Overview

26 April 2016
APWiL Policy Round Table Meeting on Gender Equity

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Program Director (Global Leadership)
APRU is the international organisation of leading research universities in the Asia-Pacific region

- 45 leading research universities
- 17 APEC economies including the world’s three largest
- 140,000 faculty members and 2 million students
- Culturally dynamic and diverse

Visit our website at apru.org
Launched in 2013.

Convenes APRU senior leaders, faculty, researchers and administrators to discuss issues on gender gap in higher education.

Objectives:
- Enhance the institutional competitiveness of APRU universities.
- Advance the participation of women in academia and research.
- Contribute to policy development in bridging the gender gap in higher education.
APWiL: Key Activities and Projects

- APWiL Workshops
- Core Group Meetings
- Publications (e.g. Gender Gap Report)
- Online Community and E-Resources
Keio University
Hideko Sumita
Administrative Director, Office of the President and Organization for Global Initiatives Office

National Taiwan University
Luisa Shu-Ying Chang
Vice President for International Affairs

Osaka University
Mayumi Ishikawa
Professor, Institute for Academic Initiatives

University of Auckland
Jenny Dixon, Chair
Deputy Vice-Chancellor (Strategic Engagement)

University of California, Los Angeles
Lynn K Gordon
Senior Associate Dean, Diversity Affairs
Chair, College of Applied Anatomy
David Geffen School of Medicine

University of Melbourne
Susan Elliott
Deputy Vice Chancellor (Global Engagement)

University of Oregon
Geri Richmond
Presidential Chair in Science and Professor of Chemistry and Chair, Committee on the Advancement of Women Chemists

University of the Philippines
Gisela Concepcion
Vice President for Academic Affairs

University of Tokyo
Madoka Takai
Professor, School of Engineering
Special Advisor to the President

UNSW Australia
Prem Ramburuth
President, Academic Board
Professor, International Business

Waseda University
Kyoko Ishida
Committee Member of Office for Promotion of Gender Equality and Associate Professor, Faculty of Law

APRU Secretariat
Cheryl Torrado
Program Director (Global Leadership)
Key Discussion Topics:

- Institutional strategies on advancing the participation of women in universities particularly in Japan

- Leadership strategies for women in academia
  - micro to macro level strategic actions
  - practices in the research environment
  - self-care, work and family life balance
In order to support the competitiveness of Japan’s universities within an increasingly global environment, the participants of the APRU Asia-Pacific Women in Leadership (APWiL) Workshop held in Shinagawa, Tokyo on July 1–2, 2014 offer the Shinagawa Proposal on the next phase of the improvement of the status of women in higher education in Japan.

We in academia are committed to supporting the advancement of women who endeavor to contribute to the generation and transmission of leading-edge knowledge essential for Japan’s economic, social, and cultural progress and leadership in the 21st century. To improve the status of women in Japan’s universities, we seek concrete leadership from each university and also from the Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT). Specifically:

1. Japan’s universities should be held to the goal of increasing the proportion of women in faculty, research, and executive positions; for example, as a medium goal for the percentage of women in faculty and executive positions, an increase to an average of at least 30%, consistent with government targets by the year 2020.
2. Each university must set its own goals and annual performance indicators for the improvement of the status of women; for example, 50% to 70% of the members of hiring and promotion committees must be women (when there is not a sufficient number of women internally, women in related fields from external departments/universities can be included).
3. Universities must provide clear and fair guidelines for the recruitment, retention, and promotion of female faculty and researchers. Additional attention must be given to the specific concerns of fixed-term and part-time faculty and researchers.
4. Supportive programs must be institutionalized, including mentoring and career development offerings for faculty, as well as female-friendly working arrangements; for example, the hiring of support staff to assist and administrative work during periods of intensive care for children or parents and the utilization of information technology to enable telecommuting.
5. All Japanese universities must implement a zero-tolerance policy against any form of harassment, marginalization, and/or isolation of women, whether intentional or unintentional.

July 2, 2014

Proposed by all participants of the APRU Asia-Pacific Women in Leadership Program (APWiL) Workshop in Shinagawa, Tokyo.

*The workshop, sponsored by Kyoto University, was held at the Kyoto University Tokyo Office in Shinagawa, Tokyo on July 1-2, 2014 as part of the Asia-Pacific Women in Leadership Initiative of the Association of Pacific Rim Universities (APRU). The workshop comprised fifty participants from fifteen universities and one organization, including those from member universities of APRU and the US-Japan Research Institute (USRI).
APWiL Special Workshop 2014
Kyoto University

Media coverage
Asahi Newspaper & other papers

Photos by: Kyoto University
Key Discussion Topics:

- Building the pipeline and the nurturing of talent in universities
- Upskilling of universities for capacity building
- Women's experiences in universities
- Gender gap intervention
Session on accountability with Professor Stuart McCutcheon, Vice-Chancellor of the University of Auckland (left) and Dr Julie Maxton, first female Executive Director of the Royal Society (center) and chaired by Ms Trudie McNaughton, Pro Vice-Chancellor for Equity (right).
Key Recommendations

- Gender Gap Survey in 2018 to ascertain progress across APRU since 2013.

- Convene a roundtable meeting to take up key issues arising from the APWiL workshops and explore how these might be further advanced.

- Consider ways of disseminating workshop findings across the network.
HKU President Peter Mathieson presented on the UN Women’s HeforShe initiative & talked about raising gender awareness in universities.
APWiL: Moving Forward

- APWiL Workshop 2016 (U Philippines)
  22 - 25 November

- APWiL Workshop 2017 (U Sydney)
  2 - 4 November
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