



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 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 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 Studies 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* (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 WEB <https://alice.eng.tohoku.ac.jp/>

ALicE Website



Association of Leading Women
Researchers in Engineering,
Tohoku University

ALicE

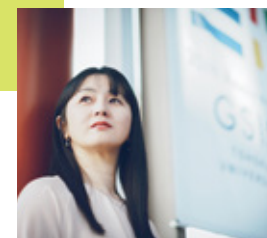


Becoming female researchers

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.

Engineering is a discipline that guides us towards a better future society by creating technologies that support our daily lives and by generating new innovations. Currently, society is complex and constantly changing, leading to various challenges. However, solving these challenges requires viewing engineering from diverse perspectives.

Tohoku University is actively promoting Diversity, Equity & Inclusion (DEI) in the field of engineering, declaring its commitment to realizing diversity. This entails recognizing the dignity of all students and faculty members, respecting their individuality, and fostering mutual understanding, allowing them to dedicate themselves to learning, teaching, research, and work.

While women remain a minority in the field of engineering, their perspectives and contributions are expected to be crucial for solving various challenges. To support an increasing number of women researchers to thrive in the field of engineering, Association of Leading Women Researchers in Engineering, Tohoku University (ALiC) will continue to provide support. Additionally, ALiC celebrated its 10th anniversary in 2023, and we sincerely thank everyone who has supported this initiative.

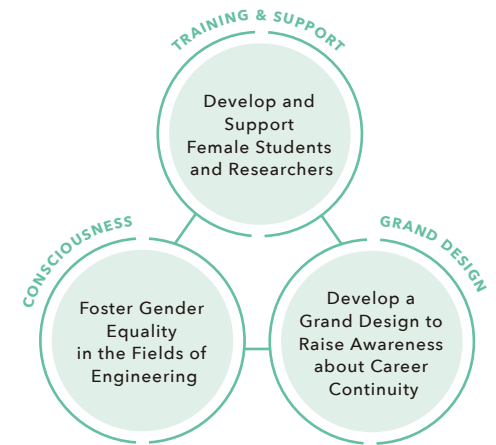


Professor
TANAKA Mami
Graduate School of
Biomedical Engineering/
Graduate School of Engineering
Director, ALiC

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.

Participant Voices

- ◆ I could learn more about research and campus life. I was more motivated to study. (High School Student, Gunma)
- ◆ It was a good experience for me to hear from professions 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)
- ◆ I attended the Mini-Forum with my junior high school daughter. She was interested in medicine, but engineering seemed more familiar to her. She said she would look into engineering more in the future. (Parent, Miyagi)



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.

information

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



Grants for Babysitters and Other Childcare
Services for Engineering Researchers

We provide subsidies for the part of utilization fees of babysitters or temporary childcare services to engineering researchers who need assistance in balancing childcare and research activities. This support is available to all, regardless of gender, and is also accessible to students. Please check our website for more details.

information

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



Secondment 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. 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 (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 Gender Equality Consultation Desk

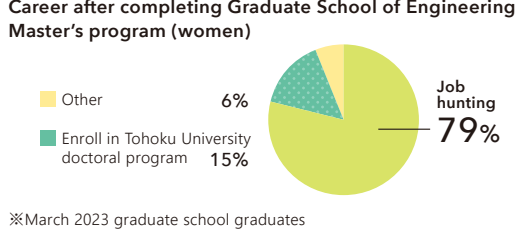
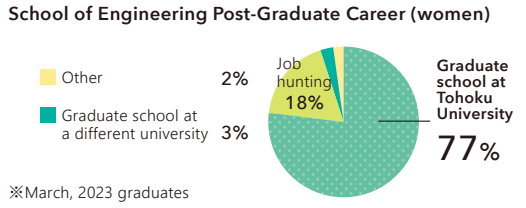
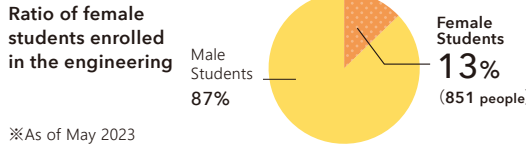
Q&A

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



ALiC Mascot Zundanuki