

# “Follow your own path”

Gender Equality Promotion in Hiroshima University (April 2022)

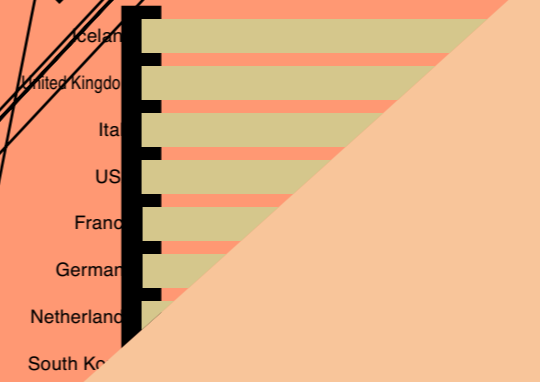
Hiroshima University “Gender Equality Declaration”

Basic action plan

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



Percentage of female researchers - intern



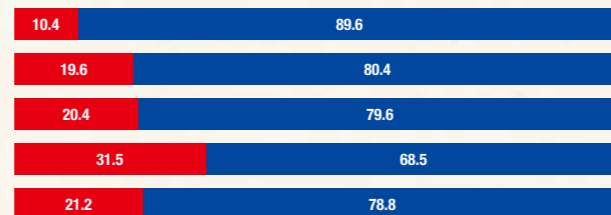
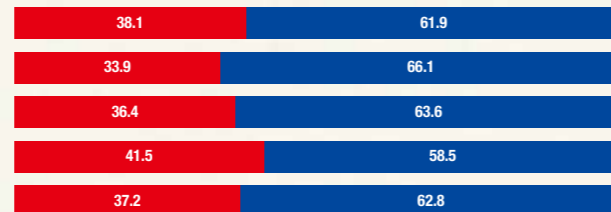
... (school)  
... (school)  
... (high school)  
... (student and professor)  
Researcher  
... (company - News agency)  
... (member of a residents' association)  
Physician <FY2018 values>  
Dentist <FY2018 values>  
Pharmacist <FY2018 values>



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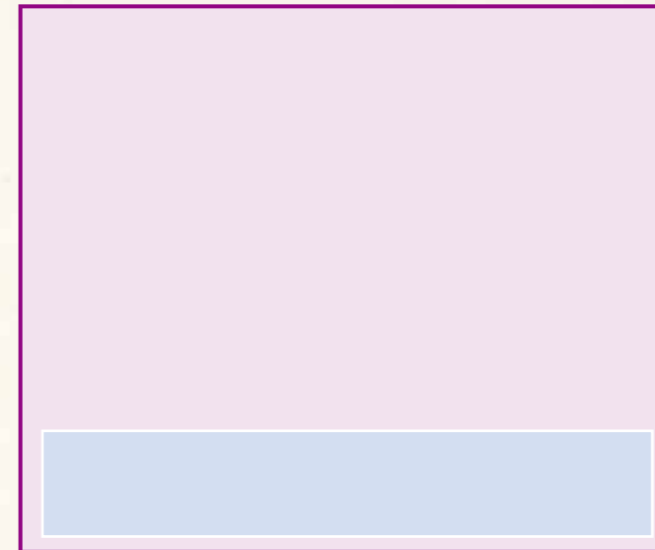
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## 2 | Gender equality progress in Hiroshima University



### 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.





## 4 | Walking their own paths

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. Here are story excerpts and the entire stories are available through the “QR code”.



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

### School days Fascinated by constantly updated information

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.



**MESSAGE2** ▶ Fusatoshi Matsumoto san, Section Manager, ICT Promotion Section, Corporate Planning Office, Delta Kogyo Co., Ltd.

After joining Delta Kogyo in 1996, I worked designing seats for automobiles, then analyzing product durability, till I came to work in the ICT Promotion Section, where I am involved in setting up a company IT environment and promoting the digitization of our business. At home I live with my wife and three children. My eldest son is at junior high school and my other two sons are at elementary school. My wife continues to do research on support for people with disabilities in employment.

I and my wife have worked full-time since we got married, but as I wanted children, so I avowed to take childcare leave when we have children. When we had our first and second sons, I used the company’s childcare leave system and dedicated myself to raising the kids for one year after they were born (2005 to 2006 and 2007 to 2008). During that time, I started by learning how to dissolve frozen mother’s milk and then I learned how to burp a child and make baby food - things that I thought I would never learn. I then started to know instinctively when they were hungry and needed the toilet as if I were “a mother who knows best!”. At the same time, I kept an eye on my career by getting my co-workers to update me about things at work and studying for work qualifications during my childcare leave, so I was able to return to work without any problems.

