



Activities for Diversity and Inclusion in the Japan Society of Applied Physics

CHIKUMOTO, Noriko^{1,2,3}, SHOJI, Ichiro^{1,4}, MATSUKI, Nobuyuki^{1,5}

¹ The Japan Society of Applied Physics, ² Chubu Univ., ³ Osaka Univ., ⁴ Chuo Univ., ⁵ Kanagawa Univ.

Contents

- Our activities as the Gender Equality Committee (2001-2021)
- Start of the Diversity & Inclusion Committee (2022)
- Establishment of new awards and recent activities

History of activities for diversity and inclusion (D&I) in the Japan Society of Applied Physics (JSAP^[1])

➤ July 2001: Establishment of **the Gender Equality Committee**

- ◆ Raising awareness of gender equality among members
- ◆ Creation of an environment in which both men and women can exercise their abilities in the society

- ✓ Symposia (2002-)
- ✓ Informal meetings (2001-)
- ✓ Networking events (2013-)
- ✓ Career counseling sessions (2008-)
- ✓ Nursery service during JASP meeting period (2004-)



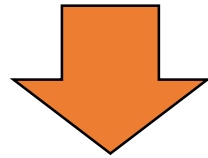
(a) Symposium
(b) Networking event
(c) Nursery service



[1] <https://www.jsap.or.jp/english>

New history of activities for D&I in JSAP

- The perception of gender has been diversifying in recent years.
- We should consider how to include not only men and women but also various nationalities, ages, and other diversities in our academic activities.



➤ April 2022: Renamed to **the Diversity & Inclusion Committee**

Mission

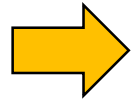
Promotion of D&I in order to realize a society where individuals are respected and can fully demonstrate their talents

Recent activities of the D&I committee

● Establishment of **the Diversity & Inclusion Award** (2022-)

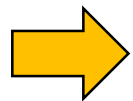
◆ Outstanding Female Researchers Award

◆ Young Female Researchers Award (for researchers under 40 years old)



- Promotion of gender diversity by honoring female researchers and engineers who have achieved remarkable research and development results in the field of applied physics
- Fostering female researchers and engineers who will lead the future of this field.

◆ Diversity & Inclusion Contribution Award



Honoring researchers, engineers, organizations, and groups that have conducted research and activities that significantly contribute to diversity and inclusion, and to activate the field of applied physics



Recent activities of the D&I committee

● Symposiums

■ 2022 - Discussion of gender equality in applied physics fields through gendered innovation

- How has gendered innovation become increasingly important in research and development?
- How can it lead to an increase in the number of female researchers working in the field of applied physics?

1. Kayoko Yamamoto (Nikkan Kogyo Shimbun), “How Diversity Can Drive Innovation?”
2. Tomiko Takeuchi (Mazda Motor Corp.), “Living True to Yourself” MX-30 human centric development”
3. Aiko Nagamatsu (JAXA), “JAXA Working-Style reforms being aware of variety and WLB”
4. Takayuki Itoh (Ochanomizu Univ.), “Need of human resource diversity in information technology fields and examples of careers in a computer science department of a women’s university”

■ 2023 - Diversity & inclusion with various distinct perspectives

The inclusion of not only gender diversity but also the inclusion of a wider range of diversity were discussed.

1. Megumi Taoka (Globis Univ.), “The culture map”
2. Naoki Matsushima (OryLab Inc.), “OriHime, the Avator robot solving human loneliness”
3. Yukari Katsura (NIMS, RIKEN), “The difficulty of being a role model”
4. Mutsuko Hatano (Tokyo Tech), “Promoting diversity & inclusion”



Recent activities of the D&I committee

- Support for female junior high and high school students to choose science-related career paths

➔ Participation to “Summer School for Junior and Senior High School Girls (**Natsugaku**^[2])”

in the hope that the appeal of applied physics to junior and senior high school girls will increase the number of students who enter science-related fields, especially applied physics.

- ◆ Career counseling - The realities of science and engineering jobs
- ◆ Hands-on experiments - Let's become a mini scientist!
- ◆ Poster exhibitions - Let's talk with researchers and engineers!

etc.



[2] <https://natsugaku.jp/en/>