

Statement on the Promotion of Diversity and Inclusion from Nara University of Education

The three core principles of Nara University of Education are: the pursuit of education through dialogue with people, the environment, and our cultural heritage; the cultivation of education professionals capable of contributing to the creation of a sustainable society; and the integration of teacher education and in-service teacher training. The university, including its affiliated educational institutions (kindergarten, elementary school, and junior high school), has been collectively accredited as a member of the UNESCO Associated Schools Project Network (ASPnet). It is advancing a variety of initiatives in areas of Education for Sustainable Development (ESD), such as the environment, culture, peace, and human rights, with the aim of achieving the Sustainable Development Goals (SDGs) from an educational standpoint.

ESD is founded on human rights. The basic principles of human rights, as formulated by the United Nations in the Universal Declaration of Human Rights of 1948, emphasize that every person in the world has rights, but also that diversity is valued, such as concerning gender, race, ethnicity, religion, disability, language, and culture. Diversity thus articulates the fundamental ideal of a sustainable society based on safeguarding the dignity and human rights of each and every individual. It is also an ideal that demands equal, fair, and impartial treatment taking into account individual differences.

Diversity is not simply an understanding of these principles: it must be accompanied by action to acknowledge the various differences and distinct values of all the people that make up an organization. In a university of education, it is important to achieve this through education itself. Nara University of Education thus defines the promotion of diversity as a commitment to promoting an understanding of diversity, as taking action based on that understanding, and as education to enable that action.

Nara University of Education must be an organization that creates new knowledge and forms of value through the accumulation and integration of different experiences, abilities, and ways of thinking, and that embraces all the diverse individuals associated with it without leaving anyone behind. This is how inclusion is defined at Nara University of Education.

In this way, Nara University of Education will promote diversity and inclusion and be a place where all members of the university community—students, faculty and staff, pupils of the university's affiliated educational institutions, and parents—can feel safe to gather, learn, research, work, and participate. Moreover, the university will cultivate and conduct in-service training for teachers who are capable of contributing to promoting it. For these purposes the university adopts this Statement on the Promotion of Diversity and Inclusion and commits to the following initiatives.

1. We do not tolerate any form of harassment or violation of human rights. Our common values are to embrace all members of the university community without leaving anyone behind, and to have members acknowledge and respect one another's diversity for what it is.
2. In order to share these values, we will work to raise awareness and foster dialogue.

3. We will work to furnish the environments that all members of our community, with their diverse backgrounds, require in order to learn, research, work, and participate at Nara University of Education.
4. We will apply and put into practice our knowledge and insights related to the promotion of diversity and inclusion in the realization of Nara University of Education's three core principles and the establishment of content and methods of teacher education and in-service teacher training.

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