

# The Center for Coproduction of Inclusion, Diversity and Equity (IncluDE)

**A**t IncluDE, we believe in the power of “coproduction.” This means that your voice, your ideas, and your dreams are not just welcomed—they are essential. Our motto, “Nothing about us, without us!” is a testament to our commitment to ensuring that every member of our community is an active participant in shaping the future of our campus and beyond.



## IncluDE

UTokyo Center for  
Coproduction of Inclusion,  
Diversity and Equity

### Five goals of IncluDE

1. Coproduce research results with persons with disability and others in need
2. Achieve a virtuous cycle of synergy between research and practice
3. Achieve gender equity
4. Provide a seamless support system that covers every stage of life
5. Respond to the needs of contemporary intersectionality

Under these goals, the DEI Implementation Division of IncluDE works towards a better campus environment and provides support with an integrative administrative structure. In addition, the DEI Research Division brings together DEI-related researchers who are scattered throughout the university in various faculties. The Office for DEI Coproduction Strategies connects

these two sections to create a virtuous cycle of synergy.

IncluDE also provides comprehensive DEI education and training for faculty, staff, and students. This initiative aims to sharpen the university community’s sensitivity towards human rights and cultivate empathy in them as global citizens who proactively pursue the realization of DEI in society.

## Gender Equity Training of AY2024

We have been conducting the mandatory Gender Equity Training for all faculty and staff members since September.

This year’s training, titled “Toward a Workplace with Understanding of Diverse Care Work”, aims to foster mutual understanding among faculty and staff at the University of Tokyo,

across generations, genders, and positions, regarding various ways of living, including care work at home. The training also seeks to promote the creation of an environment that enables us to balance between various life circumstances and professional responsibilities.



Talk Event

# “Female Researchers at The University of Tokyo (UTokyo)- Why So Few?” was held to celebrate International Women’s Day!

**O**n March 15, 2024, the Office for Gender Equality hosted a talk event to celebrate International Women’s Day (March 8). Four faculty members talked about the theme: “Female Researchers at UTokyo – Why So Few?”

At the beginning, Mariko Ogawa, Deputy Director of the Office for Gender Equality, presented data on the University of Tokyo’s low ratio of female faculty members and students, which stands out compared to overseas universities.

Afterwards, Madoka Nakano, a Project Assistant Professor in the Office for Gender Equality, moderated a talk session with Hiromi Yokoyama, Professor at Kavli Institute for the Physics and Mathematics of the Universe (Kavli IPMU), who is also the author of “Why Are There Few Women in Science?” and Kentaro Maeda, Professor at the Graduate School of Public Policy, who is also the author of “Democracy Without Women”.



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## Event Report: To Confront and Eliminate #Headwinds

**O**n June 26, 2024, the University of Tokyo held a book talk event titled “To Confront and Eliminate #Headwinds.”

About forty UTokyo community members gathered to participate in a lively discussion featuring Vice President and Director of the Center for Global Education, Yujin Yaguchi; Professor Yukiko Gotoh of the Graduate School of Pharmaceutical Sciences and Senior Researcher at the International Research Center for Neurointelligence (IRCN); and Mayu Yamaguchi, Specially Appointed Professor at Shinshu University and New York Attorney at Law. The event was moderated by Associate Professor Madoka Nakano of the Center for Co-production

of Inclusion, Diversity and Equity (IncluDE).



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## “Why are there so few women at the University of Tokyo?” A revealing poster displays real comments made to women on UTokyo campuses

**S**ince May, the UTokyo Gender Equity Initiative #WeChange has been running a new project dedicated to addressing gender bias. We began by posing the question “Why are there so few women at the



University of Tokyo?” and displayed it across the campus from Wednesday, May 1 through Monday, May 20. We have now put up a poster that visually showcases one of the underlying causes of such gender disparity, aiming to encourage thoughtful discussion within the UTokyo community.

Click here to read more



\*“The Office for Gender Equality” is the name until March 31, 2024.  
\*Organization names and titles are as of the time of the event.

## Activity Report

## Activity Report of Office for Gender Equity

### Opening Ceremony for IncluDE

The opening ceremony for the Center for Coproduction of Inclusion, Diversity and Equity (IncluDE) was held as a hybrid event in the Sanjo Conference Hall on Monday, April 1, 2024.

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### Poster Presentation about #WeChange

Members of Office for Gender Equality participated in "Inclusive Communication Symposium 2024" which was held at OIST Center for Professional Development and Inclusive Excellence (C-Hub) from Mar.7th to 8th, 2024. We gave a poster presentation about #WeChange and exchanged opinions with other participants.



### "Diversity and Inclusion of SOGI: Toward a Society Where Everyone Can Live True to Themselves"

On July 2, 2024, in commemoration of June Pride Month, IncluDE and the Dining Lab at the University of Tokyo's Institute of Industrial Science hosted a networking event, "Diversity and Inclusion in SOGI: Toward a Society Where Everyone Can Live as They Are".

During the event, four universities presented their initiatives, followed by a panel discussion featuring a company and an NGO, including President FUJII. Participants also gave brief presentations during a networking session, where they enjoyed food prepared by Dining Lab. This gathering marked a significant step toward further accelerating our collective efforts.

### Building Academia Career Skills with a Focus on Work-Life Balance

In June 2024, we launched the "Building Academia Career Skills with a Focus on Work-Life Balance", a support course for doctoral students and researchers at UTokyo. Approximately 100 participants are engaged in activities and workshops designed to help themselves maintain a work-life balance, secure research hours, and build their research networks.



### Visiting Yamaguchi University

On March 28th, Project Assistant Professor Madoka Nakano visited Diversity Promotion Office of Yamaguchi University to see and ask about child-care support during the school vacations.

### Visualizing Gender-related Classes (AY 2023)

(Japanese only) Click here to read more



### UTokyo's Unbalanced Gender Ratio: An Interactive Roundtable

The event "UTokyo's Unbalanced Gender Ratio: An Interactive Roundtable, co-organized by Tokyo College and The Office for Gender Equity, was held on July 25, 2024.



Click here to read more



### Respecting Diversity and Eliminating Gender Discrimination in Student Organizations' Activities

Message for new students, "Respecting Diversity and Eliminating Gender Discrimination in Student Organizations' Activities" was uploaded.

Click here to read more



## Upcoming Events

### October 20 Event for female junior high and high school students!

with President of The University of Tokyo

### October 25 CNRS-UTokyo IRC Meeting Diversity-Women in Science

Click here to read more



### AY2024 Academic Frontier Lecture Series in A-semester

The Academic Frontier Lecture Series "Exploring Gender" will be offered in the 2024 academic year. Various topics

related to gender will be covered by lecturers from both within and outside the university. Further details will be

announced on the website and other platforms, so please stay updated.

Click here to read more (Japanese only)



2025  
February  
4,5,6,10

### The three University Collaborative Online Intensive Course

We will be holding an online intensive course titled "Introduction to Gendered Innovations" with Ochanomizu University and Tohoku University. In this course,

students will engage in interdisciplinary learning through relay lectures by faculty members from three universities. They will also deepen their understanding

through group work in mixed teams consisting of students from the three universities, allowing them to reflect on and explore new ideas.

Click here to read more (Japanese only)



#WeChange

Organization names and titles are as of the time of the event.

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Studying Gender Gap through Keyword

## （“Matilda effect”）

Science historian Margaret W. Rossiter introduced the concept in 1993, highlighting the systemic undervaluation of women in scientific research. The concept is named after feminist critic Matilda J. Gage, who identified this phenomenon in the 19th century.

Throughout history, many women have excelled in science. However, their contributions were often overlooked or undervalued compared to those of their male counterparts. Notable examples include Lise Meitner, who contributed to the discovery of nuclear fission, and Rosalind Franklin, whose crystallographic analysis was

crucial to identifying the DNA double helix structure. Even Marie Curie, an iconic figure in science, was denied admission to the Academy of Sciences solely due to her gender.

Women in the natural sciences continue to face significant challenges today. For example, Torii (2016) notes that the proportion of female recipients of the Japan Society for the Promotion of Science Prize in engineering and biological sciences is significantly lower than the proportion of female researchers in these fields. Addressing the ongoing Matilda effect is essential to promoting gender equity in science.

[1] Margaret W. Rossiter 1993 “The Matthew Matilda Effect in Science” Social Studies of Science,23(2): 325-341  
 [2] Rachel Ignofsky “Women in Science:50 Fearless Pioneers Who Changed the World” (translated by Momo NONAKA, Sogensha)  
 [3] Londa Schiebinger “The Mind Has No Sex?: Women in the Origins of Modern Science” (translated by Mariko OGAWA et al.Kosakusha)  
 [4] Torii 2016 “Opinion Undervaluation of Women Researchers Continues: The Matilda Effect is Evident Even in the U.S.”  
[https://scienceportal.jst.go.jp/explore/opinion/20160125\\_01/](https://scienceportal.jst.go.jp/explore/opinion/20160125_01/)

## Understanding Gender Gap through Data

### "The #Headwinds Faced by Students and Faculty at the University of Tokyo"

The “#Headwinds” campaign highlighted discouraging remarks aimed toward women. The words/phrases displayed on posters were based on responses from students and faculty at our university. The survey asked about experiences with gender-related remarks and whether respondents felt subject to gender-based expectations. We examined differences in responses between men and women. In terms of experiencing gender-related remarks, 37.6% of women and 14.3% of men reported direct experiences. On the other hand, 55.0% of men reported that they had neither directly experienced nor heard such remarks. This highlights that women are more frequently affected by such remarks and reveals that a significant number of men are entirely unaware of them. Regarding gender-based expectations, 34.5% of women and 18.2% of men felt subject to such expectations. In the open-ended questions, women mentioned expectations of traditional feminine attitudes, caregiving roles, and female representatives. Although

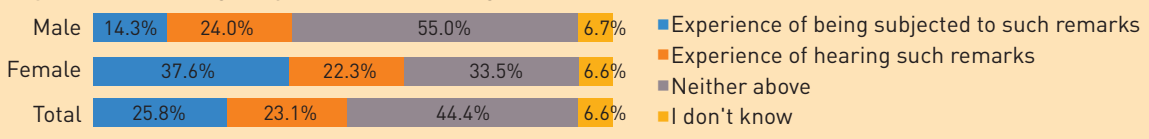
fewer in number, some men also reported expectations to work long hours or handle physically demanding tasks due to their gender. This suggests that gender-based role divisions persist even within research settings.

#### Question and Answer Choices

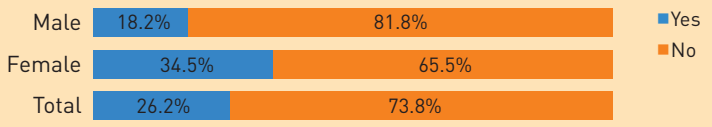
**[Experience with Gender-Related Remarks]**  
 During your time at the University of Tokyo (as an undergraduate student) / while studying or working at the University of Tokyo (as a graduate student/ researcher), have you ever been told something related to your gender, such as “because you are a woman/ man” or “despite being a woman/man”? Have you ever heard or seen such remarks?  
 Choices: “I have been directly subjected such things.” “I haven’t been directly told such things, but I have heard or seen such remarks.” “I have neither been directly subjected such things nor heard or seen such remarks.” “I don’t know.”

**[Gender-Based Expectations]**  
 While engaging in your studies or extracurricular activities (as an undergraduate student) / while conducting research (as a graduate student/ researcher), have you ever felt that there were different expectations based on your gender? Choices: “Yes” “No”

#### Experience of Being Subjected to or Hearing Gender-Related Remarks (%)



#### Experience of Feeling Differences in Gender Based Expectations (%)



## Office for Gender Equity Structure

As of June 1, 2024

- Executive Vice President  
**Kaori HAYASHI**
- Director of InCluDE / Vice President  
**Takane ITO**
- Vice President /  
Chair of Work-Life-Balance Committee  
**Naoko YOSHIE**
- Associate Managing Director  
**Shoichi MATSUI**
- Head of the Office for Gender Equity  
**Keitaro TANOI**
- Chair of the Next Generation  
Nurture Committee  
**Sachiko ASAI**
- Deputy Head of the Office for  
Gender Equity (Full-time)  
**Mariko OGAWA**
- Chair of Positive Action Committee  
**Akiko KUMADA**
- Chair for Encouragement of Women’s  
Pursuit of Higher Education Committee  
**Yukiko GOTOH**
- Project Researcher (Full-time)  
**Asuka ANDO**
- Project Researcher (Full-time)  
**Kyoko KUBO**
- Office for DEI Office for DEI Coproduction  
Strategies Associate Professor  
**Madoka NAKANO**
- Office for DEI Office for DEI Coproduction  
Strategies Project Researcher (Full-time)  
**Kazuko FUKUDA**
- (Administration)  
**Diversity Promotion Group, Management  
Planning Department**

The University of Tokyo has launched a project titled “UTokyo Gender Equity Initiative #WeChange” with the goal of fostering female leadership. This initiative aims to create a positive cycle by promoting awareness reform across the entire university community, including faculty, staff, and students. At the same time, it seeks to implement measures to support women’s career advancement and accelerate the increase in the number of female faculty members. Through these combined efforts, the project strives to significantly enhance gender diversity and inclusivity at the University of Tokyo.



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