

## **General Employer's Action Plan based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace**

### **1. Target Period**

April 1, 2022 ~ March 31, 2026 (4 years)

### **2. Goals and Initiatives**

#### **【Goal(1)】**

**Increase the number of female faculty at the rank of Full Professor by 100% or more from the AY2021 baseline.**

Main Aim: to build a critical mass of female faculty members, aiming to form a workplace with genuine diversity and inclusiveness in terms of gender and sexual identity.

<Time Frame and Actions> Starting in Academic Year 2022 -

- Create and publicize an official university-wide statement about diversity and inclusiveness
- Stress diversity and inclusiveness when hiring faculty members
- Ensure female colleagues' views are reflected on decision-making processes, and work towards a better gender balance
- Create a task force to formulate specific initiatives

#### **【Goal(2)】**

**Raise the ratio of female members among departmental directors in the administration to 40% or more by Academic Year 2025**

Main Aim: Although more than 50% of staff members are female, the female ratio among those in managerial positions is still low. To increase diversity in the decision-making echelon, we will strive to remove obstacles for female colleagues' promotion to this level, and to build a workplace where each staff member can reach her or his full potential regardless of differences in gender or sexual orientation.

<Time Frame and Actions> For Academic Years 2022 – 2025

- 1<sup>st</sup> year (AY2022) → create a task force, start rank-specific staff training with the mandatory participation of departmental heads
- 2<sup>nd</sup>-3<sup>rd</sup> year (AY2022-2024) → Build a work environment in which female members face no obstacles and feel motivated to seek promotion to the managerial level, to be achieved through clearer delineations of the capacities needed at each rank, smartification of workflow, and increased transparency in the human resources system.
- 4<sup>th</sup> year (AY2025) → Offer opportunities for staff members to acquire skills needed in managerial positions, aiming to train future departmental directors.