

# GSIS DEI Promotion WG Newsletter

## No. 3



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### Introduction

The name of the Gender Equality Promotion WG of GSIS has been changed to the DEI Promotion WG of GSIS. While gender equality has often been discussed in terms of gender and gender differences in the past, DEI incorporates our desire to create a workplace where diverse personalities are respected and where it is easy to work. In this newsletter, we take a closer look at the DEI, which is also included in the name of our working group, to inform you about its importance and our concrete efforts.

### What is DEI ?

DEI stands for Diversity, Equity, and Inclusion. Although there is no clear definition of this concept, Tohoku University has declared the following in its "Tohoku University DEI Promotion Declaration":

- Active recruitment of female faculty and staff
- Awareness-raising to dispel unconscious bias
- An environment in which each individual can maximize their abilities
- An organization where everyone is welcomed, supported, and valued <https://dei.tohoku.ac.jp/>

### Equity

Equity means an environment in which everyone can demonstrate their abilities and have them assessed fairly. What support is needed for each individual to achieve this?

A similar term is 'equality', which means providing the same support to everyone. However, when it comes to diversity, it is important to provide opportunities for everyone to fulfil their potential by tailoring support to their individual needs.

### Diversity

Diversity includes not only differences in appearance, such as gender and age, but also internal personalities, such as the way we think and feel. Bringing together people from different backgrounds can lead to new innovations and enable problem-solving from multiple perspectives. However, this alone is not enough to realize diversity; Equity and Inclusion, which will be introduced next, play an important role.



### Inclusion

Inclusion is about recognizing and making the most of diversity. For example, this means building relationships where we recognize one another.

To create a workplace where everyone feels comfortable and can make the most of each other's strengths, it is important to foster an environment that accepts diverse ways of thinking and to eliminate unconscious bias.

### Conclusion

GSIS has already become a meeting place for people from different backgrounds. The diversity of people in our department, including various research fields, creates a very good climate for the promotion of DEI.

We hope that you will take this opportunity to become interested in our department and help us make it a better place to work. Together, we can create a safe and secure workplace for all members.

### Contact

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