

Promoting Diversity at Tohoku University: Aiming for a university where everyone can shine

Mami Tanaka

Vice President of Tohoku University (DEI Promotion)

Director, DEI Promotion Center, Tohoku University

**Professor, Graduate School of Biomedical Engineering
and Graduate School of Engineering**

Tohoku University as a "Engaged University"

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Foundation of Tohoku University
in 1907 as third national university

Diversity in power

The birth of Japan's first female
university student

"Girls' admission to Imperial University
is a serious incident"

Ministry of Education, 1913 (111 years
ago)



Japan's first female students
1913 (111 years ago)

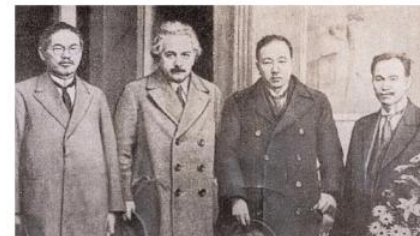


Open to diverse backgrounds

Synergy of Research & Education



Tohoku University was founded with
considerable donations from third parties

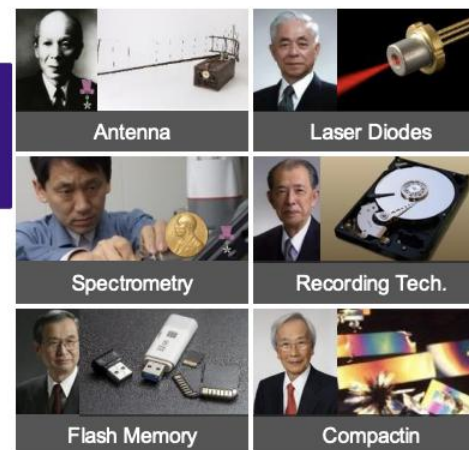


"Sendai is a city most suited for
research"

A. Einstein, 1922

6th President Kotaro Honda
"Industry is a dojo of learning"

Creating Social Value



"Industry is Academia's Dojo"

Kotaro Honda, 6th President
Major contributions by members to
disaster recovery after the 2011
Great East Japan Earthquake

Year 2024
Selected as the 1st
University for
International Research
Excellence

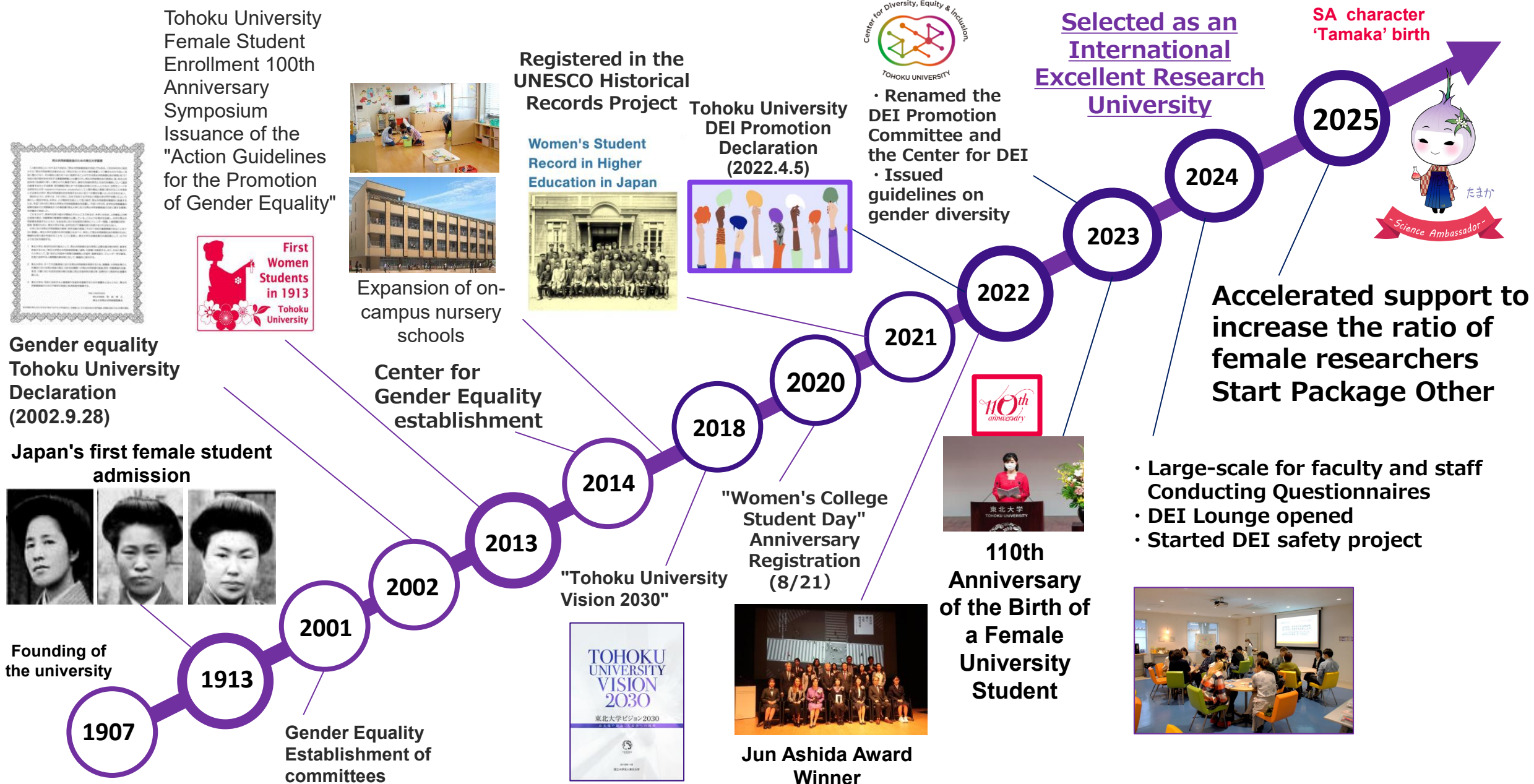


5 consecutive years



Evaluation from High School

From 2006 to 2022
15 times 1st place
overall



UREX- TOHOKU

Japan's First
University for
International
Research
Excellence



EN / JA

UREX-Tohoku Project: The Journey Starts Here

Tohoku University's UREX-Tohoku Project is an ambitious plan to establish a world-class research ecosystem by empowering early and mid-career researchers and attracting global talent. It is backed by substantial funding from the government's Universities for International Research Excellence initiative. As Japan's first university selected for the initiative, Tohoku University will receive 15.4 billion JPY (approximately 100 million USD) this fiscal year, and some 10 billion JPY annually for the next 25 years.

Three Commitments

Under the framework of the *Institutional Strengthening Plan for Designated International Research University*, our university presents **three commitments**—**Impact** (creating social value that transforms the future), **Talent** (unleashing diverse talents to open new horizons), and **Change** (accelerating governance for transformation and challenge)—as the foundation for achieving six goals, including establishing a research environment that attracts leading scholars worldwide and promoting comprehensive internationalization, through **19 strategic initiatives**.

1. Impact

Grounded in our founding principles of “Research First” and “Practical Learning,” and drawing on our experience in addressing challenges during the Great East Japan Earthquake, we pursue research excellence without compromise to create social value.

2. Talent

Inheriting the spirit of “Open Door,” which broke conventional norms by admitting female students for the first time in Japan, we attract diverse talents from around the world, nurture their potential, and contribute to the future of humanity.

3. Change

With a firm resolve to embrace change and boldly take on challenges to achieve our goals, we will advance management and governance, continuously review our practices with a forward-looking perspective, and implement ongoing reforms.

→ **Institutional Strengthening Plan for Tohoku University as a Designated International Research University**

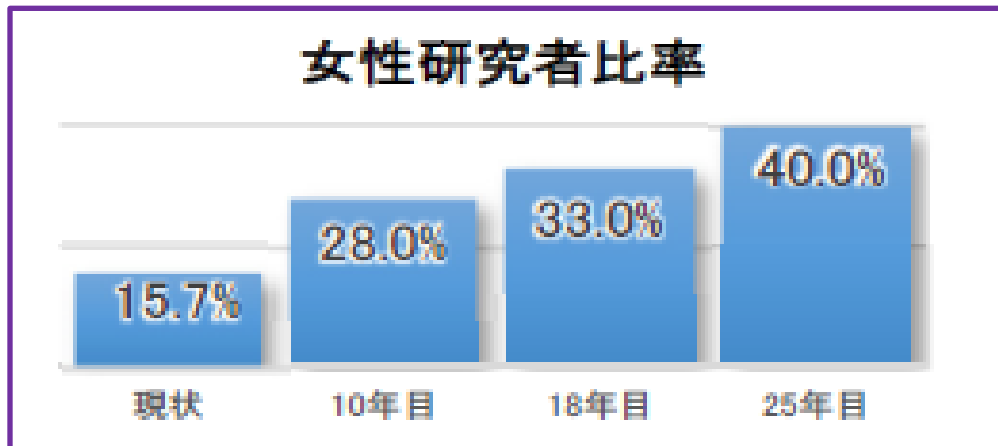
Goals as an International Excellent Research University

6

	Targets for each pledge
Impact	I-A Research Excellence International Excellence Research Ecosystem (Academic Impact) I-B Impactful Research and Innovation
Talent	II-A Campus for Aspiring Minds A research environment that attracts researchers from around the world
Change	II-B Gateway to New Venture Creating Learning to Challenge the World III-A Full Scale Global Readiness III-B Responsive and Responsible Governance

objectiveII-A Campus for Aspiring Minds A research environment that attracts researchers from around the world

KPIs : Ratio of foreign researchers, Ratio of female researchers, Number of PI research units, Ratio of faculty and staff to target PI, Ratio of staff with international support



Western universities and overseas universities exceed 40% or about 40%

(Japan as a whole, 17.8% in FY2022)

Ratio of female researchers at Tohoku University (May 1, 2025)

Average 20%

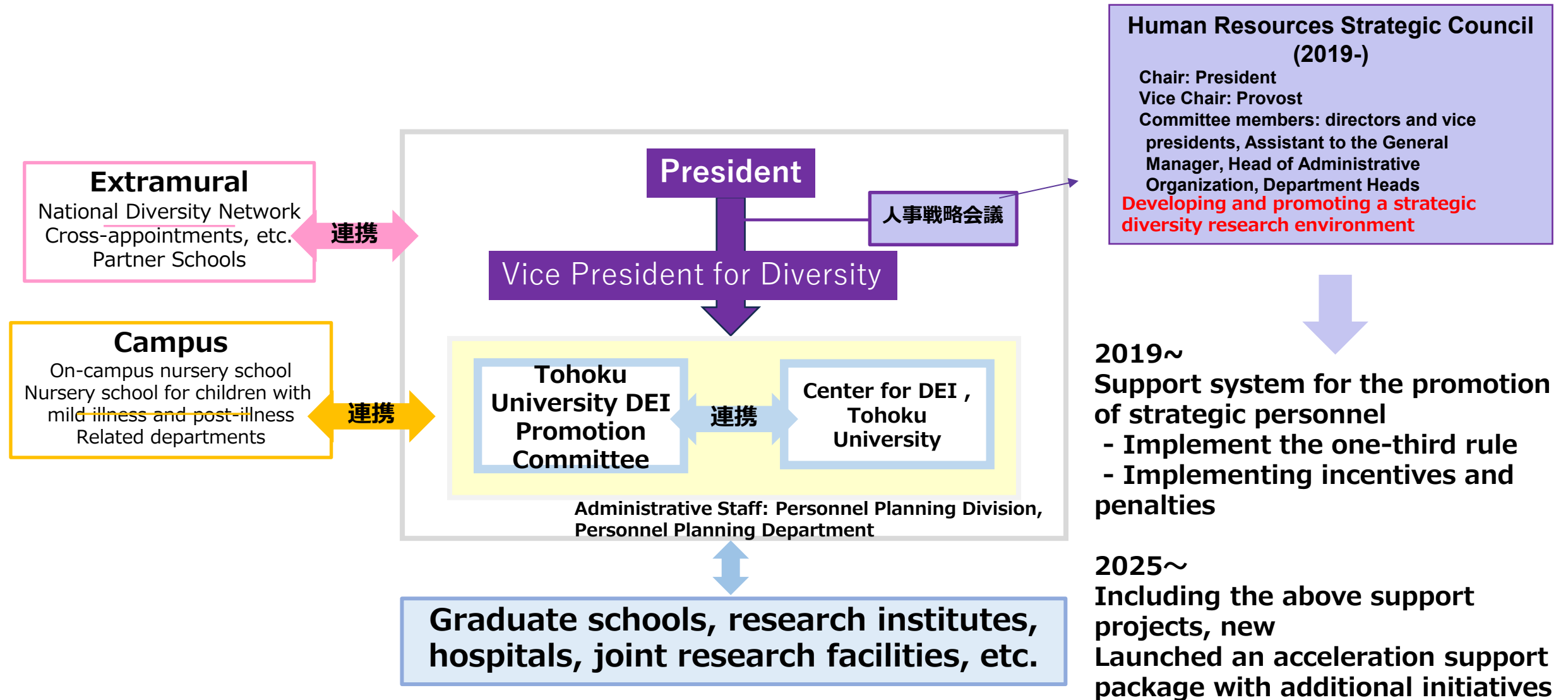
Teaching 9%

Associate Professor 14%

Teaching Assistant 28%

Structure for promoting DEI at Tohoku University

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2019 ~ The human Resources Strategic Council was established, and the support system project related to the promotion of strategic personnel was launched.

- Support to cover the difference associated with the promotion
- Spouse Program
- Special Researcher System for Young Women and Young Foreigners (Support for Recruitment)

Continued 1% annual growth

2025 ~ Launched an **accelerated support package with new initiatives while continuing the above support projects**

New initiatives

Women-only headhunting

- Securing super excellent female faculty members (separate measures for departments as internationally outstanding researchers)

University-wide women-only international recruitment

- Prepare a new frame from the headquarters (outer frame)
- Focusing on recruiting senior positions in light of the composition of female faculty members at Tohoku University
 - For associate professors and professors, personnel costs from the headquarters are as desired by the department (no year limit is possible).
- Public recruitment guidelines and selection carefully considered by each department
- The tenure track system is also available, and if you get a tenure and get promoted, it's one step higher
 - Labor costs up to the position are also supported
- 3 years of startup research expenses (professors are also allocated to recruit young faculty members)

Aim to increase the number of people by about 10 people a year × 50 people in 5 years

**Excellent female researchers
Recruit and develop**

Results of 2024 Large-scale Research Environment Survey
Questionnaire

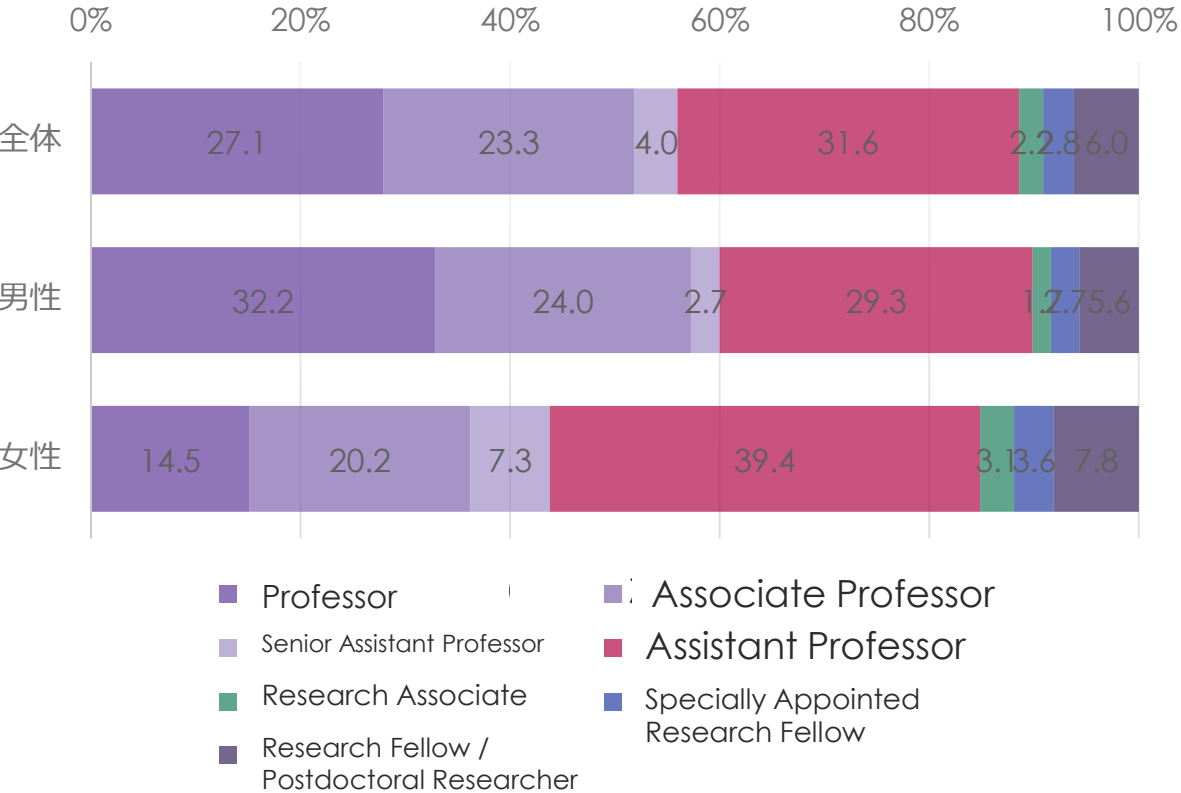
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49 questions in total (attributes (field of study, position, degree, place of origin, age, gender with or without children), how to use time, working hours, working from home, job characteristics, work style, balancing work and family)

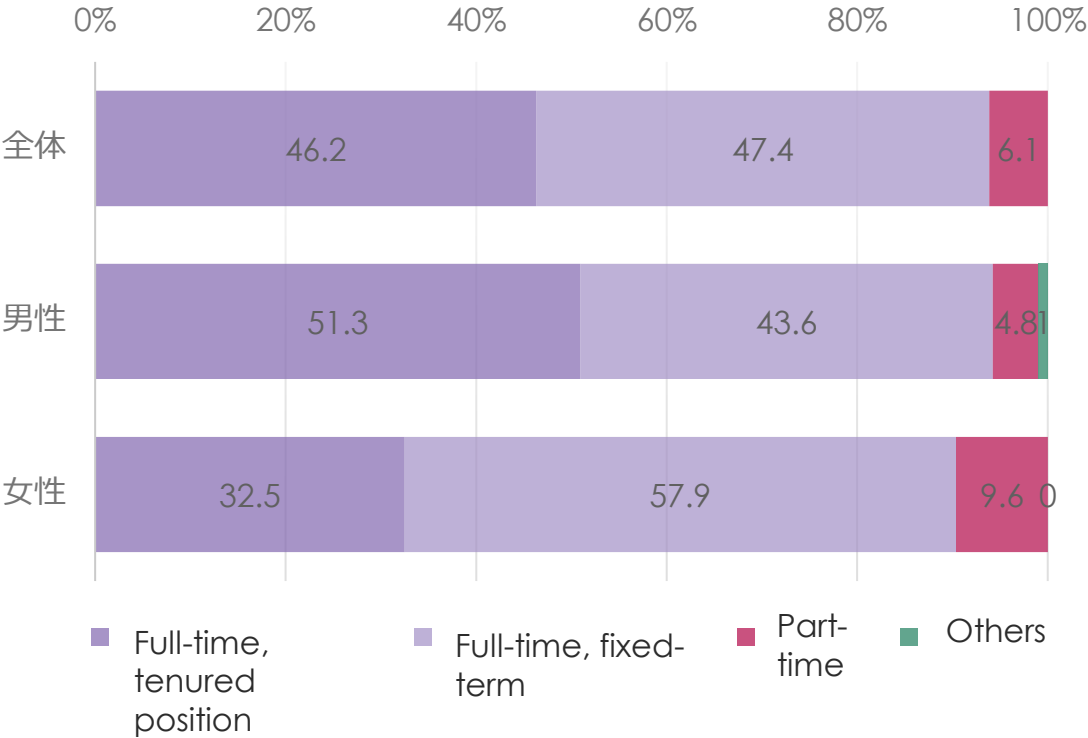
645 out of 4,707 faculty + specially appointed researchers, postdoctoral researchers, and academic researchers responded ⇒ 13.7% response rate

The response rate was 12.8% out of 4,197 Japan researchers and 21% out of 510 foreign researchers

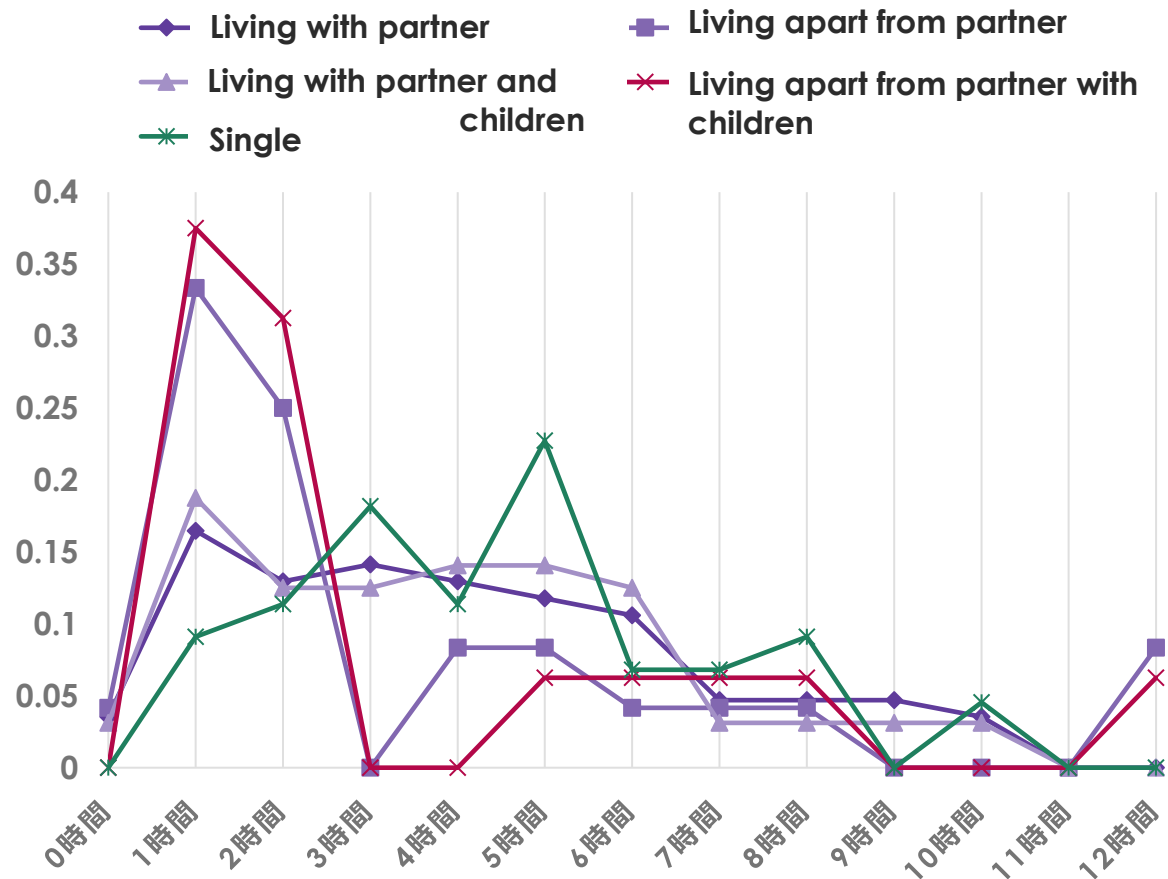
POST



EMPLOYMENT STATUS

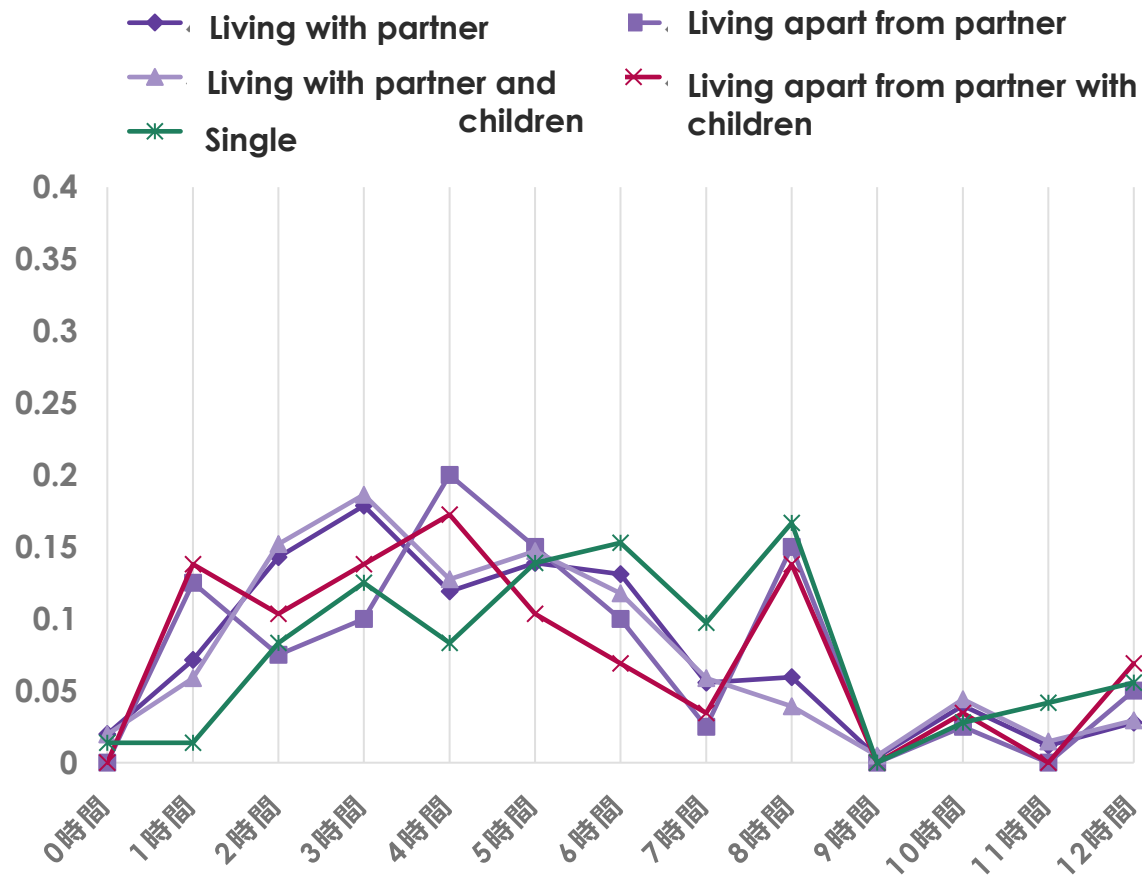


Female



Women live separately from their partners and have children separated from their partners
The research time peaks at 1 or 2 hours

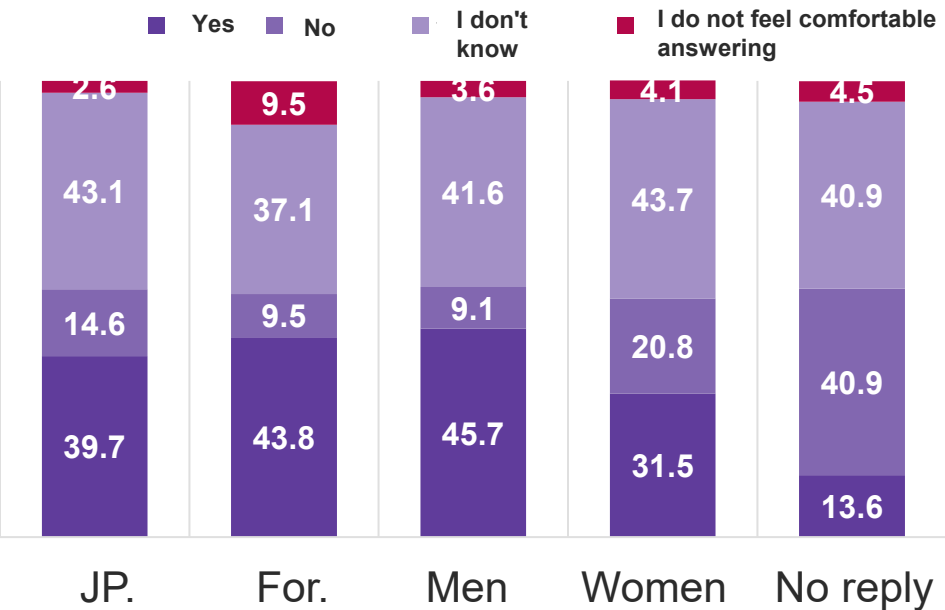
Male



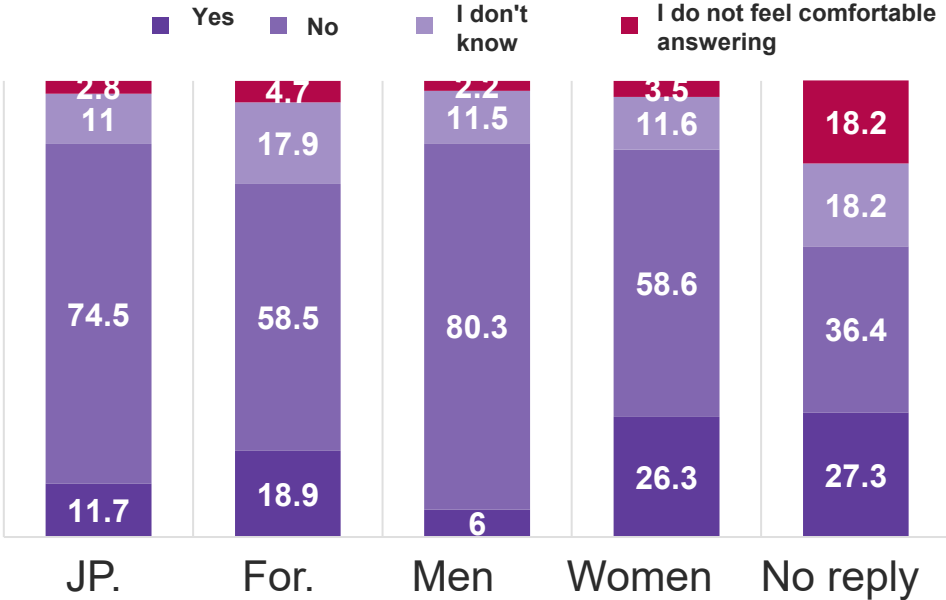
Men are not as good as any person in research time.
No fluctuations

Harassment and discrimination

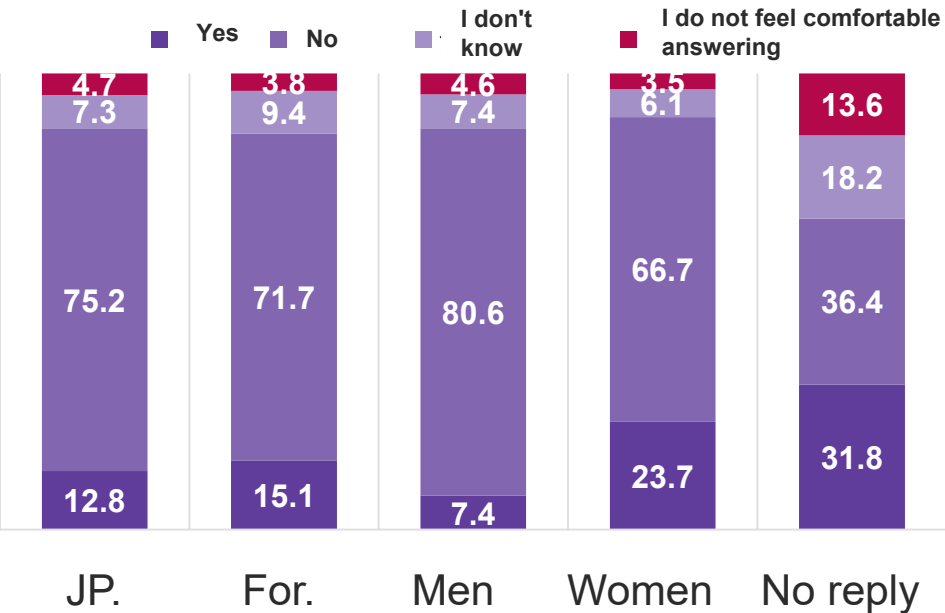
Q.I can report cases of bullying and harassment with confidence.



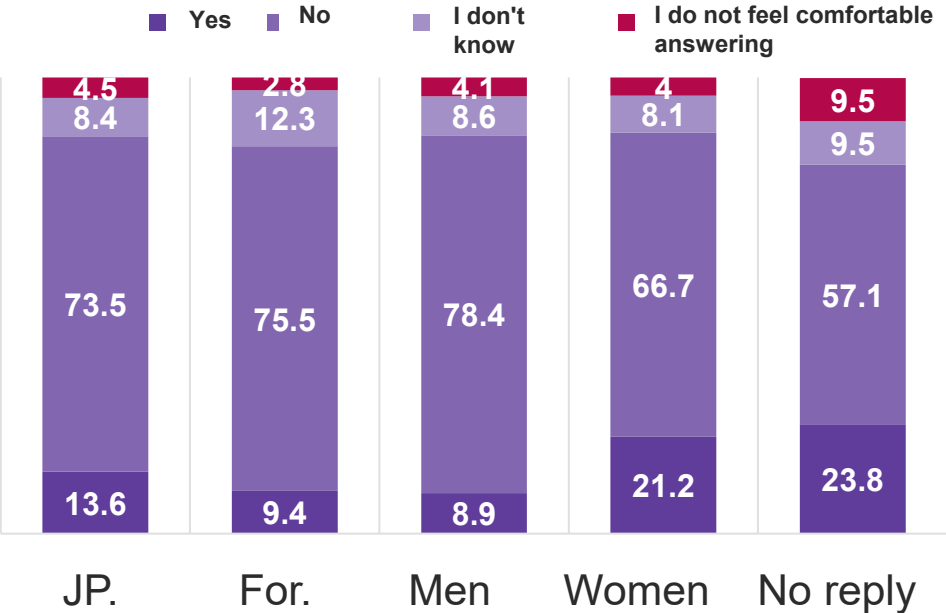
Q.Did you personally feel discriminated against at work

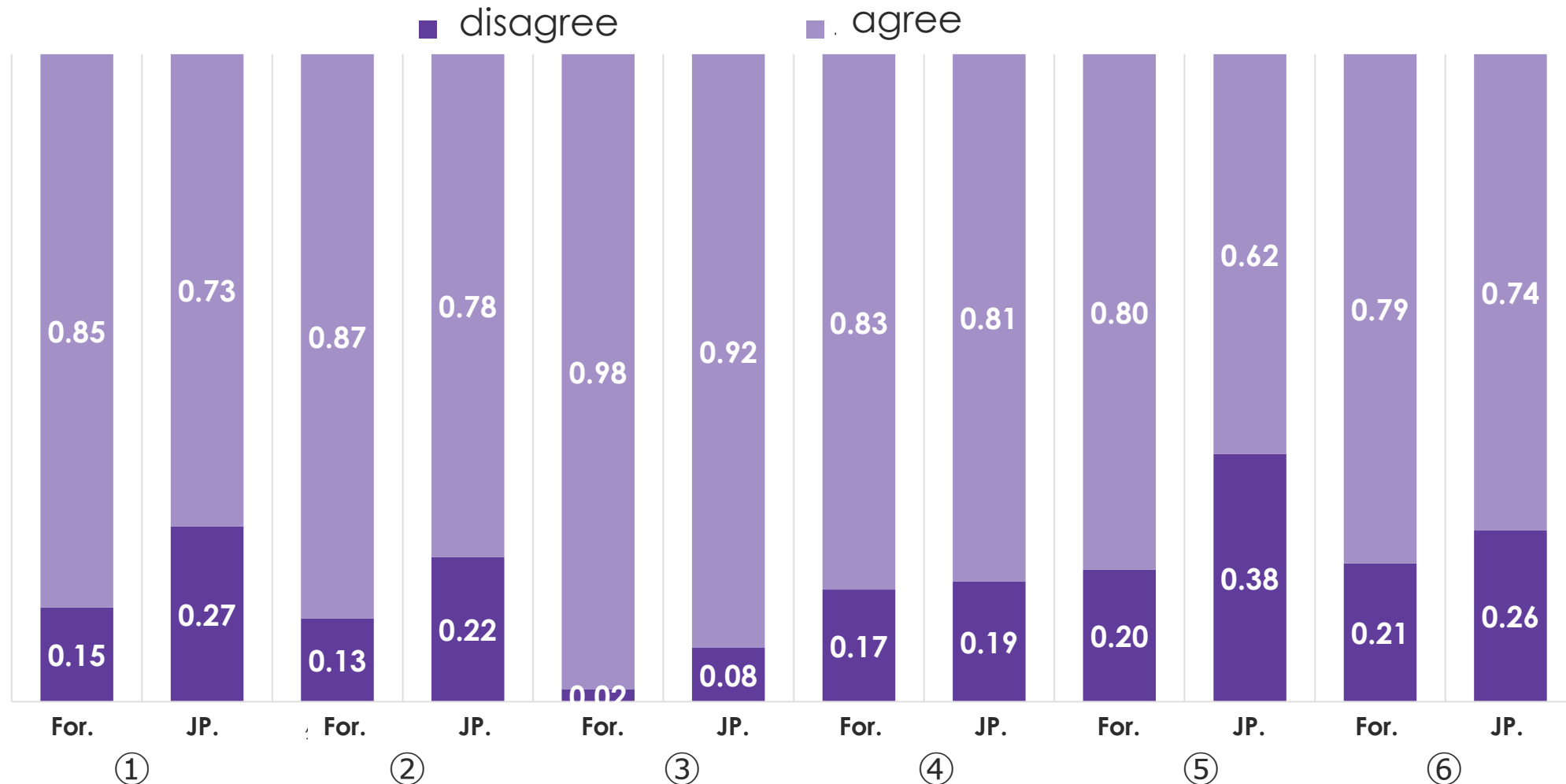


Q.Did you personally feel bullied or harassed?



Q.Did you personally feel the pressure to undermine the standard and integrity of your research?





- ① Properly evaluated for contributions from their research or other activities
- ② The hiring process is fair
- ③ Compliance with academic and research ethics is being promoted

- ④ Equality and diversity in academic and research are being promoted
- ⑤ Actively promoting the importance of mental health and wellbeing for staff
- ⑥ The working style of researchers is fully considerate of individual circumstances (balancing research with childcare and nursing care, language skills, religion, etc.)

- Regarding the lack of DEI promotion
- Tohoku University's educational and research environment, facilities, and various support and services, what you would like to see and requested to be improved, and what you would like the university to do.

Sufficient consideration of fairness in promoting DEI and support for DEI at a broader level, thorough dissemination of support systems and services for DEI promotion

Securing and creating research time, reforming work styles (considering overtime work), securing appropriate personnel for clerical and technical work

Strengthening language support for international researchers, improving the environment, and developing facilities that contribute to improving internationality

And many others...

In order to truly promote DEI, we were able to confirm the need to work on issues in cooperation with other departments, as well as the DEI Promotion Center and the DEI Promotion Committee

Usage status of TUMUG support system and childcare leave system for male employees, etc.

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Start-up research Fund



Developing female leaders
Supporting research funds for newly hired female faculty members to start research
○ Newly hired female faculty members (assistant professors and above)

FY 2025
Startup 28 people adopted (30 people applied)/1.43 times higher than the previous year

Next Step Research Grant



Nurturing female leaders
Execution of new research projects,
Support for research funds necessary for the publication of research results
○ Female faculty (associate professors, lecturers, assistant professors, assistants)
○ Application to the previous year's Grants-in-Aid for Scientific Research is a requirement for application.

Number of applications in FY2025
Next Step 1st time: 30 people
(1.5 times year-on-year)
2nd time: 21 people
(1.9 times year-on-year)

Research support staff



Work-life balance & Nurturing female leaders
Subsidy for labor costs necessary for hiring research support personnel
○ Male/female academic and technical staff who are expectant mothers, caring for children, or providing family care
○ Female academic and technical staff who will serve on a national government council or hold other key positions

FY 2025
Research support funds 53 projects / 1.36 times higher than the previous year

Childcare Assistance Program



Work-life balance support
Subsidies for babysitting fees and other expenses necessary for balancing research, education, and work with childcare
○ Faculty members, technical staff, postdoctoral fellows, administrative staff, doctoral students, etc. (male and female) who provide childcare
○ Use of long-term vacation institutions
Personal sitters registered in Sendai City and temporary childcare are also available.

FY2025 (1st / 4 times in total)
Babysitter users: 12 people, double the previous year

Childcare support system available to male employees

Maternity and child care leave (15 days paid from prenatal to 1 year old)
Childcare leave at birth (unpaid for 28 days within 8 weeks of birth*)
Childcare leave (unpaid for the period of application up to the age of 3*)
*There is a separate benefit system through employment insurance

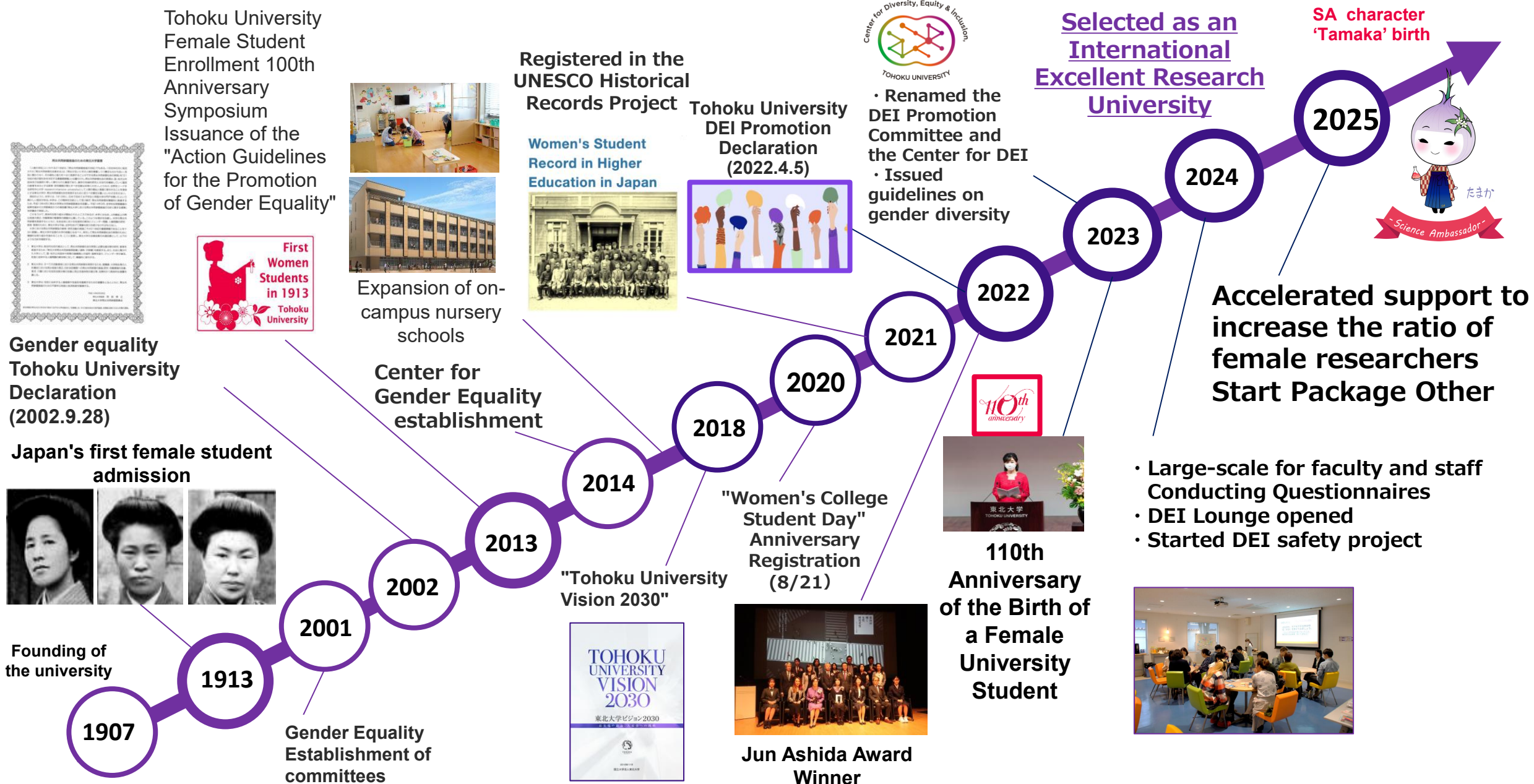
The rate of male employees taking childcare leave is Reiwa 6 is 52%
(R4 53%, R2 35.3%) Target 80%

Expenditure of "expenses for accompanying children on business trips, etc." from research funds

It is possible to spend from research funds for the following expenses when accompanying children on business trips.
(1) Transportation expenses for the child's round-trip, (2) Accommodation expenses for the child, (3) Childcare expenses, etc.
(However, limited to financial resources that can be spent)

FY2023 (January to March) 20 uses
Of these, the number of male uses is 2
FY2024 69 uses
Of these, 24 were used by men
FY2025 (April to October) 47 uses
Of these, 19 were used by men

Increasing use by men and foreigners



The 1st Tohoku University DEI Promotion Forum "What is DEI that Tohoku University is aiming for: from the support site?" (2024/02/28)



DEI Center Report and Panel Discussion



Related 5 departments: Center for Counseling & Disability Service , Global Learning Center, Career Support Center, Center for DEI

- Introduction of each initiative
- Sharing the characteristics and attributes of the diversifying constituents, as well as the corresponding on-site responses, etc.
- Confirm the importance of collaboration
- Requested directly from students during panel discussions → Establishment of DEI lounges



Norifumi Ushio (in charge of human resources, labor, environmental safety, and facilities), Hirotoishi Takizawa(Education and Student Support), Vice President Noriko Osumi (Public Relations and Diversity) (all positions at the time of the event)

DEI Lounge opened

“Learn, Connect, Grow”

The DEI Lounge is a place where students can learn and deepen their understanding toward the realization of a society where people respect each other, overcoming all barriers such as gender, sexuality, disability, race, and ethnicity. Students and faculty interested in DEI can use and participate.

Time: Every Wednesday 12:15~16:00

Location: 1st floor of the International Exchange Building
(Compliance with the ground rules is required when using the



2024 10/16 (WED)
OPEN!!

DEI Lounge
オープニングイベント

12:00-14:00
ワークショップ
「話してみない?」
#ジェンダーの「もやもや」
講師
中林 加南子氏
エル・パーク仙台 管理事業課
菊池 しひろ氏
せんだい男女共同参画財団 総務企画課
会場 国際交流棟 1 階
(山内北キャンパス)
申込 定員 30 名 締切: 10 月 9 日 (水)
対象: 本学の教職員、学生・大学院生
下記の QR コードよりお申し込みください。
※定員に達した場合、上記日時の
前に受付を締切する場合があります。

DEI Lounge とは?
DEI Lounge は、ジェンダー、セクシュアリティ、障がい、人種や民族などあらゆるバリアを乗り越え、お互い尊重しあう社会の実現に向けて学び、理解を深める場です。
DEI に関心を持つ学生・教職員は誰でも利用でき、参加することができます。
“知る、交わる、広がる”
どなたでも利用できます。

DEI Lounge の詳細はこちらから▶

問い合わせ先 東北大学 DEI 推進センター
TEL : 022-217-6092 E-MAIL : dei-center@grp.tohoku.ac.jp



Expectations from participants for the lounge

"I want it to be a place where you can accept casual words."

"A place where you can feel free to stop by and talk"

Comments from participants

"In order to achieve DEI, we need to increase opportunities for the majority to study DEI, rather than relying solely on minority voices."

October 16, 2024 Opening Day

DEI Lounge Seminars & Workshops 2024

October 16	I won't talk about it #gender moyamoya (L Park Sendai Kanako Nakabayashi Sendai Gender Equality Foundation Shihiro Kikuchi)
November 20	Film Screenings DEI MOVIE SCREENING 「世界は僕らに気づかない」 Angry son
December 25	Happy Holidays!
February 5	Reading group 『トランスジェンダーQ&A素朴な疑問が浮かんだら』 "Transgender Q&A If you have a simple question"

- Events planned by the center are held once a month, and other events are free
 - Planning and management in cooperation with student staff
- The room is closed during student exams and long vacations.



11月 DEI Lounge EVENT

2024 **11/20** (WED) **15:00**～
- 映 画 上 映 会 -
DEI MOVIE SCREENING



世界は僕らに気づかない
Angry son

Title
「世界は僕らに気づかない」
Angry son

対 象 本学の学部生、大学院生、教職員
Eligibility All members

会 場 DEI Lounge
Venue 国際交流棟1階 (川内北キャンパス)
International Exchange Building 1F (Kawauchi-kita Campus)

音声 / 字幕 日本語のみ / Japanese only
Audio / Subtitle

• 映画詳細 ▶ <https://sekaboku.lespros.co.jp/>

参加無料
free



DEI Lounge とは？

“知る、交わる、広がる”

DEI Lounge は、ジェンダー、セクシュアリティ、障がい、人種や民族などあらゆるバリアを乗り越え、お互い尊重しあう社会の実現に向けて学び、理解を深める場です。

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どなたでも利用できます。

DEI Lounge の詳細はこちらから ▶





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Center for Diversity, Equity, and Inclusion, Tohoku University
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問い合わせ先
Contact

DEI Lounge Seminars & Workshops FY2025

May 28	Reading exchange meeting "Would you like to bring one recommended book and introduce it to each other?"
June 25	Film Screenings "Portrait of a Burning Woman"
July 16	What is DEI in the United States now? ~The current location of diversity talks with local Japan university students~
November 26	Let's connect beyond the barriers of hearing impairment—Let's enjoy communication!

- Seminar and workshop events are held once a month
- We are also planning study sessions related to DEI promotion.
- Planning and management in cooperation with other departments and student staff

In order to promote DEI that also considers intersectionality, we crossed departments
Preparing a working-level DEI promotion WG



11月 DEI LOUNGE EVENT

参加無料 free

2025 **11/26** (WED)
12:30 ~ 14:30 (途中参加・退席可能)

DEI ラウンジの開室は 12:15 ~ 16:00

聴覚障害のバリアをこえて、つながろう —Let's enjoy communication!

対 象 本学の学部生、大学院生、教職員
Eligibility All members

会 場 DEI Lounge 国際交流棟 1 階 (川内北キャンパス)
Venue International Exchange Building 1F (Kawauchi-kita Campus)

言 語 日本語
Language Japanese



DEI Lounge とは？

“知る、交わる、広がる”

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DEI Anshin PROJECT "Comfortable menstruation for everyone" (2024/5/13-6/10)

2024年5月13～6月10日 May 13th to June 10th, 2024

DEI あんしん
PROJECT

生理用ナプキン 設置トライアル実施中

Trial for the installation of sanitary napkins

必要な方はご利用ください

Please feel free to use it if needed

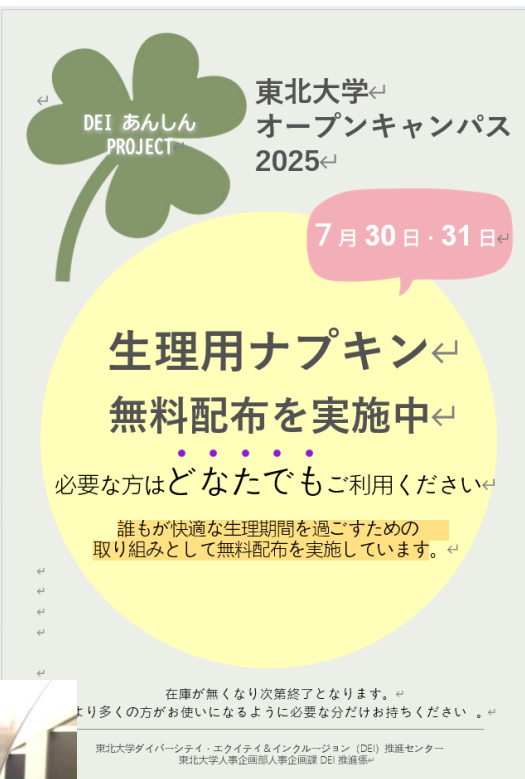
誰もが快適な生理期間を過ごすための取り組みとしてトライアルを実施しています。

To everyone has a comfortable menstrual period, we are conducting this trial.



トライアル期間中、ナプキンは定期的に補充しますが、在庫が無くなった場合はご了承ください。
During the trial, napkins will be replenished regularly, but please note that they run out of stock, your understanding is appreciated.

2025
Summer Open Campus
20,000 free distribution
Introduction of faculty
members for joint development,



Held at Kawauchi Kita Campus
Report the results of the questionnaire to the
DEI Promotion Committee

Considering the response of the entire
university for permanent installation

Sawayanagi Fellows Lunch MTG (June 16, 2025)

~Message from President Teiji Tominaga to
female researchers~



Creating an atmosphere where
people can speak freely and
building a network

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In honor of the first president, Seitaro Sawayanagi, who put forward the philosophy of "opening doors," we honor those who have made significant contributions to efforts to promote diversity, equity and inclusion (DEI), including the promotion of gender equity in academia and society, both inside and outside Tohoku University.

[illegible]

□ Female Researcher Award System

● The Murasaki Sendai Hagi Award

• Honoring young female researchers in four fields (human resources and social sciences, science and engineering, medicine, dentistry and pharmacy, agriculture and life science) with the aim of promoting the active participation of female researchers and leading to the creation of excellent research results.

• Multiple winners of the Saruhashi Prize and multiple promotions, etc. The winners were selected for large-scale budgets such as the Emergent Research Support Project, and several were hired as Prominent Research Fellows at Tohoku University



Meeting with the President after the award ceremony and the award speech



February 6, 2025 Winners

内藤 真帆
文学研究科准教授

消滅危機に瀕したヴァヌアツ共和国の未解明無文字言語の研究

千葉 杏子
学際科学フロンティア
研究所助 教

キネシンの自己阻害異常とヒト疾患の関わりについての研究

佐藤 恵美子薬学研究科
准教授

低出生体重が及ぼす世代を超えた影響の研究

9th Tohoku University Outstanding Female Researcher Award

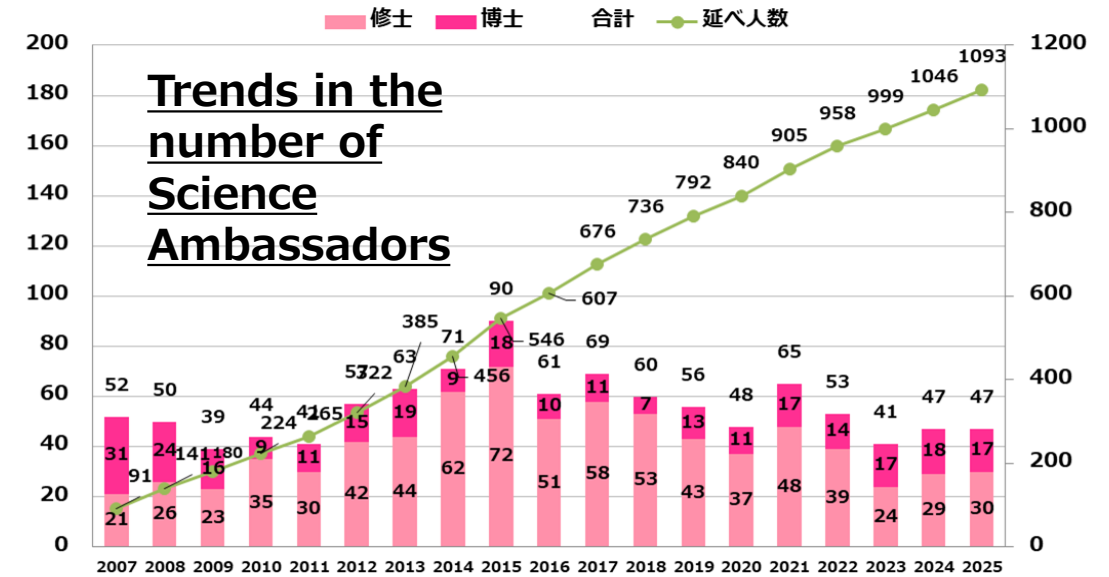
" The Murasaki Sendai Hagi Award"
is currently open for applications.

Deadline: Thursday, November 27, 2025, 5 p.m.
(must arrive by this date)

Activities of Science Ambassadors (Formerly known as Science Angel)

- "Ambassadors" who convey the fun and fun of science Role models for elementary, junior high and high school students
- Scientific events and business trip seminars
- Transmission by note article
- Fostering a researcher's mindset
- Mentoring by SAOG and cooperating faculty members
- Network construction

Every year at the Open Campus in July, "What is a Researcher? - SA Open Campus Edition" is held. Contributing to the community and society through the Katadaira Festival and regional science events



(Left, center) 2025 Open Campus, (Right) Katadaira Festival

Raising DEI awareness for undergraduate students

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"Gender and Human Society" started in 2002 → reorganized into two courses from 2022
In 2024, "Gender Co-creation Society" and "Inclusive Society" were held.

From 2002: Opened as a humanities and social sciences department
From 2015: Expanded to include natural sciences
2017 President's Education Award



- Raising awareness of diversity
- Credits for University-wide education

Inclusive Society: First and second semester courses
Gender Co-creation Society: First Semester Only

● Omnibus Lectures

「文系・理系」の専門家 計12～13名

- 200 students in the first and second semester

2023 ~ Start

Intensive lectures in collaboration with the University of Tokyo and Ochanomizu Women's University
"Introduction to Gendered Innovation"

2025 Textbooks

"Introduction to Gendered Innovation" will be published

Inclusive Society

教員	講義題目
田中真美	イントロダクション
高松美能	文化共生社会と人権
大澤絢子	宗教とダイバーシティ
秋山正幸	インクルーシブな大学とは
ローツマイア	多様な家族と法
関口雄介	身体的弱者（障害者・高齢者）との共生
石川美希	障がいのある人との共生：聴覚障がいを例に
李善姬	日本における多民族・多文化共生の現状と課題
末松和子	多文化理解と国際共修活動
前川直哉	多様な性と性的マイノリティ
大隅典子	脳の性差とダイバーシティ
矢ヶ崎将之	ジェンダーの経済学入門
佐々木成江	科学とジェンダー～性差分析がもたらす科学技術の発展と多様性の確保～
	グループワーク
	グループワークと期末テスト

Gender Co-creation Society

教員	講義題目
李善姬・鶴田想人	イントロダクション
李善姬	ジェンダーと緊急時リスク
田中重人	家族とジェンダー
神谷哲司	子育て・教育とジェンダー
朝倉京子	ジェンダーとケアワーク
大森駿之介	性の多様性から考えるDEI
中村文子	ジェンダーと人身売買
皆川朋子	女性ヘルスケアの課題とフェムテック
鶴田想人	科学史の中のジェンダー
小川真理子	相談支援とジェンダー
宮崎真理子	生物学的な性、社会的な性から健康と病気を考える
臼井恵美子	経済学における差別の理論モデル
大隅典子	なぜ、理系に進む女性は少ないのか？
佐々木成江	ジェンダード・イノベーション
	グループワーク

TOHOKU UNIVERSITY
Science Ambassador
Activity Report

東北大学サイエンス・アンバサダーとは -About US-

東北大学サイエンス・アンバサダー(以下S&A略す)は次世代女性研究者の育成を目的として2004年に創設された組織(現在はサイエンス・エンジェル)の、専攻の専修の女子大生(学部生(後期課程が主も含む))が部長に任命されて様々な活動を通して活躍しています。

例えば、S&Aの中心活動にセミナーイベントでは自然科学・社会科学に関する女性研究者の講演のホールをセレクトして、研究者の講演と懇話会を企画し、司会を務める機会も提供しています。同時にS&A自身も夏・秋両学期の海外インターンシップ・キャリア・インターローテーション(海外派遣)プログラムやスウェーデンやオランダの機会を通じて自己・他言語研修、研究と仕事の両立の機会も提供しています。

Tohoku University Science Ambassadors 2024

活動方針 -policy-

① 大学内外の女性学生に科学の魅力を伝える
 大学内外の女性学生に科学の魅力を伝える。大学内外の女性学生に科学の魅力を伝える。大学内外の女性学生に科学の魅力を伝える。

② 研究の楽しさや面白さを伝える
 研究の楽しさや面白さを伝える。研究の楽しさや面白さを伝える。研究の楽しさや面白さを伝える。

③ 大学内外の女性学生に科学の魅力を伝える
 大学内外の女性学生に科学の魅力を伝える。大学内外の女性学生に科学の魅力を伝える。大学内外の女性学生に科学の魅力を伝える。

東北大学
サイエンス・アンバサダー
活動報告書 2024

東北大学サイエンス・アンバサダー2024のメンバー写真とプロフィール。左から右へ：佐藤 美咲、佐藤 美咲、佐藤 美咲。

<https://dei.tohoku.ac.jp/learn/publications/>
Publications can be seen



Distributed leaflets and newsletters to new students, departments, and members

August 21, 2025 Women's College Student Day Event SA character Tamaka is born



Zhang Yichi (1st year doctoral student at the Graduate School of Medicine) of SA, who devised the design, was presented with a certificate of appreciation and a souvenir "Tamaka" kokeshi



「たまか」うちわと「伊右衛門 特茶」



「女子大生の日」の認知度に関する調査を行うサイエンス・アンバサダー



Kokeshi is Naruko Onsen Kawatari Community Development Unit Produced by Mr. Kagamoku



「たまか」のこけしを手にする富永総長(右)と田中副学長(左)

Chika Kuroda, one of the first three female college students in Japan, made a great discovery that quercetin, the outer skin pigment of onions, has a blood pressure-lowering effect. "Tamaka" is a new character in the Science Ambassador, named by combining "Onion" and "Chika".

- Implemented a support package to accelerate the increase in the ratio of female researchers and became a world-class university organization
- While analyzing the effects of support systems, we will also implement various support projects.
- Strengthen cooperation as well as organizations that promote DEI, and work to further promote DEI as a university as a whole.

