

Effort for Diversity Promotion, University of Tsukuba

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The University of Tsukuba promotes the gender equality based on the 3rd Basic Act for Gender-Equal Society and the 4th Science and Technology Basic Plan in Japan, recognizing our social role and responsibility to form a gender equal society. In 2007, the Committee on Gender Equality and the Office of Gender Equality were established, and 'Basic Principles and Policies on Gender Equality' has been enacted in 2008. For the three years from 2009 to 2012, a project of 'University of Tsukuba Style: Sustainable Support for Women Researchers' program was adopted as a strategic fund of a model of support for women researchers for Promoting Science and Technology. Therefore we endeavor to develop its environment of the gender equality. In April 2012, 'the Office of Gender Equality' was reorganized to 'the Office of Diversity', and 'Basic Principles and Policies on Diversity' was designed to become a university where human potential and diversity are respected and all stakeholders can experience pride and joy in their work. In March 2013, 'Action Plan of Diversity, University of Tsukuba' was designed, and in August, new project was adopted as 'Fund for supporting activities for female researchers'. In response, we are going on amplification of environment for gender equality and diversity.

We are promoting various projects based on following five purposes in 'Action Plan of Diversity (from 2013 to 2018)'.

1. Promotion for diversification in university management
2. Offering of assistance in the balancing of education, research, and work with family life
3. Expansion of diversity in next generation
4. Pursuit of awareness-raising activities targeting faculties, staffs, and students
5. Pursuit of gender equality through partnerships with the local community and international society

Workers during a Childbirth, Child Care, and Family Care can employ for tenured faculty members and secure of substitute teachers. The University also opened Au Work-Life Balance Counselling Room for such workers. For educational activity, we have held some seminar of awareness of diversity for managerial staff, and class of 'Work-Life I and II' for university student. Then, we have been focused 'Expansion of lower' that educate young generation (especially women) wanted to be scientist. As a result of these efforts, the ratio of women researcher has increased year by year at University of Tsukuba.