

一 総長声明 一

ダイバーシティ&インクルージョン推進に向けて

立命館は「自由と清新」を建学の精神とし、戦後には「平和と民主主義」を立命館大学の教学理念とするなど多様な価値観を尊重し、他者との対話と協働を通じ、既存の枠組みや境界を越えた思考や行動を促す学園づくりを進めてきました。そのことは立命館憲章において「国際相互理解を通じた多文化共生の学園を確立する」と明言されています。学園ビジョン R2030 においても、新たな知の創造に向け、「ダイバーシティ&インクルージョンを実現する学園」を学園像の柱のひとつに設定しています。

多様である他者への敬意をもち、生き方を尊重することが、構成員一人ひとりが安心して学び、研究し、働くことのできる組織づくりのためには大切です。すべての構成員が立命館に誇りと喜びを感じられるよう、下記の取組みを通じてダイバーシティ&インクルージョンを推進していきます。

記

1. 立命館は、国籍・民族・宗教・思想・社会的属性・障害・性別・性的指向・性自認・年齢など多様な背景と事情を有する本学園の構成員がお互いを尊重し、共に学び、研究し、働くことのできる学園を確立します。
2. 立命館は、ダイバーシティ&インクルージョン推進に対する構成員の意識を啓発し、他者の人権を尊重できる人材育成を推進します。
3. 立命館は、構成員がその個性と能力を発揮できる教育・研究・就労環境等の整備に努めます。
4. 立命館は、合理的配慮を必要とする構成員に対する支援体制を整備します。
5. 立命館は、ダイバーシティ&インクルージョンの重要性を強く社会にアピールするとともに、社会諸課題の解決への取組みを通じて、誰にとっても住みやすい社会の実現のために積極的に貢献します。

以上

2020年12月23日

立命館総長 仲谷 善雄

## **Chancellor's Statement - Toward the Promotion of Diversity and Inclusion**

In the R2030 Academy Vision, Ritsumeikan defined the ideal Academy as one “dedicated to realizing diversity and inclusion,” and in June 2020, we established the new Office of Diversity and Inclusion Promotion to this end.

As Chancellor, I have formulated this policy statement to serve as a guide to the concrete promotion of diversity and inclusion at Ritsumeikan going forward. I would like to share this statement with you all as we strive to incorporate the concepts of diversity and inclusion in our efforts to make Ritsumeikan a better Academy.

### **Toward the Promotion of Diversity and Inclusion**

Ritsumeikan was founded on the spirit of “Freedom and Innovation,” and after the war, “Peace and Democracy” was defined as the educational philosophy of Ritsumeikan University. In this way, Ritsumeikan has respected a diverse array of values and has promoted institutional development that encourages thought and action which transcend existing frameworks and boundaries through dialogue and collaboration with others. We expressed this intent in the Ritsumeikan Charter by declaring that we are “committed to... building an institution where many cultures coexist in the spirit of international mutual understanding.” In the R2030 Academy Vision as well, with an eye on creating new knowledge, we defined “realizing diversity and inclusion” as a pillar of the ideal shape of the Academy.

Respecting the diversity and lifestyles of others is vital for creating an organization where every member of the Academy can learn, pursue research, and work with peace of mind. To ensure that every member of the Academy can feel pride and joy for Ritsumeikan, we will promote diversity and inclusion by undertaking the action outlined below.

1. Ritsumeikan shall establish an Academy where its members, who have diverse backgrounds and circumstances in terms of nationality, ethnicity, religion, ideology, social attributes, disability, gender, sexual orientation, gender identity, and age, respect each other and can learn, pursue research, and work together.
2. Ritsumeikan will raise the awareness of its members about the promotion of diversity and inclusion, and it will cultivate individuals who can respect the rights of others.

3. Ritsumeikan will strive to create conditions for education, research, and employment by which its members can fully demonstrate their individuality and abilities.
4. Ritsumeikan will establish support systems for those members who require reasonable accommodation.
5. Ritsumeikan will send a strong message to the world about the importance of diversity and inclusion, and it will actively contribute to the realization of a livable society for everyone by seeking solutions to myriad social issues.

Yoshio Nakatani  
Chancellor of the Ritsumeikan Trust

December 23, 2020