

### **Chiba University's Statement of Commitment to Promoting DEIB (C-DEIB)**

Based on the philosophy of “Always Aim Higher,” Chiba University undertakes teaching and research to maintain, disseminate, and advance knowledge. In its teaching, Chiba University will seek to meet the interests of students and the needs of the community and to foster generally the exploration and discovery of ideas and knowledge.

To this end, Chiba University will create and develop a university community that values the human rights of all people and encourages them to fully develop their uniqueness and potential without discrimination, to feel safe and secure, and to be willing to belong.

Chiba University thus declares its commitment to promoting Diversity, Equity, Inclusion, and Belonging (DEIB) and pledges to take further actions that embody DEIB.

### **Chiba University's Basic Guidelines for DEIB (C-DEIB)**

To fulfill the philosophy and goals of Chiba University, we have established the following basic guidelines regarding the Declaration of Commitment to the Promotion of DEIB.

1. We will be mindful of the diversity that exists in society in all its forms. We will not tolerate discrimination and prejudice and will work to create a society that values the human rights and differences of all people.
2. We will recognize the importance of equity in our university and strive to achieve adherence to the rules, substantive equality and fairness, ethical fidelity and integrity, and reciprocity through cooperation among our members.
3. We will create a learning, teaching, research, and working environment in harmony with well-being so that all members can fully develop their uniqueness and potential without discrimination based on attributes.
4. We will create a university community in which each of our members feels a sense of belonging, connection, pride, safety, and security.
5. We will eliminate violence and harassment.
6. We will promote the composition and development of human resources from the DEIB perspective.
7. We will practice awareness-raising to promote understanding of the DEIB.
8. We will expand our consulting and support system for DEIB-related issues.

## Definition of DEIB (Diversity, Equity, Inclusion, and Belonging)

DEIB is an acronym for Diversity, Equity, Inclusion, and Belonging.

Diversity: Diversity means showing equal respect for people with diverse differences and backgrounds, including gender, age, race, nationality, disability, sexual orientation/identity, faith and belief, ethnicity, culture, language, and mental and physical characteristics.

Equity: Equity means substantial and ethical fairness, where everyone follows the rules (compliance), feels equal to each other while respecting differences and backgrounds (equality), is honestly committed to the university's goals (squareness), and benefits from working together (reciprocity).

Inclusion: Inclusion means that all people are accepted without being discriminated against or excluded because of their differences, attributes, or backgrounds and that they can maximize their differences and abilities and play an active role in each other's lives.

Belonging: Belonging means that each and every member, together, feels that they are meant to be here. To foster a sense of belonging, we must recognize the meaning and value of the university community and promote equity and inclusion so that people feel connected to and proud of the university and have a sense of safety, security, and ownership of their university.

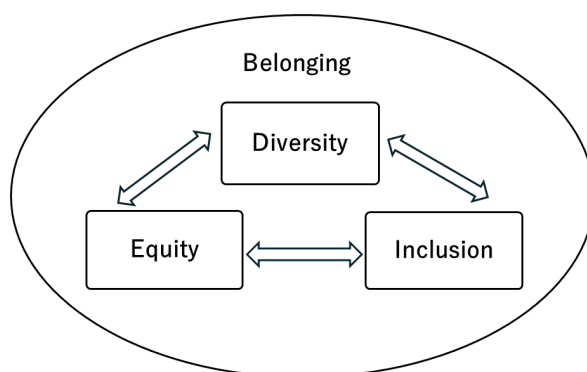


Figure 1: DEIB

## Chiba University's C-DEIB (SOGI) Mascots

