

Trial run of career development support course for researchers took place

The "UTokyo Gender Equity Initiative #WeChange" is an initiative to develop female leaders that has "seamless career development for female researchers from graduate to senior management level" as its second target.

Trial programs were implemented in AY2023 under two action plans: training courses to foster research team leaders; and leadership development programs for female faculty members.

In the Training courses to foster research team leader, young faculty members, both male and female, participated in the "Writing Challenge". Participating members log in to Zoom at a set time each morning, such as 8:00 to 8:30, and concentrate on writing papers for their own benefit.

The goal was to encourage young faculty members and others who have difficulty finding time to work on their day-to-day duties to set aside some time, say 30 minutes each day, and by reporting



to each other help themselves to improve their performance.

We also attempted a workshop in which participants mapped on a worksheet how many peers they had who read their papers and gave them feedback, if they had mentors, role models, and others who lifted them up and gave them opportunities for growth, and then develop a plan to make up for the lacking connections.

This program currently being piloted will be implemented in AY2024 for all researchers affiliated with the University of Tokyo. In a few years, we plan to have a system that can welcome 150 participants per year. We will make an announcement on the #WeChange website, etc., and encourage everyone to apply and take part.

As a trial for the leadership development programs for female faculty members, a "Women's Networking for the Future of Universities" event was held on December 4th, 2023, with the cooperation from the 30% Club University Group.

After a special lecture by Ms. Tsukiko Tsukahara, President of Kaleidist K.K., the speakers, who are in positions involved in the management of universities and research institutes, such as executive vice presidents and vice presidents from the University of Tokyo, Iwate University, National Women's Education Center (NVEC), as well as universities participating in the 30% Club, discussed the landscape they have seen since becoming involved in management, what they were able to achieve and what were the advantages of their current position.

Afterwards, mentee faculty members from UTokyo and other universities were divided into groups with one or two mentors. Each group discussed "what they would like to accomplish if they were involved in the management of an organization".



About
#WeChange



About
#30%Club



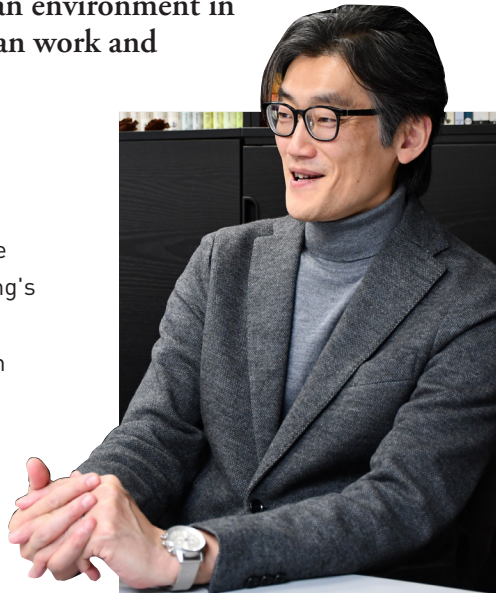
〈The Office for Gender Equality Reporting Team Visiting Graduate Schools and Institutes〉

Professor Yukitoshi Motome, School of Engineering, UTokyo –

“Toward the creation of an environment in which all constituents can work and learn easily.”

We interviewed Professor Motome, who was a member of the Gender Equality Office Committee at the time of the School of Engineering's issuance of the "Declaration of Action for Workplace Reform" in March 2023.

Click here to read more



NEWS!

Childcare for admissions work, partial cost support

In FY2023, the Office for Gender Equality provided support to cover a portion of the cost of using paid services such as babysitters, childcare facilities, and services to look after school children on January 13th, 14th, and February 25th during entrance exam duties.

In a notice issued in January 2024, Prof. Naoko Yoshie, Vice President and Director of the Office for Gender Equality, stated, "This support is not intended to encourage assigning admission duties on the days off to those faculty members who have to leave their children behind. We ask each department to maintain the policy of making the utmost effort to continue to accommodate their needs."

Guidelines for Students on Diversity of Sexual Orientation and Gender Identity at the University of Tokyo

The University of Tokyo has established "The University of Tokyo Charter" and "The University of Tokyo Statement on Diversity & Inclusion" and guarantees that all members of our community are free from discrimination, based on our recognition of importance of having diversity in its constituent members. As a part of its efforts to realize these principles, the University of Tokyo has formulated student guidelines focusing on diversity in sexual orientation and gender identity after soliciting public opinions within the University.

Click here to read more



Nine leaders in 30% Club Japan University Group have published commitments for diverse university management

(Currently in Japanese only)



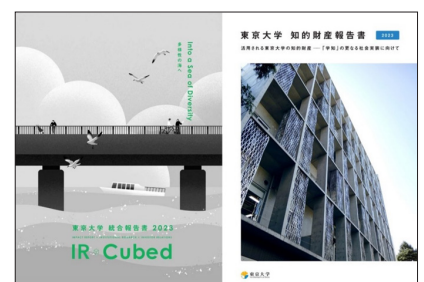
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The IR Cubed 2023 and the Intellectual Property Report of UTokyo 2023 were published

Our efforts for Gender Equality and #WeChange were introduced in the reports.

(Currently in Japanese only)



Seminar on Diversity and Inclusion 2023

On October 2nd, 2023, we held the 2023 Diversity & Inclusion Awareness Seminar for faculty and staff. This year, we invited Dr. Makiko Deguchi, a professor in the Department of English Studies, Faculty of Foreign Studies, Sophia University, to give a talk entitled “Making Privilege Visible: Reflecting on our Dominant and Subordinated Identities”, which was attended by 287 people.



“Opinion Exchange Meeting for the Five-year Plan to Accelerate the Increase in Female Faculty Members” took place

On November 2nd and 6th, the third “Opinion Exchange Meeting for the Five-year Plan to Accelerate the Increase in Female Faculty Members” in AY2023 was held. This time, we invited Dr. Kathy Takayama, Executive Director for Professional Development and Diversity, Equity, and Inclusion at The Center for Professional Development and Inclusive Excellence (C-Hub) of the Okinawa Institute of Science and Technology Graduate University (OIST) to give a talk entitled “Opportunities to Revise Hiring Search Practices in Universities to Improve Equity and Excellence”.



Online Intensive Lecture “Introduction to Gendered Innovation” was held

Between Tuesday, February 13th and Thursday, February 15th, 2024, an online intensive lecture on gendered innovation was held as a collaborative event by Ochanomizu University, the University of Tokyo, and Tohoku University, where students from the three universities learned together.

Seminar for heads of the departments in the Administration Bureau and the administrative heads of the graduate schools and research institutes

On September 19th and October 25th, two seminars on D&I were held for UTokyo’s senior executives and administrative managers. The first session was for the university executives and deans/directors, while the second session was for the heads of the departments in the Administration Bureau and the administrative heads of the graduate schools and research institutes.



Dialogue at UTokyo GlobE #4 was held: Serena Sacks-Mandel’s Lecture Meeting

On Thursday, November 9th, the Fourth Dialogue at UTokyo GlobE was held as a collaborative event by GlobE and UTokyo Gender Equity Initiative #WeChange. The event featured a lecture titled “Empowered -Frame your Narrative, Own your Power-” made possible by the visit of Serena Sacks-Mandel, the Global CTO for Education at Microsoft.



Visiting Other Universities

We visited Kobe University, Okayama University, and Kyoto University. In Kyoto University, we visited newly opened child care center called “KuSuKu”. A member will visit Yamaguchi University in March.



Lunch Meeting with Undergraduate Students

On Monday, October 30th, 2023, a lunch meeting was held with 5 undergraduate students, Prof. Naoko Yoshie (Vice President of UTokyo and Director of the Office for Gender Equality) and Prof. Sachiko Asai (Chair, the Next Generation Nurture Committee) at Komaba Campus. They viewed the “Guidance Video for New Students” created by the Office for Gender Equality and exchanged opinion about the video.



AY2023 Gender Equity Training “Understanding Our Own Biases”: Training Video is Now Available

The number of participants during the course period from September 6th to October 31st, 2023 was 13,146 (participation rate: 78%). The training video is now available on Todai TV (on-campus only, login required). https://tv.he.u-tokyo.ac.jp/course_12123/ A list of references cited in the training video is also available.

The Embassy of the Kingdom of the Netherlands organized an event on December 13th

For International Human Rights Day, the documentary “Seven Winters in Tehran” was screened with accompanying dialogue session.

On February 6th, 2024 UTokyo Women+ Researchers’ Network Meeting was held

The Office for Gender Equality has been holding the “UTokyo Women+ Let’s Create a Network of Researchers” meetings since AY2014 with the main purpose of supporting the career development and networking of female researchers. This networking event welcomes all researchers, regardless of gender and age and so on, and is being developed with the aim of creating a large network of researchers within the university. This year, we focused on communication among researchers.

Upcoming Events

March 7th - 8th

The members of the Office for Gender Equality will give a poster presentation during the “Inclusive Communication Symposium 2024” held at the Okinawa Institute of Science and Technology Graduate University (OIST)

March 15th

To celebrate the International Women’s Day, four speakers will discuss the theme “Female Researchers at UTokyo – Why So Few?”

Organized by: Office for Gender Equality, UTokyo

Date and Time: Friday, March 15th, 2024, 13:30-15:00

Location: Monitor Area in Library Plaza, (General Library) / onsite only
<https://www.lib.u-tokyo.ac.jp/ja/library/general/user-guide/library-plaza/monitor>

Language: Japanese

Eligible participants: Members of UTokyo (students, faculty and staff members), maximum of 30 people

Speakers and moderators:

Hiromi Yokoyama
 (Professor, Kavli Institute for the Physics and Mathematics of the Universe)

Kentaro Maeda
 (Professor, Graduate School of Public Policy Studies)

Mariko Ogawa
 (Project Associate Professor, Graduate School of Interdisciplinary Information Studies/
 Deputy Director, Office for Gender Equality)

Madoka Nakano
 (Project Assistant Professor, Office for Gender Equality)

March 17th

Dream Realization Project: Career Choices for Junior and Senior High School Girls
 Metaverse School of Engineering will hold an event for female junior high and high school students

AY2024

The Office for Gender Equality will be incorporated into UTokyo Center for Coproduction of Inclusion, Diversity and Equity (IncluDE), and renamed the Office for Gender Equity, as of April 2024.



IncluDE

UTokyo Center for Coproduction of Inclusion, Diversity and Equity

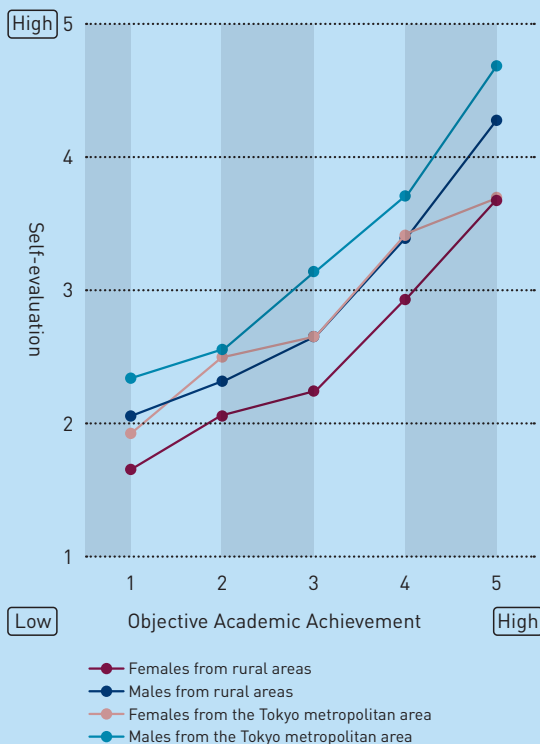
Office for Gender Equity

Academic Frontier Lecture Series will be offered in A-semester in AY2024.

Understanding Gender Gap through Data

Why so few female students are at the University of Tokyo- Challenges from rural areas

Relationship Between Objective Academic Achievement and Self-evaluation



For many years, the female student ratio at the University of Tokyo has remained at around 20%, and one contributing factor is the low representation of female students from regional areas, which is less than 10% annually.

There is a tendency for parents of female students from regional areas to have a lower expectation for female students to attend a high-ranking university based on entrance exam scores compared to male students. Consequently, there is a tendency for less educational investment in them. Furthermore, female students tend to prioritize obtaining qualifications over high entrance exam scores, avoid retaking entrance exams, and face higher expectations from parents to attend a university close to their hometown compared to male students.

Another contributing factor among female students from regional areas is “low self-esteem”. In a survey

YourChoiceProject・Rion Kawasaki

conducted by #YourChoiceProject, which targeted 4,000 high school students nationwide, the results indicated that within the same “objective academic ability” range, female students from regional areas had significantly lower self-esteem compared to female students from the Tokyo metropolitan area or male students from regional areas.

Moreover, a notable difference in self-esteem was found based on the number of role models. This was measured through the question to students from regional high schools who advance to the top 5% and entered UTokyo, “How many seniors or acquaintances (people you have spoken to) around them are studying at UTokyo?”

We hope that various student-led initiatives focusing on the continuous presentation of role models, beyond school visits, will be supported and flourish in various ways from our university.