

# 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)

## The setup of a preparatory committee for “the Echigo Manufacturing Industry Consortium for Diversity”

In April 2022, we launched a preparatory committee to establish the "Echigo Manufacturing Industry Consortium for Diversity". In order to secure a workforce and revitalize industry in the industrial and engineering fields and related industries such as design and distribution in Niigata Prefecture, this consortium has the following two missions: 1) To spread diversity in the workplace and research environment, where members with diverse attributes and varied life backgrounds can demonstrate their individual abilities and work with vigor and vitality, and 2) To develop human resources.

As part of the "Initiative for the implementation of the diversity research environment ", a subsidized project for human resource development for science and technology by the Ministry of Education, Culture, Sports, Science and Technology that began in FY2019, Nagaoka University of Technology (NUT), National Institute of Technology (KOSEN), Nagaoka College (NIT, Nagaoka College), eTrust Co., Ltd., and Takano Labor and Social Security Attorney Office, which are partner institutions, will serve as the steering committee. Specifically, the committee will increase the number of member institutions through study sessions to resolve issues and share information on best practices.



### Consortium Vision

To bring together diverse people, regardless of gender, sexual orientation and gender identity, age, disability, nationality and so on, so that each can engage in rewarding work and lead fulfilling lives, and so that "manufacturing" and manufacturing-related industries that support them and are supported by them can develop as a unified whole.

### Examples of planned approaches

Raising awareness: Holding symposium with training program

Environmental improvement: Establishment of a general affairs network and sharing of best practices

Fostering the next generation: Providing science and engineering programs for elementary and junior high school students

Empowerment of researchers and engineers: Recurrent education

## Exchange meeting between member companies and students was held (NUT)

On June 29, Sakata Co., Ltd. and eTrust Co., Ltd, both members of the Echigo Manufacturing Consortium for Diversity Preparatory Committee, introduced their diversity promotion efforts in a class for graduate students of NUT entitled "Social Skills during consideration of Diversity".

In the panel discussion that followed, Maki Takano, a labor and social security attorney, joined the panelists in discussing the process of establishing initiatives such as "zero overtime work" and promoting male childcare leave, as well as the career choices of each panelist. We got the following comments from the 90 graduate students who attended the event.

- I was surprised that there is a company in Nagaoka that thinks so much about how to work.
- I was able to realize that improvements are possible through ingenuity and methods, such as staggered working hours and the use of digital technology. I was impressed with seeing how they continue to make efforts to improve the quality of their paternity leave system through questionnaires and hearings. I thought that I would like to change my own awareness starting from my immediate surroundings so that balancing work and life will become a normal part of society.
- I felt that a company that allows male employees to take paternity leave has a great positive impact on other companies and workers. I was impressed by the company's efforts to link the growth of the company with the consideration of its employees.
- I have learned that there are many small and medium-sized companies that are establishing a good working culture.
- It was a very valuable opportunity for me to hear the true feelings of the company, which is difficult to hear at internships and interviews.

## Member Institutions

### Takano Labor and Social Security Attorney Office

Established in Nagaoka City in 2011. Based on the philosophy of "creating a workplace environment that enriches the lives of workers and contributes to regional development", the office works on "corporate development", "women's advancement", and "regional revitalization".



**Maki TAKANO**  
Representative  
of the office

The office is working together with their clients to find solutions to various issues such as human resource shortages, long working hours, restless workplaces, balancing work with childcare and nursing care. The representative, Ms. Maki Takano, a certified labor and social security attorney has been active as a guest lecturer for Nagaoka City's "Nagaoka Working Style Plus Support Project," training by the Human Rights and Gender Equality Division, and diversity classes at NUT, among others.

## "NAGAOKA KOSEN GIRLS" website has been launched (NIT, Nagaoka College)



In the hope that as many junior high school girls as possible will aspire to become engineers or researchers, female students of NIT, Nagaoka College and the Diversity Promotion Office have taken the lead in creating the "NAGAOKA KOSEN GIRLS" website. The girls are also introducing the attractiveness of NIT, Nagaoka college through "REAL KOSEN GIRL's TALK" and other programs.

<https://www.nagaoka-ct.ac.jp/kosen-girls/top/>

## Exchange meeting between high school and technical college female students and NUT female students" was held at the open campus (NUT)

On August 6, a social event was held at the NUT Open Campus for female high school and technical college students. 19 people participated in the event. Maki Yamamoto, Director of the Office for Gender Equality, gave a presentation on the status of female students at NUT. Wide topics from "preparation for the entrance examination", "assignment to a laboratory", "measures against heavy snow" to "Nagaoka Ramen", the exchange was friendly and frank from start to finish. In the participants' questionnaire, there were comments such as "I was able to hear real voices about topic that I could not know from pamphlets and school introductions," "It was good to learn about problems unique to women", "I was able to get an image of student life", "It was very enjoyable to hear interesting episodes", and "The teachers and students were friendly. I enjoyed it very much".



### Example questions of a Q and A session

- How do you get information about laboratories?
- How hard is the academic work?
- What should I prepare before entering school?
- Can I do club activities and part-time jobs?
- What is the difference between entering the first year and the third year?
- How will the heavy snow affect me?
- Is it better to have a car?

## Upcoming Events

### Diversity Project Symposium

Lecture by Naoki Atsumi, a leading expert on work-life balance and diversity

November 30, 13:00-14:00

Zoom meeting

Speaker: Naoki Atsumi,  
Diversity & WLB Consultant,  
Member of the Regional Workplace

Reform Support Team, Cabinet Office

※ This Symposium is held in Japanese

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Nagaoka University of Technology  
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### Seminar for aspiring Female Managers and Career Development Exchange Meeting

December 21, 16:00-17:30

Venue: NaDeC BASE

<https://bit.ly/3gbN9LQ>

Speaker: Junko Sasaki,  
Chief executive director,  
Nagaoka Institute of Design

※ This seminar is held in Japanese

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Editor Note

Starting this year, the Newsletter will be published twice a year in a web-based edition. Although we will no longer have the professional printing service we had in the past, we will make various efforts to enhance the content of the newsletter.

