

## President's Statement on Diversity

Kyoto Seika University, committed to its founding principle of “freedom and autonomy” and to the ideal of “respect for human dignity” based on the Universal Declaration of Human Rights, aims to be an academic community in which all members, including students, faculty and staff, can learn and grow through embracing one another's differences. To this end, we aim to promote diversity, which we understand to be an evolving set of practices and policies that encourage “mutual acceptance and understanding among individuals of different backgrounds and attributes in an educational community where all have equal access to opportunity.”

Each of us has multiple attributes, some easily noticed (such as age, race, gender, physical characteristics including sexual difference) and some less easily recognized (such as nationality, religious affiliation, family background, place of birth, style of working, gender identity or sexual preference). Openly acknowledging our individual differences, we aim to create a campus environment where no individual member will be denied opportunity, be excluded, or experience discrimination, and to implement inclusive policies that ensure equal opportunity for all members of the academic community as they learn, study, conduct research and work.

At Kyoto Seika University, the promotion of diversity does not simply refer to organizational development or reform. Through continually providing opportunities to experience diversity in all areas of campus life, we aim to foster awareness of our connections to others. In the process of coming to understand our differences, new values are encountered and we learn “to imagine the other”; this leads to new discoveries and ways of thinking that will enhance learning and creativity in the entire community. For these reasons, we reaffirm our commitment to the promotion of diversity and to the creation of new values at a time when we face many uncertainties in our rapidly changing world.

Oussouby SACKO  
President  
Kyoto Seika University  
April, 2018