

# “Follow your own path”

Gender Equality Promotion in Hiroshima University (April 2020)

## **Hiroshima University**

### **“Gender Equality Declaration (October 2006)”**

Both men and women, being equal members of society, are endowed with the same right to exercise their free will to engage into planning and implementation of activities in every sphere of society, to enjoy political, economic, social and cultural benefits, as well as bear a joint responsibility to create such society. The Basic Law on Gender Equality, which was promulgated and became effective in June 2000, refers to the realization of gender-equal society as the “most important issue that would determine Japanese society in the 21st century”; therefore, in order to achieve this goal, the “Second Basic Plan for Gender Equality” was adopted by the Government in January 2005.

As respect for individual rights and equality before the law are enshrined in the Constitution of Japan, so far, various efforts toward establishing gender equality have been endeavored in concert with efforts being made in the International society. However, gender-based discrimination and social stereotypes, formed in the course of long of historical development, are continuing to exist, including in the sphere of education and research. Being strongholds of knowledge, Universities are important institutions for not only production of knowledge but for establishing education and creating socio-cultural values for future generations as well, and therefore are obliged with social responsibilities to demonstrate that they are organizations which recognize specificities of each gender, make efforts to close the gap between men and women, and where every member is allowed to make the most of its individuality and abilities.

Ahead of other institutions, Hiroshima School of Secondary Education, which was one of the predecessors of Hiroshima University, established the Women’s Department in 1883 and produced many outstanding and talented women. Furthermore, co-education of both genders in prewar time was practiced in Hiroshima University of Literature and Science which has been accepting women students from the very beginning of its foundation in 1930. We would like to further develop this history-honored spirit and grapple with present day issues of gender equality.

Also, the most important task for Hiroshima University to reach its goal to become “Top-level original advanced studies University in the world” is to create an environment, where every individual can fully exert its individuality and abilities, which can be achieved by further advancement of gender equality.

From the above-mentioned perspectives and in due compliance with the Second Basic Plan for Gender Equality, Hiroshima University commits to provide a positive contribution to creation of gender-equal society and to promote the Gender Equality Plan on the basis of the following basic action plan.

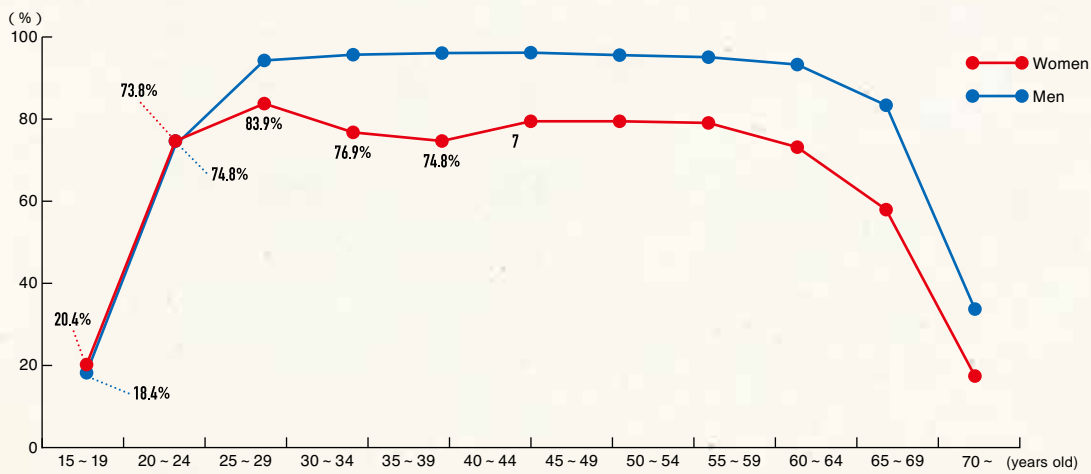
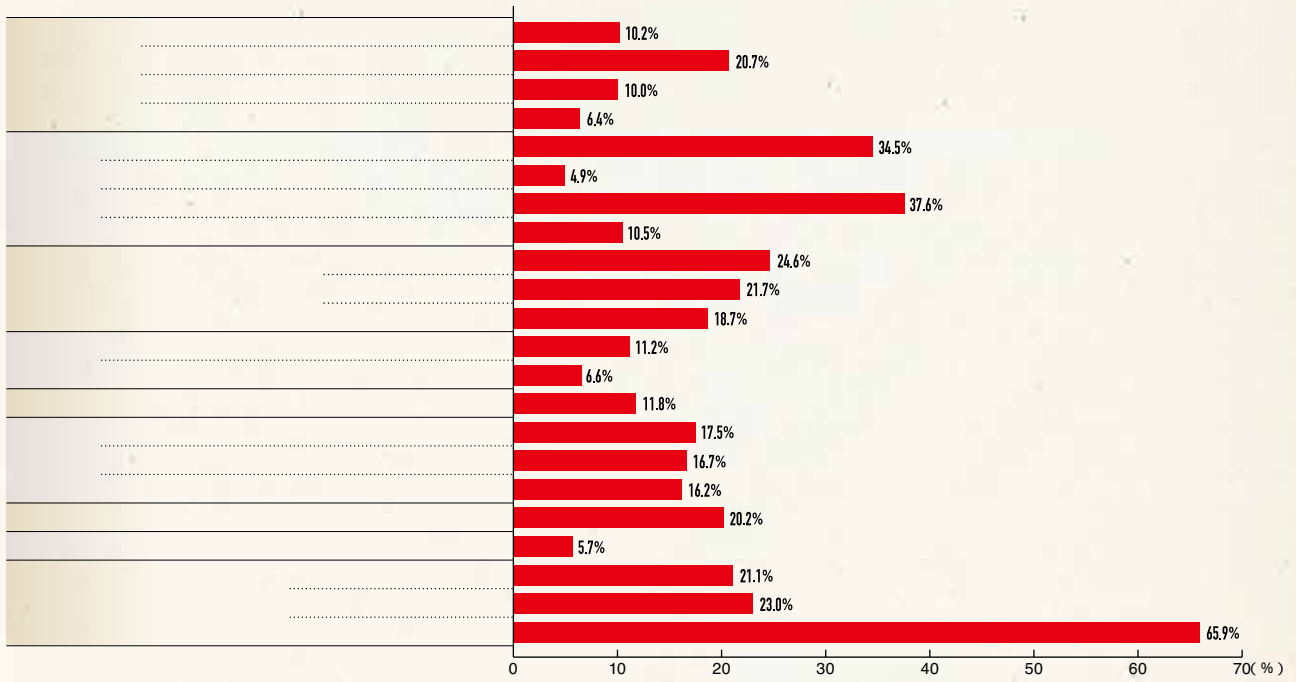
#### **Basic action plan**

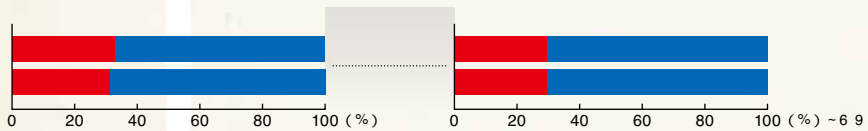
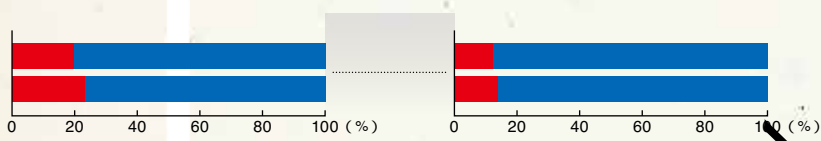
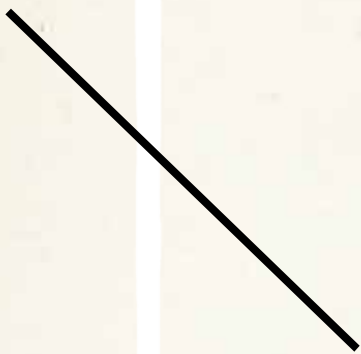
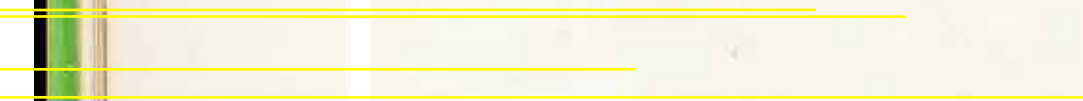
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Hiroshima University

















Hiroshima University Himawari Nursery School



After-school care for children (biotope, crayfish-catching)

● **Course of lectures about “Gender and society”**

Gender and society is a series of lectures held as a general education course. These lectures seek to understand the various problems surrounding gender in today's society; why gender equality is necessary; and how a gender-equal society can be realized, so please be sure to attend.



● **Expanding the range of female students who wish to be a researcher**

**Open campus “tea session”**

While having a light snack with female undergraduates or post-graduate students, female high school students and university entrance examinees can ask a wide assortment of questions ranging from university entrance studying to university life and research.



**Participatory science lessons for female high school students**

Under the instruction of researchers, undergraduates and post-graduate students; female high school students can take part in actual lessons held in science and agricultural science research laboratories. After the lesson, a fun tea party is held for participants to have an informal chat.



## Initiative for Realizing Diversity in the Research Environment (Collaboration Type) Career Advancement Project for Women Researchers (CAPWR)

Hiroshima University has made continuous efforts to acquire the external subsidies, such as the Special Coordination Funds for Promoting Science and Technology and the Subsidy for Human Resources Development for Science and Technology and, provided by the Ministry of Education, Culture, Sports, Science and Technology (MEXT), in order to promote the institutional strengthening and the implementation to achieve gender equality in the university. Since FY2017, the Career Advancement Project for Women Researchers (CAPWR) has been conducted by the Hiroshima University, under the Initiative for Realizing Diversity in the Research Environment (Collaboration Type) of the MEXT Funds for the Development of Human Resources in Science and Technology.

As the “Collaboration Type” designation indicates, Hiroshima University is expected to take the strong leadership in implementing CAPWR in collaboration with the collaborating organizations including Mazda Motor Corporation, Delta Kogyo Co., Ltd., and the International Development Center of Japan (IDCJ). CAPWR aims to contribute to the peaceful and sustainable society by combining the knowledge of think tanks focused on international cooperation with industry-academia collaboration that brings together national universities that play a core role in research and development as well as human resources development with manufacturing companies. At the same time, CAPWR aims to the achievement of the targets set forth in the MEXT Fourth Gender Equality Basic Plan.

To strengthen the regional awareness and practices, CAPWR forms the Industry-Academia-Government Council for Diversity Promotion, comprising a total of 40 members including local governments, universities, research institutes, and private companies: namely, Hiroshima Prefecture, Hiroshima City, Higashi-Hiroshima City, Prefectural University of Hiroshima, Energia Research Institute, Satake Corporation, Micron Memory Japan, G.K. etc. CAPWR has held regular meetings and various seminars for knowledge and experience sharing among the member organizations.

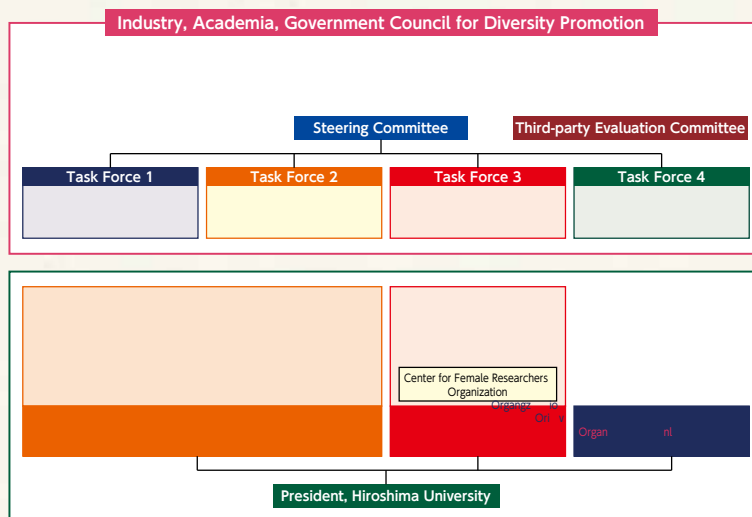
Through the various activities, CAPWR has provided new knowledge and opportunities to women researchers at universities and companies while effecting a quantitative and qualitative enhancement of women researchers with local roots and an international perspective, particularly those involved in science, engineering, and agriculture.

CAPWR has conducted the following four approaches:

Approach	Activities
<b>Approach 1: Institutional Enhancement by Improved Existing Approaches</b>	<ul style="list-style-type: none"> <li>- Enabling organizations to implement unique initiatives in an ongoing manner and share associated information among themselves</li> <li>- Researching successful examples of efforts to put in place diverse research environments in Japan and overseas</li> <li>- Engaging in awareness-raising activities targeting management positions at organizations</li> </ul>
<b>Approach 2: Capacity Development in Women Researchers’ Research Activities</b>	<ul style="list-style-type: none"> <li>- Providing opportunities for women researchers to explore leading-edge research topics</li> <li>- Promoting international research activities and presentations of findings by women researchers</li> <li>- Holding training events such as leadership training seminars and seminars about how to obtain external funding</li> </ul>
<b>Approach 3: Positive Action in Recruitment and Promotion of Women Researchers</b>	<ul style="list-style-type: none"> <li>- Enhancing positive action</li> <li>- Encouraging women to attend Hiroshima University and boost their career prospects by earning a degree</li> <li>- Broadening the perspective of female university students who are seeking to become researchers</li> </ul>
<b>Approach 4: Model Development</b>	<ul style="list-style-type: none"> <li>- Developing and encouraging the adoption of models that accommodate industry and organizational characteristics through research targeting organizations that are members of the Industry-Academia-Government Council for Diversity Promotion and the verification of the benefits of the Approaches 1, 2 and 3.</li> </ul>

CAPWR will continue a wide variety of activities in line with the framework above. Your active participations are expected. In this project, we will continue a wide variety of activities in line with the framework above in and after the next academic year. We look forward to seeing your active involvement.

For more information of the project, please visit the website below:  
<https://home.hiroshima-u.ac.jp/womenres/>



Bus Tour to Mazda Motor Co.





## “Hiroshima University CAPWR (Career Advancement Project for Women Researchers), which started from a ‘Neko-no-Te Project’”

CAPWR has been supporting female researchers at Hiroshima University for over ten years now.

When raising children, there are times when you are driven to wanting even the help of a cat (neko-no-te) which is a Japanese phrase meaning extremely busy. University teachers are no different. When it comes to teachers, especially female teachers, their novice period and child-birth and child-rearing periods overlap, so it is a profession where it is particularly difficult to balance work and home life.

To address such concerns, the Female Researcher Support Model (Special Coordination Funds for the Promotion of Science and Technology) was publicly advertised right at the end of December 2005. To participate in this, a working group (WG) was formed by female researchers at Hiroshima University early the following year. Dr. Fumiko Tajima, Professor of Graduate School of Science (at that time), who had taken up a post at Hiroshima University after researching for many years in USA, became a leader of that WG and started the Neko-no-Te Project to adopt the Female Researcher Support Model.

This project first investigated what was needed for female researchers at Hiroshima University to balance child-rearing and childcare with work, and gathered basic data concerning gender equality at Hiroshima University. Based on the results of this status analysis, the Neko-no-Te project WG, together with the heads of the university, had lots of discussions about what the university should and could do. This resulted in the proposal of a comprehensive Equality Platform (place of gender equality research and education) plan founded on the two pillars of research environment development and awareness reform.

This first Hiroshima University female researcher support plan was named CAPWR (Career Advancement Project for Women Researchers) by Prof. Tajima. Unfortunately, this plan was not adopted in the first year, but as a result of the plan, the foundations of gender equality at Hiroshima University were put in place. In October 2006, the Declaration of Gender Equality was made and the Gender Equality Promotion Committee was established in February 2007.

The Neko-no-Te Project WG was formally established as the CAPWR (Career Advancement Project for Women Researchers) in February 2007, and the project logo (upper left) was created by the young New York-based artist, Ms. Mika Tajima. By May 2007, activities started to bear fruit and the Project to Support Women Researchers for Leadership Development in Hiroshima University was adopted as a Female Researcher Support Model (Special Coordination Funds for the Promotion of Science and Technology). The essential parts of this are to establish a ① home/work balance support environment program and ② awareness reform program, and then develop a ③ Hiroshima University-specific human resource leadership program in order to foster female researchers.

The Gender Equality Promotion Office was established in April 2008. Due to the Project to Accelerate Reform of Female Researcher Development System (Human Resource Development Program for Science and Technology 2010), Career Advancement of Female Researchers through Reform of Hiroshima University System (2010-2014) was adopted as a Program to Support Research Activities of Female Researchers (2013-2015) so gender equality activities have been strengthened at Hiroshima University.

Hiroshima University's new project proposal (2017-2022) was adopted and is currently ongoing as an Initiative for the Implementation of a Diversity Research Environment (Collaborative Type) (Human Resource Development Program for Science and Technology). The English name of this program is CAPWR (Career Advancement Project for Women Researchers) and the CAPWR logo is used above.

The proportion of female teachers in Hiroshima University was 9% in 2006, but this figure increased to 17.7% by 2019. Hiroshima University's gender equality promotion activities, which started from the Neko-no-Te Project aimed to realize a research and educational environment that allows female and male researchers to develop and make use of their individualities, and this project continues to evolve.

We have so far talked about men and women in binary terms, but not all people are clearly divided into men or women in terms of gender and sex. Some people have sexually mixed physical characteristics (sex characteristics). Some people are not sure about their gender identity (the gender with which you identify) and cannot tell clearly whether they are men or women. When it comes to sexual orientation (the sex you are attracted to), some people are attracted to the same sex or both sexes. In addition, some are attracted to others regardless of their sex, and some are not even attracted sexually to anyone. For gender expression (what kind of appearance you want in terms of gender and how you behave), some are masculine, while others are feminine, many shifting in between depending on places and occasions .

In the Yogyakarta Principles plus 10, announced in 2017, these four elements constituting gender and sex are designated as essential for each person's dignity and humanity. Hiroshima University released in December 2019 the Policies and Guidelines at Hiroshima University for Respecting Gender and Sexual Diversity -for LGBT+ Students to provide support for all students to fully enjoy a fulfilling campus life in peace free from worry without being discriminated against or eliminated on the basis of their gender or sex.

### ●Policies for Gender and Sexual Diversity

#### 1. We Respect Gender and Sexual Diversity.

We respect each individual's diversity, such as gender identity, sexual orientation, gender expression, and sex characteristics.

#### 2. We Do Not Discriminate on the Basis of Gender or Sex.

Placing our cornerstone on gender and sexual diversity and equality, we do not discriminate on the basis of gender or sex.

#### 3. We Respect Each Individual's Gender and Sexual Autonomy.

We respect each individual's gender and sexual autonomy. Each individual's gender and sex, and also whether or not they will disclose them, should be controlled based on their autonomy.

#### 4. We Foster an Inclusive Education and Research Environment.

We foster an inclusive education and research environment in terms of gender and sex. An inclusive environment here means one in which each individual is respected, enabling them to live as their true self without any worry, fully demonstrate their characteristics, and engage in the production of new knowledge without any hesitation. Gender and sex are particularly important elements for establishing each individual's identity. We foster an environment in which all our members can engage in education and research without any worry and unnecessary restraints, irrespective of gender and sex.



Leaflet on sexual and Gender Diversity

### Policies and Guidelines at Hiroshima University for Respecting Gender and Sexual Diversity for LGBT+ Students

[https://momiji.hiroshima-u.ac.jp/momiji-top/learning/post\\_16.html](https://momiji.hiroshima-u.ac.jp/momiji-top/learning/post_16.html)



Actually, our society abounds with various types of differences not only in terms of gender and sex but also in terms of age, disability and its level, ethnicity, plus values, religion, political beliefs, occupation, specialty, etc.

In modern society, you need to learn to live with such a diverse range of people and with nature, and the U.N. Sustainable Development Goals (SDGs) have been established as specific targets for doing so. The SDGs are a set of goals currently being tackled by more than 150 countries around the world to achieve by 2030 in 17 interrelated fields, such as gender equality, poverty and hunger, energy, climate change, and peace institutions. We hope that you will expand your perspective at the university and consider a gender equal society and diversity from a global point of view.

At the Research Center for Diversity and Inclusion, Hiroshima University, we work on research and practice for creating new value from diversity. In Introduction to Diversity, a Liberal Arts Education subject, you will learn about the significance and practice of diversity and inclusion. In addition, the Specific Diversity Program is scheduled to be launched when those enrolled in AY 2020 become sophomores. In the program, you can take a wide variety of classes provided by the schools of Hiroshima University to learn conceptual tools for diversity and inclusion as well as different issues concerning diversity and inclusion such as gender and sexuality; disability, disease, and aging; and ethnicity and culture. At the beginning of -20.6 (i)14.9 (t)-20-5.3 (e)17.urd i iu wiam i



When finishing your studies at university, you will all follow your own paths. Learn from the stories of those who are walking their own paths.



**MESSAGE1** ▶ Ms. Megumi Sasatani, Associate Professor, Research Institute for Radiation Biology and Medicine, Hiroshima University

When I was at university, I took a lecture that taught the following: DNA, which controls our genetic information, is constantly damaged. Cells have a wide variety of repair mechanisms and avoid inducing a spontaneous mutation to counter such DNA damage. When that DNA repair mechanism has an inborn abnormality, this increases the risk of developing cancer. I remember being really impressed by the fact that DNA damage and repair is constantly repeated in one's own cells, and that information in text books comes from the findings of constant research and that information is being constantly updated. I can still clearly remember how impressed I was when I actually observed with my own eyes spontaneous mutation induced by ultraviolet rays in the research laboratory. From then on, I have been continuously fascinated by research on the DNA damage repair mechanism, spontaneous mutation and carcinogenic inducement mechanism.

Research is a search for the truth and the pursuit of intelligent curiosity - these are words of my respected elder. When one produces one's own research data, while that data itself may be true, it may not prove the truth you want to solve. Research is the repeated acts of piecing together bits of a puzzle while considering how consistent one's own test data is against other such data. From time to time, test results may reveal a truth that one have not expected. That wonderful moment when things add up is something a researcher only would know, and that is the beauty of research.

Around 20 years have passed since I first started research. I am very attached to my research, and I feel that it has helped create a sense of values in understanding and thinking about things. At a lecture the other day, the teacher said, "when I was worried that research may not be for me during my university days, a teacher said, "work makes people" and I thought that was spot on.

When I look back at my life, I feel that my life has been nothing but hitting dead ends. Despite this, I have continued to do the things I want to do, and I have been inspired, influenced and supported by people I have met along the way. I don't think that such a life is too bad. A former teacher I had when I was taking my doctoral degree repeatedly said to me "if you love research, you will be able to do it for the rest of your life." At that time, I of course loved doing my research so I couldn't understand what that teacher meant, but I now fully understand the importance of having the power to keep such passion alive.

If there is something you want to do or you have moments when you think that something is enjoyable, don't hesitate to take the first step. Then absorb yourself in it while maintaining a sense of responsibility in your actions. Whatever you do, if you don't enjoy it, you won't be able to keep at it. No matter how you live, life is not all fun and games and there are times when you run into hard times unexpectedly. I hope you will choose the path that you want even though it is tough one, and face it with honesty. When doing so, I do hope that you don't forget to thank those around you and accept your own decisions.









### Constitution of Japan

In Clause 1 of Article 14, which specifies equality under the law, [discrimination] based on sex is prohibited. Furthermore, Clause 1 of Article 24 stipulates that [marriage shall be based only on the mutual consent of both sexes and it shall be maintained through mutual cooperation with the equal rights of husband and wife as a basis.] The second clause of the same Article states that [With regard to choice of spouse, property rights, inheritance, choice of domicile, divorce and other matters pertaining to marriage and the family, laws shall be enacted from the standpoint of individual dignity and the essential equality of the sexes.]



### Basic Act for Gender Equal Society

This law stipulates that [It has become a matter of urgent importance to realize a Gender Equal society in which men and women respect each other's human rights and share responsibilities, and every citizen is able to fully display their individuality and ability regardless of gender.] The national government and local public organizations are required to formulate and implement policies to promote a gender equal society, including active anti-discrimination measures at the national level.



### Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment (Equal Employment Opportunity Law)

Employers are prohibited from discriminating against men and women in all aspects of employment including recruitment, employment, allocation (including allocation of duties and grant of authority), promotion, demotion, training, benefits, work/employment type changes, early retirement, retirement or redundancy. The same law requires employers to take anti-harassment measures in relation to sexual harassment, being pregnant or giving birth, and so on.



### Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Child Care and Family Care Leave Law)

Employers are obligated to provide an employment environment allowing both men and women to take leave or work shorter hours, and if employers know that their workers or their spouses are pregnant or have given birth, they are expected to inform the said workers about provisions relating to childcare leave or caregiver leave.



### Labor Standards Act

Article 4 prohibits an employer from discriminatory treatment of a woman as compared with a man with respect to wages by reason of the worker being a woman.



### Act on Advancement of Measures to Support Raising Next-Generation Children

Employers are required to devise and support a plan of action to establish an working environment and conditions relating to child-rearing.



### Act on the Prevention of Domestic Violence and the Protection of Victims (DV Prevention Law)

This law relates to DV (violence by spouses or partners).



### Anti-Stalking Act

This law regulates and punishes the act of stalking such as persistently trailing another person.





### **Act on Special Cases in Handling Gender Status for Persons with Gender Identity Disorder (Gender Identity Disorder Special Case Law)**

This law sanctions sex-change in family register under certain requirements.



### **Act on Promotion of Women's Participation and Advancement in the Workplace (Promotion of Women's Participation and Advancement Law)**

In order to realize a society that allows all women, who wish to participate and advance in working situations, to fully demonstrate their individuality and ability, this law obligates employers (national government and local public organizations) to

- 1) establish and make public plans of action incorporating numerical targets aimed at women's participation and advancement,
- and 2) publicly announce information contributing to career decisions by women.



### **Act on Promotion of Gender Equality in the Political Field**

This law states that to make the numbers of male and female candidates as even as possible in the elections of the members of the House of Representatives, the House of Councilors, and the assemblies of local governments should be a fundamental principle. In addition, it states that political parties and other political organizations are to endeavor to voluntarily work on the promotion of gender equality in the political field, including setting a goal for the number of male and female candidates for public office in their organizations.

### **Hiroshima University Gender Equality Promotion Office**

1-3-2 Kagamiyama, Higashi-Hiroshima City, Hiroshima Prefecture 739-8511 TEL: 082-424-4428

Website: <https://www.hiroshima-u.ac.jp/gender>

Hiroshima University Gender Equality Promotion Office



### **Hiroshima University Research Center for Diversity and Inclusion**

**(8th Floor, Building B, Faculty of Education, Higashi-Hiroshima Campus)**

1-1-1 Kagamiyama, Higashi-Hiroshima City, Hiroshima Prefecture 739-8524 TEL: 082-424-4559

Website: <https://www.hiroshima-u.ac.jp/diversity>

Hiroshima University Research Center for Diversity and Inclusion

