Implementation System

Organization for Industry, Academia, and Government Council for Diversity Promotion

Chairperson: Executive Vice President for University Reform, Hiroshima University

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

Total of 37 Member Organizations (as of the end of March 2020: organized by type and in alphabetical order) [Companies]

Aohata Corporation, Chugoku Shimbun Co., Ltd., The Chugoku Electric Power Company, Inc., Energia Research Institute, Fumakilla Corporation, The Hiroshima Bank, Ltd., Izumi Corporation, Otsuka Pharmaceutical Co., Ltd., Japan Finance Corporation Hiroshima Branch, JA Group Hiroshima, Japan International Cooperation Agency Chugoku Center, JFE Steel Corporation Western Japan Steelworks, Micron Memory Japan, G.K., Mitsubishi Chemical Corporation, Mitsubishi Heavy Industries, Ltd., The Momiji Bank, Ltd., Otafuku Holdings Co., Ltd., RCC Broadcasting Co., Ltd., Ryobi Limited., The Saikyo Bank, Ltd., Satake Co., Ltd.

[Research institutes]

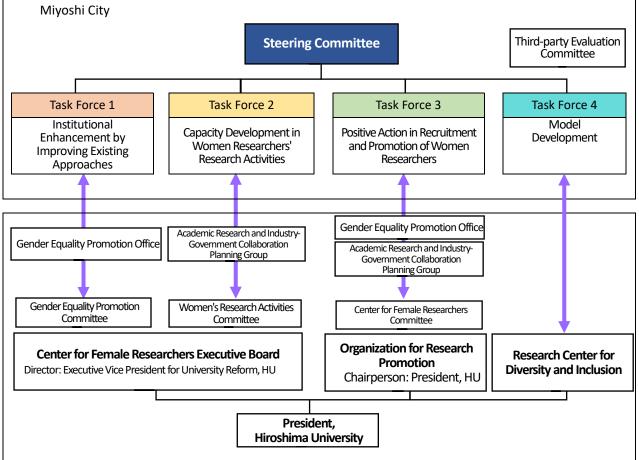
National Research Institute of Brewing

[Educational institutions, including universities]

Hiroshima City University, Hiroshima International University, Fukuyama University, Fukuyama City University, Kure National College of Technology, Prefectural University of Hiroshima, Yamaguchi University

[Government and municipal offices]

Fukuyama City, Hatsukaichi City, Higashihiroshima City, Hiroshima City, Hiroshima Prefecture, Kure City, Miyoshi City



2. Industry, Academia, and Government Diversity Promotion Conference

Purpose

The Industry-Academia-Government Council on Promoting Diversity brings together national, public, and private universities in the Chugoku and Shikoku regions along with local governments, companies, and other corporate entities to work together to promote gender equality in the Chugoku and Shikoku regions, gather expertise from a broad geographic area, communicate information regionally and nationally, and implement the Initiative for the Implementation of the Diversity Research Environment (Collaboration Type) as part of the Ministry of Education, Culture, Sports, Science and Technology's Science and Technology Human Resources Development Subsidy Program.

6th Industry-Academia-Government Diversity Promotion Conference Date/Time: July 17, 2019 (Wed.); 16:00-17:30 3. Implementation of non-collection of admission fees Location: Sheraton Grand Hotel Hiroshima (Doctorate program at HU graduate school) Participating institutions (number of people): 4. Third-party interim evaluation report 26 institutions (42 people) 5. Organization of the SDGs seminar for international diversity research environment implementation program Agenda Items: 1. 2018 business achievements 6. Organization of an interim general symposium 2. Business plan and progress status for 2019 7. Opinion exchange 7th Industry-Academia-Government Diversity 8th Industry-Academia-Government Diversity **Promotion Conference Promotion Conference** Date/Time: November 25, 2019 (Mon.); 14:30-15:30 Date/Time: February 19, 2020 (Wed.); 13:30-14:00 Location: Sheraton Grand Hotel Hiroshima Location: Hotel Granvia Hiroshima Participating institutions (number of people): Participating institutions (number of people): 20 institutions (33 people) 12 institutions (26 people) Agenda Items: Agenda Items: 1. Business plan and progress status for 2019 1. Status of implementation of the business in 2019 2. Implementation of non-collection of admission 2. The 2020 business plan fees (Doctorate program at HU graduate school) 3. Others 3. Others

3. Industry-Academia-Government Diversity Promotion Conference Steering Committee

Agenda items: The Committee deliberates on the items stated below.

- (1) Confirmation of the overall action plan, progress, and achievement of targets in the Ministry of Education, Culture, Sports, Science and Technology (MEXT) Program "Initiative for the Implementation of the Diversity Research Environment" (Collaboration-type) (referred to hereafter as the "project").
- (2) Challenges for countermeasures for the project as a whole.
- (3) Approval, etc., for next-term's plan for the project as a whole.
- (4) Other necessary items for the Committee management's review.

Industry, Academia, and Government Diversity Promotion Conference Steering Committee: List of Members

Chairperson	Misako Aida	Hiroshima University Director and Vice-President of University Reform	Director of representative institution (in charge of university reforms)
Member	Yoko Ishida	Hiroshima University Deputy Director of Gender Equality	Representative in charge (chairperson) of TF[1]
Member	Yoko Nishina	Chairperson of Women's Research Activities Committee at Hiroshima University	Representative in charge (chairperson) of TF[2]
Member	Michio Yamada	Hiroshima University Director of Financial and General Affairs	Representative in charge (chairperson) of TF[3]
Member	Machiko Oike	Head of Diversity Research Center at Hiroshima University	Representative in charge (chairperson) of TF[4]
Member	Masahiko Takamura	Deputy Head Human Resources Office at Mazda Motor Corporation	Representative in charge of TF[1] and [3]
Member	Yoshiyuki Maeda	Head of R&D Technology Administrative Department at Mazda Motor Corporation	Representative in charge of TF[2]
Member	Takashi Chigane	Senior Manager of Human Resources Solution Group at Mazda Motor Corporation	Representative in charge of TF[4]
Member	Seiji Hirano	Senior Manager of R&D Technology Administrative Department at Mazda Motor Corporation	Representative in charge of TF[4]
Member	Minoru Sawada	General Affairs Manager of Delta Kogyo Co., Ltd. Representative in charge of Till	
Member	Michio Watanabe	General Manager of International Development Center Representative in charge of TF[2]	

Industry-Academia-Government Diversity Promotion Conference Steering Committee Task Force (TF)

Agenda items: The TF deliberates on the items stated below and makes proposals, etc., to the Steering Committee regarding amendments to the action plan as necessary.

(1) Progress in each approach (2) Sharing of challenges (3) Necessary items for other TFs

Task Force 1 - 4: List of Members

Task Force [1]		Name	Title
	Chairperson	Yoko Ishida	Deputy Director of Gender Equality, Hiroshima University
	Member	Katsuhiko Takamura	Deputy Head of Human Resources Office, Mazda Motor Corporation
	Member	Minoru Sawada	General Affairs Manager of Delta Kogyo Co., Ltd.
	Member	Michio Watanabe	General Manager of International Development Center

Task Force [3]		Name	Title
	Chairperson	Michio Yamada	Director of Financial and General Affairs, Hiroshima University
	Member	Katsuhiko Takamura	Deputy Head of Human Resources Office, Mazda Motor Corporation
	Member	Minoru Sawada	General Affairs Manager of Delta Kogyo Co., Ltd.
	Member	Michio Watanabe	General Manager of International Development Center

Task Force [2]		Name	Title
	Chairperson	Yoko Nishina	Chairperson of Women's Research Activities Committee, Hiroshima University
	Member	Yoshiyuki Maeda	Head of R&D Technology Administrative Department at Mazda Motor Corporation
	Member	Minoru Sawada	General Affairs Manager of Delta Kogyo Co., Ltd.
	Member	Michio Watanabe	General Manager of International Development Center

Task Force [4]		Name	Title
	Chairperson	Machiko Oike	Head of Diversity Research Center, Hiroshima University
	Member	Takashi Chigane	Senior Manager of Human Resources Solution Group, Mazda Motor Corporation
	Member	Seiji Hirano	Senior Manager of R&D Technology Administrative Department, Mazda Motor Corporation
	Member	Minoru Sawada	General Affairs Manager of Delta Kogyo Co., Ltd.
	Member	Michio Watanabe	General Manager of International Development Center

X Others include interested representatives of the promotion conference's member organizations.

Industry, Academia, and Government Diversity Promotion Conference Steering Committee

Date/Time: July 17, 2019 (Wed.); 15:00-15: 45 Location: Sheraton Grand Hotel Hiroshima Agenda Items:

- 1. Business implementation and goal achievement status for 2018
- 2. Challenges and countermeasures experienced by business for 2018
- 3. Business plan and progress status for 2019
- 4. Implementation of non-collection of admission fees (Doctorate program at HU graduate school)
- 5. Third-party interim evaluation report
- 6. Organization of the SDGs seminar for international diversity research environment implementation program
- 7. Organization of an interim general symposium
- 8. Future direction of Task Force
- 9. Others

■ Industry, Academia, and Government Diversity Promotion Conference Steering Committee

Date/Time: February 19, 2020 (Wed.); 13:00-13:20

Location: Hotel Granvia Hiroshima

Agenda Items:

- Business implementation and goal achievement status for 2019
- 2. Challenges and countermeasures experienced by business for
- 3. The 2020 business plan
- 4. Future direction of Task Force
- 5. Others

Industry, Academia, and Government Diversity Promotion Conference Steering Committee Task force

Date/Time: November 25, 2019 (Mon.); 14:00–14:20 Location: Sheraton Grand Hotel Hiroshima Agenda Items:

- 1. Business plan and progress status for 2019
- 2. Challenges and countermeasures experienced by business for 2019
- 3. Implementation of non-collection of admission fees (Doctorate program at HU graduate school)
- 4. Future direction of Task Force
- 5. Others

Industry, Academia, and Government Diversity Promotion Conference Steering Committee Task force

Date/Time: November 25, 2019 (Mon.); 15:30–16:30 Location: Sheraton Grand Hotel Hiroshima

- Agenda Items:
 1. Opinion exchange, etc.
- 2. Others

Industry, Academia, and Government Diversity Promotion Conference Steering Committee

Date/Time: February 19, 2020 (Mon.); 15: 30-16: 30 Location: Hotel Granvia Hiroshima

Agenda Items:

- 1. Opinion exchange, etc.
- 2. Others

4. Third-Party Evaluation Committee

The results of the third-party interim evaluation were reported to the CAPWR steering committee, each Task Force, and member organization of the Industry, Academia, and Government Diversity Promotion Conference. More details as described in P21.

■ Third-Party Evaluation Committee Members

Chairperson: Keiko Nishino (Professor, School and Graduate School of Policy Studies, Kwansei Gakuin University)

Committee member: Masafumi Nagao (Visiting Professor, United Nations University Institute of Sustainability Advanced Research)

Akihiko Hashimoto (General Research Officer, National Research Institute for Educational Policy Research)