

# Aiming to Realize Diversity in the Research Environment

Promotion of the Career Advancement Project for Women Researchers  
(CAPWR)

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This report summarizes the status of activities in FY 2019 within the Career Advancement Project for Women Researchers (CAPWR), which was adopted in the Initiative for Realizing Diversity in the Research Environment (Collaboration Type) by the Ministry of Education, Culture, Sports, Science and Technology (MEXT) Program in FY 2017. In CAPWR, Hiroshima University has been the Lead Organization; Mazda Motor Corporation, Delta Kogyo Co., Ltd., and the International Development Center of Japan have acted as Collaborating Organizations; and, as stated in this report, several other Member Organizations have participated.

Within CAPWR, four Task Forces have been set up, which are as follows:

- (1) Institutional Enhancement by Improving Existing Approaches to Diversity (Construction of research environment that gives consideration to the life events and work-life balance of women researchers)
- (2) Capacity Development in Women Researchers' Research Activities  
(An approach to improving the research capabilities of women researchers and training leaders who can participate internationally)
- (3) Positive Action in Recruitment and Promotion of Women Researchers  
(An approach to positive employment of women researchers, support for reinstatement/reappointment of women researchers who have been suspended from or left a research post, and positive employment of women researchers in high-level positions)
- (4) Model Development for Creating a Diverse Research Environment  
(Construction of model initiatives to create a diverse research environment based on surveys in cooperation with various organizations)

Amongst these Task Forces, universities, manufacturing companies, and international think tank institutions are cooperating and demonstrating their strengths, in an effort to promote activities by women researchers.

These activities are wide-ranging, therefore, almost all of the offices within Hiroshima University are cooperating for their implementation. The areas in which the Lead Organization, Collaborating Organizations and Member Organizations are located, are being highly globalized so this project should greatly contribute to the development of research capabilities and industry-academic cooperation, as well as international perspectives. This will result in the further global development of various related organizations, whilst being firmly rooted within the local community.

CAPWR has already begun being implemented across the six-year period from 2017 to 2022. An interim evaluation was undertaken in 2019. As a result, the overall evaluation was given the high grade of 'A' (Goal achievement 'A', Approach 'S', Approach's outcome 'A', Implementation system 'A', Future direction 'A').

In order to make the approach even more effective, there is a need for understanding and cooperation from many people. The activities and results for the third year since the start of this project are summarized below. Please take a look at the activities in this project and do not hesitate in offering your opinions in order to make this an even better approach.

## Greeting



Yoshiyuki Maeda, Chief of Academia, Industry, and Government  
R&D Technology Administrative Department, Mazda Motor Corporation

Mazda Motor Corporation celebrated its 100th year anniversary on January 30, 2020. We would like to express our deepest gratitude to those who have supported our company throughout this long period of time, including customers, retailers, clients, business partners, and everyone in the local community.

Mazda takes respecting human rights very seriously for its corporate activity. It is extremely important to respect everyone's dignity and personality in relation to working life, as this will lead to the capacity of employees being fully expressed within a cheerful, positive working environment which in turn will generate a strong organizational power. For the next 100 years, we will cherish "originality created together with people" by making people the top priority. We would like to strive for a company where all the employees can express their capacity to the fullest, by understanding and utilizing each employee's strength, regardless of gender, age, nationality, religion, or type of employment. We intend to keep on challenging for the creation of products, technologies, and customer experiences full of originality, which will hopefully create a feeling of attachment to our creations from the customers. We hope to fulfill this challenge through enhancing the collaboration and co-creation with all those who are involved with our company.

We appreciate your growing support in our company for the future.



Yumi Ogura, Manager  
Business Development Department, R&D Department, Delta Kogyo Co., Ltd.

It has been three years since we had the opportunity to join the Initiative for Realizing Diversity in the Research Environment. The approach at our company has finally gotten underway. A couple of the enlightening activities undertaken since the start of this project; "the women activity promotion seminar" is continuously organized, and online "trainings for women's advancement" is being implemented. For international employment, we were able to hire six female (four South-East Asian, two European) technical and expert staff. A feeling of finally being able to make

ground in regard to the engagement of diversity activities has begun to be felt around the company. I would like for the work undertaken to be always positive for all those involved through growing under various environments, and co-creating while settling within each person's differing values.



Michio Watanabe, General Manager  
International Development Center of Japan

After summarizing the approaches of the past three years, a subsequent establishment of these approaches has been undertaken this year. Since the start of the project, activities applicable to our organization have proceeded learning from Hiroshima University's approaches. We drafted a report with the results of the studies on the approaches of increasing female leaders by visiting multiple universities on the east coast of the U.S.A. in 2017. In 2018 our subsidiary, the International Development

Center of Japan Incorporated obtained the "ERUBOSHI (L-Star)" certificate at the level of "3 Stars" from the Ministry of Health, Labor and Welfare with the establishment of a plan with the main point being increasing the overall ratio of female employees in managerial positions. 2019 saw the implementation of multiple coaching training programs, aimed at further improving the understanding of those approaches. Furthermore, a training course in regard to unconscious biases is being planned. In these training programs, we strive for our employees to learn about recognizing the importance of diversity which should be held by our leaders and respecting individuals' views when communicating with each other. As the second half of the CAPWR project gets underway in 2020, IDCJ will continue to be engaged toward the achievement of our goals of increasing women leaders while being led by the lead organization, Hiroshima University.