

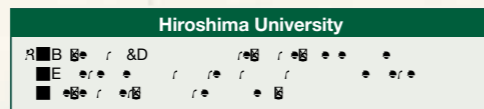


Initiative for Realizing Diversity in the Research Environment (Collaboration Type) Career Advancement Project for Women Researchers (CAPWR)

The Career Advancement Project for Women Researchers (CAPWR) has been conducted by the Hiroshima University in collaboration with Mazda Motor Corporation, Delta Kogyo Co., Ltd., and the International Development Center of Japan, 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.

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. In addition, CAPWR is also expected to contribute to the achievement of the targets set forth in the Fourth and Fifth Gender Equality Basic Plans by strengthening initiatives with goals such as increasing the hiring of women researchers, fostering their promotion to management positions, and putting in place a diverse research environment. At the same time, CAPWR promotes 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 for those involved in science, engineering, and agriculture.

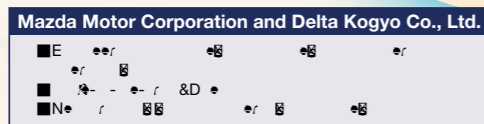
For more information about CAPWR, please visit the website below.
<https://womenres.hiroshima-u.ac.jp/>



Providing opportunities
for leading-edge
manufacturing and R&D

**Fostering the development of female
researchers with a global perspective
who are willing to embrace
the challenge of leading-edge research**

Providing opportunities
to pursue joint research
and to present papers overseas



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

“Follow your own path”

Gender Equality Promotion in Hiroshima University (April 2021)

Hiroshima University “Gender Equality Declaration”

Basic action plan

1. Promotion of gender equality in the spheres of education, research and employment
2. Revision or overhaul of conditions and practices which encourage discrimination or ostracism on the basis of gender
3. Promotion of gender equality in decision making process regarding administration of the University
4. Support for men and women to ensure feasibility of accommodating studying, research or job and family life
5. Promotion of gender equality through cooperation with local community and international society
6. Promotion of activities to raise awareness about gender equality, promotion of educational research on gender equality

April 17, 2006

(<https://www.hiroshima-u.ac.jp/en/gender/overview/declaration/>)



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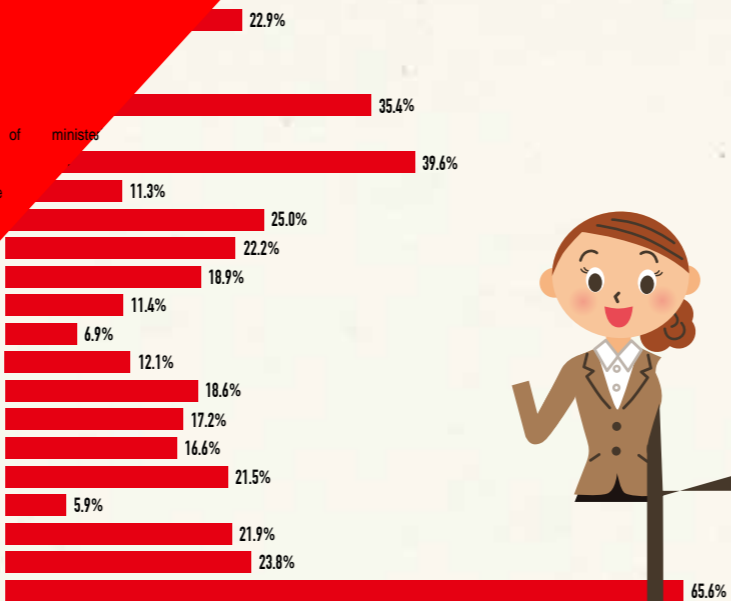


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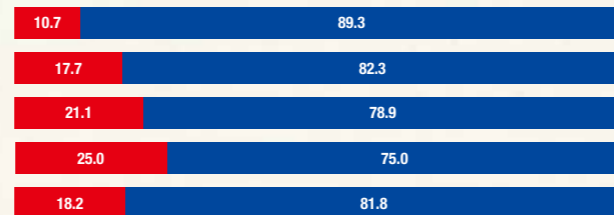
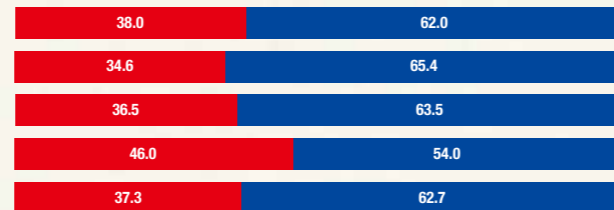
★ University

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vice-president

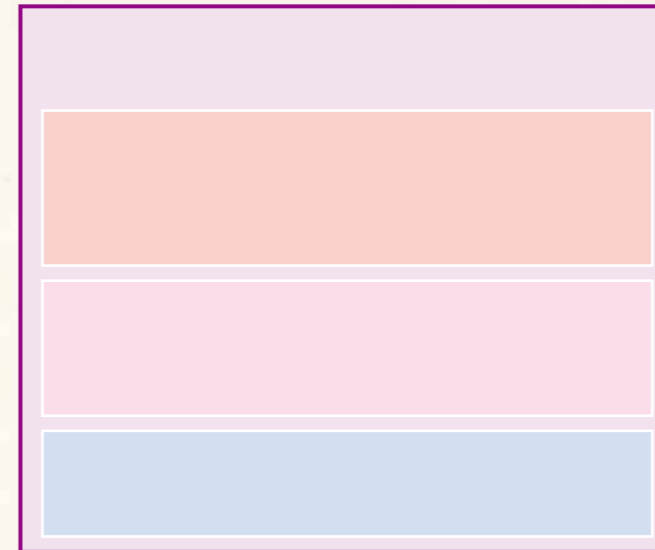
and

2 | Gender equality progress in Hiroshima University



Gender equality promotion activities

Hiroshima University is promoting gender equality through various efforts for the purpose of human resource development and awareness raising regarding gender equality, positive action to correct gender disparity, and support for balancing work and family.



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

Open campus "tea session"

At the information exchange meetings with female undergraduate and graduate students, female high school students who are interested in entering Hiroshima University ask a variety of questions including how to study to pass the entrance examination; how they enjoy university life and research, etc.



Participatory science lessons for female high school students

Under the instruction of researchers and students, female high school students take part in actual lectures and experiments conducted in science and agricultural science laboratories. After the lesson, a social gathering is held for informal chatting among the university researchers and students and the high school students.



