


# Gender Equity Training of AY2023 Started

The Office for Gender Equality set up a Gender Justice Training Working Group (WG) to develop a training program for faculty and administrative staff, which will be implemented once a year. All faculty and administrative staff members at UTokyo will be required to complete the training by Oct 31st.

In order to realize the UTokyo's goal of becoming a university where anyone in the world would want to join, it is necessary to transform the campus culture by reshaping the mind-set of all constituent members of the University.

This year, a gender equity training program on the topic of 'Understanding Our Own Biases' will be held. We would like to ask each department to inform its faculty and administrative staff members regarding this.



- Registration period** September 5 (Tue) to October 27 (Fri)
- Implementation period** September 6 (Wed) to October 31 (Tue)
- Eligibility** All executive, faculty, and administrative staff members of the University of Tokyo who have a UTokyo Account as of September 1, 2023
- How to take the training** Please use the following URL  to register your email address. We will send an email containing the URL for the training course within three business days following the application to the registered email address. Please access the training course from the URL in the email.



## Have you checked the #WeChange web site?

The University of Tokyo has launched measures to nurture female leaders since 2022. The #WeChange website, which was released in April, distributes animation videos, report, "Unconscious

Bias Check Sheet for Candidate Evaluations" etc. In related events, novelty goods with logos and characters from animations will appear.



〈The Office for Gender Equality Reporting Team Visiting Graduate Schools and Institutes〉

## Professor Hatsumi Mori, Research Institute for Solid State Physics

The Office for Gender Equality decided to cover the forefront of the efforts to nurture female leaders

**“Creating an Environment Where Opinions are Respected and People can Demonstrate Their Abilities Regardless of Their Attributes.”**

by various departments of the University. We hope this information will

be helpful to other departments and universities. For our first interview, we spoke with Prof. Hatsumi Mori, a vice president of UTokyo and former director of the Institute for Solid State Physics. She was the only woman in the faculty meetings of ISSP, which was established in 1957. 🌐



## Transportation expenses for children

UTokyo did not have a system where research funds could be used to bring children along on a researcher’s business trip, even if the foundations that provided the external funds approved it. In response to requests from on-campus researchers, on August 31st, 2023, the university president ruled that research funds can now be used for accompanying children up to the sixth grade of elementary school if certain conditions are met.

## A Faculty Development Seminar on career support for female researchers was held to commemorate International Women’s Day.



On March 10, 2023, a Faculty Development Seminar on career support for female researchers was held to commemorate International Women’s Day. Lectures by Professor Mary C. Brinton, Director, Reischauer Institute of Japanese Studies, Harvard University entitled “Achieving Gender Parity in Academia: A View from the U.S.” and by Renée Adams, Professor of Finance, Saïd Business School, University of Oxford entitled “What’s good for women is good for science” were given. 🌐

## UTokyo International Symposium “UTokyo Gender Equity Initiative #WeChange”

The “UTokyo Gender Equity Initiative #WeChange” Symposium was held in the Ito Hall. A dialogue between Yasuko Sasaki, President of Ochanomizu University, and Teruo Fujii, the President of UTokyo entitled “Toward Developing Global Leaders”, which was moderated by Keiko Kojima (essayist and visiting researcher at the Interfaculty Initiative in Information Studies, UTokyo) was held on March 1, 2023. A panel discussion on the “power of numbers” with undergraduate students, graduate students, and young researchers also took place. 🌐



## Female Ratio of Faculty Members

(May 1st, 2023)

(Not including project faculty members)  
Change and targets for female faculty ratio can be found here. 🌐



10.1



16.4



18.2



18.9

## Visiting the Osaka University Center for Diversity and Inclusion

Member of the Office for Gender Equality visited the Osaka university on February 7, 2023. They exchanged views on current initiatives and learned about the female researcher development training, unconscious bias training, formulation of SOGI basic policy and the running of the Center for Diversity and Inclusion, children's room and temporary childcare of Osaka University.



## Visiting Iwate University

On July 13, 2023, Project Assistant Professor Madoka Nakano visited Iwate University. She met with Iwate University President Satoshi Ogawa, Vice President Keiko Kaizuma (in charge of diversity and environmental management), and officials from the Diversity Promotion Office. Both UTokyo and Iwate University were selected for the "Initiative for Realization of a Diverse Research Environment (Female Leader Development Type)", a AY2022 project subsidized by the Human Resources Development Fund for Science and Technology. They exchanged information and common obstacles. At Iwate University, there is an institute which is very proactive in their efforts to recruit women-only candidates for their positions.



## Summer School for UTokyo & Google Kids 2023

On August 25, 2023, the Summer School for UTokyo & Google Kids 2023 was held for children of Google staff and the University of Tokyo faculty, staff and students under the sponsorship of the Office for Gender Equality.

## Visiting P&G and Google

In February 2023, faculty and staff members from the Office for Gender Equality visited the Japan offices of P&G and Google to hear about their D&I initiatives. P&G's training for leadership called MARC includes face-to-face workshops where you can experience "I am not in the majority side", as well as LGBTQ Ally training for all employees. At the Google Japan office, after observing the office environment with a coffee bar, MTG spaces, table tennis table, etc. arranged to encourage communication, we asked about the Women@Google's activities in an in-house NPO-like activity called ERG (Employee Resources Group).



## The IARU Gender Group Meeting

The International Alliance of Research Universities (IARU) Gender Group Meeting was held at the National University of Singapore on July 3-5, 2023 with a total of 10 out of the 11 member universities participating both online and in person. Project Associate Professor Mariko Ogawa, the Deputy Director of the Office of Gender Equality, represented the University of Tokyo and participated in the meeting online where views were exchanged on the current issues and challenges regarding sexual harassment and gender equality at each university.

## Visiting Korea

Project Researcher Asuka Ando visited Incheon National University, Soeul National University and Yonsei University in Korea between Feb. 13 and 16, 2023 to have interviews with gender-related offices and individual researchers. She found that trainings to enhance diversity on campus were developed and being implemented, and that Yonsei University offers mandatory trainings to all members of the university.



## Academic Frontier Lecture Series: Think about Gender

We offered the Academic Frontier Lecture Series: Think about Gender during the S-semester in AY2023 (Tuesday 2nd period). In addition to faculty members from the humanities and sciences at UTokyo, Prof. Chizuko Ueno (Emeritus Professor, the University of Tokyo) and Mr. Gon Matsunaka (NPO good aging yells) were invited as guest lecturers. We received positive comments from students such as "I enjoyed the lectures even though I was not so interested in gender issues because this class offers a wide range of gender issues" and "I realized that my knowledge is shallow and that I need to learn widely to get rid of my prejudices".

## Opinion exchange meetings for the Five-year plan to accelerate the increase in female faculty members took place.

(April 17th and 20th, August 1st and 3rd, [click here for details](#))

## The Ronald McDonald House, an on-campus accommodation facility for sick children and their families, was visited.

(July 28)

## Professor Changhoo Chun, Chair of SNU Diversity Council visited our office.

(August 30th)

## Upcoming Events

October 2

**New obstetrics and gynecology service will start at The University of Tokyo Health Service Center** 🌐

2023 Diversity & Inclusion Awareness Seminar for faculty and staff.

**“Making Privilege Visible: Reflecting on our dominant and subordinated identities”**

(Lecturer: Dr. Makiko Deguchi, a professor in the Department of English Studies, Faculty of Foreign Studies, Sophia University)

October 15

**Event for female junior high and high school students**

with President of The University of Tokyo

October 30

**UTokyo Women+ Student Network Planning Gender Equality Office × Undergraduate Student Lunch Meeting**

December 4

**Networking event for women thinking about the future of universities** (tentative)

Others

**We are currently arranging the “UTokyo Women Network Event” and other events to coincide with International Women’s Day.**

## Office for Gender Equality Structure

As of May 1, 2023

Executive Vice President

**Kaori HAYASHI**

Vice President /

Chair of Gender Justice Training Working Group

**Takane ITO**

Vice President /

Director of Office for Gender Equality

**Naoko YOSHIE**

Associate Managing Director

**Shoichi MATSUI**

Deputy Director of Office for Gender Equality /

Project Associate Professor (Full-time)

**Mariko OGAWA**

Deputy Director of Office for Gender Equality /

Chair of the Work-Life Balance Committee /

Chair of Women’s Career Advancement

Support Working Group

**Keitaro TANOI**

Chair of Positive Action Committee

**Akiko KUMADA**

Chair of the Next Generation

Nurture Committee

**Sachiko ASAI**

Chair for Encouragement of Women’s

Pursuit of Higher Education Committee

**Yukiko GOTOH**

Project Assistant Professor (Full-time)

**Madoka NAKANO**

Project Researcher (Full-time)

**Asuka ANDO**

(Administration)

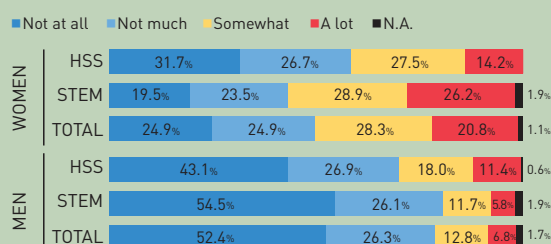
**Diversity Promotion Group, Personnel Department**

## Understanding Gender Gap through Data

From the “Survey on the Careers of University of Tokyo Graduates”

(Yuki Honda, Graduate School of Education)

**Figure: The results of responses to the question “Have you ever experienced or heard of harassment or discrimination in the graduate schools of the University of Tokyo?” by sex and field of study**



The figure shows the results of responses to the question “Have you ever experienced or heard of harassment (sexual or academic harassment) or discrimination in the graduate schools of the University of Tokyo?” by gender and by the graduate school of the Master’s program (divided into “Humanities and Social Sciences: HSS” and “Sciences, Technologies, Engineering and Mathematics: STEM”) for those who had enrolled in a Master’s program at the University of Tokyo (including those who subsequently entered a doctoral program) from among the respondents of the survey of UTokyo graduates.

First, a comparison of the “total” responses for both men and women shows that about half of the female

respondents answered “A lot” or “Somewhat”, while less than 20% of the male respondents answered the same, indicating a large gap between the sexes in the proportion of respondents who came into contact with harassment in graduate school.

Furthermore, among the women, 55% of those in the STEM reported having experienced or heard of harassment or discrimination, compared to 42% of those in the HSS. Conversely, among men, about 30% of those in the HSS responded the same, more than those in the STEM.

This suggests that women, especially those who majored in the STEM, tend to be exposed to various types of harassment in the graduate schools of the University of Tokyo.