

## Working Towards Establishing the Preparatory Committee for the Echigo Manufacturing Diversity Consortium

### The Third Meeting between Partners and Cooperating Institutions for Diversity

On January 19, 2022 (Wed.), partners and cooperating institutions held a meeting to jointly implement the Initiatives for the Implementation of the Diversity Research Environment (Driving-type) in order to encourage and empower female researchers and engineers. These institutions shared the purpose of establishing the Preparatory Committee for the Echigo Manufacturing Diversity Consortium (tentative name), in which industry, academia, government and financial institutions take their own initiatives in promoting regional diversity. They exchanged opinions about the concrete efforts and expectations for the consortium. The meeting was attended by 14 members from partner institutions and 18 from cooperating institutions.



### The Third Meeting between Partner and Cooperating Institutions for Diversity List of Participating Institutions (15 institutions) ※ Honorifics omitted

**(Partner Institutions)** Nagaoka University of Technology, National Institute of Technology, Nagaoka College, eTRUST Co., Ltd.  
**(Cooperating Institutions)** NAGAOKA City(The industrial location department, The Human rights, Gender equality), Japan Finance Corporation NAGAOKA Branch, Sorimachi Co.,Ltd., Sorimachi Giken Co., Ltd., Nagaoka Institute of Design, Bourbon Corporation, KUBOSEI ELECTRIC Corporation, Arisawa mfg Co.,Ltd., SAKATA Manufacturing Co., Ltd., THE TAIKO BANK,LTD., Takano Labor and Social Insurance Office, Niigata Civil Engineering Women's Conference

## The 2021 External Evaluation Committee on Diversity Projects was held.



An online meeting of the External Evaluation Committee was held on January 26, 2022 (Wed.) to check on the progress of the Initiatives for Implementation of Diversity Research Environment. In addition to four members of the External Evaluation Committee, who have great insight into diversity promotion, gender equality, and industry-academia-local government-finance collaboration, the chief executives and the persons in charge of the project in Nagaoka University of Technology, National Institute of Technology, Nagaoka College, and eTrust Co., Ltd. attended the meeting.

After the three institutions reported their efforts and answered questions, the Committee members gave their evaluation and advice. Details will be published in AY 2021 Performance Report to be issued at the end of the academic year.

## Upcoming events We look forward to your participation.

### Management FD Seminar on Work-Life Balance 「Balancing of Researchers' Work and Caregiving」

Participants will learn basic knowledge of balancing caregiving and work that they need to know as managerial personnel.

**Date & Time** March 9 (Wed.) 15:30-17:00

**Venue** Online stream via Zoom

#### Target participants

Those in managerial positions at partners and cooperating institutions. Faculty, staff, and employees interested in this theme can participate.

#### Lecturer

**Prof. Masatoshi Tsudome**  
(Specially Appointed Professor, College of Social Science, Ritsumeikan University)

#### (Host & Contact)

Gender Equality Promotion, National Institute of Technology,  
Nagaoka College  
TEL. 0258-47-9911 (telephone extension 9911)

### Joint Info Session with Companies in Niigata Enthusiastic for Diversity Promotion

We will hold an online information session with companies promoting Diversity & Inclusion for students at Nagaoka University of Technology and National Institute of Technology, Nagaoka College.

**Date & Time** March 14 (Mon.) 13:00-15:00

**Venue** Online stream via Zoom

#### Target participants

**NUT students**  
(3rd-year undergraduates who will graduate or complete in 2023 and first-year master's students),  
**Nagaoka KOSEN students**  
(4th-year department students, first-year advance course students, and others)

#### (Host & Contact)

Section for Research Environment Diversity  
Nagaoka University of Technology  
TEL. 0258-47-9911



▲The list of participating companies and the application are here.

#### [Edited and published by]

Section for Research Environment Diversity  
(Trilateral Secretariat Office) Nagaoka University of Technology  
1603-1 Kamitomiokamachi, Nagaoka, Niigata 〒940-2188  
TEL. 0258-47-9911 (telephone extension 9911)  
Email: danjo@com.nagaokaut.ac.jp



#### [Editor Note]

The first person taking paternity leave has arrived at Nagaoka University of Technology at last! Next year, our 6 years project enters its second half. We will continue to support your life events and to improve research environments, irrespective of gender. (February 2022)



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



No.7

News Letter

Issued in March 2022

# DIVERSITY



2019 MEXT (Ministry of Education, Culture, Sports, Science and Technology) 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 Interim Report of the Implementation of Diversity Research Environment 「Innovation and Gender Equality in Engineering Fields」 was held

A lecture by Dr. Chizuko Ueno and a panel discussion with leaders in engineering fields were held on 2021 December 8 (Wed.), along with the reporting of the project's interim results. In all, 155 people participated from partners and cooperating institutions, companies, and the general public.

### Part 1 Lecture

**Gender Equality in Engineering Fields What Universities and Companies are Required to Do Now**  
**Lecturer: Dr. Chizuko Ueno** (Director of the Certified NPO Women's Action Network)

In consideration of the question, "Does affirmative action to employ women in engineering fields, (where female researchers are outnumbered by men), constitute reverse discrimination?", Dr. Ueno delivered a lecture on the essential meaning and effects of increasing the number of female researchers. From the viewpoint of the current stagnation in gender participation within Japan compared to the remainder of the world, she explained that efforts to increase the number of female researchers were a national policy and that those efforts exist against a background of unconscious bias and academic harassment. She concluded her lecture by saying that gender equality was important for "society and individuals to survive" and said "Let's build a society in which anyone can function as a disadvantaged person with ease."



Photo by Katsuo Sugano

### Part 2 Panel Discussion

### The Current Situation and Challenges of Female Researchers in Engineering Fields

#### Panelists

**Dr. Chizuko Ueno**  
**Dr. Yasuko Yamamura**  
(Program Officer of the Department for Promoting Science and Technology System Reform of the Japan Science and Technology Agency)  
**Dr. Hiromi Nakano**  
(Vice President of Toyohashi University of Technology)  
**Dr. Osamu Kusakabe**  
(Former President of National Institute of Technology, Ibaraki College)  
**Dr. Shigeharu Kamado**  
(President of Nagaoka University of Technology)

#### Facilitator

**Dr. Yasuhiro Wada**  
(Executive Director/ Vice President of Nagaoka University of Technology)



Inviting Dr. Ueno and leaders in engineering fields as panelists, we asked them to discuss the current situation and issues of female researchers and engineers and actions necessary to solve these issues from their viewpoints. Participants asked many questions, with lively exchanging of views. In our participants' questionnaire, they gave many comments to our participant questionnaire, which showed their high level of interest in the topic.

### Participants' comments (from responses to our questionnaire)

- The most impressive talk was that "to increase the number of female students, researchers, and engineers in engineering fields is a national policy."
- I felt it was a good idea to increase the number of science teachers. It was also convincing that teachers in charge of career counseling were crucially important.
- I learned the current situation and hardships of female researchers in engineering fields. I felt it was important to raise people's interest in those fields and to improve an environment in which female researchers were able to continue research.
- I felt that leadership and top-down guidance were needed and that women's participation in decision-making was important to increase the number of female researchers

## The winner of the second Outstanding Women in Research Award has been decided!!

The Outstanding Woman in Research Award was established last year for public acknowledgment and honoring of female researchers who have made outstanding achievements in research and education, in addition to social contributions, and who are recognized as having contributed to development and improvement in the fields of natural sciences. The award encourages female researchers to be more ambitious and be role models for female students and young researchers. It also aims at encouraging members of the younger generation who pursue careers in engineering and other natural science fields and increase the number of female researchers.

This year's award winner, the second, was decided for Associate Prof. Mizue Mizoshiri in the Department of Mechanical Engineering at Nagaoka University of Technology. Not only her research and educational achievements, but also gender equality promotion and social achievements were appreciated in the selection.

The award ceremony was held online at the Interim Symposium for the Implementation of the Diversity Research Environment on December 8, 2021 (Wed.).







### What is Nagaoka University of Technology Collection of Role Models?

The Office for Gender Equality, Nagaoka University of Technology, has created and published a collection of role models on the website. The Office started creating the collection in 2020 to empower a small number of our female students and to raise the interest of female pupils and students in science and engineering.

The Collection of Role Models includes numerous concrete examples of work-life balance achieved by our faculty and staff members, as well as by our OGs and OBs, and features those who are active in diverse fields as female researchers. We plan to add various role models, hoping it will serve as a reference for life planning and career design of all students at elementary, junior high, high, and technical schools who make a career choice in the future, their parents, and current students studying in science and engineering fields, irrespective of gender.

### The first case in NUT Collection of Role Models! Our OBs who took childcare leave featured

The 2021 Collection of Role Models has been released. This year, for the first time, it carries articles of our three OBs who took childcare leave, in addition to those of seven female researchers.

The collection has plenty of fulfilling contents, including the everyday routines of your predecessors who have achieved their dreams, their life charts from their birth to the present day, and encouraging messages from them.

A man taking childcare leave can enjoy various benefits. For instance, the man can smoothly share parenting and housework with his wife after she returns to work; communication between the couple becomes active. However, some of you might not have someone who took paternity leave around you or might be wondering when and how long you should take the leave.

For this reason, we interviewed three people who took paternity leave. They explained what they prepared for when taking the leave, what responses they received, and what their lives were like during the leave. They gave messages to those wanting to take paternity leave. Please scan the QR code on the left to read the articles.

Nagaoka University of Technology  
Click here for a collection of role models



### Announcement and Request

If anyone among faculty and staff members, OGs and OBs who can cooperate in publicizing our Collection of Role Models or contributing articles to the collection for promising students, please contact the Office for Gender Equality at Nagaoka University of Technology (TEL. 0258-47-9911 or Email: danjo@jcom.nagaokaut.ac.jp). We are looking forward to hearing from you.

### Activity Report

#### The 2021 Exchange Meeting for Kosen joshi and Gidai joshi Hosted by Nagaoka University of Technology on September 18 (Sat.)

Nagaoka University of Technology women who are technical college (gidai joshi) alumnae introduced their research and student life to women technical college (kosen joshi) students nationwide and answered various questions. Online, 7 gidai joshi and 15 kosen joshi participated. A summary of the Q&A contents is available on the website.



Summary of Q&A is here.

#### Management Seminar for Female Researchers Hosted by Nagaoka University of Technology on October 8 (Fri.)

We invited Dr. Marie Oshima (Director, National Institute of Technology) as the lecturer and asked her to speak about her career advancement experiences. In the second half of the seminar, a get-together session, participants asked many questions about career and work-life balance, which was very exciting. In all, 38 people participated, including those from partners and cooperating institutions and faculty and staff members of technical colleges nationwide.

#### Lecture on Role Models 2

Co-hosted by National Institute of Technology, Nagaoka College and Nagaoka University of Technology on December 13 (Mon.)

Assistant Prof. Misaki Takeda (Department of Electrical Engineering, National Institute of Technology, Tokyo College) and Ms. Fuyuko Ogino (Leader of City Parks Team, City Development Section, City Bureau, Civil Engineering Department, Niigata Prefecture), both of whom are active technical college and Nagaoka University of Technology OGs, delivered lectures on their courses to date, job satisfaction, and ideas for work-life balance. It represented an opportunity to learn about career paths to become faculty members of technical colleges and work in the construction industry, in which 24 people participated, including Nagaoka KOSEN and NUT students, faculty and staff members.



### eTrust's SDGs website has been released!

Ever since its foundation, eTrust Co., Ltd. has tried to overcome difficulties in social infrastructure, particularly in the fields of electricity and communications, with the management philosophy of always being a "Presence needed by society."

The company released a website on SDGs on its official website in December 2021. The website introduces the declaration by the CEO and the company's vision and examples of SDGs.

Examples include our project as an effort for diversity promotion, in addition to its Fujigane photovoltaic power plant and river monitoring system. Please scan the QR below for more information.

eTrust's SDGs site is here.



### Topics 1

#### Interim evaluation results of the Initiatives for the Implementation of the Diversity Research Environment (Driving-type)

The Ministry of Education, Culture, Sports, Science and Technology published the interim evaluation results of the 2019 Support Program for Human Resources Development in Science and Technology, the Initiatives for the Implementation of the Diversity Research Environment (Driving-type).

The diversity promotion system by our trilateral institutional collaboration and its ripple effect on local communities were particularly appreciated and were assigned "Overall Evaluation A."

We will continue to support female researchers and promote diversity during the remaining three years in half of the project. Your continued support and cooperation will be greatly appreciated.

### Topics 2

#### 「Nagaoka Sumire Project」

Shimin Kyodo Network Nagaoka, N.P.O. distributes leaflets and sanitary goods in Nagaoka University of Technology as part of the Nagaoka Sumire Project, a project commissioned by Nagaoka City. Please scan the QR code below for more information about the project and distribution place.



#### The 2021 Research Exchange Meeting for Female Researchers and Engineers

Hosted by Nagaoka University of Technology on December 22 (Wed.)



The meeting was held online to form a network and to develop joint research further, serving as an opportunity to present results of joint research with a female principal researcher in partner institutions and to foster exchange among researchers and engineers from cooperating institutions.

Ten female researchers and engineers from partners and cooperating institutions made oral and poster presentations on the topic of the results of their collaborative and independent research. The meeting attracted 33 participants, including students and faculty and staff members. In the presentation session (core time), they split into different rooms and exchanged views actively. After the meeting, participants responded to our questionnaire by saying, "We were able to exchange information frankly. It was very informative." It provided a very good opportunity for female researchers and engineers to deepen engagement with those in other institutions and fields.

#### Seminar on Improving Research Skills

Hosted by National Institute of Technology, Nagaoka College on January 14 (Fri.)

The seminar was held to increase efficiency in writing papers and to improve female researchers' research skills. Twenty-seven men and women participated and learned to use literature management tools for writing papers and how to manage literature using Mendeley and to insert literature citations when writing papers.

#### Session for Experiencing Technical College Faculty

Hosted by National Institute of Technology, Nagaoka College (canceled)

The session was planned to provide female researchers and candidates with an opportunity for research and education. Unfortunately, it was canceled because of an increase in COVID-19 cases.