

## Childcare and Family Care Support

### Cosmos Nursery School (Higashiyama Campus)

**Opening Hours** Monday–Saturday, 7:30–21:00

**Capacity** 60 children

**Eligible Age** From 57 days after birth to preschool age

**E-mail** jinnji04@t.mail.nagoya-u.ac.jp



### Asunaro Nursery School (Tsurumai Campus)

**Opening Hours** Monday–Friday, 7:30–22:00  
Saturday, 7:30–19:00

**Capacity** 80 children

**Eligible Age** From 57 days after birth to preschool age

**E-mail** asunaro@t.mail.nagoya-u.ac.jp



### After-School Childcare Center Poppins After School

**Opening Hours** Weekdays: From the end of the school day to 19:00  
Long school holidays: 8:00–19:00

**Capacity** Up to 45 children

**Eligible Age** From 57 days after birth to preschool age

**E-mail** E-mail: nagoya.u-pas@poppins.co.jp



**Pick-up Service Available**

After school, children can take a taxi to the after-school childcare center! (Please contact us for details.)

### Provision of Information on Childcare and Family Care Support

**Childcare Leave** Available until age three.

**Partial Childcare Leave** Available until the child reaches the fourth grade of elementary school.

In addition, a wide range of systems is available, including reduced working hours for childcare, family care leave, and partial family care leave.

For more details, please visit our website.



The Center for Gender Diversity at Nagoya University engages in pioneering initiatives to promote gender equality and diversity. In 2003, ahead of other universities nationwide, the University established the Office for Gender Equality, and since then has implemented a wide range of initiatives, including the operation of on-campus childcare facilities, the promotion of work–life balance, support for the career advancement of women researchers, and the development of the next generation, with a particular focus on female students in STEM fields. In 2017, the organization was restructured as the Center for Gender Equality, strengthening its role as a hub for gender research and education both domestically and internationally. Furthermore, in 2022, with the aim of advancing gender equality and gender studies while also promoting respect for and advancement of diversity, the Center was renamed the Center for Gender Diversity.

In the same year, led by this Center, the Tokai National Higher Education and Research System adopted the DEIB Promotion Declaration, affirming its commitment to Diversity, Equity, and Inclusion, and declaring its goal of becoming an organization in which all members can experience a sense of Belonging.

**The Center for Gender Diversity will continue to devote its efforts to promoting gender equality and diversity and to creating a better environment for all. We sincerely appreciate your continued cooperation and support.**

Nagoya University Special Funds  
Female Leader Development  
Support Program  
Fund for Gender Equality and Justice

To support these initiatives,  
please visit the site using the QR code.



### Center for Gender Diversity, Nagoya University

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# Center for Gender Diversity, Nagoya University

Support Guide for Promoting Gender Equality and Diversity

## User Guide

## Supporting Women Researchers through the RDP Program!



### **R**etention Package Supporting childcare and child-rearing, and creating a supportive work environment

- Operation of on-campus nurseries and after-school childcare centers
- Substitute staffing system during childcare leave
- Childcare support program on University Entrance Common administration Test days
- Provision of childcare services for sick and recuperating children

### **D**evelopment Package Supporting women faculty research activities and fostering leadership

- Funding support for English proofreading services
- Research support programs and shared secretary system
- Leadership development programs for researchers
- Awards recognizing outstanding women research leaders
- Research funding support associated with the hiring or promotion of women faculty (professors or associate professors)

### **P**romotion Package Building a new future together through awareness and cultural change

- Enhancement of the “Unconscious Bias Training” program
- Utilization of the “Faculty Recruitment Manual for Promoting Diversity”

The RDP Program has been selected for the MEXT project “Initiative for Realizing Diversity in the Research Environment (Leadership training for women)” and is scheduled to be implemented for six years, from fiscal year 2023 to fiscal year 2028.

## For the Next Generation of Students

### University-Wide General Education Course: Gender Studies

Why not think together about social issues from a gender perspective?  
This course covers a wide range of topics, including politics, the economy, and the media.

### Specialized Gender Studies Library Gender Research Library (GRL)



This library is open to the general public and houses approximately 23,000 books related to gender studies. In addition to its lending services, it regularly hosts symposiums and seminars. We encourage you to make use of the library as a place for academic research.



### STEM Advancement Seminars for Junior and Senior High School Girls (Science, Technology, Engineering, and Mathematics)

Female researchers in STEM fields speak about their research and career paths, supporting and encouraging junior and senior high school girls who will shape the next generation. The seminars are held every summer during the university’s Open Campus period.

### Community for Female STEM Students Support for the Activities of the “Acalingo Team”



We support events that help expand networks among female STEM students. Activities include special talks, networking events, and science experiments.

## Creating a Workplace Where Everyone Can Work Comfortably

### Action Plan to Support the Work-Life Balance for Faculty and Staff

1. In principle, meetings are not to be held outside regular working hours on weekdays (8:30 a.m.–5:15p.m.).
2. Department heads and other administrators are to create an environment in which faculty and staff can easily take childcare leave, family care leave, and related leave, and to thoroughly disseminate information about these systems and support frameworks.
3. For faculty and staff raising children under the age of two, department heads and other administrators will reduce or exempt teaching responsibilities, committee work, and other duties.

### Mentoring Program for Female Faculty



To ensure that newly appointed female faculty members can begin their careers with confidence, experienced faculty members provide mentoring and support.

### Creating LGBTQ-Friendly Campus



With the aim of creating an environment where all students, faculty, and staff can feel safe and comfortable, the university has established its core principles and response guidelines.

### Network for Faculty Working Away from Their Families



We are building a network in which faculty members can support one another in both research and daily life, even while working away from their families. This initiative supports faculty in diverse circumstances, regardless of gender.