



Dean, School of Engineering

ITO
Akinori

The ratio of female researchers in engineering is low, which is a common issue worldwide. In Japan, the situation is even more serious.

However, as seen in the Tohoku University DEI Promotion Declaration, our and society's awareness are changing dramatically.

We will fully support activities of ALicE to make Tohoku University open to people of various backgrounds, regardless of gender.



Dean, Graduate School of Information Sciences

HARIYAMA
Masanori

The Graduate School of Information Sciences conducts research aimed at solving social issues through interdisciplinary perspectives, encompassing AI, data science, quantum computing, robotics, and the humanities and social sciences. Initiatives that emphasize diversity, exemplified by the active contributions of women researchers, serve as a foundation for generating new discoveries and innovations. We are fully committed to supporting the activities of ALicE.



Dean, Graduate School of Environmental Studies

YOSHIOKA
Toshiaki

Efforts are being made to address environmental issues from various angles, including dealing with resources, energy, food, disasters, and daily life. Values towards the environment vary depending on one's position, and there is never just one answer, and it is important for everyone to pool their wisdom and deepen mutual understanding. The Graduate School of Environmental Sciences supports the activities of ALicE, which strives to create a brighter future society that is easier to live in.



Dean, Graduate School of Biomedical Engineering

SAIJO
Yoshifumi

Biomedical engineering is considered as an interdisciplinary area of medicine and engineering. It is in fact the crossroad of the needs and seeds of multidisciplinary people. We are proceeding medical device innovation by the design thinking approach in which we emphasize the unmet clinical needs of various people and our sympathy to the people in problem solving. Let's create a bright and healthy future by developments based on various viewpoints. Graduate School of Biomedical Engineering is continuously supporting ALicE activities.



ALicE Mascot
Zundanuki

Zundanuki is a *zunda* (edamame)-colored *tanuki* (Japanese raccoon dog) that lives in Aobayama. Its mouth forms the Japanese kanji 工, for "engineering", and it has a pattern of the Japanese bush clover, featured in Tohoku University's logo, on its belly. This *tanuki* has a keen interest in engineering, science, and technology!

※ The engineering at Tohoku University is the collective term that encompasses Tohoku University's Graduate School of Engineering, Graduate School of Information Sciences, Graduate School of Environmental Studies, Graduate School of Biomedical Engineering, International Research Institute of Disaster Science, New Industry Creation Hatchery Center, Environment Conservation Center, and the Center for Innovative Integrated Electronic Systems, and their related organizations.

Association of Leading Women Researchers in Engineering, Tohoku University

ALicE/Association of Leading Women Researchers in Engineering, Tohoku University
6-6, Aramaki Aza Aoba Aoba-ku, Sendai, Miyagi 980-8579

TEL 022-795-5678 MAIL eng_alice@grp.tohoku.ac.jp WEB <https://alice.eng.tohoku.ac.jp/>

ALicE Website



Association of Leading Women
Researchers in Engineering,
Tohoku University

ALicE



Becoming female researchers

active in the world



Association of
Leading Women
Researchers
in Engineering





At Tohoku University Engineering,
we respect diversity as the way to realize
a truly prosperous society.

Tohoku University is committed to creating an environment where all students and faculty members can recognize each other's dignity, respect individuality, and deepen mutual understanding, enabling them to focus on their studies, education, research, and professional duties. To this end, the university has declared the "Tohoku University Diversity, Equity and Inclusion (DEI) Promotion Declaration" which is also being actively implemented in the field of engineering.

The Association of Leading Women Researchers in Engineering, Tohoku University (ALiCE) is dedicated to supporting the development and success of female researchers, including female students, while fostering an environment that prioritizes diversity, equity, and inclusion. In 2024, Tohoku University was selected as a University for International Research Excellence, marking a significant milestone toward further advancement as a global educational and research institution. Amid this context, ALiCE aims to expand the potential of diverse talents, including female researchers, and to work together in pioneering a brighter future.

In the field of engineering, women continue to remain a minority; however, we firmly believe that the coexistence of diverse perspectives and values in the realms of research and education serves as a driving force for generating new knowledge and technological innovations. ALiCE is committed to providing unwavering support to ensure that more female students and researchers can thrive in the field of engineering. Through continued efforts and new challenges, we will strive to realize a society where diversity and creativity shine brightly.



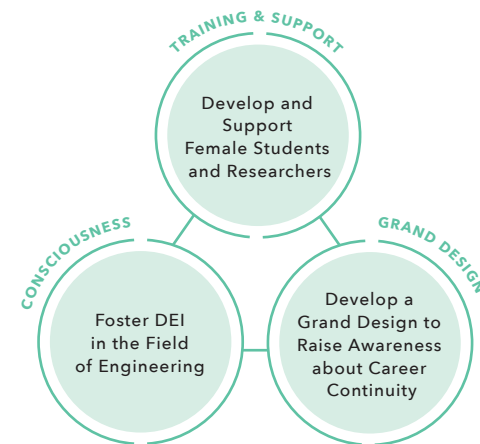
Professor
TANAKA Mami

Graduate School of
 Biomedical Engineering/
 Graduate School of Engineering
 Director, ALiCE

Purpose

Supporting the Advancement of Women in Engineering

We are working to realize a society in which women can continue their careers in the fields of engineering with peace of mind. We work to support the training of women in engineering, fostering DEI and career continuity opportunities.



Activities



Awarded the 2016 Women's Challenge Support Grand Prize (Cabinet Office)

Recognized for Improving the Research Environment for Female Engineering Researchers at Tohoku University and Beyond.



Women's Challenge Grand Prize

Women's Challenge Support Grand Prize

This award is sponsored by the Cabinet Office's Gender Equality Bureau. It honors women excelling in various fields and the organizations that support them. By spotlighting role models for taking on challenges, it aims to accelerate the realization of a gender-equal society.



Activities



Promoting Visibility of Female Researchers/
Appeal of Engineering



Science Experience Program

We hold science experience programs for next generations in order to further their knowledge in various science fields. We also hold laboratory tours for female junior and senior high school students, where they can actually experience research in those fields.



Mini Forum for Female Junior and
Senior High School Students

Mini Forum is held during Tohoku University's Open Campus, where female faculty, graduates working in the field give lectures, and female students introduce campus life. After the forum, round-table discussions are also held. We encourage anyone interested to attend.

Participant Voices

- ◆ I got to hear real student voices that I couldn't find just by searching online. This made me want to go to a school of engineering even more.
(High school student, Saitama)
- ◆ It was a good experience for me to hear professionals speak about working in fields that I'm not usually involved with. It was great to talk almost one-on-one with them at the roundtable.
(High school student, Fukui)



Introducing Female Researchers and
Researchers Raising Children

We provide on-site lectures (also available online) mainly at girls' high schools to give them a broad understanding of the appeal of engineering. We also introduce female researchers in engineering in our newsletter, on our homepage, and via social media.



Support for Work/Life Balance
between Research and Childcare/nursing care

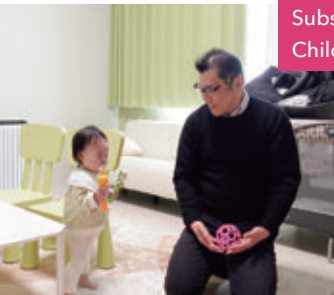


Nursery and Resting Room

We provide nursery rooms which all engineering faculty, researchers, and students can use on a short-term childcare, breast-feeding, and rest. It can also be used for childcare during meetings or academic conferences.

information

For inquiries about the nursery
TEL 022-795-5678 eng_alice@grp.tohoku.ac.jp



Subsidies for Babysitters and Other
Childcare Services for Engineering members

We provide subsidies for the part of utilization fees of babysitters or short-term childcare services to engineering academic / administrative staff members and who need assistance in balancing childcare and work. This support is available regardless of gender and is also accessible to students. Please check our website for more details.

information

Application for Babysitting Subsidy
<https://alice.eng.tohoku.ac.jp/ompatibility>



Dispatch of Research Support Staff for Engineering Researchers

We dispatch research support personnel (administrative assistants) to researchers who find it difficult to secure research time due to childcare, caregiving, or societal contributions. Support for societal contributions is available exclusively for female researchers, while support for childcare and caregiving is available regardless of gender. Please feel free to consult with us if you encounter any difficulties. Please check our website for more details.

Researcher Voices

"It was a huge relief to be able to hand off clerical paperwork I had long put off. I now feel more relaxed and have more time to think about my home life."



Nurturing Women Leaders in Engineering



STEP-ALICE Program

This program subsidizes a portion of travel expenses participating in academic conferences, joint research meetings, and training programs, as well as expenses for submitting and reviewing papers in English for female researchers and students. The maximum amount is 200,000 yen for overseas travel expenses and 80,000 yen for domestic travel expenses. Application forms can be downloaded from our website.

Researcher Voices

- ◆ I hope that the next generation will also have the passion and determination to disseminate their research findings overseas. I encourage them to collaborate with researchers from various countries and fields to develop more innovative approaches and techniques. I believe that technology created this way will solve social issues and enrich humanity.
- ◆ Participating in this international conference was extremely stimulating in terms of intercultural understanding and thinking about the kind of researcher I want to be. Sociability and tolerance are important qualities for building a wide network of contacts. I would like to develop them in myself so I can conduct interdisciplinary and international research in the future.



Seminars/Networking Events

We hold seminars and networking events for female researchers and students in engineering aimed at improving their skills and developing their careers.

Researcher and Student Voices

- ◆ I was able to get a clearer picture of what it would be like to work in the engineering industry through the discussion session with women engineers. I also had a great time talking with classmates, seniors and juniors from my department.
- ◆ By participating in this event, I learned that there are many female students in engineering who have the same concerns as I do, and it was reassuring to know that I am not alone.



Collaboration with Tohoku University School of
Engineering DEI Promotion Project
and 'UPWARDS for the Future'



ALiCE is working in collaboration with School of Engineering DEI Promotion Project to create an environment that fosters DEI. Tohoku University is a member of the U.S.-Japan University Partnership for Workforce Advancement and Research & Development in Semiconductors (UPWARDS) for the Future, which supports the activities of ALiCE.

School of Engineering
DEI Promotion Project

<https://dei.eng.tohoku.ac.jp/en/>



Problem-Solving through Information Sharing

Sharing/Providing Information

We operate a mailing list for female students and researchers.

For Inquiries about the mailing list
eng_alice@grp.tohoku.ac.jp

- ✓ Information on research fees and overseas travel expenses
- ✓ Information on nursery schools and babysitters
- ✓ Information on events and symposiums at/ outside of Tohoku University
- ✓ Full description of support systems

Talk Desk

We provide consultation about DEI-related matters.

Talk Desk (ALiCE)
TEL 022-795-5678
eng_alice@grp.tohoku.ac.jp

Other Consultation Desks

- 1 Student Support Center
- 2 Counseling Room
- 3 Harassment Consultation Desk
- 4 DEI Consultation Desk

Q & A

What kind of discipline is engineering?

Engineering is a discipline that improves our lives and society. Through the power of science and technology, we create new things and work to solve problems. Because we create things that benefit society, it is also known as a discipline of **social doctors**.

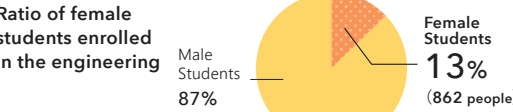
How can I get home if my lab does not end until night time?

Aobayama Station on the Sendai City subway line is conveniently located on Aobayama Campus. In addition, the Faculty of Engineering Alumni Association offers support for female students. You can also **take a taxi** if you are returning home late at night.

Will I be able to balance home life and research?

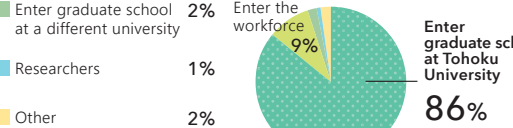
We provide subsidies for **babysitter costs** and **dispatch research support personnel** to help you balance research and childcare. There are also spaces available for short-term childcare during academic conferences.

Women in engineering by the numbers



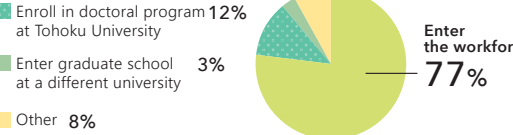
※As of May 2024

School of Engineering Post-Graduate Career (women)



※March, 2024 graduates

Career after completing Graduate School of Engineering Master's program (women)



※March 2024 graduate school graduates