

Declaration for the Promotion of Diversity by Japan Sports Law Association

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Diversity Promotion Task Force

In December 1992, the Association was established to promote the development of sports law, encourage the cooperation among researchers, and foster collaboration with other academic societies both in and outside Japan. As an academic organization, it has studied the rule of law, and the theory and practice of sports law in sports. However, the Association acknowledges challenges in terms of promoting and realizing diversity. In particular, increasing the proportion of female members and directors, improving understanding and awareness of gender equality and diversity, supporting and developing young practitioners and researchers, and interacting with and accepting members from related organizations such as foreign associations.

Therefore, the Association hereby declares its commitment to respecting and promoting diversity. The Association aims to respect all members of the Association, along with their dignity, diverse ways of life and values, regardless of their gender, disability, sexual orientation and gender identity, nationality, ethnicity, creed, age and so on. The Association strives to enable all members of the Association to exert their individuality and demonstrate their abilities and leadership skills. With the power of diverse and collective wisdom, the Association will continue to develop its innovative research and academic activities.

Diversity Promotion Policy

1. The Association shall strive to enhance understanding and raise awareness of diversity promotion, increase empowerment of its members and ensure that diverse opinions are respected and reflected in its personnel structure and decision-making.
2. The Association shall strive to provide necessary support for all its members so that they can demonstrate their individuality and abilities and to maintain a healthy work-life balance; conduct research activities, and at the same time, engage in family activities, such as pregnancy, childbirth, childcare, nursing care and so on.
3. The Association shall consolidate support for those who require reasonable accommodations.
4. The Association shall respect diverse viewpoints and individuality and develop its structures, work environment and human resources to create an enabling environment for its each and every member to mutually enhance each other and fully realize their willingness and abilities.

Diversity Promotion and Gender Equality Action Plan

○ Initiatives to Promote and Realize/Implement Diversity

- ① Increase the proportion of female members
: specific initiatives and devices to attract female members
- ② Increase the proportion of female directors and administrative staff
: specific initiatives to improve the proportion of female directors, etc.
- ③ Enhance members' understanding and awareness of diversity promotion
: opportunities for awareness-raising training and enlightenment
- ④ Promote support for balancing research work and personal life
: organize exchange meetings and online salons; secure a nursing room and provide childcare services, etc.
at the Association meetings
- ⑤ Provide support for female students, international students, female researchers, and young practitioners and researchers
- ⑥ Conduct various surveys to understand the actual situation
- ⑦ Review the progress of the diversity promotion basic plan as well as action plan
- ⑧ Collaborate and interact with related organizations such as academic societies in Japan and abroad
- ⑨ Provide consultation support for those who are struggling with their sexual orientation or gender identity
- ⑩ Others