



The 20th President of Hokkaido University
Kiyohiro Houkin

Creating an environment in which each person can feel pride and challenge their own potentials

In the 21st century, in order to contribute to sustainable development in both the world and in the local areas where we live, Hokkaido University announces the "Hokkaido University's Statement on the Promotion of Diversity and Inclusion" to stress the university's fundamental value of diverse people living and working together, and to strive for the realization of bias-free campuses beyond both conscious and unconscious discrimination and implicit bias.

Hokkaido University's Statement on the Promotion of Diversity and Inclusion

The United Nations Summit 2015 adopted the "Sustainable Development Goals: SDGs" with the slogan "leave no one behind," and widely affirmed the strong necessity for communities around the world to unite and overcome global issues. Its background takes into account the many complicated social issues interrelating and intersecting each other, among countries, regions, and their peoples.

In 2014, before the UN adaptation of SDGs, Hokkaido University established a near-futuristic strategy towards the 150th anniversary of the university and set its new mission as "Hokkaido University-Contributing towards the Resolution of Global Issues." This strategy depicts a university that plays the role of a "center for the creation, transmission, and application of knowledge" and shows its "unique total capability" by organically combining the strengths of a comprehensive university. In other words, the university is "a place of co-creation" fulfilling its social responsibility through processes of fostering a feeling of unity while respecting diversity in order to serve as a role model for the realization of a diverse society. The realization of this place of co-creation requires an "educational and research environment open to diversity" where various values, experiences, and opinions are gathered, and where free, fair, and impartial discussions are its foundation.

To this end, each university member shall deepen their understanding of others, become aware of their own unconscious biases and prejudices, develop a rich humanity and high intellect that accepts and embraces diversity, and by doing so, all members will become able to perform at their full potential. It is also the university's fundamental responsibility to tackle the issues of the

times to create new knowledge together with diverse people based on academic freedom and their own awareness of those issues to contribute to society.

Furthermore, from the creation of knowledge to its implementation, deepening cooperation with society and working together with various stakeholders are some of the ways in which the university aims to embody practical learning, and is also the social role expected of the university. In order to contribute to the realization of a sustainable world where no one is left behind, it is necessary to cooperate with people, organizations, and groups that protect human rights and respect diversity.

In light of the statements above, Hokkaido University aims to create a university environment in which the dignity of all members is protected and in which each person takes pride and respects each other, regardless of race, nationality, color, language, ethnicity, origin, religion, creed, gender, sexual orientation, gender identity, life events, age, disability, appearance, lifestyle, or any other personal reasons. In addition, we will continue to raise awareness and improve the university environment so that all members of our university community can maximize their abilities and challenge their own potentials. With these new principles and mission, we are determined to respect diversity and practice harmonious coexistence, and hereby declare the "Hokkaido University Statement on the Promotion of Diversity and Inclusion."

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President of Hokkaido University



Diversity & Inclusion

Diversity and Inclusion Special website
<https://diversity.synfoster.hokudai.ac.jp>

