

## **30% Club Japan University Group**

### **Leaders of nine member universities issue joint message promoting DEI to mark the group's fifth anniversary**

The leaders of the nine universities in the 30% Club Japan University Group (Chair: FUJII Teruo, President of the University of Tokyo) hereby issue a joint message on the promotion of diversity, equity, and inclusion (DEI).

Since its establishment in September 2020, the Group has pursued the overall goal of 30% Club Japan to increase women's participation in corporate leadership, while also promoting gender diversity within our own universities. We believe that a diverse university community is essential for achieving high-quality education and research and that it should be a matter of course for women and gender minorities to actively participate in higher education and research. Guided by these two principles, we aim to incorporate diverse perspectives into university governance. On the occasion of this milestone fifth anniversary since our establishment, we hereby release the following joint message from university leaders on the promotion of DEI.

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### **Joint Message on the Promotion of DEI** **from the Nine University Leaders of the 30% Club Japan University Group**

The nine universities belonging to the 30% Club Japan University Group hereby confirm that we share a common understanding of the importance and value of diversity, equity, and inclusion (DEI), and that we will continue to work together to further advance our efforts toward its realization.

It is indisputable that DEI represents an extremely important and universal value for achieving academic excellence and innovation—the goals that universities strive for—as well as for the education and development of coming generations.

Japan particularly lags behind other countries in its DEI efforts. In the Gender Gap Index, which the World Economic Forum calculates annually based on data from the economy, education, health, and politics, Japan ranked 118th out of 148 countries in 2025, with gender imbalances being especially pronounced in the areas of politics and the economy. In the field of education as well, Japan ranked 112th in the gender parity index for tertiary education enrollment rates, indicating that numerous challenges remain in achieving gender equality compared to other countries.\* Disparities in education affect gender gaps across all sectors of Japanese society and contribute to gender imbalances in politics

and the economy. From this perspective, promoting gender diversity in higher education is essential for the continued vitality of our society.

We issue this message in the hope that, by having university leaders themselves convey the importance of DEI widely to society, more people will be empowered to believe in their own potential and find the courage to take action, as well as in the conviction that this will contribute to the advancement of DEI in Japan and around the world.

FUJII Teruo, President, The University of Tokyo (Chair)

KUMANOGOH Atsushi, President, Osaka University

SASAKI Yasuko, President, Ochanomizu University

ITOH Kohei, President, Keio University

SUGIMURA Miki, President, Sophia University

BANDO Mariko, Chancellor, Showa Women's University

TAKAHASHI Yuko, President, Tsuda University

KOHARA Katsuhiro, President, Doshisha University

USHIKI Tatsuo, President, Niigata University

(Signatories after the Chair are listed in Japanese alphabetical order by university name.)

\*World Economic Forum, [\*Global Gender Gap Report 2025\*](#)