

Meiji University Basic Plan for Promoting Gender Equality

I. Basic Philosophy

Since its foundation in 1881, Meiji University (hereinafter referred to as “the University”) has embraced the founding spirit of “Rights and Liberty” and “Independence and Self-Government.” The University has long promoted the ideals of respecting individual rights and freedoms and fostering autonomy grounded in academic independence.

The University’s educational philosophy, centered on the development of the individual, has been inherited and embodied in its commitment to being a university that strengthen individuals. Through this commitment, the University has nurtured diverse talent and contributed to cultural advancement and human welfare. The University has also played a pioneering role in expanding access to higher education for women, thereby supporting their advancement in society. As a result, it produced Japan’s first female lawyer, judge, and chief judge of a high court, demonstrating its longstanding commitment to gender equality.

Furthermore, in the President’s declaration of Meiji University Diversity & Inclusion Declaration, issued in 2018, the University affirmed its commitment to embracing and respecting diversity in all its forms and to realizing equality beyond all gender differences. The Declaration also pledges respect for the human rights of every individual and the creation of a university community free from discrimination, prejudice, and human rights violations.

The Basic Act for Gender Equal Society, enacted in 1999, identifies as a national priority the realization of a gender equal society in which men and women respect each other’s human rights, share responsibilities, and where every citizen is able to fully display their individuality and ability regardless of gender. In addition, the Act on the Promotion of Women’s Active Engagement in Professional Life (the Women’s Promotion Act), which came into force in 2016, aims to create an environment in which women can fully demonstrate their abilities in accordance with their wishes and play an active role in their workplaces.

Based on the founding spirit, the President’s declaration, laws and regulations, school regulations, etc., the University has formulated the Meiji University Basic Plan for Promoting Gender Equality (hereinafter referred to as the “Basic Plan,” and in an environment where all members of Meiji University Incorporated and its affiliated schools are active, we will respond to changes in the social situation and cooperate with each other to promote initiatives for the realization of diversity and inclusion from the perspective of gender equality, thereby contributing to the University’s education

and research of the University, its management and administration, and the development of society.

II. Basic Policy

From the viewpoint of gender equality, the University will advance the Basic Plan under the following six basic policies.

1. Establishment of an education/research system to promote gender equality
2. Proactive promotion of work-life balance
3. Raising awareness and promoting understanding
4. Fostering the next generation of female researchers
5. Nurturing female leaders in decision-making process
6. Cooperation with the community, etc.

III. Action Plan

To achieve the objectives set forth in the Basic Policy, the following action plans shall be implemented.

1. Establishment of an education/research system to promote gender equality

The University will actively recruit women as faculty members, school teachers, researchers, and staff based on fair and objective evaluations in order to promote gender equality in an education/research system. In particular, the University aims to achieve a ratio of 25% female full-time faculty members (excluding assistants) and 30% female recruits among newly hired full-time faculty members.

2. Proactive promotion of work-life balance

Regardless of age, gender, or other personal characteristics, the University will promote a balance between education, research, work, and personal life. To this end, it will enhance support for childcare and caregiving, improve the working environment, and actively promote diverse and flexible working arrangements.

3. Raising awareness and promoting understanding

The University will organize symposiums, seminars, and other activities on gender equality and diversity and inclusion for faculty and staff. Through these initiatives, the University will promote greater awareness and understanding of issues that should be addressed by the entire Meiji University community.

4. Fostering the next generation of female researchers

To foster the next generation of promising female researchers, the University will encourage interest in and deepen understanding of education and research through career consultations, the presentation of role models, and other initiatives. In addition, the University will collaborate with its undergraduate schools, graduate schools, and affiliated schools to expand the pipeline of future female researchers through initiatives such as open campus programs and high school–university

collaboration programs.

5. Nurturing female leaders in decision-making process

To promote gender equality in the decision-making process of university management and administration, the University will develop support systems that enable women to assume leadership roles and advance their careers. The University will also increase the proportion of women in executive and managerial positions within both Meiji University Incorporated and the University, as well as in administrative management positions. In particular, it aims to raise the proportion of women in administrative management positions to 15%.

6. Cooperation with the community, etc.

The University will promote initiatives for gender equality in collaboration with public organizations and other stakeholders in Chiyoda City, where its main campus is located, thereby contributing to the development of local communities and society as a whole.