University of Tsukuba will further promote diversity

Based on our school philosophy
Since its establishment, the University of Tsukuba has aimed to be an open and global university where people can carry out interdisciplinary research beyond the conventional boundaries of academic disciplines. With this aim as our school philosophy, we have been carrying out our research and education over the years. As part of our comprehensive efforts to deal with the increasing globalization, diversity promotion is vital to us. Following our 40th anniversary and our vision for the future, we need to recognize diversity promotion as a raison d'être (reason for being) of a university responsible for innovations in science and technology, and for nurturing the next generation.

Significance of diversity promotion
With the rapid progress of social globalization and value diversification, actions for diversity promotion are essential for further growth of the university and its scholarship as well as for fostering the university culture. Diversity promotion is critical for further growth and sustainability of the university, co-existence with the society, demonstration of high-level creativity in research and education, and global human resource development. We need to create environments and atmospheres wherein people can embrace diversity, and plan and implement strategic and effective measures. This, in turn, will influence the university’s research and education, uncover overlooked or undiscovered matters, redefine our way of thinking from different perspectives, and create symbiotic value. Thus, we can say that diversity promotion is essential to transforming our daily lives and molding our future.

Our actions toward diversity promotion
The University of Tsukuba has been actively promoting improvement in environment, and developing awareness and better support for female researchers under the “Action Plans for Diversity Promotion.” Since FY 2016, the Center for Diversity, Accessibility and Career Development has been taking the initiative in promoting school-wide efforts, in cooperation with other institutions and by involving all faculty and staff members and students. As a result, our ratio of female researchers to the number of approved “Grants-in-Aid for Scientific Research” projects has been ranked the highest among the top 10 contenders for three consecutive years.

Working on diversity promotion will enable each of our university members to fully demonstrate their potential and promote the well-being of all, which will eventually contribute to further expansion and development of the university’s potential. In this period of demographic aging, we are required to deal with promotion of diversity, including gender (especially the commitment of men with regard to gender equality), age, disability, nationality, etc.

We will further accelerate our actions for diversity promotion with sincerity, keeping in mind the growth of the university and the future of the society.

March, 2017

President of the University of Tsukuba, Kyosuke Nagata

University of Tsukuba
Executive Message

Social diversification, internationalization, and globalization have seen rapid progress over the years. Thus, promoting women's empowerment and their contribution, as well as further diversity, is of critical importance to further elevate research and education at the University of Tsukuba in the global arena in collaboration with researchers in and outside Japan. In light of the President's message and under his leadership, we are going forward with the following actions to realize the above objective across the university.

1. **We further promote diversity so that more women can participate in organization management and decision-making and their voices can be better heard.**
   - Setting and achievement of the target employment ratio by each faculty
     - Every faculty will set and achieve its own numerical target.
     - 10 faculties: Humanities and Social Sciences; Business Sciences; Pure and Applied Sciences; Engineering, Information and Systems; Life and Environmental Sciences; Human Sciences; Health and Sport Sciences; Art and Design; Medicine; and Library, Information and Media Science
   - Increasing the university-wide ratio of female researchers to 20% (and staff – 30%) and that of female managers to about 20% by 2021
     - We will promote the team-based management and sub-manager system to increase the number of female managers and nurture female mid-level leaders.
   - Support for empowerment of female researchers, staff members and students
     - We will provide the necessary support so that women can demonstrate their leadership abilities in any setting.

2. **We promote improvement in environment and greater awareness so that everyone can feel secure to get married, raise children, and provide nursing care, and both men and women can cooperate to manage life events and career development simultaneously.**
   - 50% utilization rate of paternity leave (one week), higher utilization of care leave by men, male leaders’ support for female empowerment, and declaration by all managers toward active involvement in child-raising (the “Ikubosu” declaration)
     - Fathers’ active involvement in child-raising and housekeeping is fundamental for improvement of the environment and greater awareness.
     - We will give a positive evaluation to paternity leave, nursing-care leave by men, male leader’s active support for female empowerment, and declaration by all managers toward active involvement in child-raising (the “Ikubosu” declaration).
   - Creation of environments where people can choose from various ways to work and learn, and provision of support for on-going and consecutive career development
     - We will provide support so that people can continue their work and research in various life situations and choose from diverse ways of working. For example, we will establish and improve the nursery and child-raising space by utilizing on-campus facilities, create environments where students can learn while raising their child with our support, and employ assistant researchers.
   - Development and improvement of role models that can connect researchers, undergraduate and graduate students, and of a vertical mentorship program that both men and women can avail
     - We will provide support for undergraduate and graduate students and young researchers to develop their career with a vision for the future.

3. **We work on diversity promotion in collaboration with businesses, research institutes, and other external institutions.**
   - Establishment of a partnership that makes the best use of each strength and turns differences into value
     - We will further promote diversity by closely exchanging information and collaborating with businesses and research institutes and simultaneously learning from each other's differences and strengths.

4. **We value diversity promotion and innovation creation.**
   - Diversity promotion is one of our management strategies, and diversity shall be included as one of our key performance indicators.
     - We will promote this approach in various fields and settings, in addition to employment of foreigners, women, and young people (as part of our personnel strategy). We will clarify why diversity promotion is necessary and what influences and effects it will produce.