

東京大学のダイバーシティ施策



#WeChange
UTokyo

研修の充実化：全学生、全教職員に向けた啓発

➤ 新入生向け啓発動画

2022年度新入生3,127名中、2,524名が視聴

➤ 部局FD (Faculty Development) の実施

2022年度・4部局約530名

2023年度もFDの実施に加え、FD動画の公開進行中

➤ ジェンダー・エクイティ研修

雇用する約17,000名(※)を対象に、2023年9月に実施予定
※常勤11,000名、(特定)短時間勤務6,000名

➤ 役員・幹部職員研修

110名(※)を対象に、2023年9月・10月に実施予定
※執行部20名、部局長等39名、事務(部)長等51名

女性教授・女性准教授
(上位職承継教員)は
目標値である2倍速で
順調に増加中！

増加ポイント/年	過去10年	2022
教員全体	0.67	0.924
教授	0.44	0.918
准教授	0.41	0.923

ガンバレ！

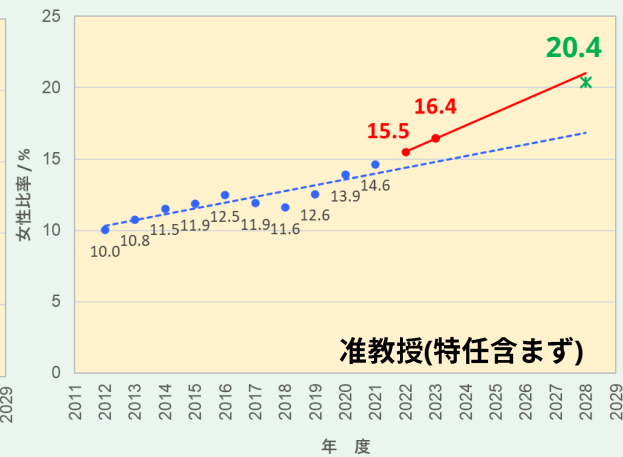
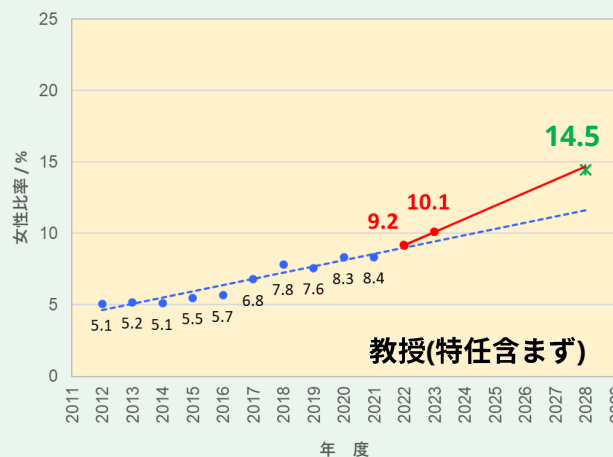
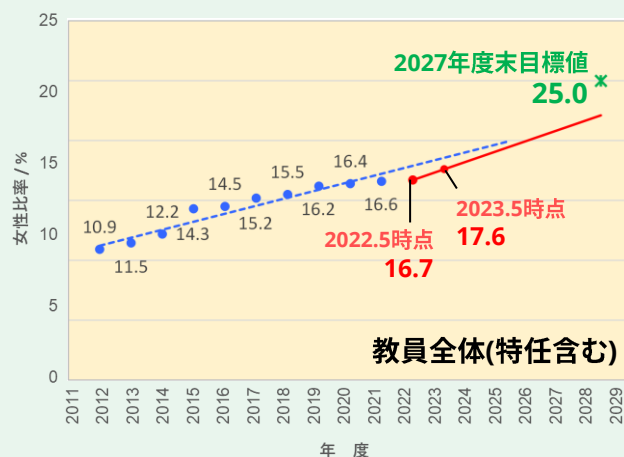
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(参考) 女性教員数の推移

	2012	2022	2023
教授	65	124	136
准教授	92	150	162
講師	33	46	54
助教	203	251	248

女性教員比率の推移 (2012-2028)



Diversity Initiatives at UTokyo



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Expansion of Training to All Students, Faculty, and Staff Members

- Orientation video for new students
More than 80% of the class of 2026 watched the video.
- Departmental diversity courses
530 faculty members participated in the trainings in FY2022. In addition to implementing such courses, we are also in the process of releasing training videos.
- Gender equity training
Scheduled for September 2023
Targeting approximately 17,000 employees
- Executive training
Scheduled for September and October 2023
Targeting executives, deans, and general managers

The number of female professors and associate professors is increasing at twice the previous rate, achieving our target!

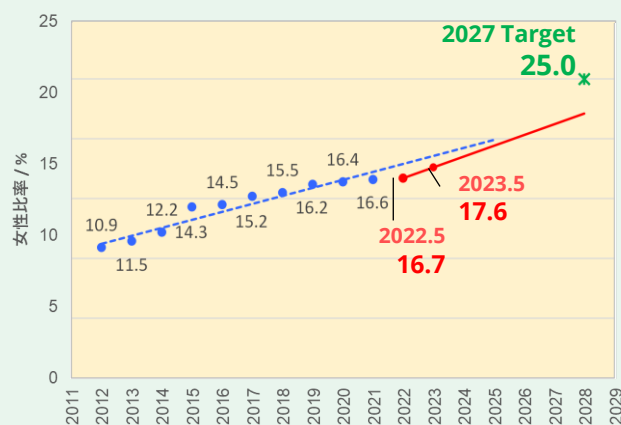
(% points/year increase)	Past 10 years	2022
All Faculty	0.67	0.924
Professor	0.44	0.918
Assoc. Prof.	0.41	0.923

Reference: Change in female faculty numbers

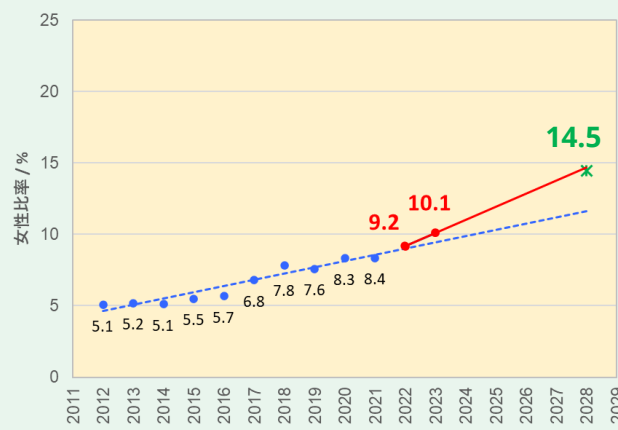
	2012	2022	2023
Professor	65	124	136
Assoc. Prof.	92	150	162
Lecturer	33	46	54
Asst. Prof.	203	251	248

Change and targets for female faculty ratio (2012-2028)

All Faculty



Professor



Associate Professor

