

## 6 Establish Networks Between Female Researchers and Companies

### ● Exchange views between female employees under the auspices of the Niigata Electronic Industries Association



7/16

Venue : NICO Techno Plaza

Participants : 30 women from 15 companies (including 1 from one of the related institutions and 5 from the affiliate organizations)



11/6

Venue : Alps Alpine Co., Ltd.

Participants : 30 women from 15 companies (including 5 from related institutions)

### ● Kickoff Symposium



9/13

Venue : Nagaoka University of Technology

Participants : 33 women from 19 companies (including 16 from related institutions and 7 from affiliate organizations)

### ● Cross-industry Exchange Meeting for Women hosted by the Niigata Prefectural Government



11/18

Venue : Atrium Nagaoka

Participants : About 50 women from companies in Niigata Prefecture (including 3 from related institutions and 1 from an affiliate organization)

## Upcoming events We look forward to your participation.

Planned by National Institute of Technology, Nagaoka College

### Role Model Symposium

#### Make Research Your Job, Work at a Local Company

Lecturer : UCHIDA Kimiko, Chief manager of the Personnel Department, Kameda Seika Co., Ltd.

1/14 Tue Time / 16 : 20 ~ 17 : 30  
Venue / National Institute of Technology, Nagaoka College  
Targets / Female students, graduates and researchers

Planned by National Institute of Technology, Nagaoka College

### Seminar to Improve Research Capabilities

Lecturer : NAKANO Hiromi, Vice-president of Toyohashi University of Technology

2/25 Tue Time / 15 : 00 ~ 16 : 30  
Venue / National Institute of Technology, Nagaoka College  
Targets / About 30 faculty members of the related and affiliate institutions

Planned by National Institute of Technology, Nagaoka College

### Trial session 1 for faculties of technology colleges

#### Research presentation of Advanced Courses

1/16 Thu Time / 10 : 00 ~ 17 : 30  
Venue / Aore Nagaoka  
Targets / About 10 people. Female postdocs, graduates and under-graduates. Men are welcomed.

Planned by National Institute of Technology, Nagaoka College

### Work-life Balance Seminar

Lecturer : YOSHIDA Kenta Consultant certified by Work Life Balance Co., Ltd., Fathering Japan Niigata, Representative of Niigata City Father Circle

3/5 Thu Time / 15 : 00 ~ 17 : 00  
Venue / National Institute of Technology, Nagaoka College  
Targets / About 30 young male faculty members of the related and affiliated institutions. Women are welcome.

Planned by National Institute of Technology, Nagaoka College

### Trial session 2 for faculties of technology colleges

#### School tour

2/6 Thu Time / 10 : 30 ~ 16 : 30  
Venue / Aore Nagaoka  
Targets / About 10 people. Female postdocs, graduates and under-graduates. Men are welcomed.

Planned by Nagaoka University of Technology

### Diversity Symposium

Lecture entitled "Promoting Gender Equality, Challenges and Solutions in Nordic Nations" delivered in Japanese by Dr. Kristin Ingvarsdóttir from Iceland and of various programs

2/28 Fri Time / 15 : 30 ~ 17 : 00  
Venue / Nagaoka University of Technology  
Targets / About 100 people. Anybody welcome.



Planned by National Institute of Technology, Nagaoka College

### The 2nd training for executives

#### Gender Equality for Men

Lecturer : TAGA Futoshi, professor of Kansai University

2/21 Fri Time / 15 : 30 ~ 17 : 00  
Venue / National Institute of Technology, Nagaoka College  
Targets / About 30 faculty members of the related and affiliate institutions

Planned by Nagaoka University of Technology

### Chat over tea with Dr. Kristin Ingvarsdóttir and female researchers

#### Nurture Women Researchers and Its Support

3/2 Mon Time / 11 : 00 ~ 12 : 00  
Venue / Nagaoka University of Technology  
Targets / About 20 people. Women researchers of the related and affiliated institutions as well as graduates.

Edited and published by

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Editor's Note

We have published our inaugural issue. In this publication, we will introduce what the three institutions are doing in this effort. A variety of support systems have been put in place, so please feel free to use any of them. If you have any problems in using them, please let us know. We are always at your disposal.

January 2020



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



The inaugural issue

News Letter

# DIVERSITY

ダイバーシティ

2019 MEXT (Ministry of Education, Culture, Sports, Science and Technology) Initiative for the Implementation of the Diversity Research Environment (Driving Type)



### Message from the Representative

This program was selected as one of the 2019 MEXT Initiatives for the Implementation of the Diversity Research Environment (Driving Type). It aims to put an environment in place where people of diversified backgrounds can study, do research and work, while improving the support system for female researchers and raising awareness of gender equality. Nagaoka University of Technology is playing a leading role in this effort in collaboration with The National Institute of Technology Nagaoka College and eTRUST Co., Ltd.

Its ultimate goal is to bring more female researchers and engineers to the engineering academic institutions and to companies where women are scarce to begin with. This inaugural issue of the NEWSLETTER will introduce how we have done so far and what the basic principles of this project are.

President AZUMA Nobuhiko Nagaoka University of Technology

## Kickoff Symposium (The first management training program) on September 3

### Theme : Develop and Assist Female Engineering Researchers in Local Cities Famous for Crafts and Manufacturing.



Greetings : KUSUME Akira, MEXT  
Theme: More Women Researchers Are Needed for Science Technology!

The kickoff symposium was held in order to better understand what "diversity" is all about, along with an introduction of the objectives and contents of this project.

We welcomed Mr.KUSUME Akira, Chief of The Science and Technology Policy Bureau of MEXT and Mayor ISODA Tatsunobu of the City of Nagaoka as distinguished guests. Mr.ITO Kimio, visiting professor of the Faculty of Sociology and head of the Diversity Promotion Office of Kyoto Sangyo University, delivered a keynote speech in pursuit of raising awareness of this issue. Women accounted for 66% of all participants (66 students of technology colleges and universities, 11 administrative officers- many from financial institutions- 2 reporters and 5 citizens), which showed that this symposium drew high expectation and attention from the public.



Greetings : ISODA Tatsunobu, Mayor of Nagaoka City  
Theme : Let's Work Together to Encourage More Women to Play an Active Role in a Society!

## Special Lecture : The Current Situation and Challenges of Gender Equality in Science Technology Abstract



Special Lecture by Mr. ITO Kimio

### 1 Changing International Society. Japanese Society Has Failed to Transform Itself.

Since the 1970s, more women have entered the labor force and shorter working hours has become a trend of society in the international community, leading to a widespread concept of "a decent life" that all deserve to have. On the contrary, Japanese men have worked long hours and women have stayed at home, which has contributed to high economic growth in Japan. Having been preoccupied by this successful practice, Japanese society couldn't transform itself even in 1990s. This unbalance has spread in Japanese society. It has caused broken bonds among families and communities, slowing women's participation in the labor force, causing soaring numbers of overwork deaths and distraction from a decent life.

### 2 Male Chauvinism Means a Distortion in Japanese Society

We still see inequality in the academic, economic and political world in Japan. A leading example is Tokyo Medical University which treated female applicants unfavorably in its enrollment tests. This inequality not only annoys women but puts the pressure of "behaving in a masculine way" on men. Being manly has three orientations: superiority, ownership and power. Men tend to not only control women but to depend on them. This means that men have emotionally relied on women while being self-indulgent and behaving arrogantly toward them.

### 3 From Sympathetic Collectivism to Cooperative Collectivism

It is often said that the Japanese are collectivist, specifically sympathetic collectivist, which means that they behave so as not to lose anything, while carefully watching what others will do and are doing. But a certain psychological study finding shows that the Japanese are more individualistic than Americans. The key is cooperative collectivism, which means people work together in harmony.

### 4 Two "G" s

What is needed for Japan now is two Gs, Gender & Generation, gender equality and raising the next generation. Assuring and promoting gender equality, work-life-balance and nurturing the next generation is essential for the stable development of the Japanese society,

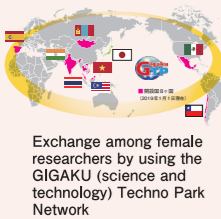


# 1 Commitment of Three Related Institutions toward Diversity Initiatives

## Five principles

### Recruit more female researchers and actively appoint them to managerial positions

- Proactively recruit female professors and young female researchers
- Open recruitment exclusively for female researchers who wish to return to their hometown or to move to other nearby cities in order to seek employment
- Recruitment under the Cross-Appointment System among the national institutes of technology and companies, and through the global industrial-academia collaboration



Exchange among female researchers by using the GIGAKU (science and technology) Techno Park Network

### Raise organization-wide gender equality consciousness

- Launch a Diversity Promotion Office and appoint a person in charge at each institution
- Hold lectures on gender equality in collaboration with the related and affiliated institutions
- Raise awareness in regards to promoting diversity and gender equality in the capacity of a hub university under the UN Academic Impact project and MEXT super global university



United Nations Academic Impact Hub

### Provide study and career support for female researchers

- Provide study support for outstanding female researchers
- Provide support for joint research led by female researchers
- Provide support for joint research which will lead to creating female leaders, technological innovation in the industry, and the revitalization of local communities
- Hold seminars on fundraising for female researchers
- Hold seminars in pursuit of attracting female students to enroll into doctoral courses
- Engineering ethics education and enlightenment



### Life event support

- Provide study support for researchers who are caring for their small children or aging parents
- Provide Study support for researchers who return to work
- Provide assistance for researchers who use child-care services for their sick children
- Start in-house nurseries
- Establish a mentoring system in order to provide work-life balance and career support, Launch an advising room and appoint concierges
- Develop a list of alternative faculty members



### Provide support for female researchers in collaboration with local communities and companies

- Facilitate networking between female researchers, local communities, and companies in collaboration with the related and affiliate institutions
- Examine a concept of a Diversity Consortium (temporary name) for the purpose of assisting female researchers and engineers in collaboration with local industrial associations



Establish networks between female researchers and companies

Increase the percentage of women employed

Realize diversity

Enhance research capabilities

Improve the research environment

Regional partnership

# 2 Introduction of a Support System

## 1 Financial support for joint research led by female researchers working at the three related institutions which will lead to enhanced research capabilities and active regional partnerships.

Objectives : To enhance the research capabilities of female researchers and nurture research leaders  
 Conditions : Joint research in which a woman belonging to each of the three related institutions is responsible as a principal researcher.  
 Joint research conducted by members from at least two related institutions  
 Researchers of other universities and companies are allowed to join.  
 Men are also allowed to join the joint research.

## 2 Assigning research supporters for researchers who are caring for their small children or aging parents will lead to a better research environment.

Objectives : Assist the activities of researchers who are pregnant, about to give birth, or are taking care of their small children or aging parents. Men are also eligible.  
 Targets : Researchers who are pregnant, have children in the 6th grade or under, or are caring for relatives (regardless whether they are living together or separately) who are certified as being in need of care by the municipal government  
 Contents : Assign research supporters who help do tests and data analysis  
 Application : On regular basis (about twice a year) Possible to apply for anytime, in case of emergency.

## 3 Extending research grants for researchers who are returning to work will lead to an improved research environment.

Objectives : Start-up research grants for researchers who return to work after an interruption due to their life events  
 Targets : Researchers who terminated their research activities for three months or more in total. Men are also eligible.  
 Contents : Start-up research grants, assistance for attending conferences and paper submission, etc.  
 For more details on the contents and conditions of this support, please contact:  
 • Section for Research Environment Diversity, Nagaoka University of Technology: Diversity ☎0258-47-9911  
 • General Affairs Department, National Institute of Technology, Nagaoka College ☎0258-34-9313  
 • Administration Department, eTRUST Co., Ltd. ☎0258-21-2500

# 3 Support for Joint Research in Which a Female Researcher Is Responsible as a Principal Researcher (12 cases selected in 2019)

Principal Researcher	Name of Company/Institution	Name of Faculty	Title/Position	Title of Research	Company/Institution of Co-researchers
TAKAHASHI Yukiko	長岡技科大	Materials Science and Technology	Associate Professor	植物由来フェノール化合物を用いた有機顔料の耐光性の向上に関する研究	奥村 (長岡高専)
SHIRONITA Sayoko	長岡技科大	Materials Science and Technology	Associate Professor	ラマン分光法による窒素熱処理した高耐食ステンレス鋼の耐食機構の解明	竹内 (長岡高専)
NISHIKAWA Masami	長岡技科大	Materials Science and Technology	Assistant Professor	光MOD法による機能性薄膜作製プロセスへのコンピュータリアル手法の適用	村上 (長岡高専)
Siriporn TAOKAEW	長岡技科大	Materials Science and Technology	Assistant Professor	Bulk functionalization of nanocellulose using cinnamic acid and its derivatives via pyridinium-based ionic liquids and co-solvents system	富田 (長岡高専)
MATSUDA Yoko	長岡技科大	Civil and Environmental Engineering	Associate Professor	ユーザビリティを考慮した水害リスクの地域学習デザイン	大野 (イトラスト)
YAMAMOTO Maki	長岡技科大	Bioengineering	Associate Professor	AIやロボット技術を活かした鳥類忌避システムの開発	上村・矢野 (長岡高専) 白井 (電力中央研究所) 清野 (イトラスト)

Principal Researcher	Name of Company/Institution	Name of Faculty	Title/Position	Title of Research	Company/Institution of Co-researchers
Do Thi-Mai-Dung	長岡技科大	Nuclear System Safety Engineering	Assistant Professor	Synthesis and characterization of cesium silicate glasses	小出 (長岡高専)
MIZOSHIMI Mizue	長岡技科大	Academia-Industry Fusion	Specialty Appointed Associate Professor	マイクロデバイス作製のための表面酸化処理用フェムト秒レーザー還元直接描法の創成	中村 (長岡高専) 上塚 (経理大学) 高部 (大阪大学)
TSUCHIDA Yasuko	長岡高専	General Education	Associate Professor	生体信号計測による英語力の定量的評価システムの開発	藤井 (長岡技科大)
TAKEUCHI Akiko	長岡高専	Electrical and Electronic Systems Engineering	Associate Professor	表面改質処理を施したCZTS系化合物半導体の光学的評価	田中 (長岡技科大) 島宗 (長岡高専)
KOJIMA Yukiko	長岡高専	Civil Engineering	Assistant Professor	地震被害と地盤特性を考慮した複合的地震ハザード評価	池田 (長岡技科大)
HOSOKAWA Yoko	長岡高専	Education Research Technical Support Center	Technical Specialist	ICP発光分光分析装置を用いた硫化物薄膜の組成評価技術の開発	田中 (長岡技科大) 菊木 (長岡高専) 神保 (長岡高専)

# 4 Launch an advising room jointly run by three related institutions

We will sincerely listen to the worries and problems that female researchers, faculty members, and employees are facing in balancing study, job, and family life, and work together with them to find better solutions. Female advisors are available, so that women feel comfortable talking about their problems. With their consent, it is possible to refer them to other specialized agencies and institutions.

Venue : Room 707, 7F, Synthetic Research Building, Nagaoka University of Technology (Available as a lounge)  
 Contact : Email : wlb\_soudan@vos.nagaokaut.ac.jp TEL : 0258-47-9911



Background of the advisor: SHIRAI Hitomi Advisor

Certified as an industrial counselor and career consultant, Career support designer of the Japan Association of Women's Education. After working at vocational schools and the international cooperation foundation, she left her job due to giving birth and became a stay-at-home mother. She became involved in community activities while raising her children. Since returning to her hometown of Niigata three years ago, she has been actively engaged in women's empowerment and gender equality in Niigata Prefecture, mainly in Nagaoka City, and serving as a member of Will Nagaoka Partner, Fathering Japan, Mothering Japan, and other organizations. She is balancing her job, family life, and social activities. Having studied and worked in Hanoi, Vietnam, she is able to communicate in Vietnamese.

# 5 To Ripple through the Local Communities and Industries in Collaboration with Three Related Institutions and Eight Affiliate Organizations

## To Ripple through the Local Communities and Industries in Collaboration

Diversify education, study, and technology development in the industrial and engineering fields by female researchers and technical supporters

