



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 launched last year, 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 Environmental Studies

KAWADA Tatsuya

There are a variety of ways to address environmental and energy issues. Some say we must stop using fossil fuels altogether while others think better use of coal is indispensable. I believe we can find the solution that works for as many people as possible by collecting ideas from a diverse group of people. We are happy to support the activities of ALicE that directly and indirectly encourage and empower such people who are key in creating our future.



Dean, Graduate School of Information Sciences

KATO Nei

Society 5.0 aims to create a future society where, with the help of AI and robots, our lives are enriched by integrating virtual spaces with existing physical spaces. Information science is not limited to advances in technology like AI, IoT, data mathematics, and robotics. It also takes on numerous global issues through an integrative approach that combines the humanities and the sciences. We will do our utmost to support the activities of ALicE so that more female researchers can be active in the field.



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* (a Japanese racoon dog) that lives in Aobayama. Its mouth forms the Japanese kanji 工, for "engineering," and on its belly is the pattern of the Japanese bush clover, featured in Tohoku University's logo. 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.

## Association of Leading Women Researchers in Engineering, Tohoku University

ALicE/Association of Leading Women Researchers in Engineering, Tohoku University  
6-6-04, Aramaki Aza Aoba Aoba-ku, Sendai, Miyagi 980-8579  
1305-1-3, Engineering Laboratory Complex Building, School of Engineering, Tohoku University  
TEL 022-795-5678 MAIL [eng\\_alice@grp.tohoku.ac.jp](mailto:eng_alice@grp.tohoku.ac.jp) WEB <https://alice.eng.tohoku.ac.jp/>

ALicE Website



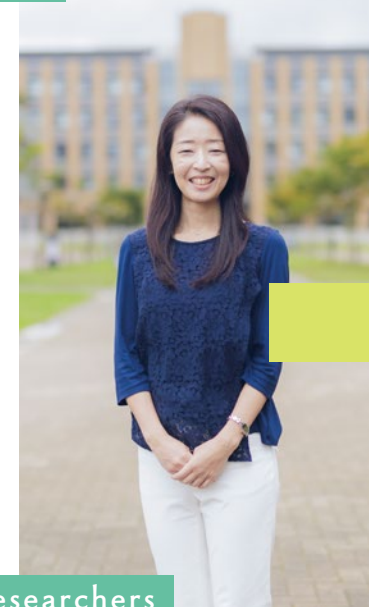
Association of Leading Women Researchers in Engineering, Tohoku University

# 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.

What kind of study do you think engineering is?

Engineering is the kind of study that works in the background to support us in our daily lives.

Our society is constantly changing, and various and complex issues arise and are needed to be solved. This is engineering that helps solve problems and create a more comfortable society.

The "Tohoku University Declaration of Diversity, Equity and Inclusion (DEI)" has been issued so that Tohoku University will ensure that all students, faculty and staff members can devote themselves to their education, research, and work with dignity, respect for individuality, and mutual understanding.

Although women are still a minority in engineering, their perspectives and activities are indispensable in solving various problems. Association of Leading Women Researchers in Engineering (ALiCE) will continue to support many female students and researchers so that they can act and sparkle in their field.

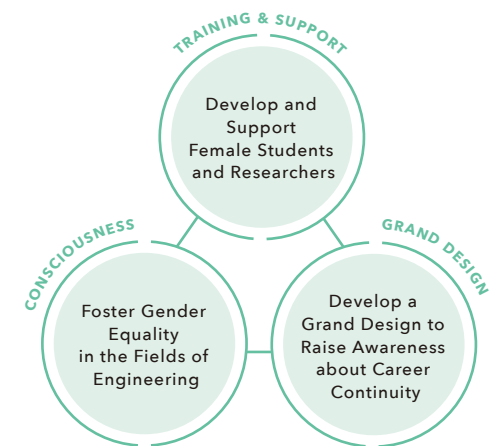


Professor  
**TANAKA Mami**  
Graduate School of  
Biomedical Engineering/  
Graduate School of Engineering  
Director, ALiCE

## 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 and fostering awareness of gender equality and career continuity opportunities.



## Activities



### Awarded the 2016 Women's Challenge Award (Cabinet Office)

Recognized as Improving the Research Environment for Female Engineering Researchers in 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 aims to honor women who excel in various fields and the organizations that support them, in order to recognize role models for taking on challenges to heighten momentum toward gender equality in society.





Activities



Promoting Visibility of Female Researchers/  
Appeal of Engineering



Science Experience Program

We hold science experience programs for elementary and junior high school students 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 forums are held at Open Campuses, where female faculty, professionally working graduates, and students give lectures and open dialogues and hold round-table discussions (Q&A sessions). We encourage anyone interested to attend.

Student Voices

- ◆ "I was able to imagine what my studies and life would be if I enrolled in Tohoku University. I got to know more about the University and the engineering departments, and it broadened my horizons. I want to study hard to expand my own options." (High School Student, Akita)
- ◆ "The graduates who are balancing between work and childcare encourage me." (High School Student, Aomori)

◆ "I was pretty undecided as the Science and Engineering departments seem really similar, but now I want to study Engineering." (High School Student, Saitama)



Introducing Female Researchers and  
Researchers Raising Children

We provide on-site lectures (also available online) at mainly 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 SNS.



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



Nursery/Resting Rooms

For all faculty, educational researchers, and enrolled students in Engineering, we provide a nursery space for the temporary care of children, and a quiet resting room for those requiring a space to rest or breastfeed. It can also be used for temporary childcare during meetings or academic conferences.

Contact

For inquiries about the nursery  
TEL 022-795-4619/5678 eng\_alice@grp.tohoku.ac.jp



Subsidies for Babysitting Fees  
in Engineering

All engineering researchers raising children can subsidize babysitting and temporary childcare fees. There are two application periods per year, in September and February. Application documents can be downloaded from our website.

Information

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

Dispatching Research Support Staff

We dispatch research support personnel (administrative assistants) to provide support to researchers who are struggling to secure research time. The aim of this program is to maintain and promote a balance between research and childcare/nursing care and social contributions. Recruiting will begin in March.

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. There are 2 application periods per year, in May and October. 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

- ◆ "In the future, I would like to go abroad and build up experience and achievements to further open up opportunities for working women. I hope that the next generation can do so, and create an environment where women in research can easily travel."
- ◆ "For young researchers, the ability to build an international network early in your career has a huge impact on the development of your own research. I hope everyone can take advantage of this program to actively participate in international conferences and gain experience testing their research."



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

- ◆ "It was great to hear directly from experienced female researchers about what they think about the future and turning points in their lives, such as marriage, childbirth, and childcare."
- ◆ "Listening to senior students and researchers, I felt like I can work hard now toward my goals, and it made me less anxious about the future."



Efforts to Actively Hire Female Researchers



We support the active recruitment and promotion of female researchers. We are working to improve laboratories, daycare rooms, and women's resting rooms, so that female researchers can conduct their work with peace of mind.



Problem-Solving through Information Sharing

Sharing/Providing Information

We operate a mailing list for female students and researchers in the engineering for the purpose of providing and sharing information. We share public information including childcare, research grants, and event information.

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 accept consultation regarding female students and researchers, from all researchers and students of either gender.

Talk Desk (ALiE)  
TEL 022-795-5678  
eng\_alice@grp.tohoku.ac.jp

Other Consultation Desks

- Student Support Center
- Counseling Room
- Harassment Consultation Desk
- Gender Equality Consultation Desk

Q&A

What kind of discipline is engineering?

Engineering is a discipline that improves people's 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**.

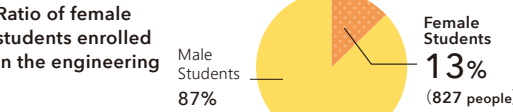
What should I do if my lab work does not end until night time?

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

Will I be able to balance home life and research?

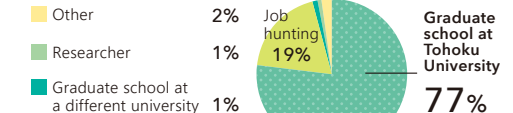
We can provide assistance in the form of **babysitter fee subsidies** and **research support personnel** to assist in balancing research and childcare. There are also spaces available for use as temporary childcare during academic conferences.

Women in the engineering by the numbers



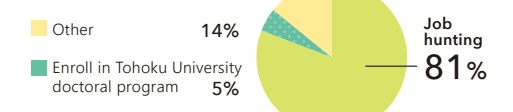
※As of May 2022

School of Engineering Post-Graduate Career (women)



※March, 2022 graduates

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



※March 2022 graduate school graduates



ALiE Mascot Zundanuki