

The 8th Cambridge-UTokyo Joint Symposium

Session 1: Equality, Diversity and Inclusion

With the aim of increasing our understanding and awareness of equality, diversity and inclusion (ED&I) and exploring how ED&I can be improved in universities and societies, this session invites four prestigious speakers from the two universities to talk about different aspects of ED&I.

The first speaker Dr Shinichiro Kumagaya, Director of Disability Services Office, The University of Tokyo introduced laws and systems in Japan to support students, faculty and staff with disabilities and activities of the Disability Services Office at the University of Tokyo. Initiatives such as Inclusive Academia Project, information accessibility, training academic sign language interpreters etc. were introduced. The second speaker Ms Ndunge Kivuitu, Head of ED&I, University of Cambridge focused on the role of metrics in driving gender equality, such as setting priorities, assessing the impact of initiatives and promoting changes. The third speaker Prof Yuki Honda explained the significant gender gap in Japan in the context of postwar social transformation, analysed the impact of politics and religious right-wing and showed some aspects of the complicated current situation regarding gender. The fourth speaker, Prof Richel Oliver, Director of the Cambridge Centre for Gallium Nitride and an Equality and Diversity Champion for the School of Physical Sciences until recently, presented equality in STEMM viewed through a funding lens. She presented data on funding awarding gaps between men and women and between white and racially minoritized researchers in UK science. Potential causes for these gaps were discussed and principles that should underpin strategies to reduce the gaps were proposed.

After the four presentations, speakers answered questions from the in-person and online audiences and discussed actions to be taken to improve ED&I in both societies and academic communities and close the gaps, as well as various challenges along the way. Both universities are committed to making continuous efforts to improve equality, diversity and inclusion.