

30% Club Japan Nine University Heads Announce Commitment to Diversity in University Operations

February 13, 2024

As the leaders of the nine universities in the 30% Club Japan University Group, we hereby announce our commitment to diversity in university operations.

We believe that a diverse university community is essential for achieving high-quality education and research, and that women and gender minorities have the right to actively participate in higher education and research. Based on these two positions, the 30% Club Japan University Group aims to bring diverse perspectives to the management of universities.

All university leaders participating in the 30% Club Japan University Group hereby declare our commitment to pave the way to the realization of our goals by articulating specific targets for achieving diversity in the operation of our universities. We announce this commitment in the hope that, by widely publicizing the aspirations of university leaders, we can empower more people and promote gender equality in Japan and the world.

FUJII Teruo, President, The University of Tokyo (Chair)
NISHIO Shojiro, President, Osaka University
SASAKI Yasuko, President, Ochanomizu University
ITOH Kohei, President, Keio University
BANDO Mariko, Chancellor, Showa Women's University
TERUMICHI Yoshiaki, President, Sophia University
TAKAHASHI Yuko, President, Tsuda University
UEKI Tomoko, President, Doshisha University
USHIKI Tatsuo, President, Niigata University

About the 30% Club

yWhat is the 30% Club?

We are a business campaign aiming to boost the number of women in board seats and executive leadership of companies all over the world.

More than 1,000 board chairs and CEOs across more than 20 countries have already signed up as members to deliver at least 30% female representation at both levels.

yOur aim

We call on our members to commit to at least 30% female representation on their boards and executive leadership teams because this is the critical mass at which minority voices become heard. Our ultimate goal is parity.



From the 30% Club website

B<https://30percentclub.org/about> - us/

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1. The Challenges of Striving for Diversity in University Management

2. Our Current Situation and Vision

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1. The Challenges of Striving for Diversity in University Management

2. Our Current Situation and Vision

We aim to achieve a diverse and enriched work environment where everyone, regardless of gender, can work freely and engage in various sustainable researcher support initiatives, such as:

- We have on -campus support to assign research assistants for female researchers who are raising children.

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1. Aiming for a Diverse Society

In 6 K I V K L Q a compilation of Yukichi Fukuzawa's moral codes, he writes: "The only way in which social life can continue is for each individual to keep unimpaired his or her own independence and self-respect as well as that of others. This may be done by respecting the rights and happiness of others while also seeking our own happiness and protecting our own rights." Furthermore, he emphasized the importance of acting in a manner that recognizes one's role in jinkan k 4 sai (society consisting of interactions among various people), and that many issues remain to be overcome in order to make this into a reality. Under the principle of "Zoe 4" inclusion and collaboration—all members of the Keio University community will work together to find solutions to these issues.

2. Our Current Situation and Vision

While keeping in line with its founding mission to "become a leader for the whole society" by being a "source of honorable character and a paragon of intellect and morals," Keio University will forge onward with the aim of realizing an inclusive and collaborative society in which people cooperate with each other, accept a variety of values, and pay equal respect to the dignity of oneself and others. In order to do so, the promotion of diversity, equity, and inclusion (DEI) at Keio was incorporated into its 2022–2026 Mid-Term Plan's five pillars which guide its actions moving forward; moreover, the Office for Equity, Diversity, and Inclusion continues to play a central role in advancing institution-wide initiatives—encompassing the affiliated schools, undergraduate faculty and graduate schools, and university hospital—that address the areas of work-life balance, eliminating barriers for those with disabilities, and DEI to develop an environment and systems that respect these ideals.

6 W U D W H J L H V I R U \$ F K L H Y L Q J 2 X U 9 L V L R Q D Q G W K H 4 5 Finally a Word from the President L W P H Q W

The President is also actively involved in the promotion of the university-wide cooperative environment and DEI initiatives for all members of the faculty and staff, students, and school children. This includes:

- Fostering the creation of an environment that will serve as a base for deepening the knowledge of DEI and that makes Keio University a place where diverse ways of thinking are respected
- Advancing initiatives to close the gender gap, informed by global perspective
- Assisting in environmental improvements, health and wellness support, and career development to actualize women's success Promoting activities to deepen knowledge and understanding of DEI





1. Challenges of Striving for Diversity in University Management

The evolving global society of the 21st century, characterized by knowledge and diversity, is reshaping our social framework, leading to critical issues such as widening disparities, declining birthrates, aging populations, and environmental challenges. Addressing these issues and reforming society requires active participation of women, calling for the cultivation of an empowered new image of women.





1. The Challenges of Striving for Diversity in University Management

Sophia University was founded by the Jesuits, a men's religious order headquartered in Rome. Although the university became coeducational in 1957, more than 20 years have passed since the percentage of female students has exceeded the majority, and our

2. Our Current Situation and Vision

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University is the final chance for students to stretch themselves as far as possible before going out into the world. When we think about how students perceive themselves and what kind of landscape they see as they reconfigure this image, it is important to consider how many images of



1. The Challenges of Striving for Diversity in University Management

Doshisha University sets the following four central issues for diversity promotion.

- "ÇGender equality and life support
- "ÉMulticultural coexistence and international understanding
- "ÉSupport for people with disabilities
- "ÊRaising awareness about SOGI

In addition to devising and implementing concrete measures for the above four central issues, we regard it important to collect and analyze data related to

2. Our Current Situation and Vision

3. 6WUDWHJLHV IRU \$FKLHYLQJ 2XU 9LVLRQ DQG WKH 43 Finally, a Word from the President! WPHQW



USHIKI Tatsuo , President of Niigata University

1. The Challenges of Striving for Diversity in University Management

2. Our Current Situation and Vision

- t What are the challenges for NU in practicing university administration that embraces diversity ?

Robust and resilient administration underpinned by diverse talent for creating a university that continues to evolve while adapting to social changes

- t Current status
 - NU's basic policy for financial administration (NU financial initiative)
 - NU's personnel policy (ensuring diversity, making fair and strict evaluations, nurturing managerial talent)Note: Women account for 18.0% of management at NU

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- t NU Vision 2030
Target 6 -1 under the vision of Management and Organization Reform: Building a vibrant

NU is one of the largest comprehensive universities on the Sea of Japan's coast side of the Japanese main island of Honshu. While being rooted in the local community and promoting co-creation with it, NU aims to deliver future-oriented, world-class education and research.

To this end, it is vital to promote diversity, equity, and inclusion (DEI) on the campus.

This remains a challenge, but we are committed to achieving this goal through a step-by-step approach, by taking various initiatives while raising the awareness of the faculty and staff.



