

Tokai National Higher Education and Research System Statement on Diversity, Equity, Inclusion & Belonging (DEIB)

Tokai National Higher Education and Research System, consisting of Gifu University and Nagoya University, is Japan's first example of a merger of multiple distinct universities into a single administrative entity. As part of our mission to "Make New Standards for the Public" and help us better serve as a commons for knowledge and innovation, we believe that it is our duty to constantly challenge the form that national universities in Japan should take and contribute to the advancement of our region and of human society in general. Diversity among our members forms the bedrock of the Tokai National Higher Education and Research System and is the source of our innovative capacity. To that end, our goal is to provide an environment for education, research, and work that emphasizes equality and to actively correct structural discrimination and disparity rooted in history and society, so that all our diverse members are better able to accept each other, build trusting relationships, and maximize their respective potentials.

Nagoya University has been visibly and actively advancing the cause of gender equality since the establishment of its "Recommendations for Promoting Gender Equality at Nagoya University" in 2001. Its efforts have received wide acclaim both domestically and abroad. In particular, in 2015, the institution was selected as a HeForShe IMPACT Champion by UN Women, along with the other nine universities around the world. That same year, the institution announced its "Nagoya University Campus Universal Design Guidelines," a set of principles for continued improvement of the campus environment, with an emphasis on enhancing physical accessibility across the campus through a barrier-free initiative and accommodating the growing diversity observed among members and visitors as society continues to globalize. Furthermore, in 2018, Nagoya University set forth its "LGBT+ Declaration" and issued the "Nagoya University Declaration of Principles to Protect the Dignity of Individuals and Respect Diversity," establishing a comprehensive framework for future measures to promote diversity throughout the institution.

The aim of Gifu University is to provide an environment for education, research and work in which all members are respected as individuals and able to fully demonstrate their abilities without regard for

