

Report on the Results of the Program "Initiative for Realizing Diversity in the Research Environment  
(Advanced type)" for FY2022  
Inclusive Campus & Healthcare Center, Gender Equality Office, Kobe University

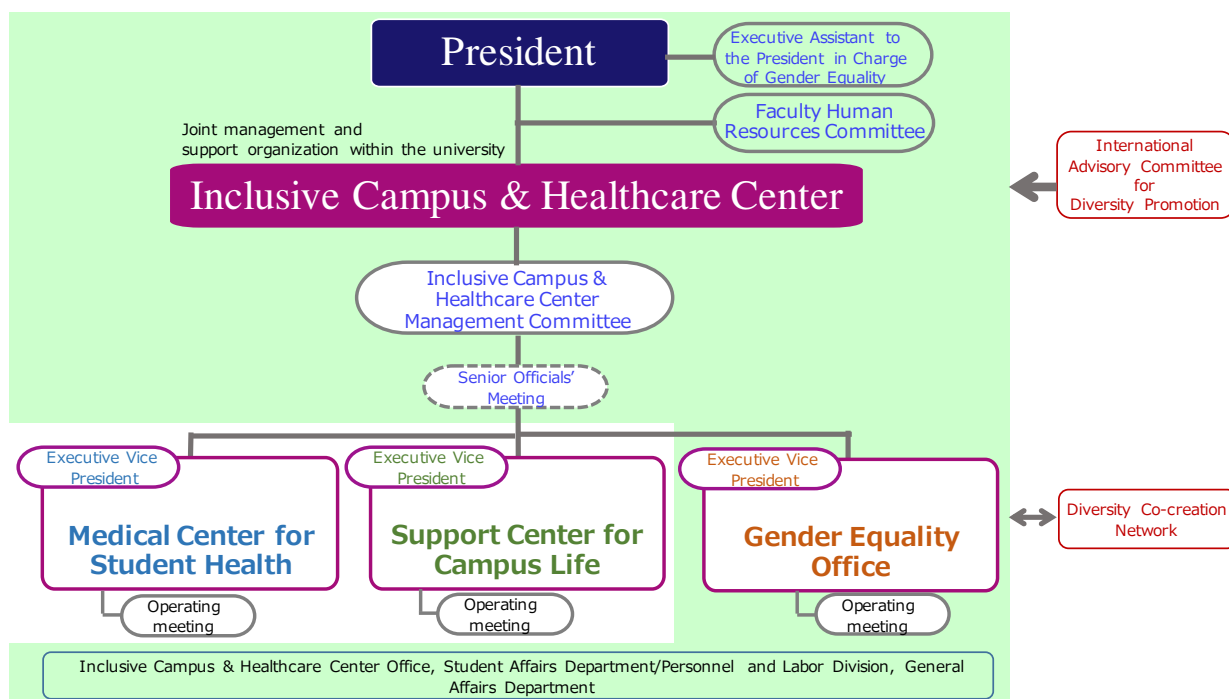
1. Project Goals and Action Plan

By advancing this project, Kobe University aims to 1) achieve a hiring rate of 30% or more for women researchers, 2) improve the rate of women holding higher-ranking positions, 3) increase the base of next-generation young researchers, and 4) enhance the diversity environment and expand it beyond the university. Table 1 below shows the relationship between these goals, and the specific initiatives (A) through (F) undertaken to meet them.

Table 1: The relationship between the goals and the initiatives

Goals Initiatives	1) Achieve and maintain a hiring rate of 30% or more for women researchers	2) Improve the rate of women holding higher-ranking positions	3) Increase the base of next-generation young researchers	4) Enhance the diversity environment and expand it beyond the university
(A) Build a new human resources governance system	◎	○		
(B) Implement the PI Training Program for International Collaborative Research		◎		
(C) Implement the International Human Resource Exchange Program			◎	
(D) Implement the International Collaborative Early-career Researcher Training Program			◎	
(E) Establish the Diversity Promotion Council*				
(F) Establish the Diversity Fund and build the Diversity Co-creation Network	○	○	○	◎

\*Regarding the initiative “(E) Establish the Diversity Promotion Council,” the council was reorganized effective April 1, 2022 to form the Inclusive Campus & Healthcare Center in the below figure to promote collaboration among the existing university organizations (i.e., Gender Equality Office, Medical Center for Student Health, and the Campus Life Support Center) that carried out support activities independently from one another in the past, and to ensure they provide coordinated support under a single supervisory organization. The Gender Equality Office (the office in charge of this program) is involved in promoting gender equality at the University, supporting the work-life balance of its members, and consultations in areas such as LGBTQI+.



## 2. Achievement Levels of Project Goals

### 1) Achieve a hiring rate of 30% or more for women researchers

The following initiatives were undertaken in FY2022 to attain this goal.

#### i. Implement the revised Faculty Human Resources Committee system

To help increase the hiring and promotion of women teachers, the Director of the Gender Equality Office has attended the Faculty Human Resources Committee to check women's hiring and promotion rates provided on paper and consistently advocated for improvement in these rates. However, no rules have been formulated as to when and how reports related to the hiring and promotion of women teachers will be carried out, and in an opinion exchange between the executives including the President accompanying the organizational changes, it was pointed out that information dissemination about promotion of the hiring and promotion of women teachers was not sufficient. For this reason, following the organizational changes of this fiscal year, it was decided that discussions would be carried out pertaining to the formation of rules for the method of information publication, etc., related to the hiring and promotion rate of women, and from next year, information disclosure and sharing will be carried out in line with the new rule.

#### ii. Build a new human resources governance system

In the opinion exchange with the between the executives including the President accompanying the organizational changes, there were instructions for the revision of recruitment restricted to women and consideration of a new overall women support package, and discussions took place regarding the distribution of incentives for departments which had an increase in women faculty, as well as a system for hiring young female researchers. As a result of this, with a base date of May 1, 2021, it was decided to compare the number of women faculty on May 1 of each year in the fourth phase mid-term target period, and allocate incentive spending for departments according to the increased number of faculty. In addition, it was also decided to support the active employment of women faculty by establishing a new quota for women in the current Young Faculty Employment Support System.

iii. Visualize the hiring, promotion, and retention rates of women faculty (Publishing of actual results)

To promote the visualization of the employment and promotion of women faculty, the Gender Equality Office publishes the hiring, promotion, and retention rates of women by academic area on the University website.

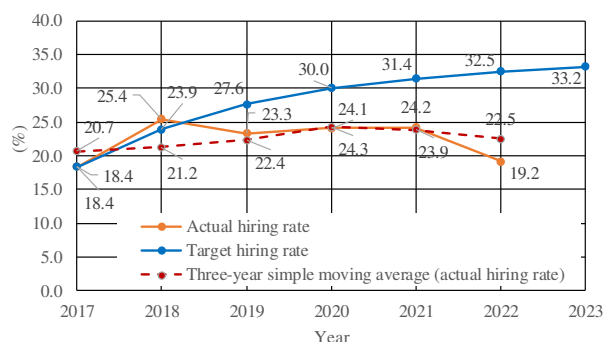


Figure 1: Comparison of target and actual hiring rates  
(The chart uses three-year simple moving average with data from FY2015 onwards.)

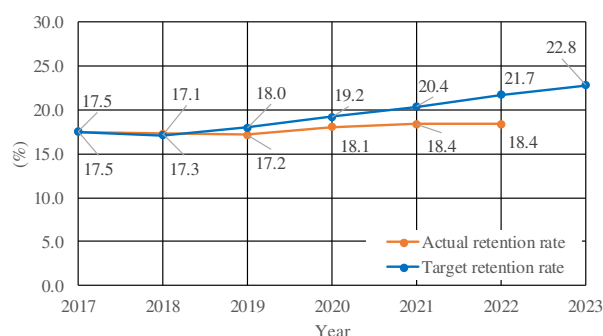


Figure 2: Comparison of target and actual retention rates

The FY2022 hiring and retention rates of women researchers are shown in Figures 1 and 2 above. The FY2022 retention rate was 18.4%, the same as FY2021, and the hiring rate was 19.2% (three-year simple moving average: 22.5%), both falling short of the target rates.

2) Improve the rate of women holding higher-ranking positions (promotion rate)

The following initiatives were undertaken in FY2022 to attain the target rate of 20%.

i. Implement the PI Training Program for International Collaborative Research

Under this program, women faculty members are dispatched to overseas research institutions for a period of six months or longer in principle with the aim of helping them get promoted to higher positions.

In FY2022, two researchers were planned to be dispatched abroad under the program, but as a result of the screening, the international collaborative research with one researcher was adopted. Table 2 shows the results of the PI Training Programs for International Collaborative Research for FY2022.

Table 2: Results of the PI Training Programs for International Collaborative Research

FY	Affiliation	Job Classification	Dispatch (Research) Period	Destination Country
2022	Graduate School of Science*	Associate Professor	FYs 2021–2022	Germany (online)
	Graduate School of Medicine*	Project Assistant Professor	FYs 2021–2022	U.S.A (online)
	Graduate School of Science	Associate Professor	FYs 2022–2023 (2023/3/22–2023/4/3)	Taiwan

Note: \*continuing from FY2021. There is only one program newly implemented in FY2022.

Figure 3 shows the rates of women researchers promoted to higher ranks in FY2022. In FY2022, the promotion rate was 9.62% (five women out of 52 researchers; three-year simple moving average: 10.5%), falling short of the target rate of 20.0% or higher as well.

There were four women researchers in senior management roles in FY2022, one less than the previous year, but exceeding the target set for the final year of the project (FY2023), which is four.

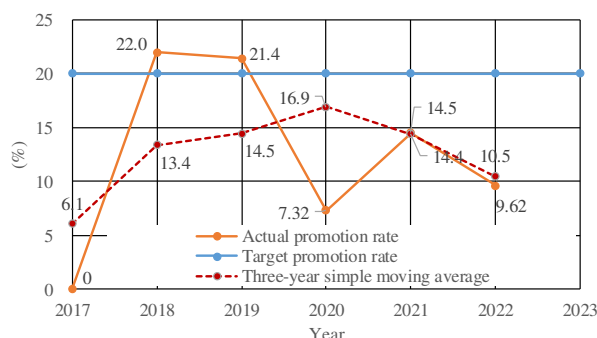


Figure 3: Comparison of the target and actual promotion rates  
(The chart uses three-year simple moving average with data from FY2016 onwards.)

### 3) Increase the base of next-generation young researchers

The following initiatives were undertaken in FY2022 to achieve this goal.

#### i. Implement the International Collaborative Early-career Researcher Training Program

Under this program, women researchers (aged 45 or younger) are dispatched to overseas research institutions for a period of six months or longer in principle with the aim of increasing the base of talented young female researchers who can succeed internationally.

In FY2022, two researchers were planned to be dispatched abroad under the program, but as a result of the screening, one researcher was selected for the international collaborative research. Table 3 displays the results of the International Collaborative Early-career Researcher Training Program for FY2022.

Table 3: Result of International Collaborative Early-career Researcher Training Program

Affiliation	Job Classification	Dispatch (Research) Period	Destination Country
The Research Institute for Economics and Business Administration	Assistant Professor	FYs 2022-2023	Sweden (online)

#### ii. Implement role model networking sessions

As part of increasing the base of young women researchers including doctoral students, a “role model networking session to chat with women researchers (natural sciences edition) -How to build your career as a researcher who speaks their mind-” was held in a hybrid format (online and face-to-face) on January 18, 2023. Two Kobe University women faculty in the natural sciences field (professor, assistant professor) gave talks based on their experience until now, followed by comments by the director and then a Q&A session with participants (41 participants).

4) Enhance the diversity environment and expand it beyond the university

The following initiatives were undertaken in FY2022 to achieve this goal.

i. Develop the Diversity Education Program

FD training, which utilizes the finished version of the Diversity Education Program created in FY2020, including training to overcome unconscious bias, was not implemented this year.

On the other hand, to achieve the university's target of becoming a campus that respects diversity and where everyone's individuality shines, a Basic Policy and Guidelines for Diverse Sexualities and Genders at Kobe University was created by the Inclusive Campus & Healthcare Center to recognize the rights of diverse sexualities and genders and to eliminate prejudice and discrimination, and this was published on the website on September 22, 2022 (an English version is scheduled to be released in FY2023).

In addition, in line with the formulation of the basic policy and guidelines, educational materials were created for training activities and educational activities, with the Gender Equality Office at the center of this.

ii. Build the Diversity Co-creation Network and collaborate with companies

In FY2022, the content of the diversity lecture program to be implemented that year was discussed with participating companies.

iii. Operate the Diversity Fund (donations)

The Diversity Fund was established last fiscal year to secure the university's independent revenue source required to continuously and constantly implement the initiatives designed to support women researchers in getting promoted to higher positions through overseas dispatch and other programs. The Fund has been promoted through the university newsletter, website advertisements, and solicitations of company donations are being carried out. In FY2022, the Fund received eight donations amounting to 245,000 yen. This year, there were plans to implement the PI Training Program for International Collaborative Research and International Collaborative Early-career Researcher Training Program using the Diversity Fund, but there were changes in its implementation due to the university budget, and the Diversity Fund was not used this year either. There are plans to carry out discussions in 2023 regarding the use of the Diversity Fund from next year onwards.

iv. Diversity Forum

In FY2022, we held an online Diversity Forum (Zoom webinar) with the theme "Women's Promotion to Higher-Ranking Positions and Workstyle Reforms Aiming to Create a Workplace where Everyone can Thrive: Creating a Society that Respects Gender, Sex and Sexuality -Our Challenges and Visions-" on November 15, 2022.

In the first half of the forum, there was a keynote speech from an academic perspective on achieving a society in which all genders can thrive, followed by a lecture on the awareness of issues related to company formation in real life and company issues. In the second half, two students gave talks on their perspective as students. Following this, there was a Q&A session for the speakers, and then a discussion among the speakers closed the forum (96 participants).