

2018 Business Approach Implementation Chronology

		Implementation Item		
Industry, Academia and Government Council for Diversity Promotion	Overall Project	Lead Organization/ Collaborating Organizations/ Member Organizations	1) Promotion conference, steering committee, task force	
			• Industry, Academia and Government Council for Diversity Promotion, organization of steering committee and task force (7/2, 11/2, 3/1)	
			2) Symposiums, etc.	
		• 1 st Diversity Environment Promotion Symposium held (7/30)		
				3) Creation of a PR video
				• Created a video for business promotion, etc. (January) (Hiroshima University, Mazda, Delta Kogyo, International Development Center, JFE Steel)
		Lead Organization	1) Information transmission through the website	
			• Created an English version (February)	
			2) Various promotional booklets created and distributed	
				• 2018 Achievement Report made and distributed (English version also made) (March)
				• Student booklet "For you to walk down your own path" made and distributed (English version also made) (March)
	Steering committee	① Institutional Enhancement by Improving Existing Approaches	Lead Organization/ Collaborating Organizations/ Member Organizations	1) Non-collection of admission fees of accepted PhD candidates
• Implemented a financial aid policy for the non-collection of admission fees of accepted PhD candidates (deliberated at the 2/13 admitted students non-collection selection committee, reported to the president and decided on 2/21)				
				2) Institutional Enhancement by Improving Existing Approaches
				• Recently established a qualification approval regulation (4/1 Delta Kogyo)
Lead Organization			1) Seminar/Opinion-exchange session (awareness-raising)	
			• SDGs base kick-off meeting held (5/14)	
		• Gender equality awareness-raising seminar conducted: "Gender Issues in Academia in Modern Japan-Incorporating perspectives from research on men and masculinity" (8/28)		
		• Seminar conducted on LGBTQ: "Diversifying gender identity and Japanese society" (11/6)		
		2) Research Supporters		
		• Placed supporters (April to end of September: 13 people, October to end of March: 16 people employed)		
		3) Career continuation support		
		• Open recruitment of CAP researchers (full-time) who are women who have doctorate degrees and have halted their careers (10/22)		
		• Open recruitment of CAP researchers (part-time) for spouses of researchers (regardless of gender) (10/22)		
		4) Institutional Enhancement by Improving Existing Approaches		
• Implementation of ubiquitous research environmental support (April)				
• Implementation of child support outside of schools during school breaks (Spring/Summer/Winter)				
• Implementation of a subsidiary service to provide support for usage fees of sick child care (4/1 – 3/31)				
② Capacity Development in Women Researchers' Research Activities		Lead Organization/ Collaborating Organizations/ Member Organizations	1) Joint research funding (Women as leaders)	
	• Granting of research funding to three applicants who qualified for funding through joint research with collaborating organizations (10/12, 10/31)			
	2) Various seminars, etc.			
	• Women-only course held for online education for self-improvement (6/25 Delta Kogyo)			
	• Women Success Promotion Seminar conducted: "Points of consideration when developing women in the field of natural science" (3/1)			
	• English paper-writing seminar conducted (3/7–3/9: implemented in Hiroshima district and Higashihiroshima district)			
• English presentation training implemented (3/15–3/16: implemented in Hiroshima district and Higashihiroshima district)				
		3) Networking event, etc. for participants from different fields and professions		
		• Networking event conducted for participants from different fields and professions (March)		
Lead Organization	1) Women researcher international joint research funding			
	• In order to support the joint research of women researchers in overseas research organizations, initiated an open call for international joint research funding for women researchers and with a donation from the Micron Foundation as funding (9/18), granted research funding to four applicants (internal revenue sources) (12/18)			
	2) Women researcher overseas research encouragement award			
	• Started an open call for a women researcher overseas research encouragement award for young and exception researchers who seek to conduct research overseas (6/14); granted research funding to three people (internal revenue sources) (9/18)			
		3) Various seminars, etc.		
		• Awareness-raising seminar on gender equality held for young women researchers by female professors at the University of Potsdam, Germany (9/4)		
		4) Approach to encourage the stimulation of research activities and the application to higher level items of Grants-in-Aid for Scientific Research		
		• Implemented a 2018 Grants-in-aid for Scientific Research Step-up Support System to support the promotion of large-scale research (10/1)		

		Implementation Item			
Industry, Academia and Government Council for Diversity Promotion	Steering committee	③ Positive Action In Recruitment and Promotion of Women Researchers	Lead Organization/ Collaborating Organizations/ Member Organizations	1) Company visits, career seminars, etc. for women students <ul style="list-style-type: none"> • Promoted the Mazda “societal entry model internship” geared toward lower-year students enrolled in “Introduction to University Education”, which was a required course for all incoming students in 2018, and which targeted women students studying the sciences (5/16–6/6 Mazda) • Career Start Support Seminar held (12/14 Mazda) • Implementation of a company visit bus tour planned for students (1/18 Mazda, 2/22 Teijin, 3/19 Otsuka Pharmaceuticals) 2) Long-term internship (Women D student) <ul style="list-style-type: none"> • For 6 people (young women researchers) 3) Awareness-raising seminars for directors/managers <ul style="list-style-type: none"> • Opinion-exchange session conducted on diversity promotion and management (9/14 International Development Center) • Women Success Promotion Training implemented (12/21 Delta Kogyo) • “Career training” on the work styles and leadership of the future was held (12/21 International Development Center) 	
			Lead Organization	1) Career seminar for women students <ul style="list-style-type: none"> • Implemented School of Integrated Arts and Sciences Hands-on Science Course for Women High School Students (3/9) 2) Women-only public recruitment/promotion <ul style="list-style-type: none"> • Conducted a public recruitment for “women faculty member promotions” based on the 2019 faculty placement policy (4/18). After deliberating on the human resources placement, the suitability of candidates in the human resources committee and gender equality promotion committee through board meetings, the president decided on the promotion of 10 women faculty members (12/25) • Request for cooperation for the aggressive recruitment of women faculty members at the “women researcher success promotion committee” (7/17) 	
			Lead Organization/ Collaborating Organizations/ Member Organizations	1) Questionnaire survey, etc. (factors preventing diversity promotion, etc.) <ul style="list-style-type: none"> • Completed a mid-term report on the interviews in July. Implemented a questionnaire survey in February (Hiroshima University, Delta Kogyo) • Preparing a questionnaire survey in March (Hiroshima University, Mazda) • Implemented a questionnaire survey for preliminary research in March (Hiroshima University) • Completed interviews from April to June and questionnaire surveys from June to August. Mid-term report on the questionnaire survey was implemented in January (Hiroshima University, Izumi) 	
			Third-party evaluation committee held	1) Third-party evaluation committee held (meetings, etc. for an external mid-term evaluation) <ul style="list-style-type: none"> • Conducted meetings, etc. toward the external mid-term evaluation (12/1–12/2) • Implementation of interviews with implementation organizations, etc. by the third-party evaluation committee members for external mid-term evaluation (2/5–2/6: Hiroshima University, Mazda, Delta Kogyo, International Development Center, Micron Memory Japan, G.K.) 	

Ministry of Education, Culture, Sports, Science and Technology-Japan (MEXT)
The Funds for the Development of Human Resources in Science and Technology
“The Initiative for Realizing Diversity in the Research Environment (Collaboration Type)”
Career Advancement Project for Women Researchers (CAPWR)
Performance Report 2018

Lead Organization: Hiroshima University
Collaborating Organizations: Mazda Motor Corporation
Delta Kogyo Co., Ltd.
International Development Center of Japan

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