

ダイバーシティ事業 国際人事交流プログラム（派遣）  
ダイバーシティマネジメント報告書

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調査対象機関名 (派遣機関含む)	Queen Mary University (QMUL) (Center for Commercial Law Studies)
<p>調査項目</p> <ul style="list-style-type: none"> <li>・ 役員数 ( 21 人) うち女性役員数 ( 11 人)</li> </ul> <p>The governing body of QMUL is the Council which seems to be equivalent to a board of directors (役員). It is in charge of overseeing the university's strategic mission, direction and affairs. It consists of 21 members, 12 of whom are external. <b><u>Half of the Council members are female.</u></b> The list of the current members of the Council can be found at <a href="http://www.arcs.qmul.ac.uk/governance/council/council-membership/">http://www.arcs.qmul.ac.uk/governance/council/council-membership/</a></p> <ul style="list-style-type: none"> <li>・ 教員数 ( 2190 人) うち女性教員数 ( 876 人) 40%</li> </ul> <p>The data above is for the year 2016–2017. This figure is taken from QMUL's latest report on "Equality and Diversity" published in 2018. It can be accessed at <a href="http://hr.qmul.ac.uk/media/hr/docs/EDI-Annual-Report-2018.pdf">http://hr.qmul.ac.uk/media/hr/docs/EDI-Annual-Report-2018.pdf</a></p> <ul style="list-style-type: none"> <li>・ 教授数 ( 323 人) うち女性教授数 ( 90 人) 28%</li> </ul> <p>Equality and diversity policies of QMUL are not limited to ensuring gender equality, but to give equal opportunities to all underrepresented groups such as ethnic and religious minorities, disabled and transgender. This is in line with the laws of the country that aims to protect diversity in society. Under UK's Equality Act (2010), all British universities have the legal obligation to ensure that applicants for jobs, or promotion are not subject to discrimination on the grounds of sex, marital/civil partnership status, trans-gender status, pregnancy, sexual orientation, race religion or belief, disability and age.</p> <p>QMUL is a member of the Athena Swan Charter (Scientific Women's Academic Network) which was established in 2005. The network monitors the practices of higher education institutes' with regards to promoting gender equality and gives awards to those with outstanding performance. In 2017 QMUL received the Silver Award which is the second-best award.</p> <p>Since 2016, the university introduced a number of new measures to promote equality and diversity. One is <b>diversity on recruitment, selection and promotion panels</b>. Accordingly, all recruitment &amp; selection and promotion panels with three or more members are obliged to inc</p>	

lude both women and men. In exceptional circumstances, when there are only two members in a panel from a single gender, the approval of the senior executive responsible faculty or department is required and the panel needs to prove that all reasonable efforts have been exhausted to strike a gender balance. In addition, the panel members are obliged to have completed the university's **"Recruitment and Interview Selection Training"** and to have received **"The Unconscious Bias Training Workshops"**. I did not have the time to investigate the unconscious bias training workshops but this type of training seems rather popular in the UK and there is plenty of information online. The training is mandatory for all faculty staff above lecturer level. Diversity education and training is not only limited to gender but covers other groups who are in the minority or socially disadvantaged.

All university activities are monitored by the Equality and Diversity Steering Group- the University-level EDI committee- which monitors compliance with the UK's Equality Act 2010.

An EDI specialist is appointed to each the faculty/school.

Finally, the University is rather transparent in its equality and diversity policies as it publishes annual reports about this topic. The information presented above comes from the 2018 Annual Report on Equality and Diversity available at: <http://hr.qmul.ac.uk/media/hr/docs/EDI-Annual-Report-2018.pdf>