

Waseda University

Waseda University is developing as a truly global university and respects diversity and the promotion of equal participation of men and women in the workplace. The University has formulated the following Action Plan to create an environment where women can maximize their potential in education, research, and the workplace.

(1) Action Plan Time Frame

Five years from April 1, 2021 to March 31, 2026

(2) Tasks of the University

- 1) Improve the ratio of female hires among full-time (tenured) faculty
- 2) Improve the ratio of female senior administrators

(3) Goals and Details of Initiative

Goal 1: Increase the average percentage of female hires among full-time (tenured) faculty from 2021 to 2025 to at least 25%

Details of Initiative:

1. Based on discussions and coordination with each faculty, affiliated schools, Academic Affairs Division, and Personnel Division, the University will establish numerical targets for each department / school and the entire University and work towards achieving these targets through the PDCA cycle. The University-wide progress will be managed by the Diversity Promotion Committee.
2. In addition to distributing guides and checklists to reduce unconscious biases for faculty involved in recruitment, the University will distribute guides to promote the implementation of positive actions.
3. Publicly release results of annual achievements.

Goal 2: Raise the ratio of female senior administrators to 15% or more by AY2025

Details of Initiative:

1. Enhance awareness of positive examples of working styles among female senior administrators and encourage career advancement towards senior administrator positions.
2. Further encourage female staff to participate in career development training

programs, including training programs for next-generation leaders, and develop their management capacities.

3. Continue to conduct seminars to reduce unconscious biases for senior administrators who consider career development and support growth of staff.