

Gender Equality Office

Newsletter



by RA

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Greetings from the New Executive Vice President Prof. Kazurou Sugimura

I have been appointed as the executive vice president responsible for gender equality. My field is clinical medicine, and I specialize in radiology, conducting diagnoses and treatment of cancer patients. In 1988, I was working at Shimane Medical University and was given an opportunity to study in San Francisco. After arriving in San Francisco, I began to notice rainbow flags on electric poles and in windows. They looked very stylish and I asked the university secretary about them. He told me that the Gay Pride Parade would be held that weekend, and that he was planning on participating. This was 30 years ago, and in those days very few people had come out in Japan. Participants, supporters and tourists came from all over the United States to attend, and that joyful celebration left a very strong impression on me.



The secretary was always very kind and helpful, but unfortunately he died young. At the university there were many LGBT people, although at the time no one used that term. And my supervisor had come to the United States from a university in Croatia. She was very talented and in just a few years became a full professor at the University of California. She later became the Chair at the Sloan Kettering Cancer Center, known as one of the top three centers in the world, and today at 70 she still leads global cancer treatment. I have been able to interact with so many different people, but there are not many people who have been so fortunate. Through education, we can give people who cannot experience something an even better understanding than they would have gotten from actual experience. I think that is the beauty of education and an important mission of universities. I hope to work with Professor Alexander and the faculty and staff of the Gender Equality Office to help Kobe University contribute to the creation of an inclusive society that is proud of its diversity. My predecessor, Executive Vice President Uchida, succeeded in getting a grant for diversity promotion from the Ministry of Education's Japan Science and Technology Agency. I will work hard not only to get the project going but also to develop the program to continue after the end of the funding period. Your help is essential for the success of this work, and I thank you in advance for your continuing support.



Message from Director of Gender Equality Office Prof. Ronni Alexander

Recently, one often hears the term "diversity," but what does it mean for Kobe University? It means increasing the hiring and promotion of women faculty and inclusion of more women in the university administration but that is not all. Diversity also means that people with a variety of backgrounds, affiliations and identities respect one another, work together, and are able to laugh and cry together in an inclusive atmosphere. In such an environment, each person can fully use her/his abilities to create something new. Efforts to create such a diverse environment have begun in earnest at Kobe University with such measures as the adoption of the Kobe University Diversity Statement (2018.12) and the appointment of an Executive Adviser to the President for Diversity (to be held by the director of the Gender Equality Office, beginning from 2019.2.1), but in order to be successful everyone must be involved. I want to make Kobe University a model for diversity for Japanese universities. With your help, I am sure we can achieve this goal!

Professor, Graduate School of International Cooperation Studies
Executive Adviser for the President (Diversity)

The Program “Initiative for the Implementation of the Diversity Research Environment” Starts!

In 2018, Kobe University successfully applied for the JST program, “Initiative for the Implementation of the Diversity Research Environment”. Implementation of the program began in November 2018 (to 2023). While the main focus of the grant is on increasing the hiring and number of women and promotion of women scholars, another important aspect is to promote diversity in general. Details of the objectives and initiatives are indicated in the table below. The target numbers of this project are: 22% of women faculty members (% of total); 20% of women faculty promotions (annual rate); 33% of women faculty hires (annual rate) by 2023. In order to achieve all of the objectives of this project and to continue the project, we have established a Diversity Fund with a Network for Cooperative Diversity Promotion Partners (consisting of corporations, a regional bank and a local newspaper) .

| | (1) Reach and maintain employment rate of over 30% | (2) Improve career progression/promotion rate | (3) Expand support for the next generation of early-career researchers | (4) Improve the environment for diversity and promote this outside the university |
|--|--|---|--|---|
| (A) Build new human resource governance system | * * | * | | |
| (B) Implement PI training program for international collaborative research | | * * | | |
| (C) Implement international human resource exchange program | | | * * | |
| (D) Implement international collaborative early-career researcher training program | | | * * | |
| (E) Establish an internal Diversity Promotion Council | | | | * * |
| (F) Establish a diversity fund and build a Network for Cooperative Diversity Promotion | * | * | * | * * |



44 scholars were given grants to explore new knowledge internationally!!

FY2018 Number of Grant Recipients

| | # of People | |
|--|-------------------------------------|----|
| International PI Training Program | 3 | |
| International Scholar Exchange Program | for research | 8 |
| | for dispatch | 4 |
| | for inviting international scholars | 24 |
| International Research Training Program for Young Women Scholars | 5 | |

※Some people participated more than once.

For more details, please visit the Gender Equality Office website (Click on the pink icon)

Diversity Program Kick-Off Symposium was held

Kobe University Diversity Program Kickoff Symposium was held at ANA Crowne Plaza Hotel Kobe on March 27th, 2019. First, Professor Hiroshi Takeda, President of Kobe University, gave opening remarks and Mr. Akira Kusume, Director for Office of Human Resources Development for Science and Technology, Human Resources Policy Division, Science and Technology Policy Bureau, Ministry of Education, Culture, Sports, Science and Technology gave congratulatory remarks respectively. These were followed by a lecture titled, “Introduction to the Kobe University Diversity Initiative” by Professor Kazunori Uchida, Vice President in charge of Public Relations and Community Cooperation, Kobe University. In the latter half of the symposium, there were three lectures by invited speakers: Ms. Saniye Gülser Corat, Director, Division for Gender Equality, UNESCO; Ms. Kumiko Bando, President, Japan Legal Support Center; former Director-General, Gender Equality Bureau Cabinet Office; Ms. Hiroko Miyano, Team Leader, Diversity Development Team, Global HR & Diversity Development Section Human Resources & General Affairs Dept. Sojitz Corporation. The Kickoff Symposium was attended by about 100 participants from corporations and universities, and it ended with success.

Kobe University Diversity Statement has been adopted

Kobe University Diversity Statement

Kobe University strives to educate leaders equipped to address the complex issues of this 21st century world and able to contribute to the development of knowledge, protection of the environment, well-being of humanity and to world peace. This requires not only rich experience and wisdom born from understanding of diverse perspectives, but also the creativity and innovation that comes from encountering the unknown.

Therefore, building on its work since 2007 to achieve gender equality, Kobe University will now also promote diversity. We will create an environment for study, education, research and work where each person is treated with respect and can express her/his/their individuality and talents regardless of gender, sexual orientation, gender identity, ethnicity, culture, religion, language, background, age, educational background, physical or mental characteristics and/or other affiliation and/or identity.

The promotion of this kind of diversity may at times result in discord or confrontation. However, rather than fearing such disagreements all members of the Kobe University community will work together to create a campus where difference is respected and appreciated. Convinced that the knowledge born out of this process will open new horizons from Kobe to the world, Kobe University hereby declares its commitment to the promotion of diversity.

President Kobe University
December 13th, 2018

★ This Statement is also on the Kobe University website /Gender Equality Office HP <http://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/>

UNESCO Chair Summer Program will be held

FY 2019 UNESCO Chair Summer Program is going to be held at Gadjah Mada University from 19 to 30 August. This program aims to improve students' critical thinking, practical skills, ability to collaborate internationally, communication skills, and leadership skills through discussions, field work, training, and workshops focused on



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examining gender and vulnerability in disasters. All programs are held cooperatively with students in various academic fields from Gadjah Mada University, National Kaohsiung University of Science and Technology, and Universiti Tunku Abdul Raman (UTAR). Sorry, application for this year has already closed.

More details are available at Gender Equality Office Website (Click the blue icon)

Gender Equality Office will open “Summer School for Kids”

On August 2nd and 5th, “Summer School for Kids” will be held! As soon as details are finalized, an announcement will be made on the Gender Equality Office Website: <http://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/>



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