

Tokai National Higher Education and Research System Statement on Diversity, Equity, Inclusion & Belonging (DEIB)

Tokai National Higher Education and Research System, consisting of Gifu University and Nagoya University, is Japan's first example of a merger of multiple distinct universities into a single administrative entity. As part of our mission to "Make New Standards for the Public" and help us better serve as a commons for knowledge and innovation, we believe that it is our duty to constantly challenge the form that national universities in Japan should take and contribute to the advancement of our region and of human society in general. Diversity among our members forms the bedrock of the Tokai National Higher Education and Research System and is the source of our innovative capacity. To that end, our goal is to provide an environment for education, research, and work that emphasizes equality and to actively correct structural discrimination and disparity rooted in history and society, so that all our diverse members are better able to accept each other, build trusting relationships, and maximize their respective potentials.

Nagoya University has been visibly and actively advancing the cause of gender equality since the establishment of its "Recommendations for Promoting Gender Equality at Nagoya University" in 2001. Its efforts have received wide acclaim both domestically and abroad. In particular, in 2015, the institution was selected as a HeForShe IMPACT Champion by UN Women, along with the other nine universities around the world. That same year, the institution announced its "Nagoya University Campus Universal Design Guidelines," a set of principles for continued improvement of the campus environment, with an emphasis on enhancing physical accessibility across the campus through a barrier-free initiative and accommodating the growing diversity observed among members and visitors as society continues to globalize. Furthermore, in 2018, Nagoya University set forth its "LGBT+ Declaration" and issued the "Nagoya University Declaration of Principles to Protect the Dignity of Individuals and Respect Diversity," establishing a comprehensive framework for future measures to promote diversity throughout the institution.

The aim of Gifu University is to provide an environment for education, research and work in which all members are respected as individuals and able to fully demonstrate their abilities without regard for gender. These principles were first codified in 2010 with the "Declaration of Gender Equality at Gifu University" and "Action Plan for Gender Equality at Gifu University." In 2021, the university partnered with private businesses and other higher education institutions in Gifu Prefecture to begin the "Gifu Future Project Spearheaded by Researchers with Great Diversity," through which it continues to operate in the interests of diversity and gender equality in all fields of research throughout the prefecture.

Tokai National Higher Education and Research System remains committed to the advancement of diversity, equity, and inclusion and to fostering a sense of belonging among all our members. We vow to refine and push measures that ensure we will continue to be an organization in which members are treated with dignity, receive equal opportunities to participate, and feel welcomed, regardless of sex, ethnicity, language, national origin or cultural background, religion, belief, political or other opinion, birthplace, property, family origin or other social background, marital status, family relation, life events, lifestyle, physical or mental disability, illness, age, experience, external appearance, or any other individual difference.

1. Diversity

The Tokai National Higher Education and Research System values the diversity found in all its members. We strive to close the gender gap along with all other gaps related to individual qualities, welcome people of various national and ethnic backgrounds, and remove social barriers related to language use, physical or mental characteristics, and other differences.

2. Equity

The Tokai National Higher Education and Research System is actively engaged in the elimination of all forms of prejudice and discrimination. We work to counteract discriminatory social constructs that have resulted in long-standing disadvantages to women, sexual minorities, people with disabilities, foreign nationals, and underrepresented ethnic groups. Furthermore, we emphasize fairness in decision-making processes and all other activities.

3. Inclusion

The Tokai National Higher Education and Research System promotes acceptance of all its members, who represent a broad spectrum of qualities and backgrounds. Our members exercise respect toward everyone and continually work to realize a mutually supportive society. We continually strive to improve our organizational support system so that our members are not disadvantaged in pursuits pertaining to academics, education, research, or work due to national origin, cultural background, or any manner of life event, including demands associated with child rearing or caring for ill or aging family members.

4. Belonging

The Tokai National Higher Education and Research System implements positive action, respects and defends the dignity of all our diverse members, provides fair evaluations, and creates an environment in which individuals feel needed and important. In doing so, we hope to instill feelings of trust and belonging and to encourage individual involvement that supports those same goals.