



YNU Declaration of Diversity

Yokohama National University (YNU) strives to establish itself further in academic research and education in the 21st Century by upholding the following four fundamental principles: “Be Active”, to solve practical, real-world problems by putting theory into practice; “Be Innovative”, to actively promote new endeavors; “Be Open”, to widely open one’s doors to society; and “Be Global”, to foster exchange with other nations.

To this objective, it is essential to respect human rights, eradicate discrimination on the basis of gender, age, nationality, race, ethnicity, culture, religion, disability, sexual orientation and the like, and make sure that differences are respected as individuality and diversity is put to productive use. From this point of view, YNU declares that it will endeavor to improve its learning and working environments for students and faculty and staff members to have YNU evolve into an even more energetic university through the infusion of diverse knowledge and sensibility, thereby contributing to further societal developments in the 21st century.

The above is the background to the following initiatives:

1. YNU will respect the human rights of individuals of diverse backgrounds, work to increase awareness about diversity between students and faculty and staff members, and promote mutual cooperation between them.
2. YNU will endeavor to improve its learning and working environments for students and faculty and staff members with diverse characteristics and help them design their careers so as to achieve work-life balance.
3. YNU will be fully aware that diversity of knowledge and sensibilities are invaluable assets for the revitalization of education and research and for making productive use of them in creating new value.

July 2019

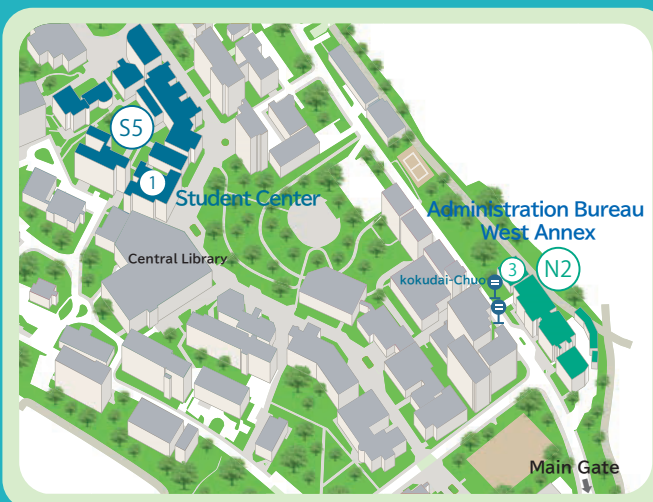
President of Yokohama National University

MAP

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Student Center
(S5-1)

Barrier-Free
Accessibility Section



Administration
Bureau West Annex
(N2-3)

Gender Equality Section

Address

Diversity Strategy Promotion Headquarters
diversity@ynu.ac.jp



● Gender Equality Section

79-1 Tokiwadai, Hodogaya-ku, Yokohama, Kanagawa
045-339-3234 sankaku@ynu.ac.jp

● Barrier-Free Accessibility Section

79-8 Tokiwadai, Hodogaya-ku, Yokohama, Kanagawa
045-339-3118 shougai.shien@ynu.ac.jp

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Diversity

Aiming to be a diverse university

DIVERSITY

Aiming to be a diverse university

In April 2020, Yokohama National University(YNU) established the Diversity Strategy Promotion Division, based on our internal discussion on promoting diversity since FY 2016.

Message from Chief of Headquarters

YNU established the Diversity Strategy Promotion Headquarters in April 2020 under the YNU Diversity Promotion Declaration issued in July 2019.



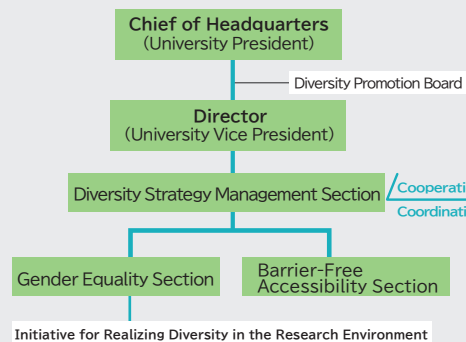
Moreover, I appointed the vice president for diversity, following the concept that diversity and inclusion are integrally connected to higher education institutions' dynamism in competitive and excellent research and education for the next generation.

Our policies to support international students and female academics have resulted in outstanding achievements. However, we are currently striving to realize a more diverse campus community where all YNU members have equal opportunities. Our spirit of diversity and inclusion is reflected in support and enlightenment programs aimed at eradicating discrimination based on gender, age, nationality, race, ethnicity, culture, religion, disability, sexual orientation, and the like. When emphasizing values and attributes of diversity, unconscious bias must be eliminated as well, and the human rights of all students, faculty, and staff must be respected. Regardless of the background, students should enjoy the environment in which they can learn, work, and devote themselves to self-fulfillment with peace of mind. Thank you for your understanding and cooperation in creating a diverse campus community.

President Izuru Umehara

Organization

Diversity Strategy Promotion Headquarters



YNU Commission on Human Rights
International Strategy Organization International Student Center
Research Initiatives and Promotion Organization
Center for Health Service Science
Facilities Department
Student Advisory Service
Harassment Consultation Room
Departmental Consultation Service

Diversity Strategy Management Section

Diversity Strategy Management Section coordinates various activities related to diversity promotion by managing "Gender Equality Section" and "Barrier-Free Accessibility Section."

Gender Equality Section

Gender Equality Section is devoted to creating a future where both men and women can equally participate in society and play an active role in diversifying our university.

What we do

Education and Research Support

- Research Supporter System
- Joint Research Support
- Research Funding
- Mentoring Program
- Skill-up Seminar
- Enlightenment Events for Young Researchers and Students



Childcare and Nursing Support

- Diversity Seminar Series
- Guide to Life Event Support
- Nursing Room for Children and Parents



Miscellaneous

- In-house Library
- Outreach
- Consultation on Gender Equality



Initiative for Realizing Diversity in the Research Environment
(funded by the Ministry of Education, Culture, Sports, Science and Technology of Japan)



Barrier-Free Accessibility Section

The office for students with disabilities conducts all the activities of the Barrier-Free Accessibility Section. Our aim is to assist students with disabilities, LGBTQIA students, and other people who need the removal of social barriers for becoming active participants by providing various support and awareness-raising activities.

What we do

- Support for students with disabilities and sexual minorities throughout their studies
- Career and employment support for students with disabilities and sexual minorities
- Consultation for students with disabilities and sexual minorities
- Awareness-raising activities and promotion of awareness about disabilities and sexual minorities



Universal Design Plan

To establish a diverse university community, we aim to create a campus with a universal design that ultimately allows everyone to learn and research while promoting barrier-free access.

