

## Creating an outstanding community with rich diversity and inclusion

### Initiatives for Promoting Diversity

#### Diversification of Executives

- **Appointed a female board member** on the new executive board starting from September 2024
- Proportion of women as Board Members, Vice President, Auditor, and the Management Council

**AY2019 25% → AY2024 45%**

#### University Personnel Roadmap for ideal Age/Gender Profile

- **The ratio of female faculty** is now approximately 29%, in the long term, **aiming for 35%**; one of the highest among national universities
- Rigorous management of the roadmap progress by the university personnel committee

#### Promoting Diversity, Equity and Inclusion (DEI)

- Launched a project in AY2023 to support the student projects address the issues related to DEI promotion
- **The ratio of female students** in the undergraduate enrollment for AY2024 is **31%**, and we launched a special website to support female students

### Active Outreach by the President | Developing Professionals for University Administrator

- **As a leading university in the social sciences, actively sharing the results of our reforms outside the university by the president** [ex. Maruzen Yushodo University Management Top Seminar (October 2023), The Business-University Forum of Japan (February 2024)]
- **Developing administrative staff through on-the-job training at overseas universities and other programs**

#### Progress on KPIs

##### ● No. of staff dispatched to overseas universities, among others

【Target(cumulative No.): AY2028 10staff】

AY2019	AY2022	AY2023
1 staff	2 staff	4 staff

##### ● No. of staff who completed the original SD program

【Target(cumulative No.): AY2028 35staff】

AY2022	AY2023
9 staff	26 staff

##### ● No. of graduate students from other universities hired as RA, among others

【Target(cumulative No.): AY2028 110】

AY2020	AY2021	AY2022	AY2023
10	23	33	49