

2019 Business Approach Implementation Chronology

		Implementation Item		
Industry, Academia, and Government Council for Diversity Promotion	Overall Project	Collaborating Organizations/ Member Organizations	1) Promotion conference, steering committee, task force	
			• Industry, Academia, and Government Council for Diversity Promotion and steering committee held (7/17, 11/25, 2/19)	
			• Task Force meeting held (11/25, 2/19)	
			2) Symposiums, etc.	
			• “Realizing International Diversity in the Research Environment Program Interim General Symposium - Development of internationally active women researchers who are established within the local community-” held (9/27)	
			3) Creation of a PR video	
			• Created a video for business promotion (2nd version), etc. (March) (Hiroshima University, Mazda, Micron Memory Japan, Mitsubishi Chemical)	
			4) Various promotional booklets created and distributed	
			• Created and distributed Performance Report 2019 (March)	
	Lead Organization	1) Various promotional booklets created and distributed		
		• Created a folder and cotton bag for PR, to expand the horizons of the program (December)		
		• For incoming new students, gender equality promotion booklet “Follow your own path” made and distributed (March)		
	Steering Committee	① Institutional Enhancement by Improving Existing Approaches	Collaborating Organizations/ Member Organizations	1) Non-collection of admission fees of accepted PhD candidates
				• As an approach to support career resumption for women researchers who have stopped working, implemented a financial aid policy for the non-collection of admission fees of accepted PhD candidates (deliberated at the admission fees non-collection selection committee 2/12, reported to the president and decided on 2/17)
				2) Partner’s career continuation support
				• Introduced the example of obtaining paternity leave in a company newsletter (6/25 Delta Kogyo)
				3) Institutional enhancement by improving existing approaches
				• Changed to a new unisex uniform (4/1 Delta Kogyo)
• Unofficial offer given by the Hiroshima Chamber of Commerce and Industry to be an “accredited company for practicing labor reform in Hiroshima prefecture” (12/26 Delta Kogyo)				
4) Seminars, etc. (awareness-raising and information exchange)				
• CAPWR-SDGs seminar “Using SDGs when considering the sustainable development of organizations in Japan” held (8/29)				
• CAPWR seminar “Measuring ‘The Gap’ - Gender gap analysis in the innovation process utilizing a patent and thesis data-” held (12/10)				
Lead Organization			1) Seminar etc. (awareness-raising and information exchange)	
			• Gender equality awareness-raising seminar “Gender and Labor” held (5/8)	
			2) Research supporters	
			• Placed supporters (April to end of September: 26 people, October to end of March: 15 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 and of CAP researchers (part-time) for spouses of researchers (regardless of gender) (10/21)			
Collaborating Organizations/ Member Organizations	4) Institutional enhancement by improving existing approaches			
	• Implemented ubiquitous research environmental support (April)			
	• Implemented child support outside of schools during school breaks (3/26-4/8, 7/22-8/29, 12/4-1/6: in Hiroshima and Higashi-Hiroshima areas)			
	• Implemented a subsidiary service to provide support for usage fees of sick child care (4/1-3/31)			
	• Designed principle and interaction guideline for gender diversity “For working together with students from the LGBT, etc. community” (12/7)			
	1) Women researcher joint research funding (women as leaders)			
	• Granted research funding to seven applicants who qualified for funding through joint research with collaborating organizations (9/30)			
	2) Assignment of joint research mentor			
	• Assigned joint research mentor for those who obtained the funding mentioned above who wish to partake within the mentor system (12/6)			
3) Various seminars, etc.				
• Total of 219 challengers (21 female) for acquiring a certificate using the certificate accreditation system (end of June Delta Kogyo)				

		Implementation Item	
Industry, Academia, and Government Council for Diversity Promotion	② Capacity Development in Women Researchers' Research Activities	Collaborating Organizations/Member Organizations	<ul style="list-style-type: none"> • CAPWR-SDGs seminar "Using SDGs when considering the sustainable development of organizations in Japan" held (8/29) • English presentation training implemented (2/14-2/15: implemented in Hiroshima district and Higashi-Hiroshima district) • English paper-writing seminar conducted by editor of the Nature Journal (2/27-2/29: implemented in Hiroshima district and Higashi-Hiroshima district) • Mentor training seminar held (2/28)
			4) Networking event, etc. for participants from different fields and professions
			• Networking event conducted for participants from different fields and professions (2/14)
		Lead Organization	1) Women researcher overseas joint research funding
			• In order to support joint research of women researchers in research organizations overseas, initiated a call for Hiroshima University Women Researcher Overseas Joint Research Funding System with a donation from the Micron Foundation (internal revenue sources) (1/8)
			2) Women researcher encouragement award
			• In order to support obtaining research funding for young female researchers who have not obtained funding, granted research funding to three researchers (internal revenue sources) (9/30)
			3) Approach to encourage the stimulation of research activities and the application to higher level items of Grants-in-Aid for Scientific Research
			• Implemented a Grants-in-Aid for Scientific Research Step-up Support System to support the promotion of large-scale research (internal revenue sources) (8/1)
			4) Mentoring young female researchers
		• Created a handbook about the mentor system (English version published as well) (2/21)	
	③ Positive Action in Recruitment and Promotion of Women Researchers	Collaborating Organizations/Member Organizations	1) Company visits, career seminars, etc. for women students
			• Obtained the level of "3 Stars" by meeting all five evaluation criteria updating the "ERUBOSHI (L-Star)" certificate accrediting corporations that conduct women success promotion (August International Development Center)
			• Unofficially decided on the employment of two Myanmar female researchers after opening an international recruitment call for foreign female researchers (12/1 Delta Kogyo)
			• Implementation of a company visit bus tour planned for students (8/9 Micron Memory Japan, 12/11 National Research Institute of Brewing, 1/10 Otsuka Pharmaceuticals)
			• Career Start Support Seminar held (1/20 Mazda)
			2) Long-term internship (Women D student)
			• UNITAR Hiroshima (7/30-9/25), Hirayama Ikuo Museum of Art (10/2-11/29)
			3) Awareness-raising seminars for directors/managers
			• Women success promotion training implemented (10/18 Delta Kogyo)
			• Skill-up training (effective method for presentation) implemented (11/12 International Development Center)
			• Coaching and mentoring training (following-up with young and women staff, effective communication) implemented (12/21 International Development Center)
		Lead Organization	1) Women-only public recruitment/promotion
		• Promotion of three female faculty members decided using in-house promotion system (quota for female faculty members) (10/21)	
	• Request for cooperation for the aggressive recruitment of women faculty members at the "women researcher success promotion committee" (7/16)		
	2) Awareness-raising seminars for directors/managers		
	• CAPWR-SDGs seminar "Using SDGs when considering the sustainable development of organizations in Japan" held (8/29)		
④ Model Development	Collaborating Organizations/Member Organizations	1) Questionnaire survey, etc. (factors preventing diversity promotion, etc.)	
		• Reported the analysis results of the interviews and questionnaire surveys to Izumi and shared the discovered issues (12/16)	
		• Reported the analysis results of the questionnaire surveys to Delta Kogyo staff and shared the discovered issues (1/9)	
		• Implemented a questionnaire survey at Mazda (10/7-10/16). Reported the survey analysis results (March)	
		• Reported the analysis results of the questionnaire surveys at Hiroshima University (1/30)	
Third-party Evaluation Committee		1) Creation of third-party interim evaluation report	
		• Created the report booklet and distributed to related organizations (6/25 mailed, 7/17 promotion council)	
		2) Third-party evaluation committee held	
	• Conducted meetings, etc. toward the final evaluation (March)		