

Work-Life Balance in Academia: A Career Skills Course for Researchers” Has Begun.

Participant Voices

As part of #WeChange’s goal of promoting “Seamless career development for female researchers from graduate to senior management level,” the Office for Gender Equity renewed a key initiative in FY2024, renaming it the Work-Life Balance in Academia: A Career Skills Course for Researchers (hereafter, the Skill Course). In FY2025, approximately 250 members of the university community have enrolled in the Skill Course and have been actively participating in its programs since April. The Skill Course comprises four main components:

1 | Writing Challenge

An initiative designed to help researchers develop the habit of prioritizing writing tasks, which are essential for career

advancement. Participants declare and record their writing goals, encouraging one another through reaction stamps and other forms of support.

2 | Network Mapping Workshop

Using a “network map,” participants visualize their professional connections and consider strategic, efficient approaches to building research-related networks.

3 | Networking Event

A forum in which researchers share concerns and challenges related to their research activities.

4 | Research Funding Seminar

Through talks by experienced grant recipients and group discussions, participants exchange knowledge and perspectives on applying for research funding.

(Japanese only)



Writing Challenge

★By declaring my writing goals and committing just 30–60 minutes a day, I was able to stay focused and complete my writing tasks more efficiently. Seeing others take on their own challenges also boosted my motivation. The many reactions I received were truly encouraging.

★Because I am usually overwhelmed with work and childcare, I tend to focus only on immediate tasks. Participating in this challenge helped me make progress with class readings and related work that I had been struggling to keep up with.

Research Funding Seminar

★It was very helpful to learn about useful resources and hear concrete experiences from researchers who had successfully obtained external funding. The group discussions were equally valuable, as I was able to hear diverse perspectives.

Network Mapping Workshop

★By completing the network map, I realized that my research-related connections are limited, particularly in terms of opportunities to receive feedback and advice. [...] The group discussion was also highly engaging. Interacting with colleagues I would not normally meet reminded me of the importance of such exchanges.



Event report:

International Women's Day Event (On-campus only) – Overcoming life events during graduate school

 On February 27, 2025, an on-campus event entitled “Overcoming Life Events during Graduate School: Let’s Ask People with Experience” was held to commemorate International Women’s Day (March 8). The event consisted of two parts and was attended by 34 participants.

In the first part, a roundtable discussion was held in a hybrid format (online and in-person) with speakers who had experienced major life

events such as pregnancy, childbirth, and childcare during their time as graduate students. Participants shared concerns about the limited support and systems available for graduate students facing such circumstances.

The second part featured an in-person networking session, where participants, divided into groups from the humanities and sciences, exchanged opinions in a relaxed atmosphere. Various points were raised, such as



the economic and psychological challenges faced by graduate students raising children, and what kinds of systems might be helpful to support them. We will continue to explore ways to design support systems that enable graduate students with childcare responsibilities to continue their research without having to give it up.

[Click here to read more](#)



Comfort and Dignity: Exploring Menstrual Product Accessibility on Campus – Beyond Dispensers and Information Cards.

[Click here to read more](#)



 On June 30, as part of Safer Campus at UTokyo, we co-hosted the above talk event together with the Women’s Health Clinic of the Health Service Center (in

cooperation with the NPO TGP and the Center for Global Education).

We welcomed Ms. Riko Higashio, representative of TGP, and Dr. Emi Nakanishi of

the Women’s Clinic as guest speakers. The event introduced our office’s project to install menstrual product dispensers provided by TGP, as well as information

cards jointly developed with the Women’s Health Clinic. A panel discussion was also held on topics including the environment surrounding sexual and reproductive health and rights. Participants shared comments such as:

- “We want more men to participate.”
- “It is urgent to disseminate knowledge on sexual violence and LGBTQ+ issues to both students and faculty.”



The lecture video of “Considering Gender” (Academic Frontier Lecture), offered in AY2024, is now available on UTokyo OCW!



#WeChange website

Interview with Executive Director Hayashi and Lecture by Deputy Director Ogawa Featured on TV

On March 29, the NHK Educational TV program “Series: Japanese People and UTokyo, Episode 2: Walls and Wings — Questioning the ‘20% Female Student Ratio’” featured an interview with Executive Director Kaori Hayashi as well as coverage of a lecture by Mariko Ogawa, Deputy Director of the Office for Gender Equity.

Summer On-Campus Childcare Program for School-Age Children

From August 18 to 20, a three-day Summer On-Campus Childcare Program for School-Age Children was organized by UTokyo Women & Diversity volunteers and supported by the Office for Gender Equity. A total of 59 children of faculty, staff, and students (ages 6 to 12) participated. They enjoyed activities such as making slime, rubber band crafts, mini-festival games (yo-yo fishing, target shooting), and science experiments.

Executive Training

Since AY2023, the University of Tokyo has held an annual seminar for its executives entitled “Deepening Understanding of D&I and Promoting Its Institutionalization.” In AY2025, the seminar was conducted on June 24 (Tue.) for executives and heads of departments, and on June 29 (Fri.) for deputy directors, division directors, and administrative managers. This year, under the facilitation of Kazuyuki Kumagai, Deputy Director of IncluDE, the training was carried out in a role-play format.



Click here to read more

High School Students from Oyu Gakuen Visit the Office

On June 11, about 30 students from Oyu Gakuen Girls’ High School visited the Office for Gender Equity. Materials such as Perspectives were distributed, and office members (Ogawa, Fukuda, Kubo, and Ono) explained the initiatives of IncluDE and the Office for Gender Equity, as well as the background and objectives behind the poster campaign “#Headwind of Words” conducted last year.

During the Q&A session, students asked about topics such as student life at UTokyo, reasons why gender equality has been slow to progress in Japan, the career paths that led staff members to work at the Office for Gender Equity, and their research.



A contribution by Executive Vice President Kaori Hayashi has been published in World View, Nature

On February 11, 2025, the contribution titled “‘Male-dominated campuses belong to the past’: the University of Tokyo tackles the gender gap” by Kaori Hayashi, Executive Vice President of UTokyo, was published in the World View column of the journal Nature (vol. 638). It introduces initiatives such as “UTokyo Gender Collaborative Reform #WeChange” aimed at fostering female leaders, including the “#Headwinds” project implemented by the Office for Gender Equity Promotion (IncluDE).



#WeChange website

Our Activity Report on Gender Equity Training is Now Published on Polymorfia vol.10.

Ando Asuka, Kubo Kyoko, Nakano Madoka, Ogawa Mariko, Ito Takane (2025). Implementation and Effectiveness of Gender Equity Training “Understanding Our Own Biases” at the University of Tokyo, Polymorfia, vol.10, 91-99.

Department-Specific Faculty and Staff Training on D&I (FD/SD)

— Academic Year 2025

The UTokyo Gender Equity Initiative #WeChange is dedicated to transforming awareness among university members, with the overarching vision of creating “a university that anyone in the world would like to join.” As part of this mission, we have delivered mandatory Diversity & Inclusion (D&I) training for all university members, as well as specialized sessions for executives and department heads.

Starting this academic year (AY2025), we are proud to introduce a new offering: department-specific FD/SD (faculty development / staff development) training, which will be tailored to each department’s needs based on thematic programs developed by the Center for D&I Co Creation.



#WeChange website

Visit of Professor Yeh from National Taiwan University

On June 27, Professor Theresa Der-Lan Yeh, Director of the Gender Mainstreaming Center for Higher Education at National Taiwan University, visited the University of Tokyo Division.

Visit of Iwate University Delegation

On July 4, Professor Keiko Kaizuma, Vice President of Iwate University, and Mayu Kikuchi, Project Researcher, visited the University of Tokyo.



#WeChange website

Upcoming Events

- 2025年度 Launch of the Safer Campus at UTokyo Project**
- 2025年度 A Semester: Academic Frontier Lecture “Exploring Gender from Diverse Perspectives”**
- 2025年度 A Semester: Joint University Lecture “Introduction to Gendered Innovations”**
- 10月18日 Panel Discussion “Solving Social Issues and Women’s Careers” Co-hosted by UTokyo Mama-mon and IncluDE.**
- 10月25日 UTokyo Information Session for High School Girls — “Let’s interact with current and future UTokyo students! — with President FUJII.”**

Studying Gender Gap Through Keywords

(Sexual and Reproductive Health and Rights (SRHR))

MY BODY, MY CHOICE!

How do you feel when you hear this? Some may think, “That’s obvious,” while others may feel, “I cannot fully believe that.”

For a long time, “sex” and “reproduction” were under the control of states within national population policies and economic strategies. In response, women’s movements since the 1970s brought change. At the Fourth World Conference on Women in Beijing in 1995, the concept of Sexual and Reproductive Health and Rights was widely recognized.

This affirmed that decisions about sex and reproduction—whether to marry, when and with whom, whether or not to have children, and if so, when and how many—are not matters to be managed according to state interests, but fundamental rights of self-determination for individuals. Today, state control over sexuality and reproduction—seen in “countermeasures against declining birthrates”—is intensifying worldwide, fueled by rising right-wing movements. SRHR is a fundamental right for all. Why not begin by learning about it?

Interpreting UTokyo’s Gender Data

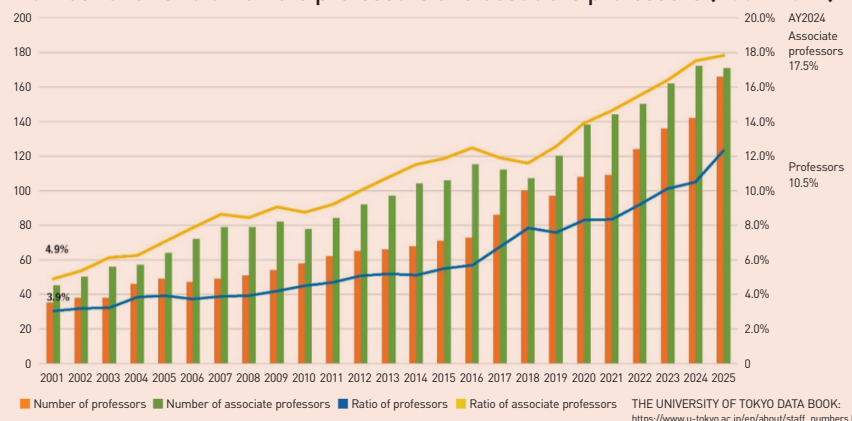
#WeChange Initiative: Visualization of Male and female research activity data

Understanding the number of faculty and students at the University of Tokyo by gender is one of the key indicators necessary for promoting gender equity and diversity within the University. In FY2022, UTokyo published data on the gender ratio of faculty, undergraduate students, and graduate students, as well as long-term trends in the proportion of women, in the UTokyo Compass Monitoring Indicators IR Data Collection. Since FY2022, the Office for Gender Equity has also added a new “Data Collection” section on its website, where graphs are made publicly available showing trends in the number and proportion of professors and associate professors, as well as the number and proportion of undergraduate and graduate students. The graph below illustrates one example: the number and proportion of female professors

and associate professors since FY2001, which shows a steady increase year by year (May 1 of each year). This initiative corresponds to the visualization of Male and female research activity data under “UTokyo Gender Equity Initiative #WeChange”. The Office for Gender

Equity, in collaboration with the Institutional Research Office of the Division for Strategic Planning, is currently collecting and analyzing gender-disaggregated data, with the aim of publishing it in FY2025. (Mariko Ogawa, Office for Gender Equity.)

Number and ratio of female professors and associate professors (2001–2024)



Office for Gender Equity Structure As of Y2025

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

Deputy Head of the Office for Gender Equity /
 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)
Kyoko KUBO

Project Researcher
Kazuko FUKUDA

Project Researcher (Full-time)
Hitomi ONO

Office for DEI Office for DEI Coproduction
 Strategies Associate Professor
Madoka NAKANO

Office for DEI Office for DEI Coproduction
 Strategies Assistant Professor
Asuka ANDO

Office for DEI Office for DEI Coproduction
 Strategies Project Researcher (Full-time)
Jihye KIM

[Administration]
 Diversity Promotion Group, Management
 Planning Department