

Working Towards Forming a Consortium to Support Regional Women Researchers and Engineers

The number of cooperating organizations has been further expanded with the additional participation of six new organizations

Participants from October 2020	Additional participants from January 2021
Bourbon Corporation NIIGATA INSTITUTE OF TECHNOLOGY	KOBAYASHI CO.,LTD KUBOSEI ELECTRIC Corporation NAKATSUYAMA NETSUSHORI.co.,ltd. Arisawa mfg Co.,Ltd. TOYO YAKIN INC. Sakata Ltd.

3 Partner Organizations
+
16 Cooperating Organizations
Now a total of 19

The second meeting between partner and cooperating organizations was held (March 3rd)



Lecturer : MATSUURA Keiko Vice President Oita University

Partner and cooperating organizations jointly implemented an online session of the Initiative for the Implementation of the Diversity Research Environment (Driving-type). The initiative aims to promote the active participation of women researchers and engineers. The first half of the session included lectures on advanced initiatives from Oita University, which promotes regional diversity through industry-academia collaboration, and from partner organization Sanwa Shurui Co., Ltd. In the second half of the session, participants discussed objectives for the initiative and exchanged opinions on specific efforts towards establishing a provisionally titled Diversity Consortium to promote regional diversity with funds from industry, academia, and local government.

2nd Meeting Between Partner and Cooperating Organizations (15 Organizations Participating) (Honorific titles omitted)

Nagaoka University of Technology National Institute of Technology, Nagaoka Collage eTRUST Co., Ltd. NAGAOKA City Sorimachi Giken Co., Ltd. Sorimachi Co.,Ltd. Nagaoka Institute of Design Japan Finance Corporation NAGAOKA Branch NIIGATA ELECTRONIC INDUSTRIES ASSOCIATION NIIGATA INSTITUTE OF TECHNOLOGY Bourbon Corporation KOBAYASHI CO.,LTD KUBOSEI ELECTRIC Corporation NAKATSUYAMA NETSUSHORI.co.,ltd. Arisawa mfg Co.,Ltd. TOYO YAKIN INC. Sakata Ltd.

Activity Report (Seminars hosted by the National Institute of Technology, Nagaoka College)

Workshop on On-Campus Harassment

Date and time: November 19th (Thu), 15:30-17:00

Venue: Online

Lecturer: Chihiro Ogura (Japan Institute for Women's Empowerment & Diversity Management)

Participants: Mainly managers at partner and cooperating organizations

Number of participants: 43

Seminar on Work-Life Balance

Date and time: December 3rd (Thu), 15:00-17:00

Venue: National Institute of Technology, Nagaoka College

Lecturer: Kenta Yoshida (Fathering Japan, Niigata)

Participants: Mainly young male faculty and staff at educational organizations and companies

Number of participants: 34

Lecture on Role Models

Date and time: December 8th (TUE), 16:10-17:10

Venue: National Institute of Technology, Nagaoka College

Lecturer: Natsuko Omomo (TDK-Lambda Corporation)

Participants: Mainly undergraduate and postgraduate female students affiliated with partner and cooperating organizations

Number of participants: 11

Seminar on Improving Research Skills

Date and time: January 7th (Thu), 15:30-17:00

Venue: Online

Lecturer: Yuma Takahashi (Office Tsutawaru)

Participants: Mainly women researchers and company employees at partner and cooperating organizations

Number of participants: 48

[Edited and published by]

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[Editorial note]

This is the third year that we have been working on this project. To date, we have implemented a wide range of support systems and improved a research environment. We will continue to disseminate information via this newsletter and our website so that faculty members (regardless of gender) in the midst of major life events and the next generation of women researchers can receive the information they need. (April 2021)



Toward an inclusive and diversified society in which nobody is left behind – the goals of SDGs



No.5

News Letter

Issued in May 2021

DIVERSITY



2019 MEXT (Ministry of Education, Culture, Sports, Science and Technology) Funds for the Development of Human Resources in Science and Technology, Initiative for the implementation of the Diversity Research Environment (Driving Type)

Aiming for Realization of diversity environment and Gender Equality in Engineering and Industrial Fields



Nagaoka University of Technology (NUT), in collaboration with the National Institute of Technology, Nagaoka College (Nagaoka KOKEN), and eTRUST Co., Ltd. is working towards the realization of a Diversity Environment and gender equality in the engineering and industrial fields. Their plan has been adopted by the Ministry of Education, Culture, Sports, Science and Technology (MEXT) since 2019. The name of the project is "the Initiative for Implementation of the Diversity Research Environment". This project is part of the MEXT's Human Resource Development Program for Science and Technology. At present, 16 local organizations and companies participate in this project as support members.

In each sequential stage of human development from National Institute of Technology (KOKEN), Nagaoka Collage to companies, the project continues to search for measures to expand the next generation of female researchers and engineers. At present, these are low in numbers, and their participation should be encouraged. These endeavors benefit from the interconnectivity between KOKEN, universities, and companies, their respective characteristics and networks.

In order to ensure that diverse female researchers and engineers, including foreigners, can continue their research activities and play an active role at the forefront in the long term, the project continues to improve the environment by supporting both research and childrearing and family care, as well as support for maintaining and improving research and technical capabilities.

Research environment for realizing people's happiness

The action required now is to review the way research, technology development, and environmental factors have been managed so far. Differences in gender and physical characteristics need to be considered in research and technology development.

It is expected that more and more women will advance to engineering and industrial fields, engage in research and technology development, and create new perspectives and ideas.

Absorbing such diverse perspectives and ideas will surely lead to the creation of innovation, and this will contribute to the happiness of individuals. As a result, all people will be able to fully demonstrate their abilities regardless of gender.

Cooperation with local communities for a sustainable society

In 2018, NUT was appointed by the United Nations as a world hub university for the Academic Impact SDGs (Sustainable Development Goals) Goal 9 (Let's build the foundation for industry and technological innovation). As a university that serves as an exemplar of stable industrialization that serves people around the world, NUT is working to promote and raise awareness of the SDGs and strengthen the development of new technologies.

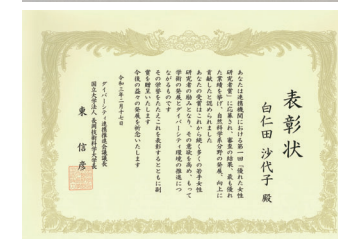
In order to realize social and gender equality in which all people play an active role (which is one of the pillars of Japan's SDGs model), and to spread the results and issues gained from efforts to promote diversity to the local community, the project has started preparations for the establishment of a Diversity Consortium.

We look forward to your continued support and cooperation.

KAMADO Shigeharu President Nagaoka University of Technology

The winner of the 1st Outstanding Women in Research Award have been decided!!

The Outstanding Women in Research Award was created to bring about diversity in research environments, increase the number of women researchers, and promote their active participation in research. An award ceremony for the first winner of the prize was held. The purpose of the award is to honor women researchers at the level of associate professor and below who have accomplished outstanding achievements in areas including research, education, and social contribution, and who are recognized as having contributed to the development and improvement of the field of natural sciences. The award aims to encourage women researchers to play an even more active role, to serve as role models for women students and young researchers, to encourage future generations to enter the field of engineering and other natural sciences, and to increase the number of women researchers.



— recommended reading for managers and those thinking about childbirth, childcare and family care in the future —
How to cope with life events? Be assured to know that support systems are available!

A range of support systems has been put in place to create an environment where you can concentrate on your research and work.

Support for Life Events

(Regardless of gender)

- **Research supporter system when you are coping with life events**
This system supports the placement of research supporters for faculty members who are experiencing major life events such as providing childcare or family care.
- **Research grant system to support recovery from interruptions to research due to life events**
This system provides subsidies for research funds when research has been interrupted due to life events such as childbirth, childcare, or family care.
- **Project to subsidize night-time childcare, holiday childcare, illness-related childcare, after-school childcare**
The project partially subsidizes fees for childcare services such as night-time and holiday childcare, and childcare for children with illnesses and or who are recovering from illnesses.

The project also offers research and career support systems for women researchers.

Support with Research and Careers

(For female researchers)

- **Mentor system for female researchers**
This system enables female researchers to consult with mentors about various issues related to topics such as career development.
- **Internship system for female researchers**
This system supports female researchers in improving their management skills and advancing their careers through internships.
- **System to support joint research projects headed by female researchers**
This system provides research funds for joint research projects headed by female researchers, with the aim of improving research capabilities and fostering research leaders.
- **The Outstanding Women in Research Award**
In order to motivate female researchers to engage in research, the Outstanding Women in Research Award was established.

Individuals in all participating institutions can make use of these systems. For details on how to use these systems, please contact the department in charge of the relevant organization. Enquiries can also be made at the Counseling Service for Work-Life Balance

Information on the Counseling Service for Work-Life Balance

A counseling service is available to provide advice and support for faculty members and staff at partner organizations as part of the support offered for life events such as child-rearing and family care. Female counselors are available to provide support with managing problems and worries that may be difficult to discuss with men. The counselor may also refer those seeking support to specialized institutions inside and outside the university with the permission of the person in question. The counseling service welcomes enquiries from all, regardless of their gender.

Examples of support

- ✓ Information about available support systems
- ✓ Information about taking leave for childcare or to provide family care.
- ✓ Information about points of contact for on-campus procedures
- ✓ Worries about life events such as childcare and family care.
- ✓ Childcare options (Both long-term and one-time services)
- ✓ Problems relating to organization and management, etc.

Persons eligible to use the service: Researchers, faculty members, and staff at partner institutions (including researchers and students on doctoral programs at graduate schools)
Counseling method: Face-to-face or by telephone/Zoom (Note: Reservation required, please see the following contact information)
Counseling room: Room 707, 7th Floor, General Research Building, Nagaoka University of Technology (Can also be used as a break room. Please contact below for details.)
Contact details: Email: wlb_soudan@vos.nagaokaut.ac.jp TEL: 0258-47-9911 (Extension 9911)

Information on Publications, etc.

Details of the content of various publications can also be viewed on our website.

NEW AY 2020 Performance Report



PICK UP

Work-Life Balance Support Guidebook (March 2020 Edition)

A publication that summarizes a range of systems and useful information to support a balance between work and childcare / family care. Also recommended for those in managerial roles.



Back issues of the newsletter

(From the inaugural issue to Issue No. 4)



Information on the Project's Website

Project

project overview, system for implementation, etc.

Support Systems

details regarding various kinds of support systems

Events / Seminars

information on various seminars

Activity Reports

notifications on publications

<https://diversity.nagaokaut.ac.jp/>



Nagaoka University of Technology, diversity

Search



Information on the websites of the departments responsible for partner organizations

Nagaoka University of Technology Office for Gender Equality

A collection of female role models has been made available! In addition to information about internal systems for faculty and staff, extensive information on awards and scholarships for female students can also be found.



National Institute of Technology, Nagaoka College Office for Gender Equality

Information on various seminars hosted by the National Institute of Technology, Nagaoka College is available, as well as information on the lending of relevant books and DVDs.



eTRUST CO., Ltd.

Information on the project and employment opportunities are available. We are actively recruiting female students.



Nagaoka University of Technology List of successful female researchers

Nagaoka University of Technology publishes a list of successful female researchers on its website with the aim of increasing the number of female researchers. This content is recommended not only for female students at the university, but also for high school students, technical college students, parents, and male students who are also studying in the fields of science and engineering. Female faculty members or alumni who wish to contribute articles and information to inspire promising students with potential, please contact the Office for Gender Equality at Nagaoka University of Technology.



Information on lending DVDs related to diversity

Footage of the seminars held and DVDs used are available for lending to staff at the joint organizations and cooperating organizations of this project. Please contact the department in charge at the relevant organization for details.

Nagaoka University of Technology

- Unconscious bias training

National Institute of Technology, Nagaoka College

- Gender equality from the male perspective
- Positive action
- Diversity management
- Leveraging diversity in the workplace



<http://www.nagaoka-ct.ac.jp/gender/data/>