

## Approach 3 Positive Action in Recruitment and Promotion of Women Researchers

### 1. Promotion of Women Faculty Members

Hiroshima University aims to develop women researchers who challenge social issues and succeed internationally. As a mid-term goal for the 3rd semester, its new objective is to increase the ratio of women faculty members to 20%, the ratio of women in management positions to 20%, and the ratio of women in high-level positions (professors, associate professors) to 20%. A strategic human resource placement system utilized since 2009 was integrated into the in-house promotion system considering the women quota. As a result, three women faculty members were promoted.

### 2. Implementation of “Women Only” Open Recruitment

Under the uniform management of the entire university’s faculty human resources, Hiroshima University has understood that securing diverse personnel is a key aspect of placement and has strategically implemented measures regarding recruitment, such as establishing positions exclusively for “women faculty members.” Moreover, the promotion of positive action for faculty recruitment (hiring the woman candidate in cases when achievements and evaluations are deemed equal) was continued in 2019 as well.

### 3. Delta Kogyo Co., Ltd. Activities Report / 2019 Women’s Success Promotion Training

■ Date/Time: October 18, 2019 (Fri.); 9:00-16:00

■ Location: Training room at Delta Kogyo Co., Ltd.

■ Participants: 6 people

■ Training Objectives:

1. Understand the current status of one’s own skills, views on work and intentions underlying work.
2. Clarify one’s own career vision and aims.
3. Independently aim for the development of one’s own skills by creating an action plan toward its realization.

■ Schedule

<AM>

Orientation

- Objectives and plan for how the training will proceed
- Self-introduction within the team (assignment: using career trajectory)

Changes in the environment and how one relates to them

- Changes in the environment and our expectations
- Strengthening our “antennae” to respond to social changes
- Expectations for oneself

Deepening one’s understanding of oneself

- Why one should develop their career now
- What the word “career” means
- Analysis of the present state of career management
- Taking an inventory of one’s skills
- Thinking about the meaning of work
- Analyzing the direction of one’s interests
- Thinking about who/what one wants to become (assignment: using a self-examination sheet)

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Establishing one’s views toward work

- Why does one work?
- What is work?
- Dissatisfaction and problem awareness

Goal-setting toward the realization of one’s career vision

- Strategy for career development
- Label present
- Affirmation
- Creating action plan sheets

Summary

- Q&A
- General comments



#### 4. International Development Center Activities Report - Skill-up, Coaching and Mentoring Training

##### Organization of Presentation Training

- Date/Time: November 12, 2019 (Tue.); 14:00-17:30
- Location: Meeting room at Shinagawa Fukuracia
- Participants: 6 people (3 male and 3 female staff members)
- Details: Reconfirming the basics of presentations and reconsidering each person's presentation skill set gained so far were undertaken. The improvement of presentation skills was realized by recording presentations to objectively evaluate each other and by sharing each person's tips and tricks within the group work.

##### <Voices of the participants (excerpts)>

- I will be careful to compose slides and present them accordingly to best benefit my audience.
- I would like to utilize today's lessons about the proper construction of contents when preparing presentations.
- My understanding of what I should be careful about was enhanced by recording and objectively analyzing my presentation.

##### Organization of Coaching Training for Managers and Leaders

- Date/Time: First course December 13, 2019 (Fri.); 14:00-17:30  
Second course February 27, 2020 (Thurs.); 14:00-17:30
- Location: Meeting room at AP Shinagawa
- Participants: 20 people (10 male and 10 female staff members, in total)
- Details: As a result of the lecture and group work, the participants learned about three especially important coaching methods (listening, approving, and asking skills) by understanding the difference between teaching and coaching. A more conscious way of thinking in regard to developing subordinates and younger colleagues more effectively in the future, was developed.



##### <Voices of the participants (excerpts)>

- I understood the importance of listening to my subordinates and younger colleagues. I would like to utilize what I learned today when instructing them.
- I was able to think in the position of my subordinates and younger colleagues by partaking in a roleplay.
- I want to be conscious about "the development through commendation". I also thought it was important to avoid reprimanding and instead, communicate using advice that triggers awareness.
- The session made me think about how the organization's human resource development should be executed. I want to utilize what I learned within my future work.
- I thought the coaching techniques were relevant not only when trying to reduce my mistakes and concerns, but surely when I interact with my younger colleagues as well.

## 5. Seminar for Executives and Managers

- Topic: Using SDGs when considering the sustainable development of organizations in Japan
- Date/Time: August 29, 2019 (Thurs.); 14 : 00-16 : 00
- Location: Sheraton Grand Hotel Hiroshima
- Instructor: Hisaaki Mitsui
- Participants: 33 people (15 from HU, 2 from Delta, 16 from member organizations)

- Details: A guest lecturer who gives consultations related to SDGs to mainly Japanese companies as a SDGs General Manager at the International Development Center of Japan was invited. The seminar was held to illustrate the rise to prominence and background of SDGs and the construction of its 17 goals. Discussions about the opportunities raised by SDGs in various fields were introduced.

<Voices of the participants (excerpts)>

- I was able to understand the relationships between SDGs and private companies.
- I could visualize what makes SDGs necessary and what approaches are needed to be followed.
- Lately, having heard a lot about SDGs, but without knowing what it actually was, I felt familiarized with it after listening to the lecture.





## 6. Bus Tours for Women Students to Visit Companies

### Micron Memory Japan, G.K.

■ Date/Time: August 9, 2019 (Fri.); 7 : 15-12 : 30 (9:00-12:00)

■ Location: Micron Memory Japan, G.K. Hiroshima Factory (Higashi-Hiroshima City, Hiroshima Prefecture)

■ Participants: 63 people

■ Details: Company overview, group discussion, panel discussion, and facility tour. 20 of Micron's members participated. A single facilitator and a single diversity staff member were assigned per group. These two representatives outlined their experiences to the group and answered any questions which they may have had.

#### <Voices of the participants (excerpts)>

- I was satisfied with being able to ask questions and communicate with all kinds of people with various backgrounds.
- I could visualize how my work in the future would be.
- It was worth participating because the opinions from an actual field worker are different in regard to some points than I thought they would actually be.
- This tour gave me the precious opportunity to broaden my insight into diversity.
- I realized there was more to "diversity" than just race and gender.
- I came to realize that I should cherish diversity in various opportunities.
- I was able to visualize a little bit the possibility of having a child while still being employed in the future.



<Group discussion with women researchers>



<Panel discussion with women researchers>

### National Research Institute of Brewing

■ Date/Time: December 11, 2019 (Fri.); 13 : 15-16 : 30

■ Location: National Research Institute of Brewing (Higashi-Hiroshima City, Hiroshima Prefecture)

■ Participants: 13 people

■ Details: Company overview, facility tour, lecture on research contents, and group discussion. 2 women researchers (deputy head of the department and chief researcher) of the institute participated and explained their research achievements, etc. Thereafter, a discussion session with participating students in two groups was conducted. As a part of the facility tour, the staff showed and explained the Sake making processes in action.

#### <Voices of the participants (excerpts)>

- The two women researchers who had been working for a long time at the institute within its various departments, encouraged me. It was definitely worth visiting.
- It was useful for my personal research in regard to job applications, thanks to being able to listen to detailed talk about the study of Sake.
- I felt overwhelmed to see women doing work with men in a reputable research institution.
- I am thinking about the institution as my potential future workplace.



<Lecture on research contents by women researcher>



<Facility tour>

### Otsuka Pharmaceutical Co., Ltd.

■ Date/Time: January 10, 2020 (Fri.)

■ Location: Otsuka Pharmaceutical Co., Ltd. Capacity Development Research Center (Tokushima City, Tokushima Prefecture)

■ Participants: 15 people

■ Details: Company overview, facility tour, lecture on research contents, and group discussion. Of the 13 participants from the company, 10 of them were women researchers. One of them explained her research achievements, etc. Thereafter, a discussion session was conducted with 14 students and 9 women researchers, divided into three groups.

#### <Voices of the participants (excerpts)>

- I was able to realize the difference between research at university and at a company. By witnessing the motivation and ultimate goal of the researcher working at the company, I was given the chance to think about what I should be making an effort towards during my time at university as a student.
- I deepened my understanding of what it means to be a researcher at a pharmaceutical company or at Otsuka Pharmaceutical after listening to their thorough explanation.
- The slogan “get rid of preconception, surpass common sense, and make the impossible, possible” was well projected and impressively visualized by an upside-down painting, hydroponic tomato farm, a not-straight Japanese cedar tree, and a stone floating on water within the factory tour. I would like to follow this important way of thinking within my daily life.
- I thought a complete change in perspective and not persisting with a single perspective will be incredibly helpful when research reaches an impasse.
- I understood what I should be prepared for during my time as a student researcher as a result of a deepened understanding of a researcher’s position at a company. Thereafter, I will be ready to explain my research, doing experiments prepared by myself by consulting others, and cultivating a habit to acquire knowledge through self-study. Further deepening my specialization, at the same time, I would like to think about how my specialty can be applied with a wider perspective, and to seriously consider about my future career.
- Since my grandmother and mother were both stay-at-home mothers, I did not know women who worked after marriage and having had a child. However, I was impressed by the fact that there were many women who work at Otsuka Pharmaceutical, despite having little children. Through the information exchange, I came to know that there was a good working environment for parents with little children at the company.



<Lecture on research contents by women researcher>



<Discussion with women researchers>

## 7. Career Start Support Seminar for Women Students

### Mazda Motor Corporation

■ Date/Time: January 20, 2020 (Mon.); 18 : 00-20 : 00

■ Location: Student Plaza 4F, Hiroshima University (Higashi-Hiroshima City, Hiroshima Prefecture)

■ Participants: 9 people

■ Details: Company overview, lecture on undertaken work, and group discussion. 4 women members (3 technical staff, 1 HR staff) participated from the Mazda Motor Corporation. At the beginning, the company overview was detailed and 2 of the technical staff explained their current work and how they balance work and life. In the second half, a discussion between 5 women students and the Mazda staff was conducted.

#### <Voices of the participants (excerpts)>

- Since I was not able to visualize what working in a motor company meant as there are only a few women students in Cluster 1 of School of Engineering, it was good to hear the talk of alumni.
- I always liked the colors of the cars offered by Mazda. In addition, I learned about the high levels of safety features for the first time.
- I understood how the coexistence of development work and child care functioned.

<Discussion with women technical staff, etc.><Near-side: Women students / Far-side: Mazda technical staff, etc>

## 8. Long-Term Internships

No.	Affiliation	Dispatch Site	Implementation Period
1	Hiroshima University Graduate School of Education D3	Domestic (international organization) UNITAR Hiroshima	July 30–September 30, 2019
2	Hiroshima University Global Career Design Center Special Researcher	Domestic (independent administrative institution) JICA Chugoku	August 5–September 20, 2019
3	Hiroshima University Graduate School of Letters D1	Domestic (public interest incorporated foundation) Hirayama Ikuo Museum of Art	October 2–November 29, 2019
4	Hiroshima University Global Career Design Center Special Researcher	Domestic (public interest incorporated foundation) Koyu Foundation	October 21–November 22, 2019
5	Hiroshima University Graduate School of Education D1	Domestic (international organization) UNITAR Hiroshima	January 23–February 21, 2020
6	Hiroshima University Graduate School of Engineering D3	Domestic company (manufacturing industry/chemical industry) Showa Denko K.K.	February 14–March 13, 2020

### <Voices of the participants (excerpts)>

- Through this internship, I was able to utilize my knowledge and research capacity and gained confidence. Also, I was able to acquire new knowledge. I want to keep on learning.
- There were staff with various career backgrounds at my assigned workplace which taught me to build and utilize various networks, including those of my friends. I would like to utilize the internship into my future career.
- Through communicating with clients and participating in cultural exchange activities, I deepened my understanding towards the Japanese culture and came to be connected with people from various fields.
- Even though it is important to think about my career, it is as important to just give it a go. By removing what I do not want to do during practice, I will find what I want to do.