

# Program Overview

## 1. What is the Initiative for Realizing Diversity in the Research Environment (Collaboration Type)?

The Initiative for Realizing Diversity in the Research Environment (Collaboration Type) is dedicated to boosting the diversity of the research environment and to fostering exceptional research results. To that end, it supports efforts to put in place a research environment that takes into account the life events and work-life balance of women researchers and to increase the research skills of women researchers, as well as efforts to actively hire women researchers, encourage women researchers who have stopped conducting research or quit research jobs to return to those jobs, and foster active hiring of women researchers for management positions. The “Collaboration Type” designation indicates the expectation that universities and research institutes will work with companies and other entities to drive activities of women researchers in various regions and fields, both at collaborating organizations and other entities.

## 2. Overview of Program Initiatives —Support Program Duration: FY2017 to FY2022—

### Career Advancement Project for Women Researchers

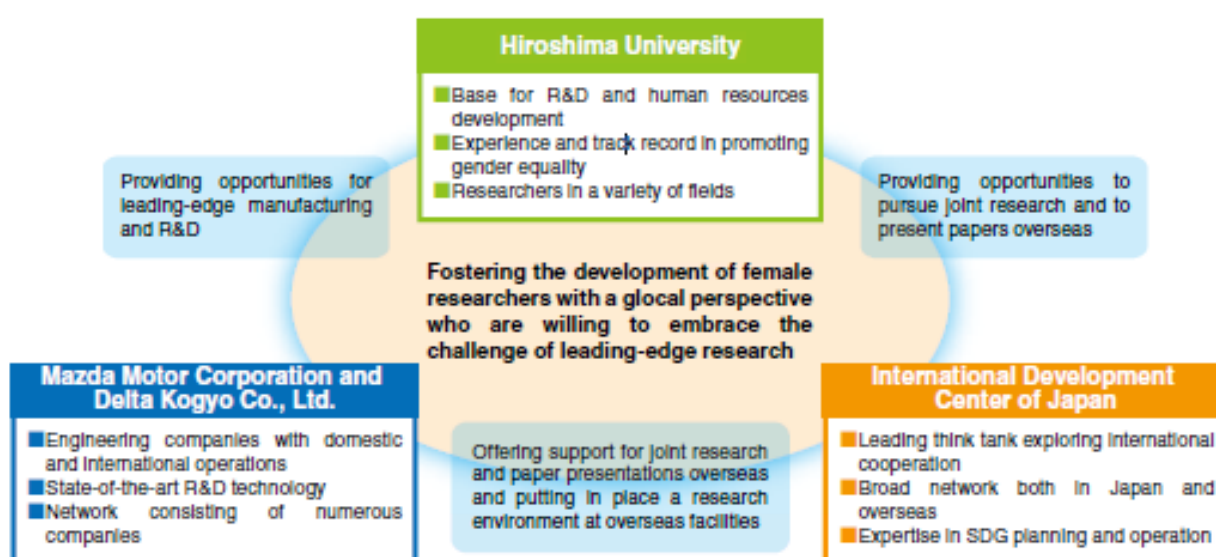
#### Participating Organizations

Lead Organization: Hiroshima University

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

#### Purpose of Chosen Program

The program will implement a Career Advancement Project for Women Researchers (CAPWR) designed to contribute to a peaceful and sustainable society by combining the knowledge of think tank institutions focused on international cooperation with industry-academia collaboration that brings together national universities that play a core role in research and development, as well as human resources development with manufacturing companies. In addition, the program will aim to contribute to the achievement of the targets set forth in the Fourth Gender Equality Basic Plan by strengthening initiatives with goals such as increasing the hiring of women researchers, fostering their promotion to management positions and putting in place a diverse research environment. Finally, it will aim to provide new knowledge and opportunities to women researchers at universities and companies while effecting a quantitative and qualitative enhancement of women researchers with local roots and an international perspective, particularly for those involved in science, engineering and agriculture.



## Four Approaches

1	<b>Institutional Enhancement by Improving Existing Approaches</b> <ul style="list-style-type: none"> <li>■ Enabling organizations to implement unique initiatives in an ongoing manner and share associated information among themselves</li> <li>■ Researching successful examples of efforts to put in place diverse research environments in Japan and overseas</li> <li>■ Engaging in awareness-raising activities targeting management positions at organizations</li> </ul>	2	<b>Capacity Development in Women Researchers' Research Activities</b> <ul style="list-style-type: none"> <li>■ Providing opportunities for women researchers to explore leading-edge research topics</li> <li>■ Promoting international research activities and presentations of findings by women researchers</li> <li>■ Holding training events such as leadership training seminars and seminars about how to obtain external funding</li> </ul>
3	<b>Positive Action in Recruitment and Promotion of Women Researchers</b> <ul style="list-style-type: none"> <li>■ Enhancing positive action</li> <li>■ Encouraging women to attend Hiroshima University and boost their career prospects by earning a degree</li> <li>■ Broadening the perspective of female university students who are seeking to become researchers</li> </ul>	4	<b>Model Development</b> <ul style="list-style-type: none"> <li>■ Developing and encouraging the adoption of models that accommodate industry and organizational characteristics through research targeting organizations that are members of the Industry-Academia-Government Council on Promoting Diversity and the verification of the benefits of approaches (1) through (3)</li> </ul>

## Collaboration and Synergy

	Hiroshima University	Mazda Motor Corporation	Delta Kogyo Co., Ltd.	International Development Center of Japan	Industry, Academia and Government Council for Diversity Promotion
<b>Institutional Enhancement by Improved Existing Approaches</b>	Ubiquitous environment/facilities research supporter system; resumption of research support; continuing career support for spouses	Continued implementation of 18 policies for diversity promotion, including maternity leave	Promotion of the increased use of childcare/long-term home care support system; expansion of consulting services for women	Organization of various seminars and opinion-exchange sessions; investigation into relevant efforts overseas	
Dispatch instructors > Implementation of awareness-raising seminars < Provision of positive overseas case studies and opinion-exchange sessions					
<b>Capacity Development in Women Researchers' Research Activities</b>	Advanced support for younger people; large-scale research acquisition support for seniors; external funding acquisition seminar	Continued promotion of joint research	Continued promotion of joint research	Training for overseas research and writing papers in English; matching of joint research partners	
	Research ethics education	Can be taken by women researchers at collaborating institutions			
Overseas research encouragement awards for women researchers					
Granting of research funding for joint research studies with women project leaders					
Establishment and use of joint research courses/provision of research equipment and facilities					
<b>Positive Action in Recruitment and Promotion of Women Researchers</b>	Women-only public recruitment and promotion of women staff	Establishing internships for women students	Establishing internships for women students	Project management training for leader candidates	
Organization of career seminars for university and graduate school students					
Organization of seminars for directors and managers					
<b>Model Development</b>	Development of model initiatives for a diverse research environment				

### 3. Target Numbers

	2022 target numbers
Hiroshima University	20% women faculty / 20% women in higher level positions
Mazda Motor Corporation	60 women executives
Delta Kogyo Co., Ltd.	Length of service of women at 80% of that of men
International Development Center of Japan	40% women researchers / more than double the ratio of women managers / more than double the number of women research leaders
Industry, Academia, and Government Council for Diversity Promotion	50 Member Organizations