

## OS01-2 Effort to Gender Equality in Kanazawa University

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### 1. History of the initiative of gender equality at Kanazawa University

In Kanazawa University, the Gender Equality Promotion Committee was established in 2001. In 2008, the Career Design Laboratory for Gender Equality was opened, and the foundation of supporting system for women researchers was built. In 2012, in order to expand our efforts to the Hokuriku region, we have constructed Hokuriku Women Researchers' Network (HWRN), in which information was shared, and collaborative research was promoted. In 2017, Kanazawa University and Toyama Prefectural University and YKK Corporation, which the most collaborated in HWRN, were selected in a program “Initiative for Realizing Diversity in the Research Environment”. We are aiming to lead the Hokuriku region by establishing a suitable system to improve research capabilities of female researchers.

### 2. Actions

- (i) Support of the female researchers who are busy with having a baby, parenting, caring for families
- (ii) Improve research abilities of female researchers
- (iii) Cultivation of next-generation researchers
- (iv) Public Relations and Enlightenment