

Declaration on the Promotion of Diversity, Equity, and Inclusion (DEI)

— *Toward a University that Creates the Future and Illuminates the World* —

National University Corporation, University of Miyazaki

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The University of Miyazaki (UoM), guided by the slogan “*Look at the World, Start with the Community*” has long been engaged in education and research that address a wide range of social challenges.

In an era of increasing complexity and diversity, the ability to confront these challenges and shape the future requires systems and environments that enable every individual to realize their fullest potential.

Diversity, Equity, and Inclusion (DEI) constitute essential perspectives that support such endeavors. They serve as the foundation for a sustainable organization and society oriented towards well-being.

In this spirit, the UoM hereby declares its firm commitment to building a community where diverse people gather and the circulation of knowledge flourishes.

1. We Respect Diversity

All members of the University, as well as those associated with it, shall be treated with dignity and respect as individuals, regardless of race, nationality, gender, gender identity, sexual orientation, age, or disability, and shall not be subject to any form of discrimination.

2. We Realize Equity

We shall ensure appropriate support and opportunities so that all members of the University can learn, work, and take on new challenges in a fair environment that duly considers their respective positions and circumstances.

3. We Foster Inclusion

We shall create an environment in which every member can engage with one another as equals, without having their thoughts or expressions unduly denied. Furthermore, we shall reflect diverse perspectives in realizing “the ideal form of our University” as articulated in our future vision.