

Diversity Initiatives at UTokyo



#WeChange
UTokyo

Expansion of Training to All Students, Faculty, and Staff Members

- Orientation video for new students
More than 80% of the class of 2026 watched the video.
- Departmental diversity courses
530 faculty members participated in the trainings in FY2022. In addition to implementing such courses, we are also in the process of releasing training videos.
- Gender equity training
Scheduled for September 2023
Targeting approximately 17,000 employees
- Executive training
Scheduled for September and October 2023
Targeting executives, deans, and general managers

The number of female professors and associate professors is increasing at twice the previous rate, achieving our target!

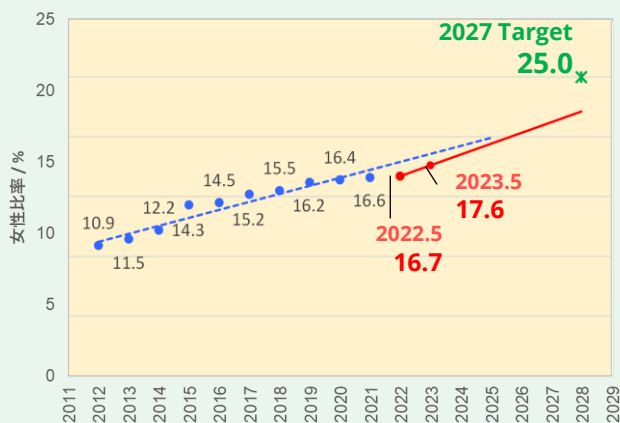
(% points/year increase)	Past 10 years	2022
All Faculty	0.67	0.924
Professor	0.44	0.918
Assoc. Prof.	0.41	0.923

Reference: Change in female faculty numbers

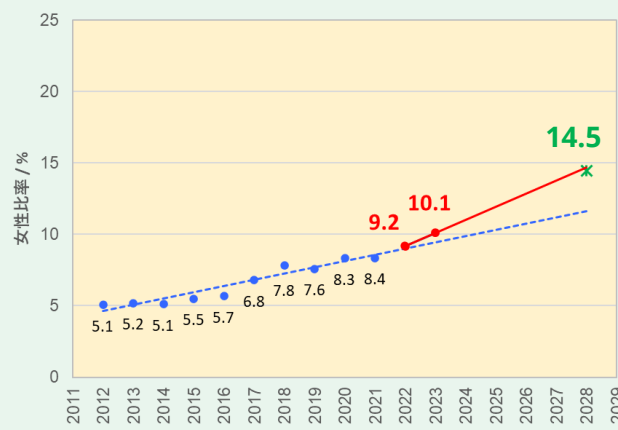
	2012	2022	2023
Professor	65	124	136
Assoc. Prof.	92	150	162
Lecturer	33	46	54
Asst. Prof.	203	251	248

Change and targets for female faculty ratio (2012-2028)

All Faculty



Professor



Associate Professor

