

## 研究者リーダーシップ・プログラム

### 「プログラム全体のレポート」

In the initial session, we had the chance to introduce ourselves and get to know others colleagues. There was also a very insightful talk on gender representation in academic and societal contexts from Prof. Hiroko Tsukamura. One of the points that impressed me was how unconscious biases—such as assumptions about professional roles—can shape expectations and opportunities, especially for women (e.g. doctor operating on a patient, receiving bad news; female or male doctor?). Specific details were challenging to follow due to language barriers, but the key message emphasized the importance of awareness and intentionality in promoting equitable research environments.

Further on the road, the following seminars included topics like mentorship, cooperation with colleagues, challenges with interpersonal relationships in teams, and adapting research goals to evolving challenges. I understood that academic careers are rarely linear and fixed. One must reflect and grow in a sustainable way.

We were also presented with a framework covering areas such as strategic thinking, execution, and leadership. For example, the worksheets in Seminar 4, pointed to some issues that I did not considered before and I felt guided in identifying short- and long-term goals. Importantly, how to recognizing our strengths, and anticipating challenges.

Participating in this series, even with some limitations in time and language, was a valuable reminder that professional development extends beyond technical expertise. While language barriers prevented me from engaging in most discussions and limited my full comprehension of some points raised, the materials provided remain useful.

I am grateful to the organizers for creating a space dedicated to researcher growth, well-being and diversity. I look forward to applying these insights to my own academic journey.

(PEREIRA COSTA Raquel Filomena・名古屋大学大学院教育発達科学研究科 YLC 特任助教)