

Implementation system

1 Organization

Lead Organization: Hiroshima University

Collaborating Organizations: Mazda Motor Corporation, Delta Kogyo Co., Ltd., and International Development Center of Japan



International Development Center of Japan

Industry, Academia, and Government Council for Diversity Promotion

Chairperson: Executive Vice President for University Reform, Hiroshima University

Total of 30 Member Organizations (as of the end of March 2019: organized by type and in alphabetical order)

[Companies]

Aohata Corporation, Chugoku Shimbun Co., Ltd., The Chugoku Electric Power Company, Inc., Energia Research Institute, Fumakilla Corporation, Izumi Corporation, Otsuka Pharmaceutical Co., Ltd., Japan Finance Corporation Hiroshima Branch, JFE Steel Corporation Western Japan Steelworks, Micron Memory Japan, G.K., Mitsubishi Chemical Corporation, Mitsubishi Heavy Industries, Ltd., The Momiji Bank, Ltd., Satake Co., Ltd.

[Research institutes]

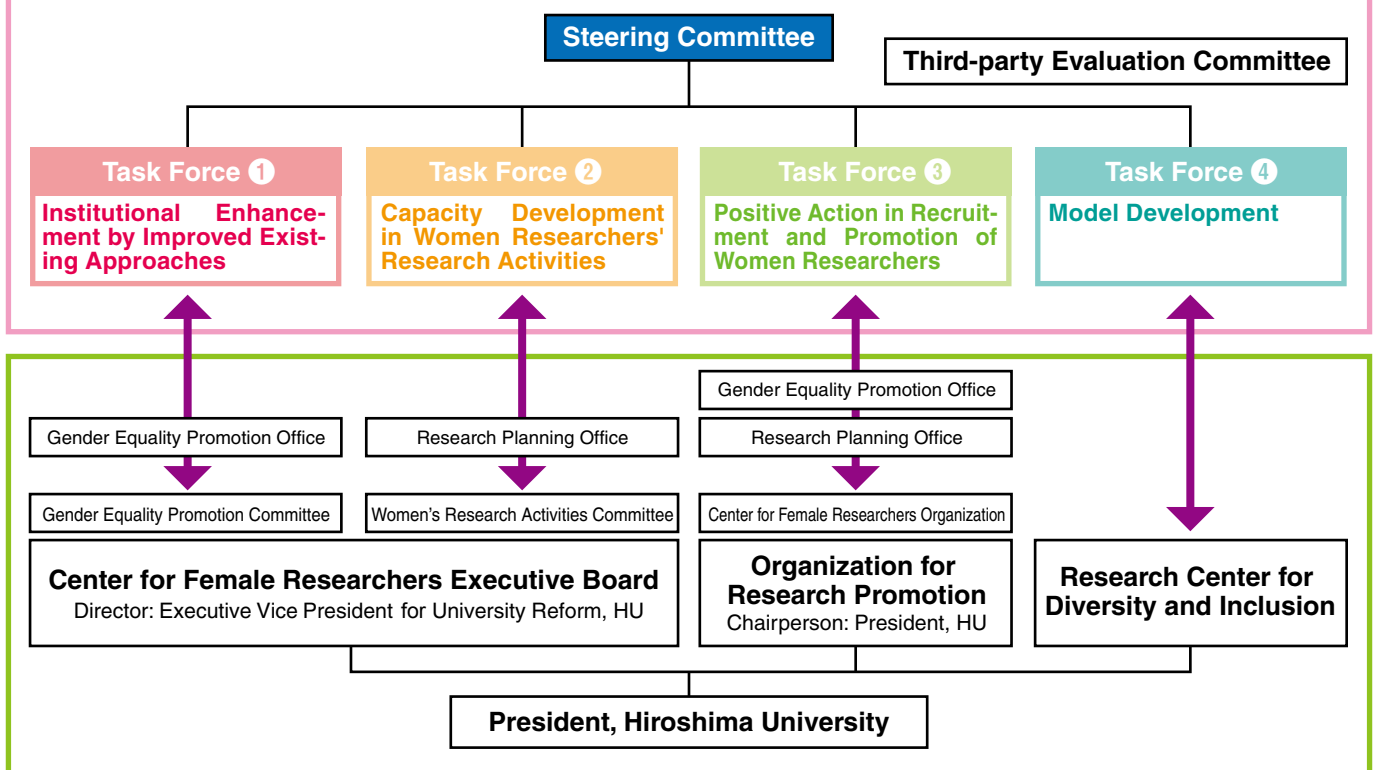
National Research Institute of Brewing

[Educational institutions, including universities]

Hiroshima City University, Hiroshima International University, Fukuyama University, Fukuyama City University, Kure National College of Technology, Prefectural University of Hiroshima, Yamaguchi University

[Government and municipal offices]

Fukuyama City, Hatsukaichi City, Higashihiroshima City, Hiroshima City, Hiroshima Prefecture, Kure City, Miyoshi City



2 Industry, Academia, and Government Diversity Promotion Conference

Purpose

The Industry-Academia-Government Council on Promoting Diversity brings together national, public, and private universities in the Chugoku and Shikoku regions along with local governments, companies, and other corporate entities to work together to promote gender equality in the Chugoku and Shikoku regions, gather expertise from a broad geographic area, communicate information regionally and nationally, and implement the Initiative for the Implementation of the Diversity Research Environment (Collaboration Type) as part of the Ministry of Education, Culture, Sports, Science and Technology's Science and Technology Human Resources Development Subsidy Program.

<p>3rd Diversity Promotion Conference Date/Time: July 2, 2018 (Mon.); 14:00–16:20 Location: Sheraton Grand Hotel Hiroshima Participating institutions (number of people): 24 institutions (40 people) Agenda Items: 1. Business name 2. Business logo</p>	<p>3. Non-collection of admission fees by this business 4. 2017 business achievements 5. Business plan and progress status of each approach of 2018 6. Organization of the 1st Diversity Environment Promotion Symposium 7. Opinion exchange, etc.</p>
<p>4th Diversity Promotion Conference Date/Time: November 2, 2018 (Fri.); 14:00–16:00 Location: Sheraton Grand Hotel Hiroshima Participating institutions (number of people): 16 institutions (28 people) Agenda Items: 1. Business plan and progress status of each approach of 2018 2. Educational activities such as seminars 3. Opinion exchange, etc.</p>	<p>5th Diversity Promotion Conference Date/Time: March 1, 2019 (Fri.); 13:30–15:00 Location: Hotel Granvia Hiroshima Participating institutions (number of people): institutions (people) Agenda Items: 1. Implementation status of the business in 2018 2. The 2019 business plan 3. Organization of the mid-term general symposium 4. Opinion exchange, etc.</p>

3 Steering Committee and Task Force

Industry-Academia-Government Diversity Promotion Conference Steering Committee Task Force (TF)

Agenda items: The TF deliberates on the items stated below and makes proposals, etc., to the Steering Committee regarding amendments to the action plan as necessary.

(1) Progress in each approach (2) Sharing of challenges (3) Necessary items for other TFs

Task force [1]

Chairperson: Yoko Ishida (Hiroshima University Deputy Director of Gender Equality)
 Member: Kazuhisa Yoshida (Head of Human Resources Office, Mazda Motor Corporation)
 Minoru Sawada (General Affairs Manager of Delta Kogyo Co., Ltd.)
 Michio Watanabe (General Manager of International Development Center Incorporated)

Task force [2]

Chairperson: Yoko Nishina (Chairperson of Women's Research Activities Committee at Hiroshima University)
 Member: Yoshiyuki Maeda (Head of R&D Technology Administrative Department at Mazda Motor Corporation)
 Minoru Sawada (General Affairs Manager of Delta Kogyo Co., Ltd.)
 Michio Watanabe (General Manager of International Development Center Incorporated)

Task force [3]

Chairperson: Michio Yamada (Hiroshima University Director of Financial and General Affairs)
 Member: Kazuhisa Yoshida (Head of Human Resources Office, Mazda Motor Corporation)
 Minoru Sawada (General Affairs Manager of Delta Kogyo Co., Ltd.)
 Michio Watanabe (General Manager of International Development Center Incorporated)

Task force [4]

Chairperson: Machiko Oike (Head of Diversity Research Center, Hiroshima University)
 Member: Ryoko Hiramatsu (Senior Manager of Human Resources Planning/Labor Administration Group at Mazda Motor Corporation)
 Seiji Hirano (Senior Manager of R&D Technology Administrative Department at Mazda Motor Corporation)
 Minoru Sawada (General Affairs Manager of Delta Kogyo Co., Ltd.)
 Michio Watanabe (General Manager of International Development Center Incorporated)

※ Others include interested representatives of the promotion conference's member organizations.

Industry-Academia-Government Diversity Promotion Conference Steering Committee

Agenda items: The Committee deliberates on the items stated below.

- (1) Confirmation of the overall action plan, progress, and achievement of targets in the Ministry of Education, Culture, Sports, Science and Technology (MEXT) Program "Initiative for the Implementation of the Diversity Research Environment" (Collaboration-type) (referred to hereafter as the "project").
- (2) Challenges for countermeasures for the project as a whole.
- (3) Approval, etc., for next-term's plan for the project as a whole.
- (4) Other necessary items for the Committee management's review.

Industry, Academia, and Government Diversity Promotion Conference Steering Committee: List of Members

Chairperson: Misako Aida (Hiroshima University Director and Vice-President of University Reform)
 Director of representative institution (in charge of university reforms)

Member: Yoko Ishida (Hiroshima University Deputy Director of Gender Equality)
 Representative in charge (chairperson) of TF[1]
 Yoko Nishina (Chairperson of Women's Research Activities Committee at Hiroshima University)
 Representative in charge (chairperson) of TF[2]
 Michio Yamada (Hiroshima University Director of Financial and General Affairs)
 Representative in charge (chairperson) of TF[3]
 Machiko Oike (Head of Diversity Research Center at Hiroshima University)
 Representative in charge (chairperson) of TF[4]
 Kazuhisa Yoshida (Human Resources Office at Mazda Motor Corporation)
 Representative in charge of TF[1] and [3]
 Yoshiyuki Maeda (Head of R&D Technology Administrative Department at Mazda Motor Corporation)
 Representative in charge of TF[2]
 Ryoko Hiramatsu (Senior Manager of Human Resources Planning/Labor Administration Group at Mazda Motor Corporation)
 Representative in charge of TF[4]
 Seiji Hirano (Senior Manager of R&D Technology Administrative Department at Mazda Motor Corporation)
 Representative in charge of TF[4]
 Minoru Sawada (General Affairs Manager of Delta Kogyo Co., Ltd.)
 Representative in charge of TF[1]–[4]
 Michio Watanabe (General Manager of International Development Center Incorporated)
 Representative in charge of TF[1]–[4]

<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Date/Time: July 2, 2018 (Mon.); 13:15 – Location: Sheraton Grand Hotel Hiroshima • Agenda Items: 1. Business achievements and goal achievement status of 2017 2. Business plan and progress status of each approach of 2018 3. Problem areas of and solution measures for each approach of 2018 4. Items proposed to the collaborating institutions 5. Others</p>	<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Task force Date/Time: July 2, 2018 (Mon.); 13:00 – Location: Sheraton Grand Hotel Hiroshima • Agenda Items: 1. Business plan and progress status of each approach of 2018 2. Problem areas of each approach of 2018 3. Others</p>
<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Date/Time: November 2, 2018 (Fri.); 13:15 – Location: Sheraton Grand Hotel Hiroshima • Agenda Items: 1. Degree of business plan goal achievement and progress status of each approach of 2018 2. Problem areas of and solution measures for each approach of 2018 3. Items proposed to the collaborating institutions 4. Others</p>	<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Task force Date/Time: November 2, 2018 (Fri.); 13:00 – Location: Sheraton Grand Hotel Hiroshima • Agenda Items: 1. Business plan and progress status of each approach of 2018 2. Problem areas of each approach of 2018 3. Others</p>
<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Date/Time: March 1, 2019 (Fri.); 12:45–13:15 Location: Hotel Granvia Hiroshima • Agenda Items: 1. Implementation status and degree of goal achievement of the business in 2018 2. Problem areas of and solution measures for the business in 2018 3. The 2019 business plan 4. Implementation status of the third-party evaluation hearing 5. Production of the mid-term evaluation result report 6. Organization of the mid-term general symposium 7. Others</p>	<p>Industry, Academia, and Government Diversity Promotion Conference Steering Committee Task force Date/Time: March 1, 2019 (Fri.); 12:30–12:45 Location: Hotel Granvia Hiroshima • Agenda Items: 1. Implementation status of the business in 2018 2. Problem areas of the business in 2018 3. The 2019 business plan 4. How the task force should proceed in the future 5. Others</p>

4

Third-Party Evaluation Committee

An independent committee has been set up for interim evaluation in the 3rd year.

The third party committee consists of 3 members out of the Japan Evaluation Society. They made up evaluation design and plans for hearing and conducted hearing surveys.

More details as described in P21.

Third-Party Evaluation Committee Members

Chairperson: Keiko Nishino (Professor, School and Graduate School of Policy Studies, Kwansai Gakuin University)

Committee member:

Masafumi Nagao (Visiting Professor, United Nations University Institute of Sustainability Advanced Research)

Akihiko Hashimoto (General Research Officer, National Research Institute for Educational Policy Research)