

# **Kyushu University's Commitment to Diversity, Equity and Inclusion**

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Kyushu University

Kyushu University took the opportunity of being selected as a designated national university corporation in November 2021 to set the Kyushu University VISION 2030, guiding us to transform into a "university that drives social change with integrative knowledge" that attracts excellent researchers and accelerates research and innovation that lead to new value creation. Under this vision, Kyushu University commits itself to activities contributing to people's well-being and sustainable social development through research and education by co-existing and co-creating with society locally and globally as a hub for knowledge.

Accomplishing this goal requires autonomous governance underpinned by diversity, advanced research capabilities to create new values and solutions to social challenges, nurturing of value-creating professionals, and raising capacity for international collaboration. In order to build a knowledge platform generating global talent circulation through curiosity-driven research using various approaches, which leads to cutting-edge research, and education that cultivates inquisitive minds in students so that they can create the future, an environment that enables all members of the university's community to optimize their capabilities without regard to their individual attributes, sense of value and experience is essential.

To this end, we must strive to build a campus community empowering all members to challenge themselves for new possibilities, by engaging the diversity of people to interact with each other on an equal footing (inclusion) and ensuring equal access to opportunities and resources depending on the individual's needs (equity), in addition to assuring diversity of people (diversity).

Kyushu University announces its Commitment to Diversity, Equity and Inclusion to respect the diversity of values and to create the future as the world's highest-level hub of intelligence.

1. Kyushu University treats all students, faculty members and staff members with dignity and ensures their equal access to opportunities in education, research and employment, without regard to their race, nationality, skin color, language, ethnic group, age, family origin, appearance, disability, sex, sexual orientation, gender identity, religion, creed, major life events, lifestyle or any other personal reasons.
2. Kyushu University develops an environment in which all students as well as faculty and staff members accept the diversity of all kinds of people and engage with each other in a respectful manner.
3. Kyushu University commits itself to enable all students as well as faculty and staff members to vigorously conduct various activities by taking due care in all aspects and providing a sound educational research and work environment free from discrimination.
4. Kyushu University promotes diversity, equity & inclusion activities to drive the university-wide effort to overcome unconscious bias through the respect of diversity in the decision-making process, with a view to creating a campus community where a diversity of people can leverage their individual abilities to the fullest extent.