What is positive remarks and experiences have helped you blow away #Headwinds?

In AY2024, the centerpiece of the #WeChange initiative was the "#Headwinds" project. Approximately 20 media outlets reported on this project.

The "#Headwinds" project aimed at raising the awareness of UTokyo members. It began with posters on campus asking the question, "Why are there so few women at the University of Tokyo?" About two weeks later, as one of the answers to the question, we put up posters in the campus with the words that potentially undermine women's ambitions and impact their future opportunities, called "#Headwinds". For more details: https://wechange.adm.u-tokyo.ac.jp/en/news/304/ We received generally positive responses to #Headwinds, with comments such as "Well done for visualizing it!" and "It's okay to feel these words as headwinds". One of the responses was a spontaneous post on the Slack channel of a volunteer group on campus: "Please share your words and experiences of overcoming #Headwinds!" Several people shared their own experiences

in reply to that post. Before we launched the #Headwinds, we had been thinking, "Besides words that have become headwinds, there must be positive words to overcome headwinds!" It was unexpected but we were impressed at the same time by the fact that these positive words were collected voluntarily.

As reported on page 2 of this newsletter, about 110 people from inside and outside of the university attended the "To Confront #Headwinds: Dialogue Event with Erika YOSHIDA and Kaori HAYASHI" held on December 4th, 2024. A booth was set up at the venue to collect positive words from the participants (see photo on the right). As expressed by one participant, "I can easily come up with Headwinds Words, but it's hard to come up with positive ones...". Many participants

seemed to freeze while holding their pens. However, by the end of the event, the "#Headwinds" posters were filled with positive words.

"We're here for you, no matter what you are."
"Whenever you want to do it is the right time to do it."
"You are the one who decides how you live and what you value."

The Headwind Words are mentally exhausting if you read them thoroughly, but the positive words pasted on top of them were empowering. We would like to continue our efforts to correct gender bias so that our society will be full of positive words that encourage people to believe in their own potential and push them forward.

Event Report:

To Confront #Headwinds: Dialogue Event with Erika YOSHIDA and Kaori HAYASHI

◎n Wednesday, December 4th, 2024, the University of Tokyo's Office for Gender Equity (IncluDE) held the event "To Confront #Headwinds: Dialogue Event" with Erika YOSHIDA (Scriptwriter) and Kaori HAYASHI (Executive Vice President) at the Fukutake Hall, the University of Tokyo. Approximately 110 people interested in gender issues attended the event. Asuka ANDO, Project Researcher in the Office for Gender Equity, who is also in charge of the

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Event Report:

#WeChange Women Faculty Leadership Development Program Networking Event

◎n December 9, 2024, the Office for Gender Equity in the Center for Coproduction of Inclusion, Diversity and Equity held the "#WeChange Women Faculty Leadership Development Program Networking Event." Forty-nine female faculty members from various departments within the university gathered at the Fukutake Learning Theater.

As part of the University of Tokyo's "UTokyo Gender Equity Initiative #WeChange," launched in the 2022 academic year to foster women leaders, the university has been piloting the Leadership Development Programs for Female Faculty Members since last year to support the career advancement of women researchers. A networking event was held again this year as well for female faculty members who are candidates for leadership positions.

At the beginning of the event, Executive Vice President Kaori HAYASHI, along with two faculty members with leadership experience—Professor Hatsuka MORI (Institute for Solid State Physics) and Professor Keiko HONGO (The Historiographical Institute)—participated in a panel discussion moderated by Keitaro TANOI, Head of the Office

for Gender Equity.

Participants then engaged in World Café-style discussions in groups of around five people, sharing ideas on how to improve the University of Tokyo. The discussions were held in three rounds, with members rotating between groups to encourage diverse exchanges of opinions. After the discussions, each group presented their outcomes to the larger audience.

The discussions continued during the subsequent networking session, showing no signs of slowing down. Participants shared their thoughts, with one commenting, "It was very meaningful to speak with professors I normally wouldn't have a chance to meet. I realized there are so many perspectives on increasing the number of female students and faculty that I hadn't considered before." Another participant admitted, "To be honest, I thought setting aside three hours would be difficult, but it turned out to be a productive and enjoyable event."

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#WeChange
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Skills Course Networking Event

A face-to-face networking event was held on September 26th, 2024, for the "Skills Course for Building Academic Careers for Researchers Focusing on Work-Life Balance,"
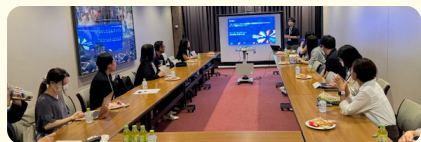
Gender Equity Training of AY 2024 "Toward a Workplace with Understanding of Diverse Care Work"

The number of participants during the course period of September 11th to October 31st, 2024, was 13,554, for a participation rate of 76.6%. Training videos are available on Todai TV for on-campus use only.
Login required: https://tv.he.u-tokyo.ac.jp/lecture_6259/

UTokyo Women⁺ Researchers Network Meeting

"UTokyo Women⁺ Researchers Network Meeting" was held online on February 7th, 2025. This year, we created an opportunity for participants to share information and ideas about their daily concerns and thoughts by providing discussion groups on different themes. Approximately 45 people from across campus participated.

Visiting Other Univesities in Japan

To exchange information, we visited Center for Diversity, Equity, and Inclusion (DEI Center), Tohoku University (Jan. 27th, 2025), Office for the Promotion of Gender Equality, Kyushu University (Feb. 18th, 2025) and The Nagasaki University Center for Diversity and Inclusion (Feb. 20th, 2025).

Academic Frontier Lecture Series was offered in A-semester in AY2024

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Networking Event for French and Japanese Female Researchers "Women in Science"

On October 25th, 2024, the Office for Gender Equity, in collaboration with the Gender Equality Unit of the French National Center for

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a research support course for faculty and doctoral students that has been offered since June 2024.

Training for Executives

The face-to-face workshop-type D&I training for board members and others, which began last year, is being conducted again this year with the aim of deepening understanding and creating ongoing awareness. The first half of the training was held on Tuesday, September 10th, 2024, for officers and department heads, and on Friday, September 27th, 2024, for deputy directors, headquarters general managers, and administrative (department) managers. Due to limited time on September 10 due to meetings before and after, only the first half was held, then the second half was held on Tuesday, March 4th, 2025.

IARU Gender Group Meeting

The IARU Gender Group Meeting was held in a hybrid format at the University of Oxford on September 23rd to 25th, 2024, with a total of 10 IARU member universities participating. From UTokyo, Mariko OGAWA, Deputy Head of Office for Gender Equity, IncluDE, participated in the meeting. She learned about Oxford Universitys efforts to promote gender equity and exchanged opinions with the participating universities. She presented the University's #WeChange initiative and introduced IncluDE.

"Five-year plan to accelerate the increase in the number of female personnel in faculties and institutes"

We held a meeting about the "Five-year plan to accelerate the increase in the number of female personnel in faculties and institutes" on June 10th & 17th, September 30th & October 4th, 2024 and January 21st & 24th, 2025.

Collaborative Intensive Lecture: "Introduction to Gendered Innovation"

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Scientific Research (CNRS), hosted "Women in Science," the first event in a series on the theme of gender. The event was held online (in English).
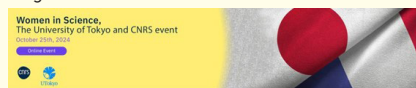
Diversity in Life Science Research: Multifaceted Research, Diverse Career Paths, and Varied Researchers

On September 30th, 2024, the University of Tokyo's Center for Coproduction of Inclusion, Diversity and Equity and Division of University Corporate Relations jointly hosted a female activity support event "Diversity in Life Science Research: Multifaceted Research, Diverse Career Paths, and Varied Researchers" with the Life Science Innovation Network Japan (LINK-J). The event was held in a hybrid format.

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Visitors from Northwestern University

On December 12th, 2024, Professor Jennifer Tackett and Associate Professor Haoqi Zhang from the Buffett for Global Affairs Institute at Northwestern University visited us and exchanged information.

Visitors from National Taiwan University

On December 20th, 2024, Professor Theresa Der-Lan Yeh (Director, Center for Population & Gender Studies) and Professor Chin-yen Chen (Advisor of Gender Mainstreaming Resource Center) visited us from National Taiwan University. Together with Executive Vice President Kaori HAYASHI, Director Takane ITO (IncluDE), Deputy Head Mariko OGAWA, Project Researcher Kyoko KUBO (Office for Gender Equity, IncluDE), and Associate Professor Madoka NAKANO (Office for DEI Co-Production Strategies, IncluDE) had lively discussions.

First Joint Program by 30% Club Japan University Group and TOPIX President's Committee "Conversations with Top Management: Building a Business Career in the Global Era"

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Upcoming Events

- ● Academic Frontier Lecture Series will be offered in A-semester in AY2025
- ● Some lectures from Academic Frontier Lecture Series will soon be available on OCW
- ● Call for Participants: Building Academia Career Skills with a Focus on Work-Life Balance (In Japanese text only)

Studying Gender Gap through Keywords

(International Women's Day)

The United Nations has established a number of "International Days". The purpose of those days is to stimulate the international community's interest and encourage action by establishing a theme for a specific day. International Women's Day is March 8th. International Women's Day serves as an opportunity to build together support for women's rights and participation in the political and economic spheres, and each year a variety of women's rights events are held around the world.

International Women's Day was originally inspired by the women's labor movement in North America and Europe. The movement to set aside a day to promote and celebrate women's rights began in the early 1900s. In the United States, National Women's Day was commemorated on February 28th, 1909, following a strike in New York City in 1908 for better working conditions for women and their right to vote. Clara Zetkin, a politician and women's liberationist, proposed an International Women's Day that continues to this day, saying that "Every year all countries should hold celebrations on the same day and voice the demands of women," and the first International Women's Day event was held on March 19th, 1911. Following this trend of activities, the UN proposed the idea on March 8th, 1975, the International Women's Year, and it was subsequently voted on by the UN General Assembly in 1977.

International Women's Day has a theme each year, and the theme for 2025 is "Accelerate Action". According to the World Economic Forum, it is estimated that at the current rate, it will take five generations or 134 years to achieve gender equality. It is our imperative duty to be aware of the "Accelerate Action" for gender equality and increase the speed of progress worldwide.

References:
· United Nations Information Center Tokyo, Official Website "What is the history leading to the establishment of International Women's Day (March 8th)?"
https://www.unic.or.jp/news_press/features_backgrounders/23089/
· International Women's Day Official Website "History of International Women's Day"
https://www.internationalwomensday.com/Activity/15586/The-history-of-IWD

Understanding Gender Gap through Data

Who encouraged them to go to UTokyo?

It is often said that women from outside major urban areas are at a disadvantage when it comes to high school students enrolling in UTokyo. The causes of this disadvantage have been pointed out as avoidance of ronin, emphasis on qualifications, and local orientation (Emori and Kawasaki, 2024). Here, we will look at a survey of graduates of UTokyo (hereafter, "Alumni Survey") to see who recommended that young women enter UTokyo and what differences there are between regional areas and the Tokyo metropolitan area, and between male and female students.

The Alumni Survey includes a question asking why they went to the University of Tokyo (excluding graduate schools). Among several items, we focused on the question about who recommended the university or whether there were other students or alumni of UTokyo around them, and divided the respondents into four categories: non-Tokyo-area women, non-Tokyo-area men, Tokyo-area women, and Tokyo-area men. The results (sum of "Agree" and "Strongly agree") are shown in the chart. The results show that:
(1) Many Tokyo-area males and females, especially females, were advised by family or relatives to go to UTokyo, and many had family or relatives who graduated from the University of Tokyo.
(2) High school teachers recommended that they enter UTokyo, especially among men and women from outside Tokyo.
(3) A significantly higher number of males in the Tokyo area have seniors or classmates who graduated from UTokyo.
These results indicate that while Tokyo-area women are close to people who encourage the enrollment of UTokyo or UTokyo students, for other women (in terms of the questions in this survey), the importance of high school teachers is evident.

The number of females, from undergraduates to faculty members, is low, and increasing the number of females is one of the challenges that UTokyo is facing. However, when approaching high school students to increase the number of female undergraduates, it should be noted that the backgrounds of non-Tokyo-area women and Tokyo-area women are quite different. (Data reanalyzed and published from "A Study of 'Graduates of the University of Tokyo'", Chikuma Shinsho (soon to be published))
Reference: Emori, Momoka and Kawasaki, Rion 2024 "Why Local Girls Do Not Aim for the

The reasons for the enrolling at UTokyo
(the sum of agree and strongly agree (%))

Categories: my family or relatives / high school teachers / prep school teachers / my high school seniors or classmates / my family or relatives were graduates
Legend: Greater Tokyo Area female ■ Other Area female ■ Greater Tokyo Area male ■ Other Area male ■

WeChange