



OIST

Equality and Diversity

OKINAWA INSTITUTE OF SCIENCE AND TECHNOLOGY
GRADUATE UNIVERSITY



The various measures in place to promote gender equality at OIST are designed to minimize barriers as well as to create a family-friendly workplace:

Child Development Center

- provides quality nursery care, bi-lingual early childhood education, afterschool and holiday programs.

Changing tables and Parents' room

- available throughout campus for parents of infants.

Professional travel support

- under special circumstances, for child-rearing employees who must travel to present their work at professional meetings, OIST will provide partial support for travel for the child or at-home child care.

Stop-the-clock Policy

- tenure track faculty may request an extension of their contract and postponement of their tenure evaluation to accommodate parental responsibilities relating to the birth, adoption of a child or rearing of a baby.

Dual-career couple

- considerations are given to accommodate dual-career couples whenever possible.

Recruitment, selection, and career advancement policies

- incorporate procedures designed to proactively promote gender equality at all levels





Diversity, in its broadest sense, is an essential element of a world-class university. Gender equality is a major focus of OIST's effort to create a diverse, vibrant community. We strive to establish an institutional environment where all members can realize their full potential, while maintaining an appropriate work-life balance.

Campus

- is built in harmony with nature, providing plenty of open space for relaxation and quiet places for reflection.

Facilities

- include state-of-the-art laboratories with the latest instrumentation, modern library services, a 500-seat auditorium, and housing complexes for faculty, senior administrators, researchers and students.

Stimulating and intellectually diverse environment

- promoted through large and small international scientific conferences/workshops, numerous individual invited speakers, the visiting scientists program, and a sabbatical leave for tenured faculty after every three years of service.

Language support

- English language classes, Japanese language classes, English presentation skill training, and technical editing support to assist with publications.

Wellbeing of employees, students, and their families

- promoted through Ganjuu, the wellbeing center with trained psychologists, the Medical Center with a full-time physician, and the Resource Center with information about life on campus and in Okinawa.

Cultural activities on campus

- including concerts, performances, art exhibitions, lectures and clubs.



Contact : OIST Diversity Section
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