

# DIVERSITY



2019 Ministry of Education, Culture, Sports, Science and Technology (MEXT) Funds for the development of human resources in science and technology, Initiative for the implementation of the diversity research environment (Driving Type)

## Symposium on the Implementation of Diversity Research

On November 30, 2022, a symposium on the implementation of the diversity research environment, “What Does the Promotion of Diversity Bring to the Echigo Manufacturing Industry?” was held online.

First, a report was delivered on the activities of MEXT Funds for the development of human resources in science and technology, “Initiative for the implementation of the diversity research environment (Driving Type),” in which key achievements to date were explained along with future challenges.

In the subsequent lecture, Mr. Naoki Atsumi (Diversity & WLB consultant, a member of the Regional Workplace Reform Support Team, Cabinet Office) discussed the importance of creating work environments where individuals with diverse attributes and backgrounds can work energetically, demonstrating their multiple abilities. The symposium provided an opportunity for 86 participants, including faculty and staff, students, businesspersons, and the general public, to contemplate novel innovations and the enhancement of social credibility achieved by leveraging diverse human resources.

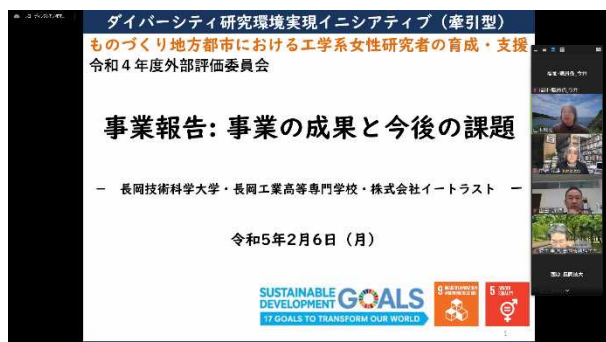


## The First General Assembly of the Preparatory Committee for the Echigo Manufacturing Industry Consortium for Diversity Held

On the day of the symposium, the Fourth Meeting for Diversity Partner Institutions and Cooperative Organizations and the First General Assembly of the Preparatory Committee for the Echigo Manufacturing Industry Consortium for Diversity were concurrently held online. At the meeting, the Preparatory Committee for the Echigo Manufacturing Industry Consortium for Diversity, established in April 2022, delivered reports of its activities and progress. It became a lively meeting. During the exchange of views, an opinion was put forth that it would be good to promote diversity throughout the entire region by sharing the strengths of each region through industry-academia-government collaboration. Concrete actions for future development are expected to be promoted.

- 【 List of Attendees 】**
- < **Partner Institutions** > Nagaoka University of Technology (NUT)、 National Institute of Technology (KOSEN, Nagaoka College (NIT, Nagaoka College))、 eTRUST CO.,Ltd.
  - < **Cooperating Organizations** > Nagaoka Institute of Design, THE TAIKO BANK, LTD., Sorimachi Giken Co., Ltd., Bourbon Corporation, Arisawa Manufacturing Co., Ltd., Hokuetsu Corporation Research Laboratory, Union Tool Co., Takano Labor and Social Security Attorney Office

## 2022 External Evaluation Committee Held



The external evaluation committee was held on February 6, 2023. During the meeting, the committee delivered a report on progress achieved in establishing a system for the project aimed at implementing diversity research environments and the following five pillars: promoting the recruitment and appointment of women researchers, raising awareness of reform throughout the entire organization, supporting women researchers' careers, assisting with life events, and supporting women researchers through regional and corporate

cooperation. The external evaluation committee, consisting of four experts, provided advice and suggested improvements for the reform of organizational culture and the appointment of female management. Relevant details will be published in the 2022 Activity Report and shall be used in efforts during the coming years to promote diversity.

### Event Report

#### ■ Lecture on Role Models

(Held on February 22 ([Wed.]) Co-hosted by NIT, Nagaoka College and NUT

Ms. Makiko Sato of Namics Corporation, who actively works as a graduate of KOSEN and NUT, and Mr. Mizuki Okonogi of Amazon Data Services Japan gave lectures on their experiences to date, work fulfillment, and efforts to balance work and life. Participants were 20 individuals, including NIT, Nagaoka College students, NUT students, faculty, and staff.

#### ■ Management Seminar for Women Researchers / Networking Event for Women Researchers and Engineers (Held on February 27 [Mon.]) Hosted by NUT

We invited Ms. Junko Sasaki, the President of Nagaoka Institute of Design, to give a talk on her experiences in career advancement based on her management experience in companies and from the perspective of a university trustee. Twelve individuals from our partner institutions and cooperative companies participated. After the seminar, a social gathering took place, serving as an opportunity for participants to deepen their interactions.

### column from WLB Counseling Room

#### 【 Three Kinds of Work 】

The raising of the mandatory retirement age has not only led to a longer working period but also to more diverse ways of working. The phrase “diverse ways of working” might make many of you imagine part-time jobs, side jobs, and multiple jobs. How about thinking about those jobs with an emphasis on your interests? RICE work is what you do for your livelihood. LIFE work is what you engage in throughout your lifetime. LIKE work is something you love to do. Having these three kinds of work seems to facilitate harmonization of your work and life.

WLB Counseling Room deals with balancing parenting/caregiving with work, future career planning, and mental health.

#### WLB Consultation Appointment

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Editor Note: This year marks the first year of our self-sustaining period. Although we were concerned about how the system change would affect us, we reached the end of the fiscal year with no issues. NUT has started promoting diversity with the proverb, “A journey of a thousand miles begins with a single step.” Although there were occasions in which we took two steps back after moving forward three steps, we are determined to keep moving forward without giving up. (April 2023)