



東北大学

BE YOURSELF! Live as Who You Are

# Center for Diversity, Equity, and Inclusion (DEI Center)

The Tohoku University Center for Diversity, Equity, and Inclusion aims to level the playing field and promote a fair, discrimination-free environment. We strive to create an inclusive environment where people can learn, work, and live authentically. The center is open to all members of Tohoku University, so please feel free to visit us.

Nurturing the next generation



Building an inclusive environment



Creating an LGBTQ+ friendly campus



Aim to be a university where everyone can do their best!

**DEI**

Diversity, Equity, & Inclusion

Supporting work-life balance



Helping foreigners live with peace of mind



Reducing gender-based discrimination by addressing unconscious bias



WEB



Please visit our website for more information via the QR code.



**Tohoku University DEI Center** (Katahira Campus, Extended Education & Research Building 1F)

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WEB <https://dei.tohoku.ac.jp/en/>

# BE YOURSELF! Live as Who You Are

## Toward Gender Parity

The DEI Center provides support for female researchers, as well as assistance in balancing research with childbirth, childcare, and caregiving responsibilities.

For more information



## Reducing Unconscious Biases

How can we reduce the "unconscious biases" we hold?

For more information



## Enhancement of Parental Support

Tohoku University provides on-campus childcare services and other parenting support programs for faculty, staff, and graduate students.

For more information



## Guidelines for Gender and Sexual Diversity

Tohoku University established "Guidelines for Gender and Sexual Diversity" in March 2023.

For more information



## DEI "ANSHIN" project

To enable all students, faculty, and staff to devote themselves fully to learning, education, research, and work, the university fosters an environment that recognizes dignity, respects individuality, and promotes mutual understanding.

One example is 'Everyone Deserves a Comfortable Period.' In 2025, sanitary napkins will be made available on Kawauchi-Kita Campus. In the future, they will be made available on all campuses.

## The DEI Lounge, where everyone can interact safely

The DEI Lounge is a peer community space where students, faculty, and staff can interact comfortably and safely, transcending differences such as sexual orientation, gender identity, nationality, cultural background, age, values, and disabilities. It is also open to all and available during lunchtime. Events related to DEI, such as reading groups and film screenings, are held about once a month.

<https://dei.tohoku.ac.jp/community/dei-lounge/>



For more information

## 'Open Doors' - A Commitment to Diversity for More Than 110 Years

Did you know that Tohoku University was the first university in Japan to admit female students?

At the time of Tohoku University's establishment in the late Meiji Era, universities admitted only male graduates of the former higher school system, and it was unthinkable for women to enroll as university students. The Ministry of Education (currently known as MEXT) sent an official letter questioning the decision. However, the university stood by its decision and announced the admission of three female university students: Chika Kuroda, Raku Makita, and Ume Tange.

For more than a century since their admission, Tohoku University's unwavering "Open Doors" policy has welcomed talented students from all backgrounds.

On April 5, 2022, the university unveiled the "Tohoku University Diversity, Equity, and Inclusion (DEI) Promotion Declaration," reaffirming its commitment to building an environment—on campus, in the community, and around the world—where all voices are heard and respected.

The first female university students



Chika Kuroda Raku Makita Ume Tange



The Ministry of Education's letter to Tohoku University



## Toward a "University for International Research Excellence," Where Everyone Can Thrive

Message from President Teiji Tominaga ▶ <https://dei.tohoku.ac.jp/en/vision/message/>



## Opening the Door for Future Generations [Science Ambassadors]



Tamaka SA Mascot Character

The Science Ambassadors (SA), formerly known as the Science Angels, were established in 2006 as the first organization in Japan composed of female graduate students in science and engineering.

Members serve as ambassadors who communicate the joy of science to the public and younger generations. SA conducts outreach seminars at elementary, junior high, and high schools, and actively participates in science events, Tohoku University's open campus programs, symposia, and other related activities.

In recent years, SA has expanded its membership to include not only women in science and engineering, but also those in the humanities and social sciences, as well as individuals who identify as female or non-binary. As SA becomes more diverse, it provides even more influential role models for the next generation.

## Support the DEI Promotion Fund!

Please consider donating to the Tohoku University DEI Promotion Fund to support the advancement of female researchers and emerging leaders, promote work-life balance measures for employees that double as caregivers, and assist in nurturing the next generation. For more information, visit our website via the QR code.

Contact: Tohoku University Fund Office

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## DEI Mailing List

If you'd like to subscribe to our mailing list, please scan the QR code and register.



For detailed information on all of our initiatives and our center's upcoming activities, please visit our website and social media channels.



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