

InlUDE UTokyo

UTokyo Center for
Coproducton of Inclusion,
Diversity and Equity



Who we are

InlUDE adopts a participatory approach, anchoring its activities in the unmet needs of individuals with lived experiences of marginalization, exclusion, and discrimination. This collaborative process is designed to coproduce academic excellence and cultivate an inclusive campus environment. By integrating diverse research areas and practices, InlUDE aims to ensure equitable inclusion of diverse populations on campus, with a specific focus on advancing gender and disability equity.



The Center for Coproduction of Inclusion, Diversity and Equity (InlUDE) stands at the heart of UTokyo's commitments stated in UTokyo Compass, the guiding principles of the university.

Our mission is clear: to achieve gender equity and disability equity, enabling every individual, regardless of their background, to thrive and contribute. We believe in a world where diversity is not just accepted but celebrated as a source of strength, creativity, and innovation.

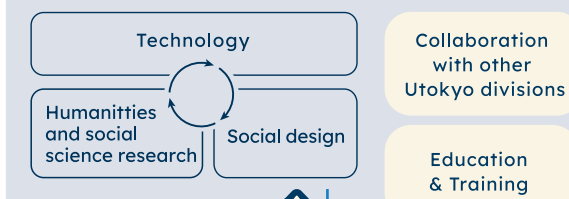
At InlUDE, we believe in the power of **"coproduction."** This means that your voice, your ideas, and your dreams are not just welcomed—they are essential. Our motto, **"Nothing about us, without us!"** is a testament to our commitment to ensuring that every member of our community is an active participant in shaping the future of our campus and beyond*

As you can see in the diagram on the back page, the **DEI Implementation Division** of InlUDE works towards a better campus environment and provides support with an integrative administrative structure. In addition, the **DEI Research Division** brings together DEI-related researchers who are scattered throughout the university in various faculties. The **Office for DEI Coproduction Strategies** connects these two sections to create a virtuous cycle of synergy.

InlUDE also provides comprehensive DEI education and training for faculty, staff, and students. This initiative aims to sharpen the university community's sensitivity towards human rights and cultivate empathy in them as global citizens who proactively pursue the realization of DEI in society.



DEI Research Division



Office for DEI Coproduction Strategies

Advisory council of underrepresented people,
Collaboration with underrepresented people
and broader community

Collaboration with society, International
collaboration, Industry-government-academia
collaboration Support for students and
researchers to start their own businesses

DEI Implementation Division

Office for Gender Equity

Positive Action /Next Generation Nurture /
Work Life Balance / Encouragement of Women's
Pursuit of Higher Education

Office for Disability Equity

Promotion of Support / Facility Accessibility /
Inclusive Employment / Information Accessibility

WEBSITE INFORMATION

01

InlUDE WEB →

<https://include.u-tokyo.ac.jp/en/>



02

**The University of Tokyo
Statement on
Diversity & Inclusion** →

<https://www.u-tokyo.ac.jp/en/about/di01.html>



03

**Guidelines for Students on
Diversity of Sexual Orientation
and Gender Identity at the
University of Tokyo** →

<https://www.u-tokyo.ac.jp/en/about/sogi.html>



01

Office for DEI Coproducton Strategies

The Office for DEI Coproduction Strategies, with contributions from the director of the Center and the main members of the two divisions, serves as the cornerstone of the Center's operations. It acts as the nexus between the DEI Research Division and the DEI Implementation Division, facilitating the integration of research into actual support activities and vice versa. The Office also builds ties with corporations, local communities, other universities, and society at large.

The Office showcases the Center's cutting-edge research, DEI-related resources, information about events inside and outside the university, and various services offered within the university by utilizing digital information technologies, and it serves as a hub for disseminating DEI innovation.

In collaboration with the DEI Research and Implementation Divisions, the office conducts education and training programs about gender, sexuality, and disability to nurture an inclusive campus culture. It values insights gained through practice, considers the cultural context of Japan and Asia, and shares its outcomes both inside and outside Japan.

Aligned with the social model of disability, IncluDE works with the permanent Advisory Board of Minoritized Groups, thereby incorporating the perspectives of individuals with lived experiences into all of the Center's activities. The fruits of our research are disseminated and implemented in local communities through industry-government-academia ties and entrepreneurship support. In addressing gender equity, IncluDE also consults visionaries from inside and outside Japan to tackle gender inequality issues at the University of Tokyo and throughout Japan.

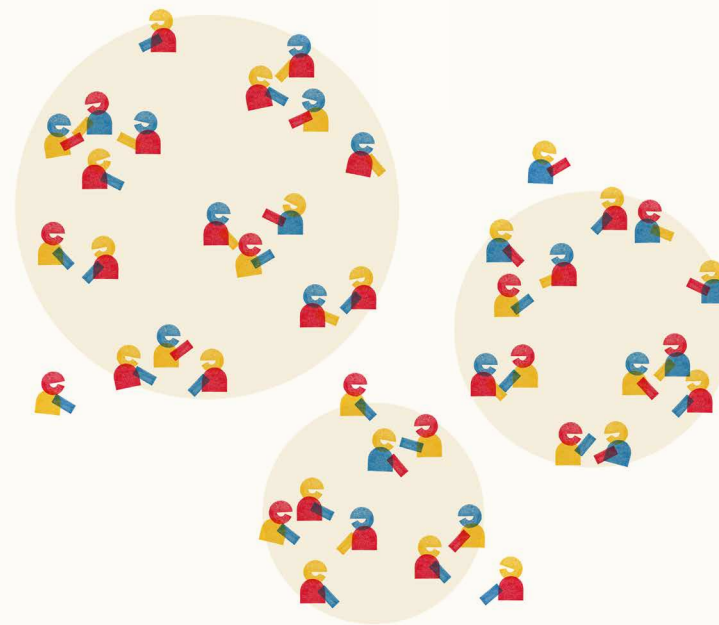


02

DEI Research Division

The University of Tokyo is proud of having a number of distinguished scholars specializing in DEI, such as gender and sexuality studies and disability studies. The DEI Research Division fosters collaboration among researchers in these areas and related fields across the university. By integrating the research findings from each field, the Division establishes an interdisciplinary knowledge base, transcending conventional academic boundaries.

Additionally, the DEI Research Division is dedicated to addressing the needs of underrepresented community members. It achieves this by gathering comprehensive insights about unmet needs from the DEI Implementation Division as well as the Advisory Board of Minoritized Groups, thereby ensuring that the solutions provided are well-informed and targeted.

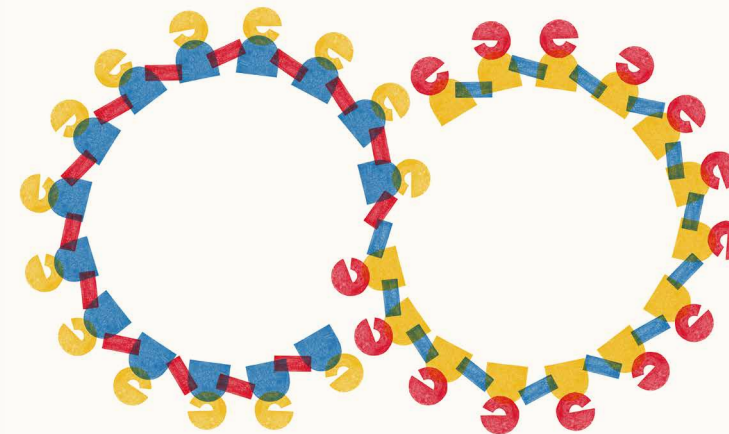


03

DEI Implementation Division

The DEI Implementation Division comprises the Office for Disability Equity and the Office for Gender Equity, which continue to provide all the support programs previously offered by the Disability Services Office and the Office for Gender Equality, respectively.

In addition, as a unified division within IncluDE, these two offices work closely together to address intersectional issues and provide comprehensive support. Furthermore, this Division seeks to implement practices that reflect cutting-edge research findings obtained by the DEI Research Division. It also inspires new ideas and insights for the DEI Research Division, thereby generating a virtuous cycle of knowledge and practice.



What we do

Who we are Our Goals

Goal : 01

**Coproduce research
results with
underrepresented
members**



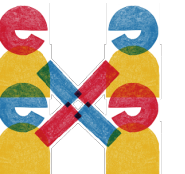
Goal : 02

**Achieve a virtuous
cycle of synergy
between research
and practice**



Goal : 03

**Achieve
gender equity**



Goal : 04

**Provide a
seamless support
system
that covers every
stage of life**



Goal : 05

**Respond to the
needs of
contemporary
intersectionality**

