
Report on Survey on Diversity & Inclusion, Kagawa University vol.1

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August 2022

Office for the Promotion of Diversity

I. Overview of the Survey

I – 1. Research Objectives

In October 2021, Kagawa University issued a "Declaration of D&I Promotion" with the aim of creating a campus that respects diversity and allows everyone to play an active role. In order to promote D&I, this survey was conducted for all members (students, faculty and staff) with the aim of extracting issues at the university and linking them to future business development.

I – 2. Survey Method

Online survey using Microsoft Forms

I – 3. Survey Subject

As of June 1, 2022, 9,314 students and faculty members (including part-time faculty members and rehired staff members)

I – 4. Survey Period

From June 1, 2022 to June 30, 2022

I – 5. Survey Item

Basic items such as attributes, awareness of D&I-related measures and facilities, understanding of terms related to D&I, experience of receiving education and training related to D&I, university management based on D&I, etc. In addition, a free description column (not open to the public) regarding D&I was provided.

I – 6. Response Rate

Students 1,882 votes / response rate 29%, staff 1,059 votes / 37% (See Attachment 1 for details)

Attachment I: Response Status

Students			
Grade/Program	Number	Number of Responses	Response Rate
Undergraduate 1st year	1,280	707	55%
Undergraduate 2nd year	1,304	447	34%
Undergraduate 3rd year	1,300	319	25%
Undergraduate 4th years or more	1,780	257	14%
Graduate Master's / Master's Degree Program	436	94	22%
Graduate School Doctoral Course/Doctoral Course	207	25	12%
Graduate Professional Degree Program	114	26	23%
Others	—	7	
Total	6,421	1882	29%

*Among the above, by Undergraduate Student Affiliation (excluding Graduate Students and Non-regular Students)

Undergraduate Students by Affiliation	Number	Number of Responses	Response Rate
Faculty of Education	698	188	27%
Faculty of Law	680	181	27%
Faculty of Economics	1,134	600	53%
Faculty of Medicine	1,043	424	41%
Faculty of Engineering and Design, Faculty of Engineering	1,478	230	16%
Faculty of Agriculture	631	101	16%
Other/Blank	—	6	
Total	5,664	1,730	31%

Faculty and Staff			
Positions	Number	Number of Responses	Response Rate
Executive (President, Trustees, Vice President)	15	11	73%
Faculty member	1,065	383	36%
Staff	1,813	665	37%
Total	2,893	1,059	37%

Affiliation	Number	Number of Responses	Response rate
Faculty of Education	87	70	80%
Faculty of Education Attached Schools	173	87	50%
Faculty of Law	28	16	57%

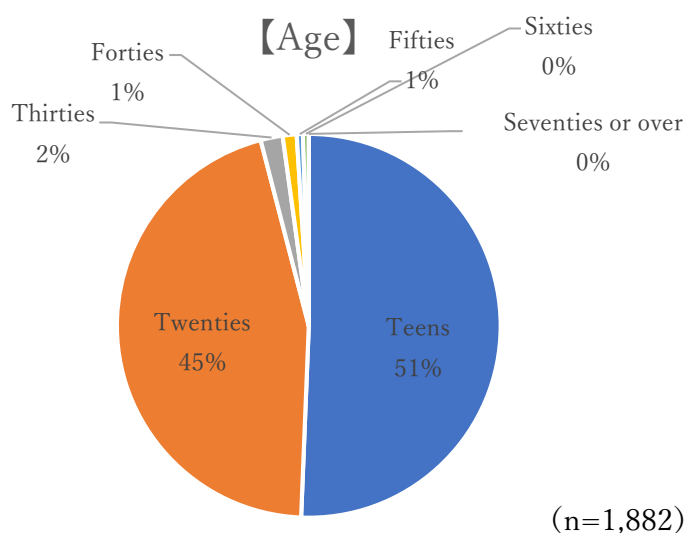
Faculty of Economics	51	34	67%
Graduate School of Management	17	11	65%
School of Medicine/University Hospital	1,829	521	28%
Faculty of Engineering and Design, Hayashi-cho Campus Supporting Center	149	50	34%
Faculty of Agriculture	114	63	55%
Institutes and Centers	121	29	24%
Administrative Offices	273	145	53%
Saiwai-cho Campus Supporting Center	51	33	65%
Total	2,893	1,059	37%

2. Questionnaire Results

2-1. Respondent Attributes

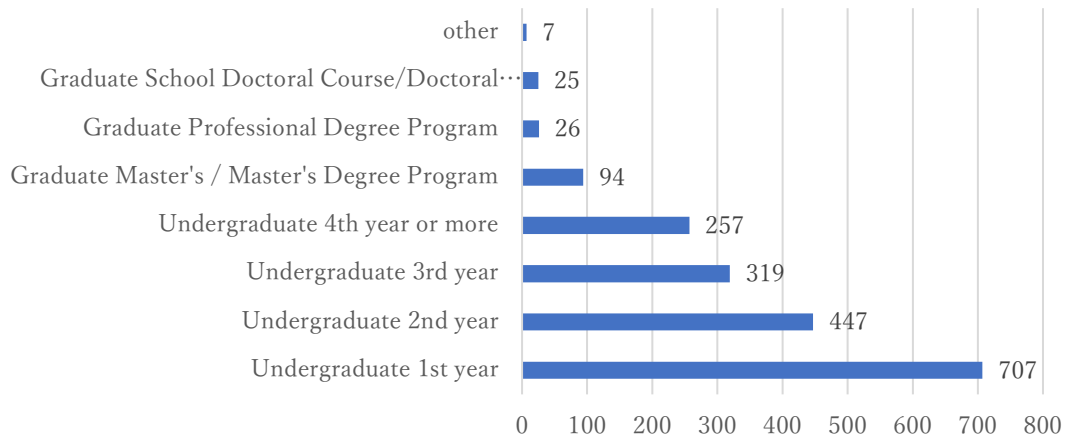
2-1-1 Students

The majority of students were in their teens (51%) and first year students (38%). In terms of faculty affiliation, the Faculty of Economics accounted for 33% of the respondents, followed by the Faculty of Medicine (24%) and the Faculty of Engineering and Design (14%). Gender was 55% female, 41% male, and 1% other (neutral).



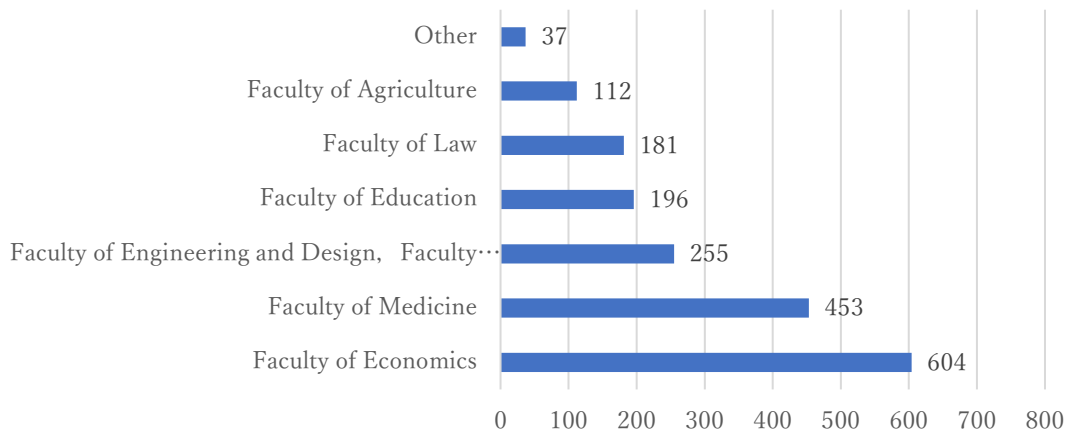
【Grade】

(n=1,882)



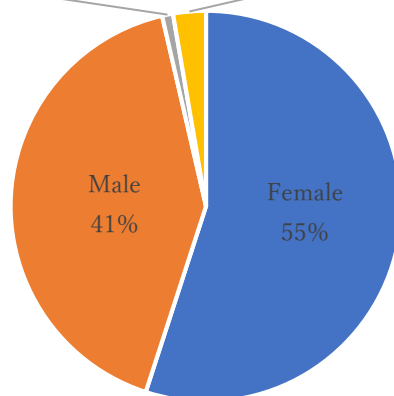
【Affiliation(Undergraduate Students only)】

(n=1,838)



【Gender】

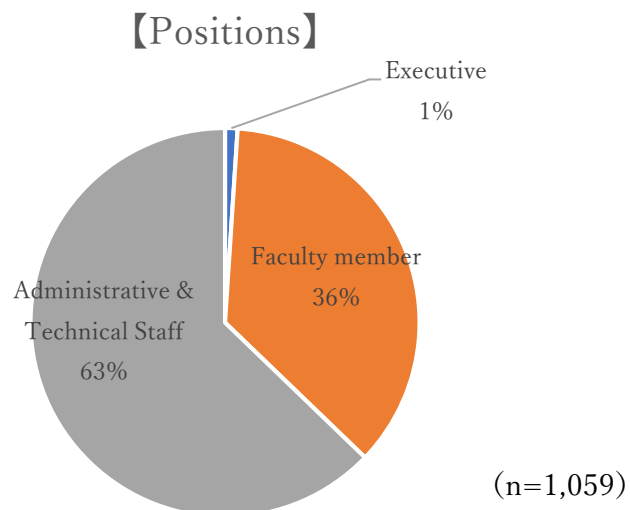
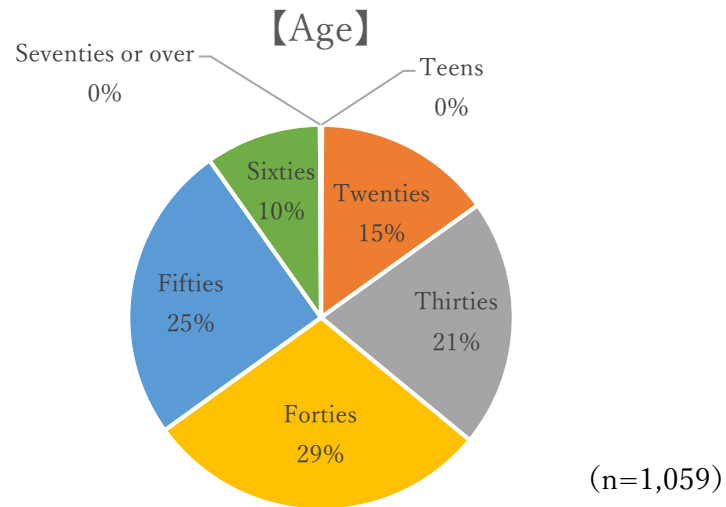
Other (neither) 1%
No response 3%

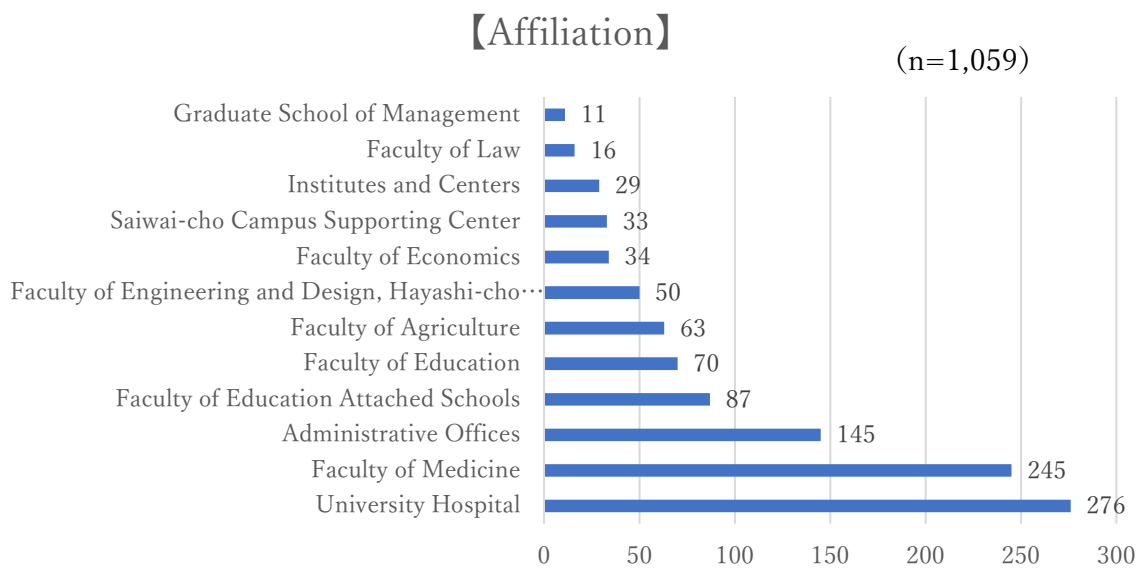
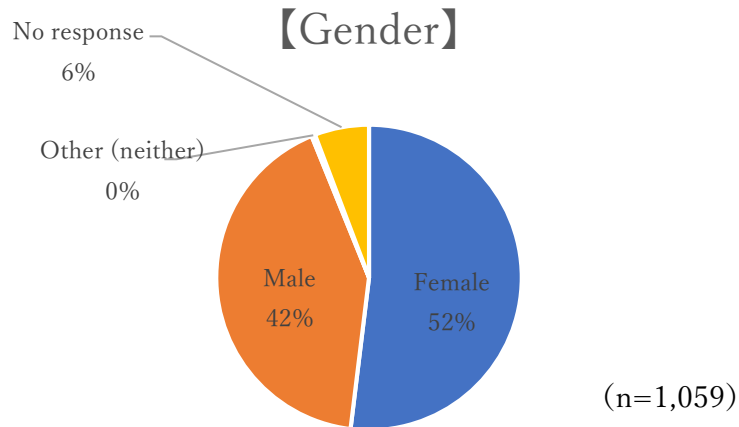


(n=1,882)

2 – 1 – 2 Faculty and staff

Of the faculty and staff respondents, executives and staff (President, Trustees, Vice President) accounted for 1%, faculty members for 36%, and staff members for 63%. By age group, those in their 40s (29%) were the most common, followed by those in their 50s (25%) and 30s (21%). In terms of affiliation, 26% of the respondents belonged to University Hospital, followed by Faculty of Medicine at 23% and Administrative Office at 14%. Gender was 52% female, 42% male, and 0.2% other (neutral).





2-2. Awareness of D&I-related Measures and Facilities

In October 2021, the university issued a Declaration of D&I Promotion and established a basic policy for D&I promotion. In April of this year, the Office for the Promotion of Diversity has been organized and it is implementing measures related to D&I together with the D&I Promotion Committee.

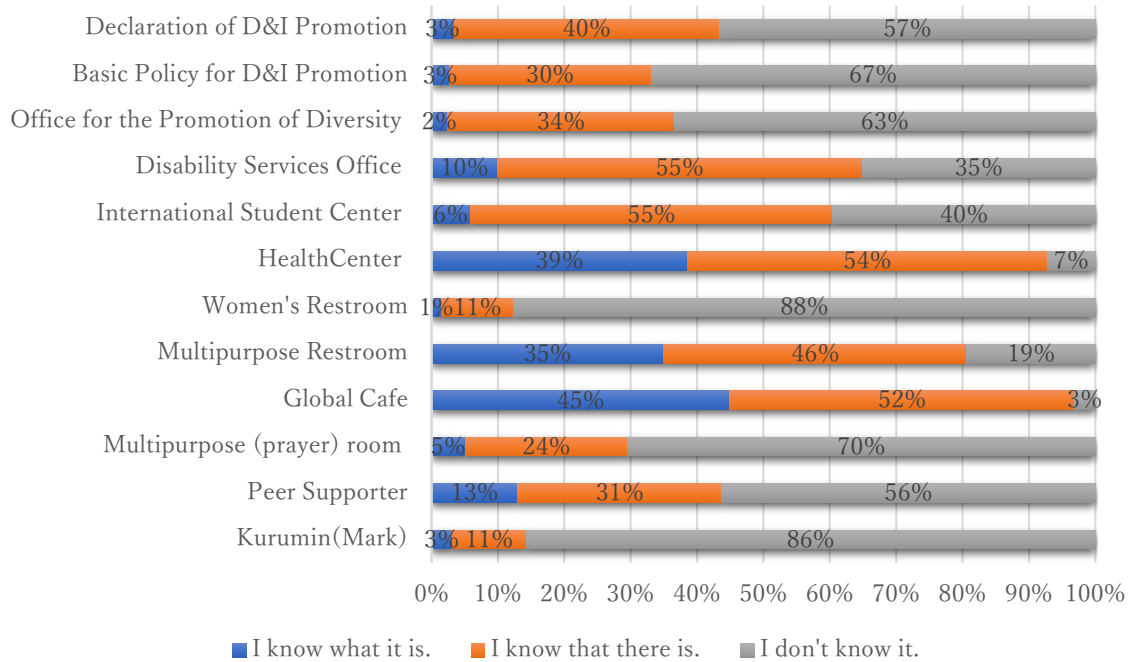
When asked about the degree of awareness of D&I-related measures and facilities, students were The Global Café had the highest total of “I know”), followed by the Health Center, Multi-Purpose(prayer)rooms, Disability Services Office, and International Student Center. On the other hand, those with low awareness were those related to WLB such as the women’s rest room and Kurumin (mark), and less than half of the respondents were aware of diversity, Declaration of D&I Promotion, Basic Policy for D&I Promotion, and Office for the Promotion of Diversity.

In terms of awareness among staff, Multipurpose Restroom are the highest, followed by Health Centers, International Student Centers, Global Cafes, and Disability Services Offices. Regarding the Declaration of D&I Promotion and Basic Policy for D&I

Promotion, which include “diversity”, more than one-third answered that they knew, and more than half of the respondents were aware of the Office for the Promotion of Diversity.

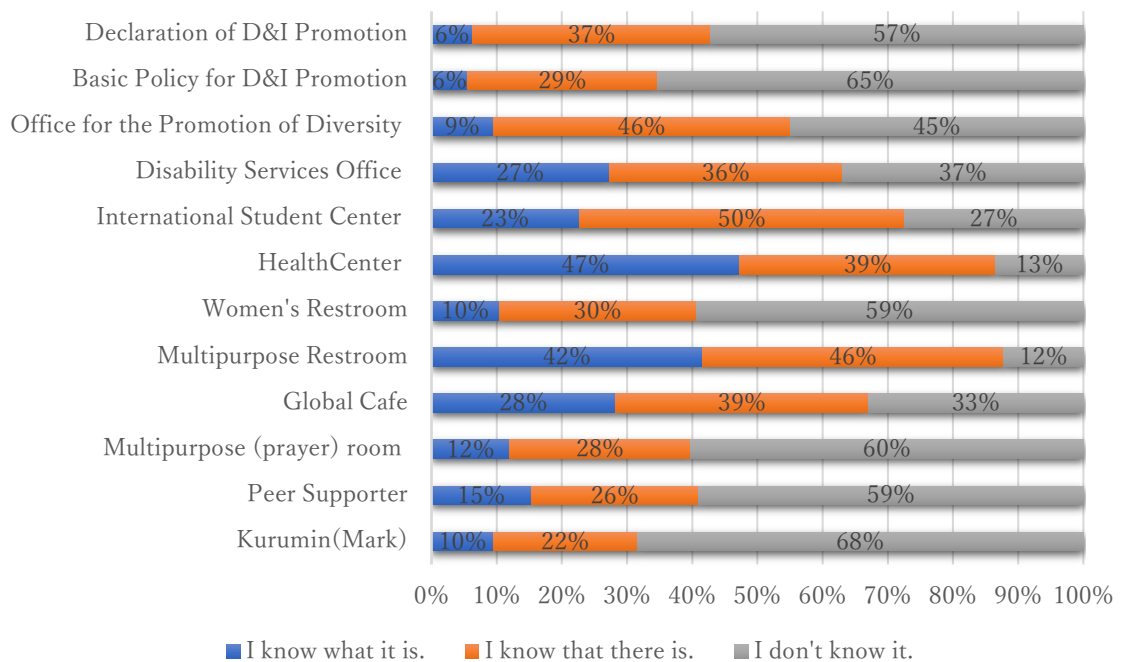
【Students】

【Awareness of D&I-related Measures and Facilities on Campus】



【Faculty and staff】

【Awareness of D&I-related Measures and Facilities on Campus】



2 – 3. Awareness of D&I Terms

Regarding the level of awareness of D&I-related terms, respondents were asked to choose from three choices: "I can explain the term", "I have heard of it but cannot explain it", and "I have not heard of it".

Diversity, LGBTQ, barrier-free, universal design, multicultural coexistence and WLB are more than 90% of students' recognition of "I can explain terms" and "I have heard of them but cannot explain". In particular, close to 90% of respondents answered that they could explain the terms for barrier-free and universal design.

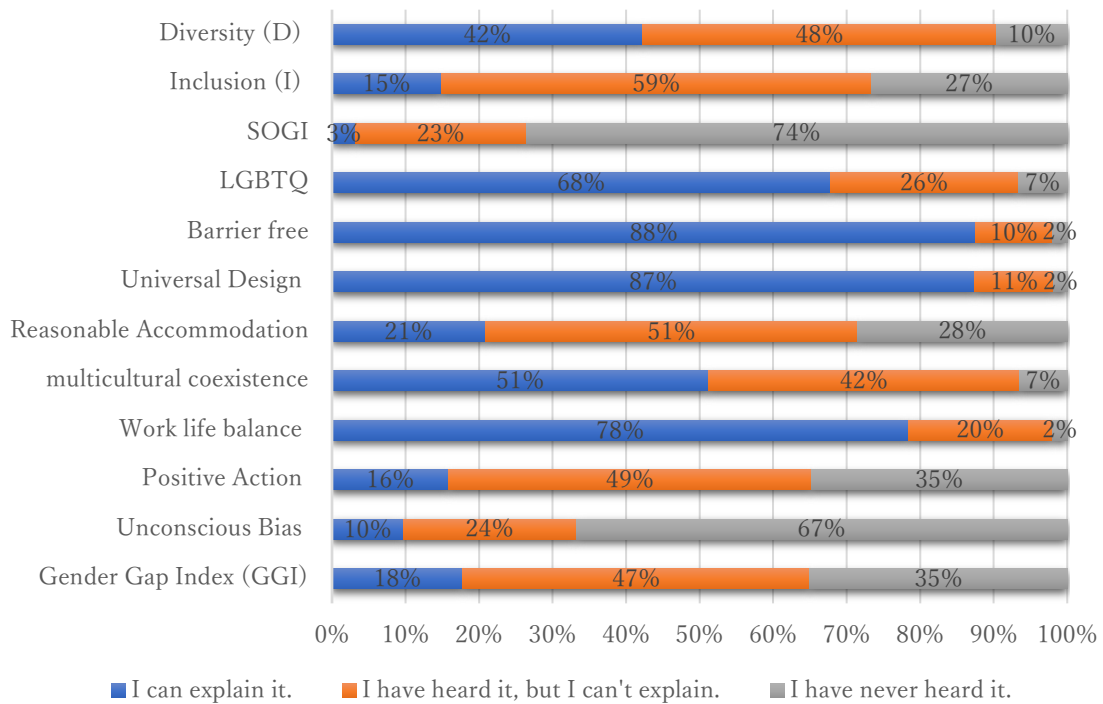
On the other hand, SOGI and Unconscious Bias are less well-known, with approximately 70% of respondents saying they have never heard of them.

With regard to staff, barrier-free, universal design, and WLB have a total of more than 90% of the total of "I can explain the term" and "I have heard of it, but I can't explain it." On the other hand, similar to students, SOGI (70%) and Unconscious Bias (62%) were less well-known, and they answered "never heard of it."

Respondents were asked about their level of awareness of D&I-related terminology by choosing from three options: "I can explain the term," "I have heard of it, but I cannot explain it," and "I have never heard of it."

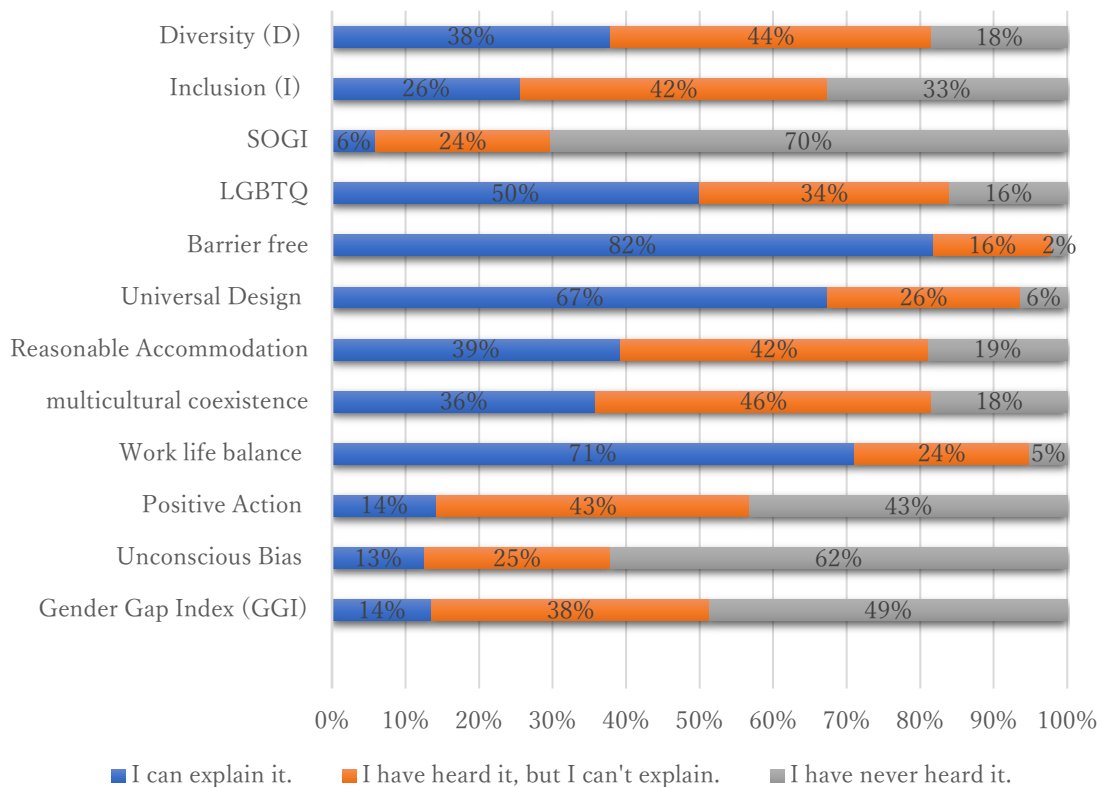
【Students】

【 Awareness of D&I Terms】



【Faculty and staff】

【 Awareness of D&I Terms】



2 – 4. Experience of Receiving Education and Training Related to D&I

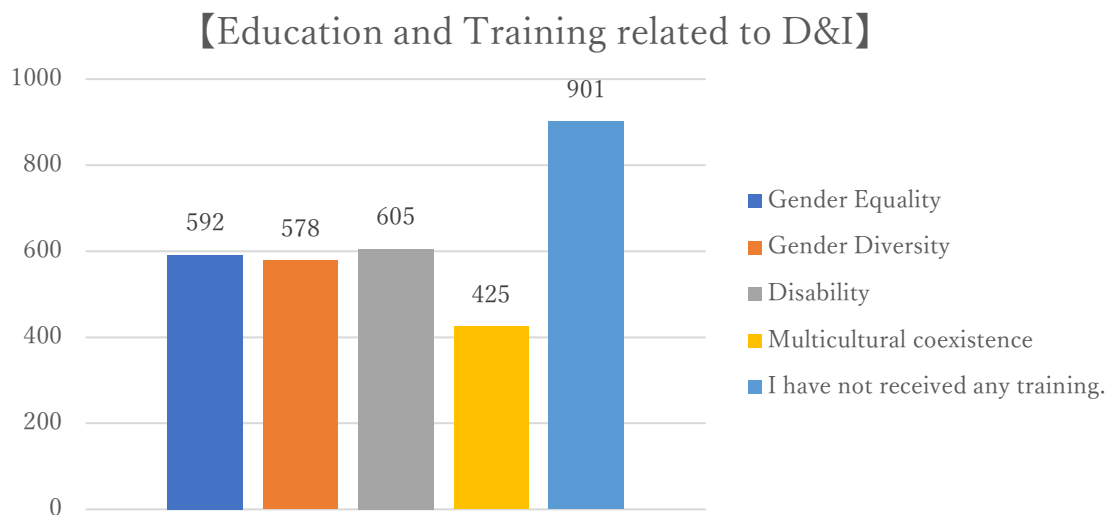
The Office for the Promotion of Diversity began offering an introductory D&I course as a university-wide common course from April this year, and it has been highly rated in class evaluation questionnaires.

Regarding learning experience within the past year, multiple answers were asked for items such as "gender equality", "gender diversity", "disability", "multicultural coexistence", and "never". 901 students (48%) and 732 faculty members (69%) answered that they have not.

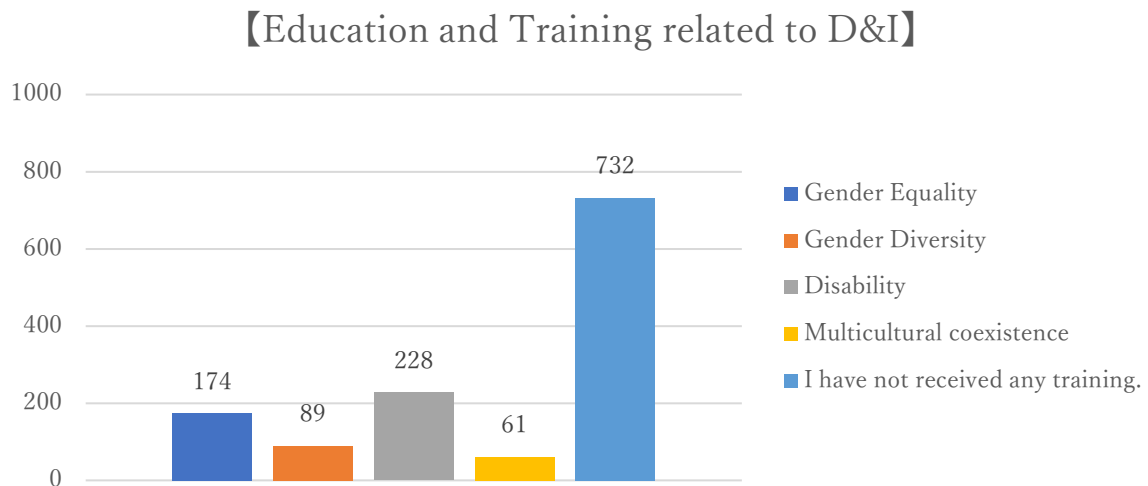
Among students, there are "disability" (605 people), "gender equality" (592 people), "gender diversity" (578 people), and "multicultural coexistence" (425 people).

Respondents answered about their experience of taking courses on "gender equality" (174 people), "gender diversity" (89 people), and "multicultural coexistence" (61 people).

【Students】



【Faculty and staff】



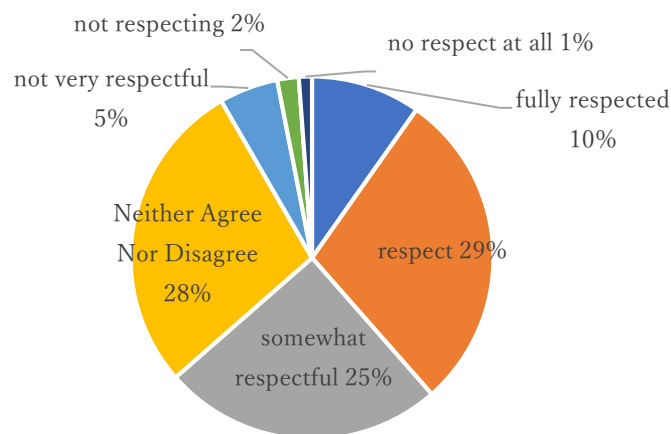
2-5. University Management based on D&I

In response to the question, "Do you think that Kagawa University operates in a way that respects the diverse composition, values, and ways of thinking of its members (students, staff)?" It was asked on a 7-point scale of 'No respect at all: 7 points'. The average score of the students was 3.01, and they answered "fully respected" (10%), "respect" (29%), and "somewhat respectful" (25%). On the other hand, 8% of respondents answered "not very respectful", "not respecting", and "no respect at all".

The average of staff members was 3.57 points, and answered "fully respected" (2%), "respect" (20%), and "somewhat respectful" (23%). On the other hand, 18% of respondents answered "not very respectful," "not respecting", and "no respect at all". It can be seen that the percentage of staff who answered "respect (fully respected to somewhat respectful)" is lower than that of students.

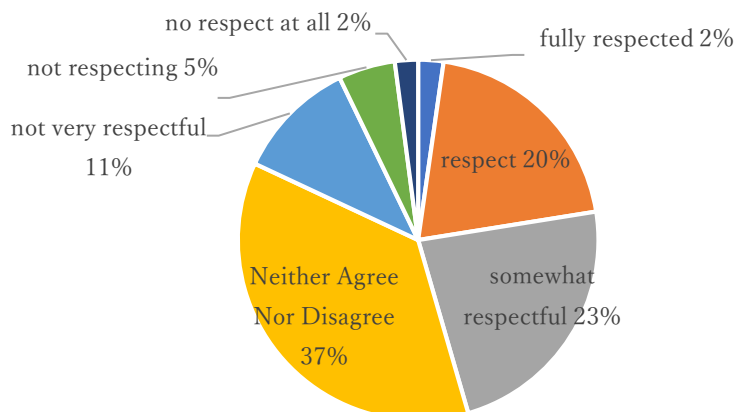
【Students】

【Respectful University Management】



【Faculty and staff】

【Respectful University Management】



3. In Conclusion

The survey results indicate issues in the promotion of D&I at the University. With regard to the awareness of D&I-related measures and facilities on campus, awareness of the declaration and basic policies of the University, including this office, remains low. Therefore, it is necessary to strengthen promotional activities by means of the website of Office for the Promotion of Diversity and other methods. In addition, in order to increase awareness of D&I-related terms, there is a need to encourage students to take D&I-related courses and to deepen understanding among faculty and staff by means of easily accessible training programs and seminars.

In addition to the above optional questions, the survey also included a free response section for "things you felt or saw or heard that made it difficult to learn or work at Kagawa University" and "opinions on what kind of support and measures should be provided to resolve these answers," and received a variety of specific opinions and requests. Although the free-response responses will not be disclosed, we plan to address these issues by developing future projects to promote D&I.

The results of the survey showed that awareness of the LGBTQ term is high, but since the University does not have LGBTQ-related policies in place, we intend to first work on the establishment of guidelines regarding sexual diversity. In addition, given the variety of responses we received in the free response section, we believe there is a need for direct dialogue and will ensure that this is addressed in our D&I promotion policies through talks and panel discussions during the D&I Festa.