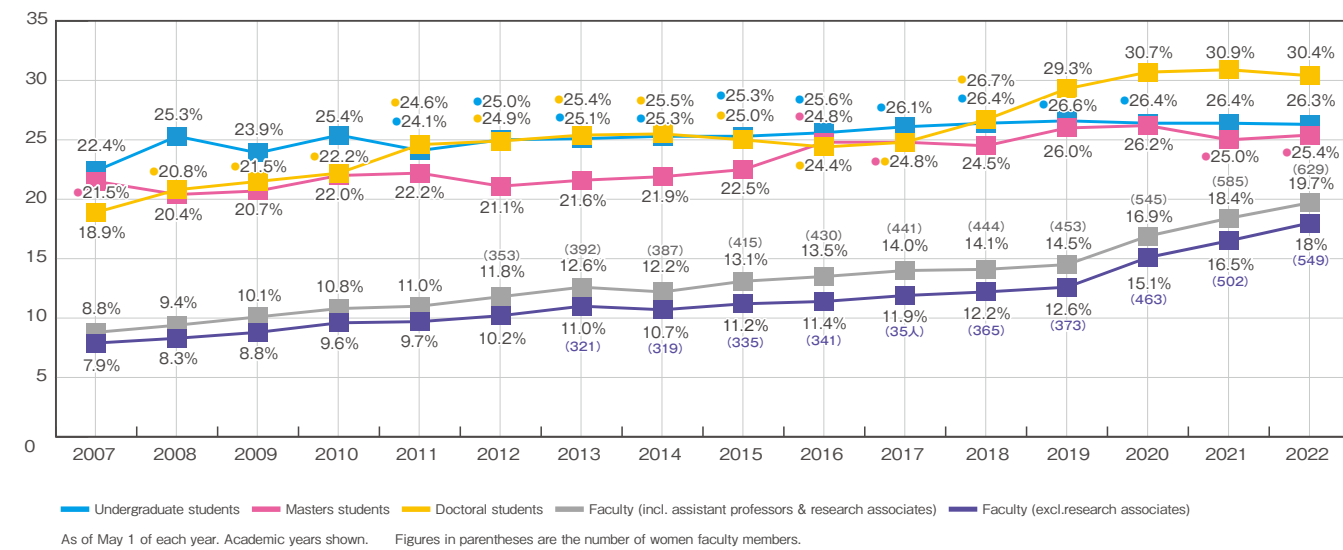


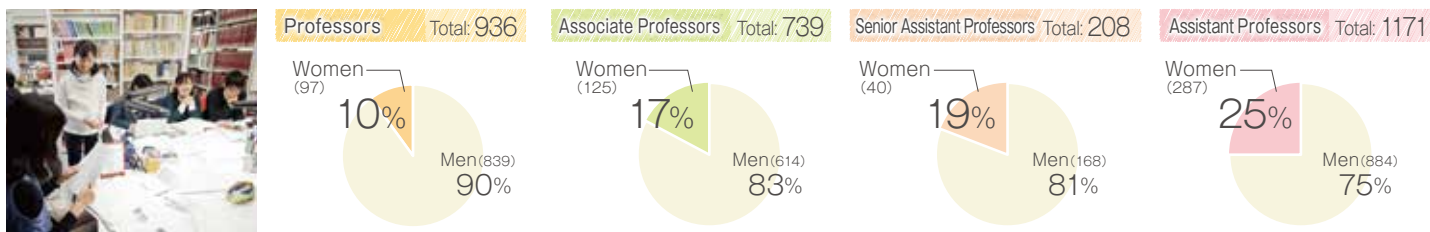
# Gender Equality at Tohoku University Today

## Percentage of Women in Faculty & Student Body

Tohoku University has steadily increased the number of women in faculty positions, thanks to support from the MEXT Program for Supporting Female Researchers and focused efforts funded by the university ("Project to Promote Gender Equality and Female Researchers," funded by the Presidential budget). However, comparison with the averages of all national universities shows that more work needs to be done.



## Male/Female Breakdown (as of May 1, 2022)

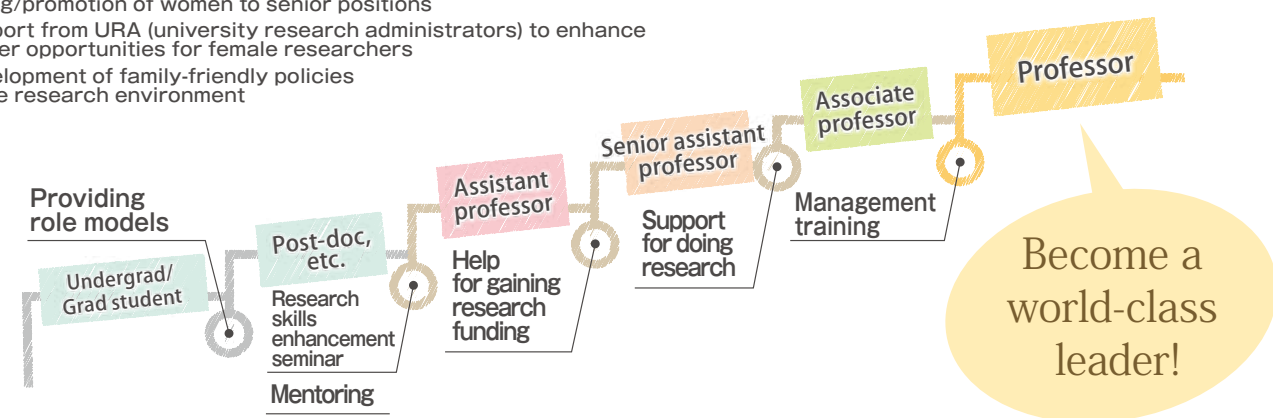


# Taking Gender Equality to the Next Level

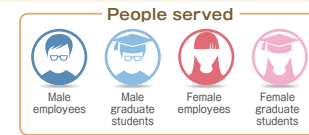
## Features

This project builds up a system for increasing research achievements by female researchers and nurturing female leaders through diverse efforts tailored to every career stage.

- Hiring/promotion of women to senior positions
- Support from URA (university research administrators) to enhance career opportunities for female researchers
- Development of family-friendly policies in the research environment



## On-campus Child Care Facilities



### Kawauchi Keyaki Nursery School

8 a.m.–7 p.m., Monday to Saturday (excluding public holidays and year-end/New Year's holiday)  
Extended-hours services also available



Capacity: 22  
Open to: Children of Tohoku University employees & students & local residents

<https://www.bureau.tohoku.ac.jp/somu/hoiku/keyaki.html>

### Hoshinoko Nursery School

7:15 a.m.–6:15 p.m., every day (However, the center may be closed on days when users do not wish to receive childcare services.)  
Extended-hours, overnight (Mon. & Fri.), and temporary child care services also available



Capacity: 120  
Open to: Children of Tohoku University Hospital employees

<https://www.hosp.tohoku.ac.jp/hoshinoko>

### Aobayama Midori Nursery School

8 a.m.–7 p.m., Monday to Saturday (excluding public holidays and year-end/New Year's holiday)  
Extended-hours and temporary child care services also available



Capacity: 116  
Open to: Children of Tohoku University employees & students

<https://www.bureau.tohoku.ac.jp/somu/hoiku/midori.html>

### Hoshinoko Room Day-Care Center for Children with Non-serious Illness or Recovering from Illness

Children six months or older, but younger than the 4th grade of elementary school, who are unwell and unable to attend daycare/school due to a fever or other symptoms. (Users need to fill out a doctor contact form.)



9:00 a.m.–17:45, Open on Mondays and the day after national holidays  
7:30 a.m.–17:45 p.m., Tuesday to Friday (excluding public holidays and year-end/New Year's holiday)  
Open to: Children of Tohoku University employees & students

<https://www.hosp.tohoku.ac.jp/hoshinoko-room.html>

## History of Female Tohoku University Students

Tohoku University was the first university in Japan to admit female university students. During the late Meiji Era, around the time of Tohoku University's inception, universities were limited to only male graduates from the old high school system and it was unthinkable for women to gain admission as bona fide university students.

However, an incident occurred during the second year of the Taisho Era (1913) to break this precedent: The newly founded Tohoku Imperial University placed four women applicants at the entrance examinations at its own discretion.

The first female university students



Chika Kuroda Raku Makita Ume Tange



Ministry of Education correspondence concerning female university students

In the midst of entrance examinations, the Ministry of Education sent a letter to the university stating, "As there are no precedents for women to enter the Imperial University, this is a serious incident that must be discussed thoroughly" and demanded an explanation through official channels. However, the university paid no heed and announced the acceptance of Chika Kuroda, Raku Makita, and Ume Tange, thus creating the first female university students.

The three successfully graduated as Japan's first-ever female baccalaureates, and over the next several years remained at Tohoku University as assistants and graduate students.



We have launched a special website (now open to the public)

Women of Tohoku University Running Through the Times  
—The Birthplace of Japan's First Female University Students—  
[https://www.tohoku.ac.jp/tohokuuni\\_women/](https://www.tohoku.ac.jp/tohokuuni_women/)

## Support Gender Equality!

Want to help promote gender equality at Tohoku University? Then consider donating to the Tohoku University Fund for Gender Equality Promotion, which is used to support skills development and career advancement of women researchers, help them balance work with childrearing duties, foster new generations of women researchers, enhance the on-campus child care services, keep the university's gender equality traditions alive, and more.

### Contact

For details on how to donate and perks for donors, contact the following office.



### Tohoku University Fund secretariat

(Fund Coordinator, Office of Fund and Alumni Projects, General Affairs and Planning Department, Tohoku University)

E-mail : kikin@grp.tohoku.ac.jp  
U R L : <http://www.bureau.tohoku.ac.jp/kikin/>  
2-1-1 Katahira, Aoba-ku, Sendai, Miyagi 980-8577 Japan

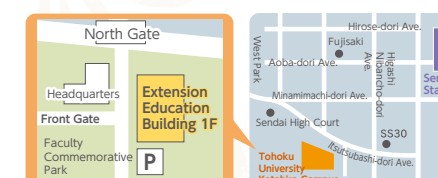
## Join Our Mailing List!

Subscribe to the TUMUG mailing list to quickly access the latest news on support programs, events, and more. Just scan the QR code here to go to the sign-up page.



## Tohoku University Center for Gender Equality Promotion

Phone +81-22-217-6092  
2-1-1 Katahira, Aoba-ku, Sendai, Miyagi 980-8577 JAPAN  
E-mail [office@tumug.tohoku.ac.jp](mailto:office@tumug.tohoku.ac.jp)  
Website <http://tumug.tohoku.ac.jp/en/>



TUMUG stands for: Tohoku University, Movement, United, Gender. TUMUG is read *tsumugu*, a Japanese word meaning "spin thread," and conveys how the many different gender equality initiatives of Tohoku University are spun together into a big, united movement for realizing gender equality.

Published March 2023



In 2023, Tohoku University will celebrate the 110th anniversary of the birth of Japan's first female university student at Tohoku University.

(100th anniversary of the admission of women students in the humanities.)



# Gender Equality and Diversity Promotion at Tohoku University

## The Past and Future of the Center - Toward Gender Parity and the Promotion of DEI

Since its establishment in 1907, Tohoku University's founding philosophy has been "open-door", "research first", and "respect for practical learning". In 1913, Tohoku University became the first university in Japan to admit three female students and the first to produce a bachelor's degree in women.

In 2001, Tohoku University became the first university in Japan to establish a Gender Equality Committee, and in 2002 issued the "Tohoku University Declaration for Gender Equality". In 2001, Tohoku University became the first university in Japan to establish a nursery for children after illness in the university hospital (2001) and to make the "Tohoku University Science Angels" program (2006), an organization of female graduate students in the natural sciences, which has attracted nationwide attention. The "Science Angels" program has now been renamed the "Science Ambassadors" and has been further expanded to include female graduate students in the humanities and social sciences, as well as those who identify themselves as female.

In 2013, the centennial year of the admission of female students, the "Action Guidelines for the Promotion of Gender Equality" were formulated, leading to the establishment of the "Center for the Promotion of Gender Equality (TUMUG)" the following year, in 2014. Since then, the "Center for the Promotion of Gender Equality (TUMUG)" has been promoting gender equality in accordance with the seven categories of "support and environment for gender balance," "fostering female leaders," "fostering the next generation,"

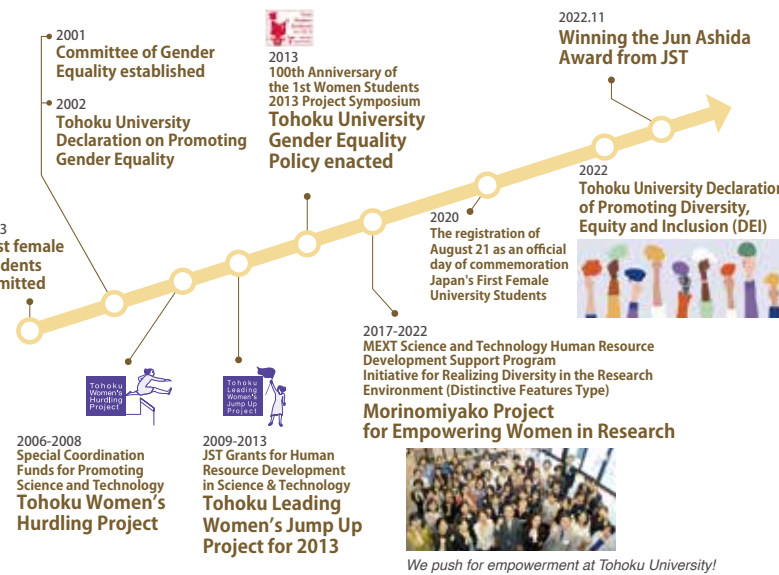
"award system," "regional cooperation," "responding to internationalization," and "support promotion system" in order to correct the unevenness within the university due to gender differences. As a result of these efforts, from 2001 to 2022, the percentage of female doctoral students increased from 13.6% to 30.4%, and the percentage of female faculty members rose from 5.7% to 19.7%. In November 2022, in recognition of these efforts, the Japan Science and Technology Agency presented the 4th JUN ASIDA Award for the Advancement of Female Researchers (JUN ASIDA Award).

However, we are only halfway there. Although the percentage of female researchers at our university has increased, it is still low from a global perspective, and there is still a gender-based gap in career paths at our university and in the academic world in Japan. Therefore, in April 2022, Tohoku University issued the Declaration for the Promotion of Diversity, Equity and Inclusion (DEI) as a new beginning for gender equality. This DEI Promotion Declaration is a declaration to promote awareness-raising and the development of an environment and systems, both domestically and internationally, to ensure that diversity is respected by all members and that all members' diversity is respected, based on the principles of diversity, equity, and inclusion. In accordance with the DEI Promotion Policy, the Center will continue to sustain its efforts to reduce disparities and inequalities based on gender and diversity, and strive to realize an equity and inclusive university organization.

## Tohoku University will promote Diversity, Equity & Inclusion (DEI) based on the following

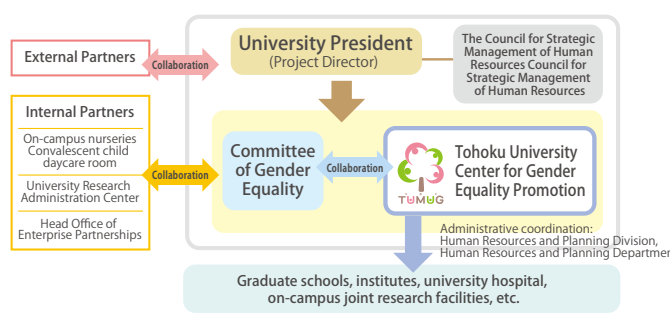
- Tohoku University will study the ratios of female faculty members and female students in each field in order to close the gender gap; and strive to understand what is needed to better promote women's activities. Based on information gathered, the university will pursue gender parity by actively recruiting qualified female faculty and university staff, promoting them to appropriate positions of higher responsibility, and training younger generations of female academics throughout the university.
- Tohoku University will ensure that all students, faculty and staff can devote themselves to their education, research and work with dignity, respect for individuality and mutual understanding. To this end, the university will conduct awareness activities to dispel unconscious biases related to gender, gender identity/sexual orientation, age, disability, ethnicity, nationality, religion, creed.
- Tohoku University will provide an environment that guarantees equity, where all students, faculty and staff can feel comfortable and maximize their abilities freely. It also aims to be an inclusive institution where members with varying attributes and personalities are welcomed, supported and valued.

## Milestones



## Project Organization

This project carries out programs for developing a diversity-driven research environment. The Council for Strategic Management of Human Resources, which is formed under the project's director, the university president, deliberates on measures for expanding the number of female researchers employed, and implements those actions in collaboration with the Committee of Gender Equality and TUMUG. An advisory board of external experts provides neutral expert advice on the suitability and progress status of this project and other efforts to promote gender equality at Tohoku University.



# Striving toward Gender Equality

## TUMUG Support Project (Project to Promote Gender Equality and Female Researchers)

The TUMUG Support Project (Project to Promote Gender Equality and Female Researchers) encompasses six programs for providing work-life balance support and improving conditions, nurturing female leaders, and nurturing the next generation.

### Research support staff

Work-life balance support | Nurturing female leaders

Grant to cover cost of hiring research support staff

Open to	Male/female academic and technical staff who are expectant mothers, caring for children, or providing family care**1
	Female academic and technical staff who will serve on a national government council or hold other key position**1

### Next Step Research Grant

Nurturing female leaders

Grant to support new research projects without other external funding, and research expenses

Open to	Female academic staff (associate professor, senior assistant professor, assistant professor, research associate)**1**2
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### Fee-assistance programs for hiring babysitters and other childcare services

Work-life balance support

A grant will be provided to cover fees for babysitting/nursery services necessary for balancing work duties with childcare

Open to	Academic/administrative staff, Postdoctoral Fellows, doctoral students (male or female)
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It has become available for administrative staff members to use as well.

### Tohoku University Science Angels

Nurturing next generation

Planning and implementation of seminars for high schools, etc., open campus days and science events

Open to	Female grad students enrolled in natural science departments
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### Start-up research costs

Nurturing female leaders

Research grant in the first year

Open to	Newly appointed female academic staff (assistant professor and above)**1**2
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### Zonta Club of Sendai | financial assistance for overseas travel by Tohoku University female graduate students

Nurturing next generation

Funds to help offset the cost of travel to attend overseas conferences, symposiums and the like

Open to	Female grad students
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\*1 Limited to those regularly employed by Tohoku University. (Faculty members, etc. serving under the cross-appointment system whose primary employer is another institution are ineligible.)  
\*2 Not available to those who have competitive funds (including university expenses) totaling 3 million yen or more in the relevant academic year.

**User Feedback**

**Support program utilized: Research support staff**

The support program has greatly supported me in conducting my education and research with peace of mind. Although it is sometimes difficult to find time for myself, this program has helped me tremendously.

Associate Professor Shinobu Myoki  
(Graduate School of International Cultural Studies)

**Support program utilized: Fee-assistance programs for hiring babysitters and other childcare services**

Thanks to the support program, I have been able to focus on my education and research while taking care of a child. The assistance provided has been invaluable, and I sincerely hope that this program will continue to benefit students and researchers like me in the future.

Associate Professor Kengo Kubota  
(Graduate School of Environmental Studies)

## Tohoku University Science Ambassadors (SA)

Science Ambassadors are women studying at Tohoku University graduate schools who have banded together to serve as role models for junior and senior high school girls considering a career in research, and to communicate to them the appeal and satisfaction that come with being a female researchers.

- Aims**
- Nurture the next generation of women researchers by having SAs serve as relatable role models for girls in elementary to senior high school and convey the appeal of science.
  - Enhance the skills of SAs as budding researchers and foster in them a stronger sense of mission and responsibility as scientists.
  - Build up a network of women graduate students and researchers that spans different generations and disciplines.

**Core Activities**

**Visiting seminars**

SAs give talks to mainly high school students to share their experiences in science research and university life.

**Science events**

Conduct experiments and other hands-on activities at science events to introduce participants to the world of science.

**Open campus workshops**

SAs provide answers and advice to junior and senior high school students thinking about studying science in college, and introduce them to campus life.

**Participation in symposia/training**

SAs write about their experiences in research, studying, and career planning, as well as Sendai's appeal, living alone, roundtable discussion reports, etc.

A supportive working environment for everyone!

Diversity drives the development of an open research environment!

## Promoting Diversity Through Strategic HR Initiatives

A diverse and open research environment is what powers the creative thinking needed to pioneer new frontiers in research. Seeking to promote and expand the diversity needed to further develop such an environment, Tohoku University is taking action to recruit international and women researchers.

### (1) Support for Promoting Utilization of the Cross-appointment System

This initiative seeks to further advance the development of an open research environment by providing funding support to departments that use the cross-appointment system to recruit international and women researchers, etc. who can contribute to the invigoration of education, research, and collaboration at the university. The funding covers 50% of the relevant personnel expenses borne by Tohoku University for up to three years (to end of AY2024), with a cap of 2 million yen/year.

For	International and women researchers, etc. who can contribute to the invigoration of education, research, and collaboration at Tohoku University, and were recommended by the department's head, etc.
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### (2) Young Distinguished Professor Program for International and Women Researchers

Aimed at promoting the recruitment of brilliant young researchers, this initiative provides funding support to departments that hire outstanding, promising international/women researchers (such as Research Fellows) for positions such as Assistant Professors and Specially Appointed Associate Professors (Research). The funding offsets the researcher's salary for up to three years (to end of AY2024), with a cap of 2 million yen/year (not to exceed 1/2 of the annual salary), or a cap of 1/2 of the employee's salary in cases where 1/2 is less than 2 million yen.

For	International and women researchers (Research Fellows, etc.) who are already members of Tohoku University, will be no older than 37 at the end of the academic year they were hired, hold or are expected to receive a doctorate, and were recommended by the department's head, etc.
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For details on these programs, contact the following office.

**Contact** Appointment Section I, Payroll and Labor Affairs Division, Human Resources and Planning Department  
Tel: 022-217-4826 E-mail: nin1@grp.tohoku.ac.jp

## Priority Hiring of Women

The university's faculty hiring guidelines state that priority is to be given to female job candidates who possess the level of capabilities required for each position.

## Honoring Achievements

Tohoku University Gender Equality Promotion Award in Commemoration of Masataro Sawayanagi  
Tohoku University Prize for Encouragement of Gender Equality Promotion in Commemoration of Masataro Sawayanagi

We established the Tohoku University Gender Equality Award to honor people whose achievements in diverse fields have contributed greatly to the advancement of gender equality in academia.

The Sawayanagi Award derives its name from the first president of Tohoku University, Masataro Sawayanagi, who promoted the open-door policy. Based on this philosophy, three female students were welcomed to Tohoku University in 1913, the first in Japan.

Tohoku University Award for Outstanding Female Researchers (Murasaki Sendai Hagi Award)

This award is aimed at cultivating top female scholars by honoring the activities of women who engage in outstanding research at Tohoku University, and in doing so, to encourage them to further their research aspirations. By supporting the activities of female researchers, this award also intends to bring greater diversity to the university's research environment and thereby facilitate innovative achievements in research.



## Forums & Workshops

### TUMUG Café

These relaxed gatherings provide opportunities to share information and ideas on research, education, and how to balance work with family care duties.



### Next-gen Seminars

Led by women researchers at Tohoku University and external organizations, these seminars convey the appeal of careers in research through talks on career development, work-life balancing, and more.



### Skill-up Seminars

These workshops help participants to enhance their capabilities as researchers, including presentation skills and the know-how for acquiring external funding.



### Leadership Training for Women

This program seeks to help women researchers to move up to senior positions by boosting their motivation and engagement.



\*Due to the Covid-19 pandemic, we have been holding our lunch meetings online since April 2020.\*