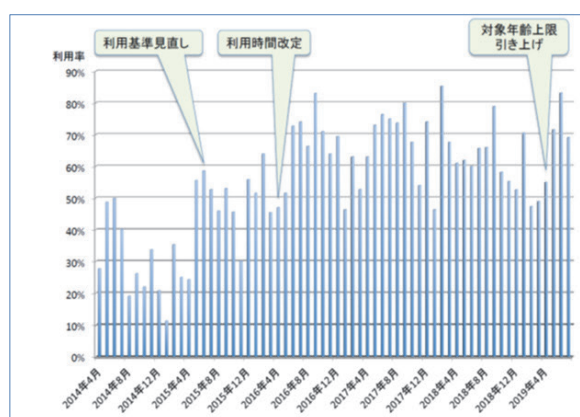
#### Management of the nursery

- To enable Kyoto University faculty, staff and students to continue to work even when their children are too sick to go to school or childcare.
- In collaboration with Kyoto University Hospital, full-time pediatricians examine the children before they are admitted, who are cared for at all times by nurses and childcare professionals at the nursery.
- In addition to normal nursery rooms, an air-conditioned isolation room is provided to attend to children suffering from any type of condition.

#### Review of nursery management

Since opening in 2007, the following improvements have been made in response to user surveys.

- 2008 Student discount (50%).
- 2009 Opened consultation room on sick children
- 2009 Isolation room established
- 2015 Care newly provided to children in the acute phase of some illnesses
- 2016 Extended opening hours (from early morning)
- 2019 Raised the age limit for eligible children



Rate of utilization over the past 5 years



Ordinary nursery room



Isolation room



#### 【Priority areas for success】

- A Strategy
- B Top management commitment
- C Organization

Contact: Gender Equality Promotion Center, Kyoto University

Link on OPENeD site:  
<https://www.opened.network/case/p-0031/>

## Work environment

# Let's learn about what your mom or dad is doing at work! Summer school for children of the faculty and staff



### Overview

A university-wide Basic Policy has been set as part of the "Kobe University Gender Equality Promotion Program (Master Plan)," approved by the Academic Council on Sep 18, 2008, in which the No. 3 object is to "Support efforts to achieve a balance between research, education, work, studies and family life." Since 2016, summer school programs have been held each year for primary school children of Kobe University's faculty and staff to realize this objective.

### Full details

## Summer school for Kids 2019



"Summer School for Kids 2019" was held!

On August 2nd and 5th, "Summer School for Kids" was held. The two day "Summer School" had a total of 48 children who eagerly participated in a variety of lectures. Teachers were 11 professors from different faculties at Kobe University. This year's Summer School ended successfully.

<p><b>8/2 - 8/5 (Grade1-3)</b></p> <p><b>Prof. Mika Hayashi</b> Graduate School of International Cooperation Studies</p> <p>With Urlo, Kobe University's mascot, kids learned about "What is conflict resolution?" and "What is a trial?" by playing a board game and storytelling.</p>	<p><b>8/2 (Grade1-6)</b></p> <p><b>Prof. Borel Alexander</b> Graduate School of International Cooperation Studies</p> <p>Popoki, a cat, loves peace! Everyone thought about what peace is and created their own story of Popoki. Later, they drew "peace" together on a huge white paper.</p>	<p><b>8/2 (Grade1-6)</b></p> <p><b>Prof. Kenichi Baba</b> Graduate School of Law</p> <p>What are rules? Why do we have them? The children listened to Kamishibai-storytelling with pictures and learned that the interpretation of rules depends on the person.</p>
<p><b>8/2 (Grade4-6)</b></p> <p><b>Prof. Shoko Hirai</b> Graduate School of Humanities</p> <p>What is a family? The kids compared modern families with families in the old days. The life of Hetsu who lived 200 years ago showed differences from our families now.</p>	<p><b>8/2 (Grade4-6)</b></p> <p><b>Prof. Hanaka Shoda</b> Graduate School of Intercultural Studies</p> <p>Our hearts beat fast when we run or excite. The children monitored their own heart rates and learned why our hearts pound.</p>	<p><b>8/5 (Grade1-3)</b></p> <p><b>Prof. Takashi Mura</b> Graduate School of Maritime Sciences</p> <p>Marine engineers use their five senses: touch, taste, hearing, eyesight, and smell to ensure safe operation. All enjoyed the exercise using their five senses.</p>
<p><b>8/5 (Grade1-3)</b></p> <p><b>Prof. Hideyuki Inio</b> Graduate School of Health Sciences</p> <p>All explored the wonders of parasites by observing specimens of parasites and a pet. They had a chance to touch actual parasites.</p>	<p><b>8/5 (Grade4-6)</b></p> <p><b>Prof. Tetsuya Takiguchi</b> Graduate School of System Informatics</p> <p>Do you want to change your voice tone? What kind of voice? The children grasped how voice recognition is useful in our society.</p>	<p><b>8/5 (Grade4-6)</b></p> <p><b>Prof. Eriko Matsumoto</b> Graduate School of Intercultural Studies</p> <p>The kids all experienced optical illusions by watching a movie and making crafts. They learned how illusions affect our perceptions and misled our brains.</p>
<p><b>8/5 (Grade4-6)</b></p> <p><b>Prof. Akiko Nakamura</b> Graduate School of Science</p> <p>The asteroid explorer Hayabusa 2 successfully created a crater on an asteroid. Everyone conducted experiments to make actual craters using the same method as the Hayabusa 2.</p>	<p><b>8/5 (Grade4-6)</b></p> <p><b>Prof. Matthew Rodas</b> Graduate School of Maritime Sciences</p> <p>Let's explore the world of the marine environment in English! Everyone enjoyed board games and learned how to make nautical knots with rope.</p>	



【Priority areas for success】

**G** Other (lecturers were recruited from various fields with the help of the cooperating faculty of different departments)

Contact: Gender Equality Office, Kobe University

Link on OPENeD site:  
<https://www.opened.network/case/p-0016/>

(This is categorized as "change of awareness" on OPENeD based on the request of Kobe University)

## Work environment

### A family support network for optimal balance between work and childcare, supported by local residents



国立大学法人  
東京医科歯科大学  
TOKYO MEDICAL AND DENTAL UNIVERSITY

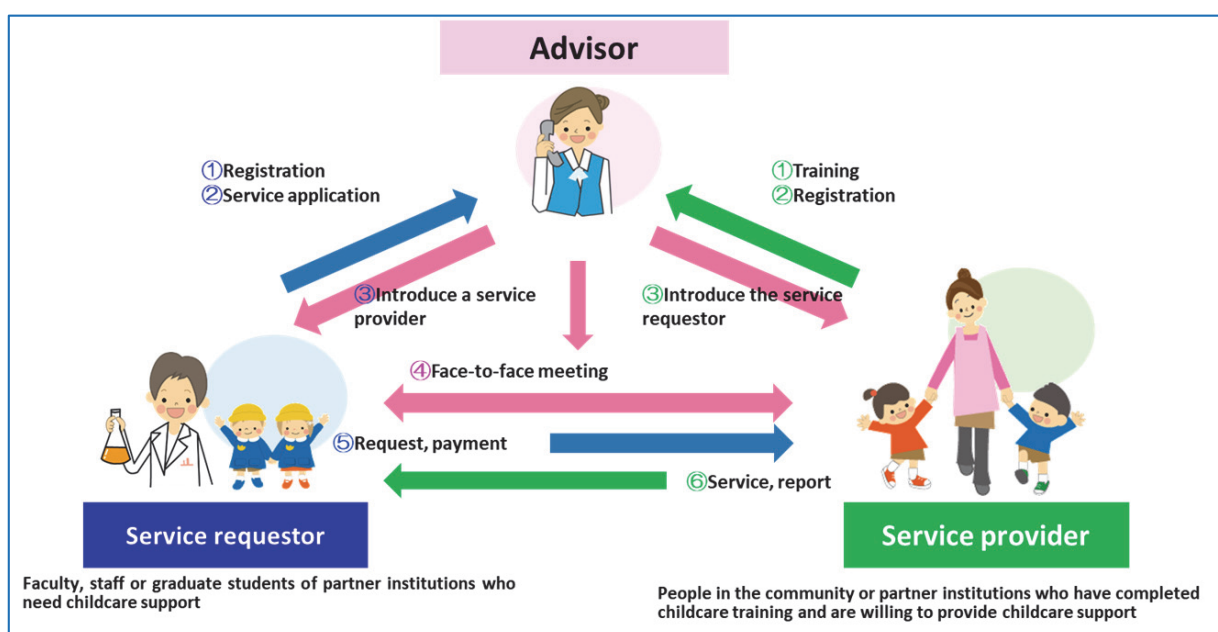
#### Overview

Tokyo Medical and Dental University operates its own family support system that utilizes a medical network with related institutions. Infrastructure such as a nursery at the university is provided as well as support for the faculty, staff and students to maintain a good work/research and pregnancy/childcare balance.

#### Family support system

To help faculty, staff and graduate students with small children maintain a good balance between work/research and childcare, services are provided with the support of local residents, in collaboration with Juntendo University and Research Institute of Biomatrix, Nippi, Incorporated.

#### Full details



- The advisor arranges a support service (temporary, sick-child, or overnight childcare) by introducing a service provider to the member who needs childcare support.
- The service provider should be a local resident who has completed childcare training (a total of 30.5 hours) and is certified by the Japan Association for the Advancement of Working Women.
- The support service is covered by the Japan Association for the Advancement of Working Women's Mutual Childcare Support Insurance.

#### Other forms of childcare support

Provision of a nursery at the University, a breastfeeding/bottle-feeding room, a career consultation office, research assistants, lab coats for pregnant women, books and materials related to career, social sessions for parents, etc.

【Priority areas for success】

- |                   |                                    |                       |                       |                                    |  |
|-------------------|------------------------------------|-----------------------|-----------------------|------------------------------------|--|
| <b>A</b> Strategy | <b>B</b> Top management commitment | <b>C</b> Organization | <b>D</b> Goal setting | <b>E</b> Interactive communication | <b>F</b> Accountability and transparency |
|-------------------|------------------------------------|-----------------------|-----------------------|------------------------------------|--|

Contact : Diversity Diamond Unit (DD Unit)  
Promotional Office,  
Office for Gender Equality and Work-life Balance,  
Tokyo Medical and Dental University

Link on OPENeD site:  
<https://www.opened.network/case/p-0046/>

## Work environment

### Ample nursery services available on campuses, resulting in no waiting lists



#### Overview

The University of Tokyo provides nurseries on its campuses to supply childcare services that meet the needs of its researchers and students, particularly those who return to research or begin work during the middle of a fiscal year, so that they can continue to carry out their research or studies while still caring for their family.

#### Full details

- Eight nurseries on the campuses
  - Five nurseries have been established by the University, and childcare services are outsourced. One nursery is provided by a private company. The total capacity of children for the faculty, staff and students, etc., is 221.
  - One is approved by Bunkyo Ward, and one is certified by the Tokyo Metropolitan Government, meeting childcare needs of the local community as well.
- Providing childcare services that meet the needs of the researchers and students
  - Accepting small children of students who have difficulty in finding openings at local nurseries.
  - Accepting the children of researchers and students who return to work or study during the middle of a fiscal year
  - Childcare is provided until 9pm to meet the needs of researchers who work late.
  - Flexible childcare fees are linked to household income and include exemptions.
- A safe environment for maintaining a good balance between childcare and research/work
  - About 50% of users of the nurseries are its faculty and staff, and the remaining 50% are used by the students.
  - As of October 2019, no child is on the nursery waiting list, which means that the nurseries serve as a safety net for the faculty, staff and students.

【Priority areas for success】

**B** Top management commitment

Contact : Diversity Promotion Group , The University of Tokyo

Link on OPENeD site  
<https://www.opened.network/case/p-0017/>

## Work environment

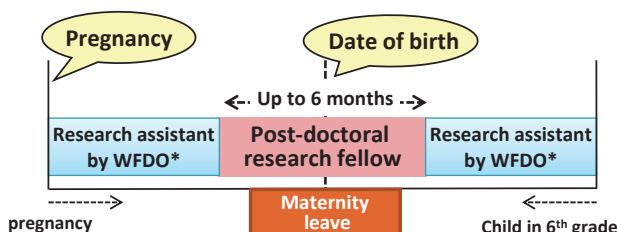
# Developing and supporting female researchers: multifaceted support for the next generation of scientists



## Overview

Tokyo University of Agriculture and Technology (TUAT) has been expanding support systems for the developing of Next-Generation as well as providing childbirth/childcare support.

## Childbirth and childcare support system



\*Women's Future Development Organization

We mainly promote two childbirth/childcare support systems. First, "Women's Future Development Organization" provides the research assistant once or twice a week, to enable female researchers to advance their research work during childbirth/care. Second, for faculty on maternal leave, a postdoctoral research fellow is hired as a full-time assistant for up to six months.

## On-campus nurseries

The Nursery was established on the both campuses in 2011 and 2013. In addition, the Fuchû Campus provides temporary childcare service. We collaborate with local government and share information with nurseries that provide sick-child care. The university supports part of the sick-child care fees to enable to actively utilize their system and services.

- Koganei Campus (June 1, 2011)  
Established the "Kaikisen" Nursery, certified by the TMG\*
- Fuchû Campus (April 1, 2013)  
Established the "Minori" Nursery, certified by the TMG\*

\*TMG: Tokyo Metropolitan Government



## Student mentor system

A student mentor system has been in place since 2007. By the mentor system, female graduate students provide consultations and advice to female undergraduate students.

## Career path seminar

Since 2013, career path seminar has been organized for undergraduates and master's course students to foster the next generation of researchers. Researchers at companies, young female faculty, etc., serve as lecturers and talk about diverse career paths, such as doctoral programs and the advancement of women researchers in industry.



【Priority areas for success】

**A** Strategy **B** Top management commitment **C** Organization

Contact : Women's Future Development Organization,  
Tokyo University of Agriculture and Technology

Link on OPENeD site:  
<https://www.opened.network/case/p-0005/>

## Work environment

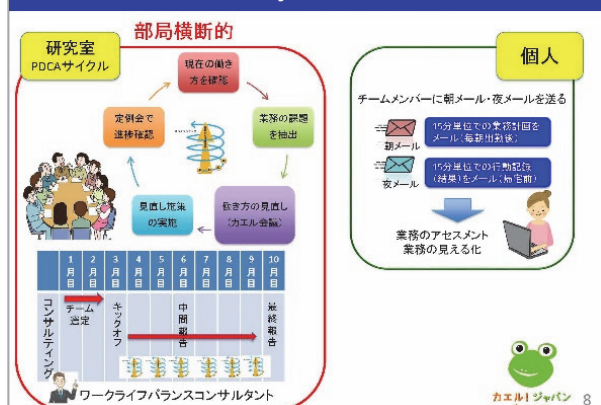
### Support for women's advancement and work-life balance Nagasaki University Diversity Management x Work- Style Innovation



#### Overview

By incorporating diverse perspectives and ideas, Nagasaki University aims to raise the research capabilities of female researchers and support their appointments to senior positions. Backup is also provided to cope with the growing need for nursing care.

#### Work- Style Innovation



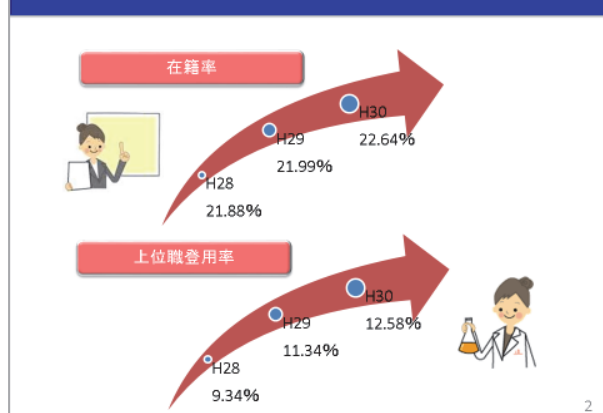
#### 1. Work - Style Innovation

To raise productivity, teams identify challenges and ideal conditions for improving individual work styles by raising skills within teams through knowledge-sharing and by digitizing manuals. The progress of Work - Style Innovation is shared not only with program participants but also to other departments to share and adopt good practices.

#### 2. Extended support to balance work and nursing care for those taking care of family members

Efforts to provide learning and support opportunities on work and care balance are supported in the community by appointing Nursing Care Concierges for private consultations, and organizing "Carers' Networking" for information exchange and the training of carers through "Carer support training," which is also available to residents in the community to develop a "Learning and Support" mechanism.

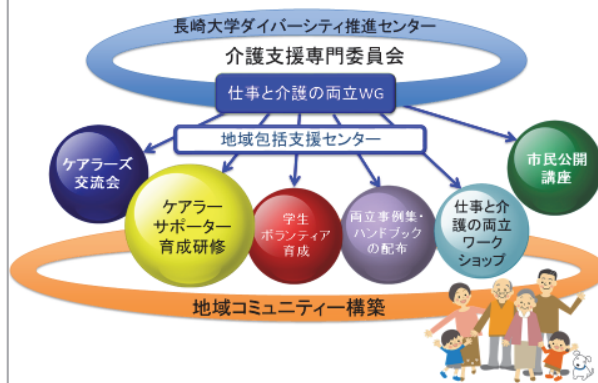
#### Increase in Female Researchers



【Priority areas for success】

- A** Strategy
- B** Top management commitment
- C** Organization
- D** Goal setting
- E** Interactive communication

#### Extended support for nursing care to the community



#### 3. Company-led childcare program

"Omoyai Kids" was opened in 2017 as the first company-led childcare service program by a national university.

#### 4. Transparent recruitment and selection

With the establishment of the policy on "Guidance on faculty selection to increase the ratio of women faculty and appointment to senior positions," the Head of the Center for Diversity and Inclusion attends faculty selection meetings as an observer.

Contact: Center for Diversity and Inclusion,  
Nagasaki University

Link on OPENeD site:  
<https://www.opened.network/case/p-0014/>

## Work environment

### Promoting work-life balance to enjoy child-raising: childcare support programs

#### Overview

To promote work-life balance among its faculty and staff, Nagoya University has put in place three action plans and has established an infrastructure for childcare support that includes nursery schools and after-school daycare centers.

#### Full details

#### Action plans to support faculty and staff to achieve an optimal work-life balance

1. As a general rule, meetings are prohibited outside regular work hours (8:30 - 17:15) on weekdays.
2. Department heads must create an environment that encourages members to take childcare or nursing care leave and must inform them of the system and the support available to them.
3. Department heads should reduce the workload, such as teaching, and excuse faculty or staff with children under the age of 2 from serving on committees and other extra activities as necessary.

#### After-school daycare center

Programs are developed and implemented to best utilize the physical and intellectual property of the University in collaboration with the faculty, staff, students, and local community.

#### Co-working space for faculty, staff and students with small children

Space has been provided for the faculty, staff, students and their family members to work, study, or attend meetings accompanied by their children.



【Priority areas for success】

**C** Organization

Contact: Center for Gender Equality, Nagoya University

Link on OPENeD site:  
<https://www.opened.network/case/p-0008/>

## Work environment

### A working environment that adapts to life events and supports an optimal work-life balance



国立大学法人  
奈良女子大学  
Nara Women's University

#### Overview

Nara Women's University has established a "mutual support system" with the local community and students to support the faculty and staff in achieving a good work-life balance. An online system called "Web Narakko" enables them to make childcare support requests. Supporters are assigned to faculty undergoing childbirth, childcare or nursing care to support their teaching and research.

#### Issues unique to NWU

**Being small in size:** Difficult to operate On-campus nurseries, as the number of potential users is limited.

However, although small, NWU can offer support that meets individual needs.

#### "Mutual support system" with the local community and NWU students



#### Teaching and research assistants

To support the faculty through childbirth, childcare and nursing care with their research activities, researchers, mostly postdoctoral fellows, are hired as their supporters. This system helps both the supporters and the assisted faculty develop careers or restart their career by providing the opportunity to take on challenges.

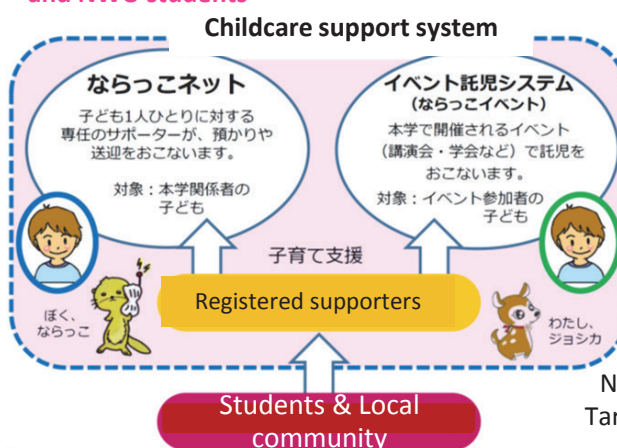
#### Outcomes of the system

- Increased numbers of young female faculty:  
Approx. 60% of young faculty members (assistant and associate professors) in the Faculty of Science are raising children.
- A visible improvement in research achievements

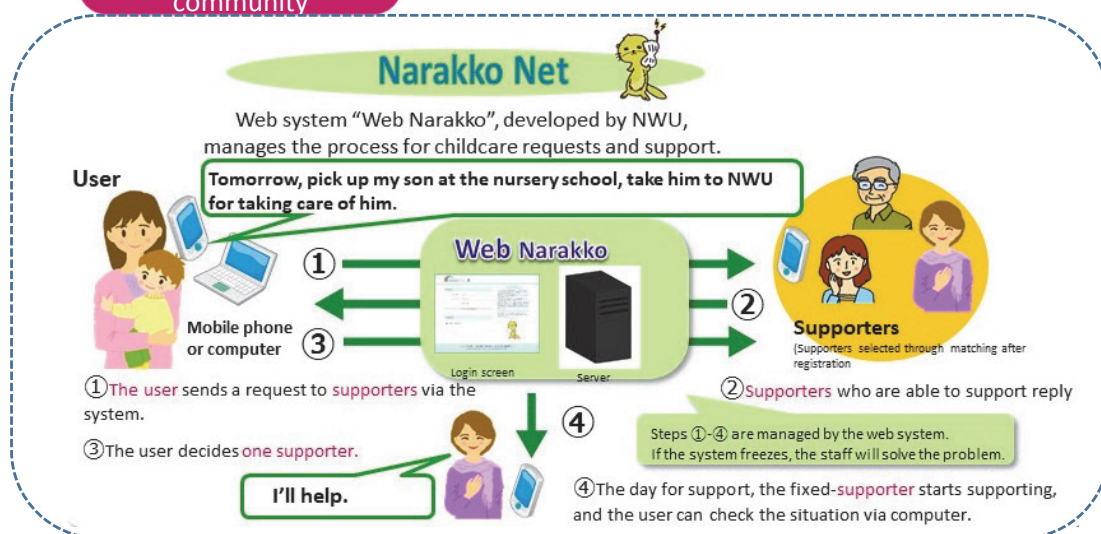
#### Upcoming challenges

Responding to increasing and diversifying needs

#### Full details



NWU has a childcare supporter development program  
Targets: the community, its students, retired faculty, etc.



【Priority areas for success】

**C** Organization

Contact: Organization for the Promotion of Gender Equality, Nara Women's University

Link on OPENeD site:  
<https://www.opened.network/case/p-0045/>



# Supporting communication between international parents and daycare centers

## Overview

Hokkaido University dispatches interpreters to support international students and researchers in their search for day care centers

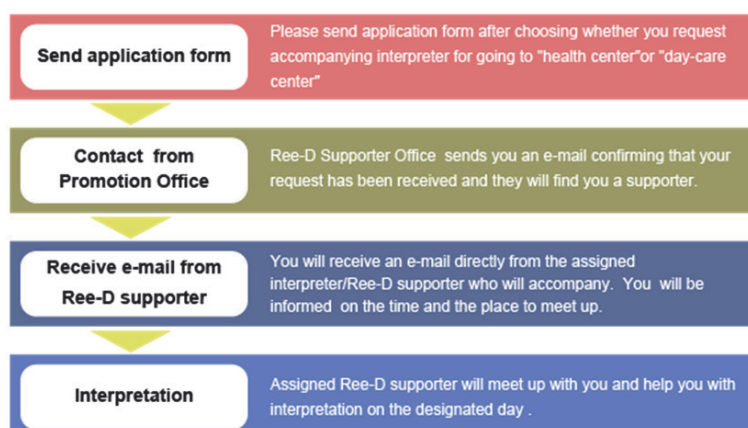
## Full details

### The current situation

Hokkaido University has been taking measures to increase the presence of international researchers and students. As a result, the number has doubled over the last 10 years, and the number of families with small children has grown rapidly. Sapporo has a shortage of places for children in certified daycare centers. There are also many children on the waiting lists for the two daycare centers on campus, whose total capacity is only 120 children. There is an increasing number of inquiries from international students who find it difficult to continue their studies because they are not able to find a daycare center.

### Interpreters accompany overseas faculty to support communication with daycare centers and city offices

Opening more childcare centers on campus would be a solution to the above-mentioned problem, but it is hard to do so because of difficulty in obtaining land and funding. The University began sending volunteer interpreters in FY2015 to accompany them and assist communication with the daycare centers on a paid basis. The interpreters accompany them on visits to the city office when searching for daycare or visiting daycare centers. Interpreters help communicate with daycare staff and may occasionally give informal advice on how to search for daycare centers. Over the last three years, there have been approximately 100 cases of its use, indicating that there is a major demand for this service, which is much appreciated.



【Priority areas for success】

**C** Organization

Contact: Promotion office of Research environment for Diversity, Front Office for Human Resource Education and Development, Hokkaido University

Link on OPENeD site:  
<https://www.opened.network/case/p-0001/>

## Work environment

### Establishing an environment in which diverse members can thrive: Research support for diversity



#### Overview

Muroran Institute of Technology has established an environment that enables its researchers to continue their research even while attending to important life events, by providing support such as subsidizing the costs of hiring research assistants.

#### Full details

#### 1. Support for researchers dealing with life events

The Institute provides financial support to its researchers, both men and women, during life events (pregnancy, childcare, nursing care, etc.), to enable continuation of their research, by subsidizing the costs of hiring assistants, use of babysitters or the use of taxis during emergencies.

#### 2. “Female high school students interested in STEM subjects” support project

In collaboration with the Manufacturing and Engineering Design Center, a two-day and one-night program with lectures and practical work on manufacturing and engineering is offered to female high school students to convey the joy of manufacturing. This has led to an increase in the number of students selecting engineering courses at university.

##### “STEM female high school students” support project in action



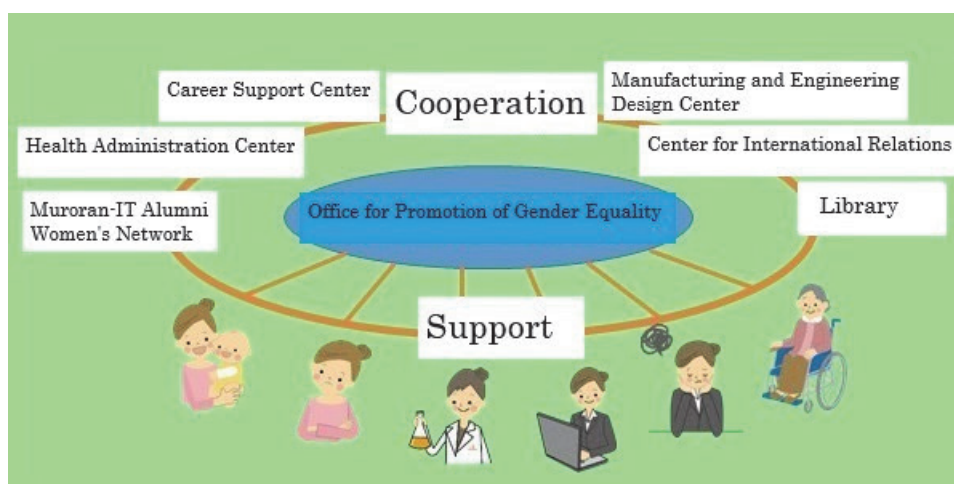
Making welcome signs



Lecture by Shimizu Center Manager

#### 3. Collaboration with the Muroran IT-Alumni Women’s Network

Networking events are held by the Office for Promotion of Gender Equality in collaboration with the Muroran IT-Alumni Women’s Network



【Priority areas for success】

**A** Strategy **B** Top management commitment **C** Organization **D** Goal setting

Contact: Office for Promotion of Gender Equality,  
Muroran Institute of Technology

Link on OPENeD site  
<https://www.opened.network/case/p-0003/>

## Work environment

### Expanded breadth of support to faculty with childcare and elderly care responsibilities



TOKYO METROPOLITAN  
UNIVERSITY

#### Overview

The “Research Support System for Achievement of Work-Life Balance” has been put in place to support researchers for whom childbirth, childcare, or nursing care responsibilities make claims on their time. Financial support is provided to hire research and teaching assistants.

#### Research Support System for Achievement of Work-Life Balance

Eligibility: Researchers at the University involved in pregnancy, childbirth, childcare, nursing care (including those on leave for childbirth, childcare or nursing care)

Assistants to be hired: Temporary staff (support research, clerical work related for research/teaching)  
RAs for research work that requires expertise  
TAs and STAs for teaching support

Maximum subsidy: ¥500,000/term  
(the amount is adjusted according to the number of applications)

Applications accepted: June and December of every year

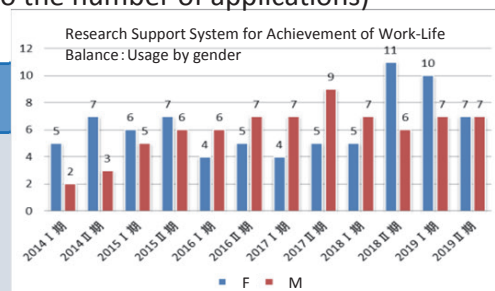
#### Efforts and features

##### ● Both women and men are eligible

Support given to faculty for childcare or nursing care, regardless of gender

##### ● Flexible aid to meet individual needs

- Support expanded from research/teaching only to include clerical work  
→To meet the needs of users for support in doing clerical work
- Amount per application raised from ¥150,000/month to ¥500,000/term  
→Enables flexible use that fits user needs
- Upper limit changed from a total of six terms to a total of ¥3 million  
→To match the specific life plans of users



Understand and respond to users' needs through reports and briefing sessions

#### Outcomes of the system: users' testimonials

##### ● Securing sufficient research time, which leads to progress in research, psychological stability and high motivation

“I was able to put together my research results by using my limited time efficiently.”

“Sufficient time for research and childcare enabled me to obtain data which can be included in my future academic papers”

“Being psychologically secure, I was able to raise my motivation for research but still commit to childcare!”

##### ● Benefits to research assistants

“The graduate student hired as an assistant developed leadership skills as a researcher became motivated research-wise and put in an effort to teach the junior students.”

“The assistant thanked me for the opportunity to learn analytical methods.”

“The student assistant seems to have developed an adventurous outlook.”



【Priority areas for success】

**B** Top management commitment

**C** Organization

**E** Interactive communication

Contact: Diversity Promotion Office, Tokyo Metropolitan University

Link on OPENeD site  
<https://www.opened.network/case/p-0032>

## Work environment

### Promoting gender equality utilizing the features of the nine campuses



兵庫県立大学

#### Overview

Under the supervision of the Head Office, to promote gender equality activities that match local characteristics of each campus, nine self-directing branches have been established. In each branch, branch director, managers, office staff, assistants, and promoters are appointed to support researchers' work-life balance.

#### Full details

##### Committee for Gender Equality Promotion



Policy establishment

##### Office for Gender Equality Promotion

##### Head Office

##### Structure:

Director, Deputy Director, Assistant Director, Manager coordinator, and assistant

##### University-wide efforts on

- Budget allocation
- Changes In mindset
- Advancement of female researchers
- Childcare support
- Public relations

##### Branch office personnel

At all nine campuses:  
Branch Director, Manager, Assistants, and Promoters

##### Branch efforts include

- Seminars
  - Work/life balance
  - Provision of role models
  - Increasing the number of female students in STEM

##### Background

The University has six undergraduate schools, 14 graduate schools, and four attached laboratories on nine campuses, located from the Japan Sea to the Pacific Ocean.

Undergraduate/graduate campus: ① – ⑤

Graduate schools campus only: ⑥ – ⑨

③ Harima Campus for Science Branch

④ Himeji Campus for Human Science Branch

⑤ Akashi Campus for Nursing Art and Science Branch

⑦ Awaji Campus for Landscape Design and Management Branch

② Himeji Campus for Engineering Branch

① Kobe Campus for Commerce Branch

⑨ Kobe Campus for Disaster Risk Reduction Branch

⑥ Kobe Campus for Information Science Branch

【Priority areas for success】

**B**

Top management commitment

**C**

Organization

**E**

Interactive communication

Contact: Office for Gender Equality Promotion,  
University of Hyogo

Link on OPENeD site  
<https://www.opened.network/case/p-0038/>

## Work environment

**Aiming to create a work environment where everyone  
can play an active role:**

**A university where everyone embodies “Mastery for Service”**



KWANSEI GAKUIN UNIVERSITY

### Overview

With the aim of creating an environment where everyone can engage in study and research activities to embody “Mastery for Service,” the school motto, Kwansei Gakuin is promoting diversity, including improvement of the work environment.

### Full details

#### ■ Major initiatives so far

- 2010: Adopted as an H.22 Subsidized Project on Science and Technology HR Development of MEXT, Program to support the research activities of female researchers (Development of Female Researcher Support Model). The University established a Head Office for Gender Equality Promotion / Support office for Gender Equality Promotion (President's Office serving as the Secretariat) and has launched efforts to change the mindset at the University.
- 2012: “The Kwansei Gakuin University Declaration on Gender Equality” was issued.
- 2013: The Head Office for Gender Equality Promotion was transferred to the Foundation (the HR Dept. serving as the Secretariat) to promote Foundation-wide efforts.
- 2014: Adopted as an H.26 Subsidized Project on Science and Technology HR Development by MEXT, Program to support research activities of female researchers (Collaboration type) of MEXT.
- 2019: The Head Office for Gender Equality Promotion was reorganized as the Head office for Diversity Promotion, facilitating efforts toward creating a diverse society in which everyone can thrive.

#### ■ Major efforts related to improvement of the work environment

##### 1. Support for female researchers (the Pinch Hitter System)

This system allows female full-time/limited-term faculty members and postdoctoral students who are pressed for research time due to childbirth or childcare to continue with their research by hiring assistants who can conduct the research work on their behalf.

\*Results (FY2013 - FY2018)

Fiscal Year	Users	Support Hours
2013	5	500.5
2014	7	716
2015	10	1774
2016	6	961
2017	7	1583.45
2018	6	1797.9



##### 2. The Poplar Day Nursery, a company-led childcare center

Kwansei Gakuin established a nursery to enhance study/research quality and contribute to society by assisting everyone to achieve a good balance between work/study and childrearing and by providing an environment where they can focus on work/study so that they can exert their full potential without disruption to their career due to childbirth/childcare. The nursery is also open to the local community to help shorten the waiting list for nurseries. Collaboration with Kwansei Gakuin Kindergarten is now under way on a trial basis.

##### 3. Temporary childcare

Temporary childcare is provided when entrance exam-related work or classes take place on Sundays or national holidays. Students may also use the system when they need to attend class on these days.

#### ■ Outcomes

**Kwansei Gakuin's continuous efforts were formally recognized and awarded the Kurumin Certification by Hyogo Labour Bureau in July 2019.** We will continue these efforts to further improve the work environment.



【Priority areas for success】

B

Top management commitment

D

Goal setting

Contact: Office of Promotion Diversity, Kwansei Gakuin Educational Foundation

Link on OPENeD site

<https://www.opened.network/case/p-0042/>

## Work environment

### As a private university, fast consensus-building for realizing diversity in the research environment



#### Overview

Based on five basic policies: (1) Mindset change and information sharing, (2) Research capability building and promotion of women, (3) Improvement in the research environment, (4) Support for new faculty members, and (5) Increase in the number of women who aspire to be researchers. Policy design was completed before the start of FY2018, with consensus rapidly reached by all the departments.

#### Two on-campus daycare centers opened in Sep 2018

"Ritsumeikan Mirai Nursery"

A needs study began in 2017, including the setting up of a working group, questionnaires sent to all graduate students, faculty and staff, workshops, lectures, and visits, as a result of which process, consensus was quickly reached in a bottom-up manner. The University won the 2017 Cabinet Office subsidy for "Company-led childcare projects." The selection of property was the most difficult task, but existing meeting rooms were renovated. Accepting children from the local community was considered but due to restrictions in facility usage, the centers are limited to persons related to the University.

#### Recruitment limited to female applicants

From FY2017, female-only recruitment at the Colleges of Science & Engineering, Information Science & Engineering, Life Sciences, and Pharmaceutical Sciences \*Some positions for retirees were made available 1-2 years ahead of the schedule by order of the President.



Kinugasa Campus

Biwako-Kusatsu Campus

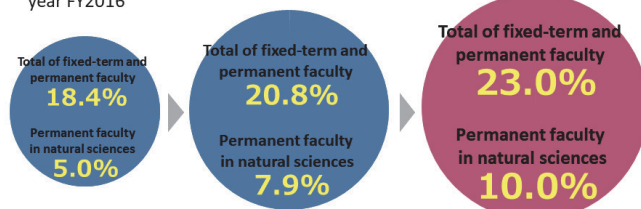
Users	Faculty, staff, researchers, graduate and undergraduate students
Age of children	0 to 5 years old
Number of children accepted	A total of 19 children for regular and temporary childcare at the two centers each

#### ○ Ratios of women faculty

Program Application year FY2016

Interim year FY2018

Targets in FY2021



Trend of female Professor/Associate Professor in 4 Natural Science Departments			
	FY H28 No. female faculty	FY H29 * H30 Female only recruitment	FY H31 Female Faculty
Science and Engineering	3	1 (advance placement 1)	7
Information Science and Engineering	4	2 (advance placement 1)	6
Life Science	2	3 (advance placement 2)	5
Pharmaceutical Science	2	3	4

FY H31 faculty number is as of May 1st, FY R1  
Including number hired from regular recruitment

#### Support for new faculty members

##### 1. Encourage communication among faculty members

- "Welcome to Ritsumeikan" introduction to research support and networking
- "Community of Ritsumeikan Researchers" for networking across fields
- "Salon de BKC" for informal exchanges among researchers over drinks

##### 2. Support for initiating research projects

- Bridge to ongoing projects and cross-sectional research organizations (R-GIRO) (<http://www.ritsumei.ac.jp/rgiro/>)

- "Research concierge" to answer questions, offer information, and serve as liaison to start research
- "Seminars on research community and support" to meet the needs of individual researchers

##### 3. Teaching support

- Seamless support for new faculty in collaboration with the University's Institute for Teaching and Learning that has carried out new faculty development programs since FY2019
- For one year (max. two years) after assuming the post. During the training, private consultation is provided to clear doubts and solve problems about class teaching and communication with students.
- Participants should complete six workshop sessions (four compulsory and two elective) and give a presentation.

\*The presentation may be replaced by submission of a course or teaching portfolio.

Center for Teaching and Learning, Institute for Teaching and Learning: <http://www.ritsumei.ac.jp/itl/>

The University provides new faculty development expenses (¥150,000/y for two years) to those whose teaching experience as a full-time member is less than three years before assuming a post at the University.

【Priority areas for success】

**B** Top management commitment **C** Organization **E** Interactive communication



"Welcome to Ritsumeikan"  
@ Biwako-Kusatsu Campus

© Compulsory ● Elective

FY2019 workshop sessions

◎	Current students theory
◎	Communicating with students
●	Writing goals
●	Evaluating students
◎	Course portfolio
◎	Classroom methods
●	University class methodology
●	Microteaching

Contact: Research-Life Support Division for Promotion of Gender Equality, Ritsumeikan University

Link on OPENeD site

<https://www.opened.network/case/p-0011/>

Classified as "other" on OPENeD at the request of Ritsumeikan University

## Change in mindset

### Faculty Recruitment & Review System with quotas for women: Unconscious bias revealed by analysis of research papers



九州大学  
KYUSHU UNIVERSITY

#### Overview

Kyushu University's unique recruitment system with quotas for women attracted international attention, and an analysis of papers written by faculty hired under this system showed it to be effective in correcting unconscious bias. This had a major impact in Japan and overseas. The University's innovative projects include the introduction of the dual-career couple hiring system of faculty members and "Diversity and Super Global Training Program for Female and Young Faculty (SENTAN-Q)".

#### A unique system for recruiting female researchers

Under the "Supporting Positive Activities for Female Researchers" program as adopted by MEXT, a unique system has been built for cultivating and developing excellent female researchers. In a ripple effect, more women were hired in regular recruitment as well, considerably raising the female faculty ratio from 8.2% in 2009 to 14.4% in 2019. This system was presented overseas as "KASOKU".

#### Unconscious bias revealed by an analysis of papers

The number and quality of papers were analyzed by gender and position using Elsevier's large-scale gender analytical method in cooperation with the Office of Institutional Research. Data on faculty hired under the women's quota revealed the presence of unconscious bias. Discussions based on actual data are effective as a basis for making progress.

#### Promotion of innovative projects

The dual-career couple hiring system for faculty members was introduced in 2017 for the first time at a university in Japan. In 2019, "Diversity and Super Global Training Program for Female and Young Faculty (SENTAN-Q)" was launched to promote the appointment of female and younger members to senior positions.

【Priority areas for success】



Strategy



Top management commitment



Accountability and transparency

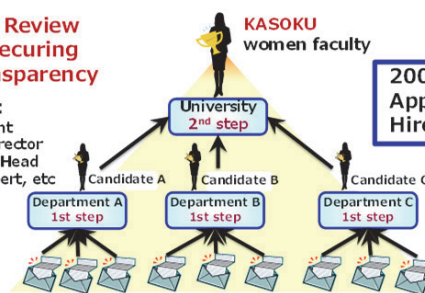
#### KASOKU program: Recruitment & Review

International recruitment for **women (KASOKU)** and positive support for research funding and environment (2009-2018)

**Two-step Review System Securing High Transparency**

Examiners:

- Vice President
- Executive Director
- Department Head
- External Expert, etc

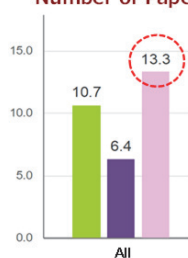


2009-2018  
Applicants 837  
Hire 50  
Adoption rate 6%

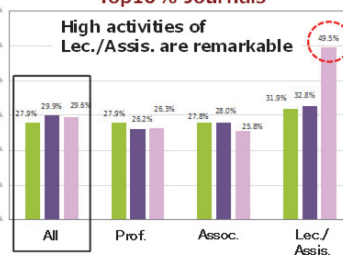
We do not give "preferential treatment" to women, but provide "equal opportunity"

#### Gender + Position Analysis

**Gender Analysis**  
Number of Papers



**Gender + Position Analysis**  
Top10% Journals



(Data at WSSF 2018)

Data of **KASOKU** Women exceed Men's average.  
Large contribution of young researchers is attracting attention both in Japan and overseas.

Contact: Office for the Promotion of Gender Equality, Kyushu University

Link on OPENeD site  
<https://www.opened.network/case/p-0036/>

## Change in mindset

### Challenging the established mindset to achieve diversity: A dialogue-centered mechanism



#### Overview

Aiming to change the general mindset to realize diversity, Niigata University is making efforts to facilitate dialogue among its executives, managers, faculty and staff members as a first step toward collaboration by all its members.

#### Securing opportunities and places for decision-making

- **Establishment of the Diversity Promotion Committee**

The first university-wide committee to be established was set up in FY2016, after the University became a national university corporation. Information on the University's current situation is shared and decisions are made on measures based on the basic policy for diversity promotion.

- **Development and monitoring of action plans and numerical targets for female faculty by the departments**

The departments identify their challenges, set numerical targets for female faculty, then create and implement action plans for improvement. These actions are monitored by the Diversity Promotion Committee.

#### Providing opportunities and places for dialogue

- **World café-style Faculty Development(FD) sessions for managers**

Dialogue-based FD sessions are conducted here to provide knowledge and information on the advancement of women and to share issues and good practice across the departments.

- **"Social gatherings with the university executives on gender equality and diversity"**

The President or one of the Vice Presidents is invited as a guest to discussions with faculty members. A newsletter is issued to report what was discussed and distributed within the University. Detailed preparations are made, including a prior meeting by participants and sending out discussion topics to guests.

- **Sessions with role models who have achieved a good work-life balance**

Researchers who have struck a good balance between work and childcare or nursing care, or male faculty who have taken paternal leave are invited as guests to these information exchange sessions.

#### Full details



Discussion with top management of Gender Equality Promotion



World cafe-style FD program for managers

#### 【Priority areas for success】

**B** Top management commitment   **E** Interactive communication

Contact: Office for Equality and Diversity,  
Niigata University

Link on OPENeD site  
<https://www.opened.network/case/p-0007/>

## Change in mindset



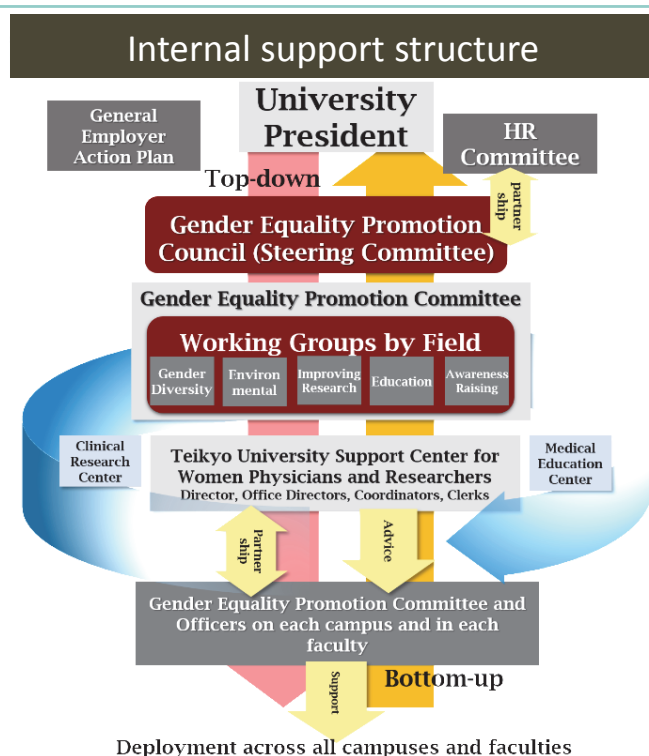
帝京大学  
Teikyo University

# Helping women achieve good work-life balance: A cyclical system that connects people to provide support

## Overview

With the aim of increasing the research capabilities of female researchers, Teikyo University strives to improve the work environment for all faculty and staff via changing their mindset, by circulating top-down and bottom-up communication with the Committee directly reporting to the President.

## Full details



### 1. With the Committee at the center, circulation of top-down and bottom-up communication to deliver the President's recommendations on gender equality

The results of discussions over the year with the Gender Equality Promotion Committee and four working groups are reported to the President via the Gender Equality Promotion Council (Steering Committee)

↓  
Communication across the faculties and campuses takes place at the faculty meeting the following fiscal year

↓  
The President issues "Recommendations on gender equality" every two to three years

↓  
Based on the President's recommendations, new programs are started and continuous improvement are made

↓  
Report submitted to the President

### 2. Programs created based on the President's recommendations on gender equality

#### Faculty development activity

As part of FD in each department, faculty are expected to take the time to think about such themes as "Male/Female Collaboration" and "Women's advancement."

Fy2017: Faculties of Medical Technology, Law, and Pharma-Science

FY2018: Faculty of Science and Engineering

FY2019: Hachioji Campus FD Forum

"Diversity & Inclusion at the University and in society"

#### Teaching staff as work-life balance concierges

Senior staff are assigned to consult on pregnancy, childbirth, and childcare.

The first concierge was assigned to the Faculty of Medicine's Clinical Study Section in 2019

### 3. Improvement programs

#### Nursing care preparation, Harassment, and Q&A on winning research grants

Programs to improve the work environment and develop research capabilities



【Priority areas for success】



Top management commitment



Organization



Interactive communication

Contact: Support Center for Women Physicians and Researchers, Teikyo University

Link on OPENeD site

<https://www.opened.network/case/p-0034/>



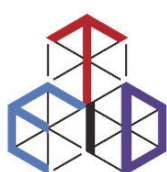
## To achieve true diversity and inclusion

### Overview

Tsukuba University is making efforts to promote women to managerial or senior positions through the formation of female researcher and engineer communities. At the same time, to realize true diversity & inclusion, the University is taking measures to support sexual minorities such as LGBT.

### Full details

#### Diversity promotion under industry-academia-government collaboration

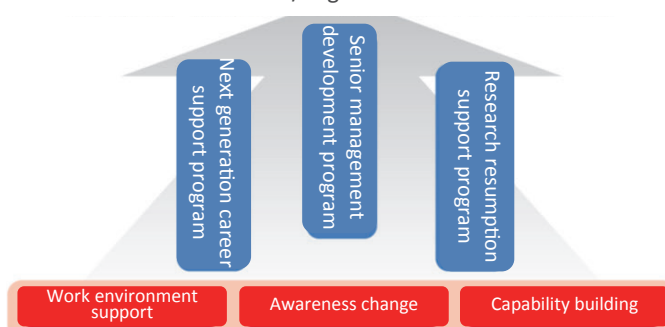


# TIDE

TIDE consists of three underlying projects and three pillar programs. In the program to “develop senior members,” female researchers and engineers from the three institutions get together to drive the program through several workshops. With these initiatives, “Sirius,” a network of female researchers at Tsukuba University, was formed as a place for information-sharing and encouraging new activities.

Tsukuba University, IBM Japan, and AIST have agreed to collaborate in addressing issues related to female researchers and engineers that a single institute would find difficult to solve. This initiative was named TIDE (Tsukuba Advanced Initiatives for Diversity & Environment). The three institutions jointly work to solve issues from the different perspectives of industry, academia, and government.

A seamless encouragement model for multiple generations of female researchers/engineers to create innovation



#### For promoting the advancement of diverse human resources including LGBT

In March 2017, as one of the first universities to establish and publish the basic policy on sexual minorities and action guidelines, high praise was received from outside the university. The University is making efforts to realize not just gender diversity but true diversity that values the uniqueness of individuals with different attributes and promote their advancement.

【Priority areas for success】

**A** Strategy **B** Top management commitment **C** Organization **E** Interactive communication **G** Other (a mechanism to engage relevant parties)

Contact: Center for Diversity, Accessibility and Career Development, University of Tsukuba

Link on OPENeD site:  
<https://www.opened.network/case/p-0006/>