



Gender Equity Lessons from US Higher Education

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Hiroshima University and Shimane University**

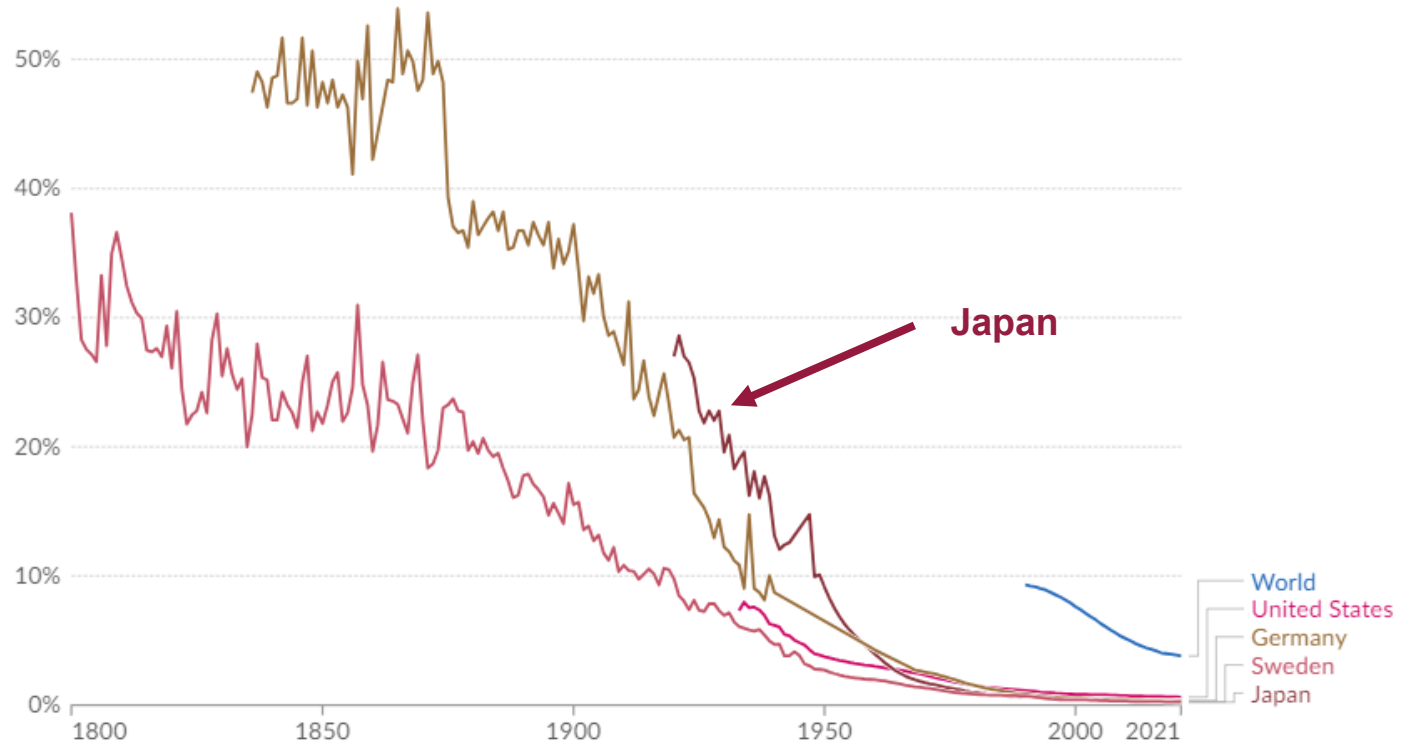
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A Century of Good News

Ending the Scourge of Child Death

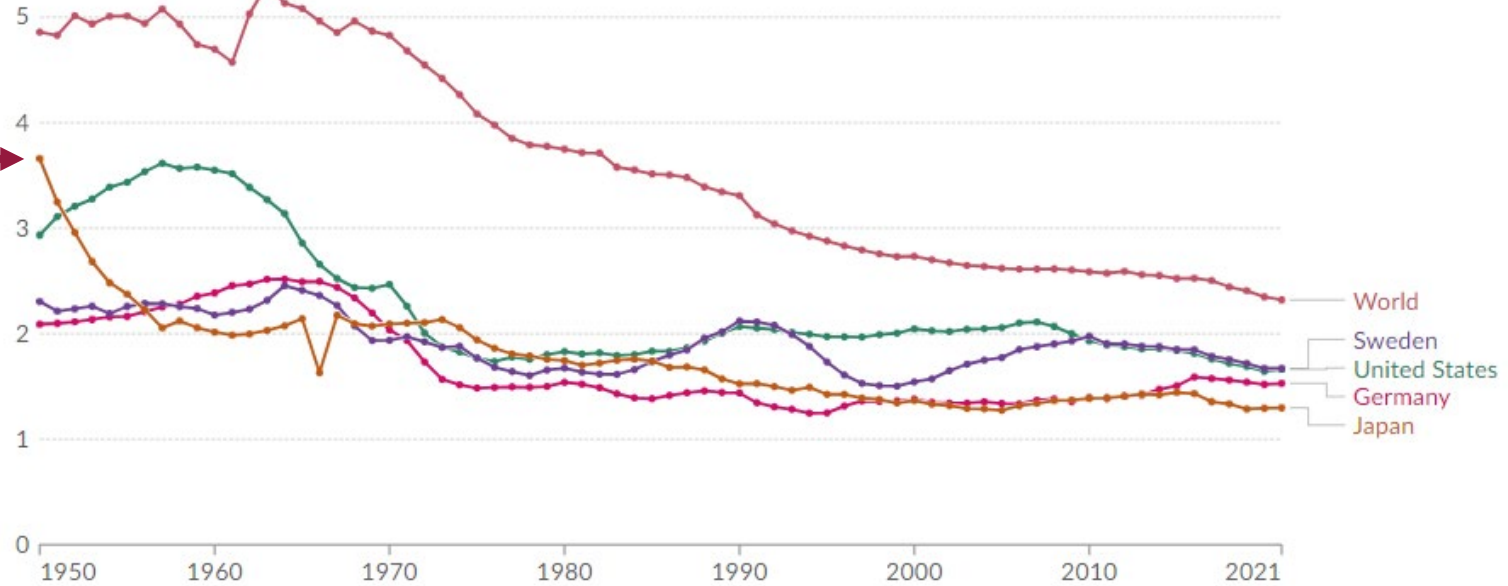
Child mortality rate, 1800 to 2021



Families Choosing Size

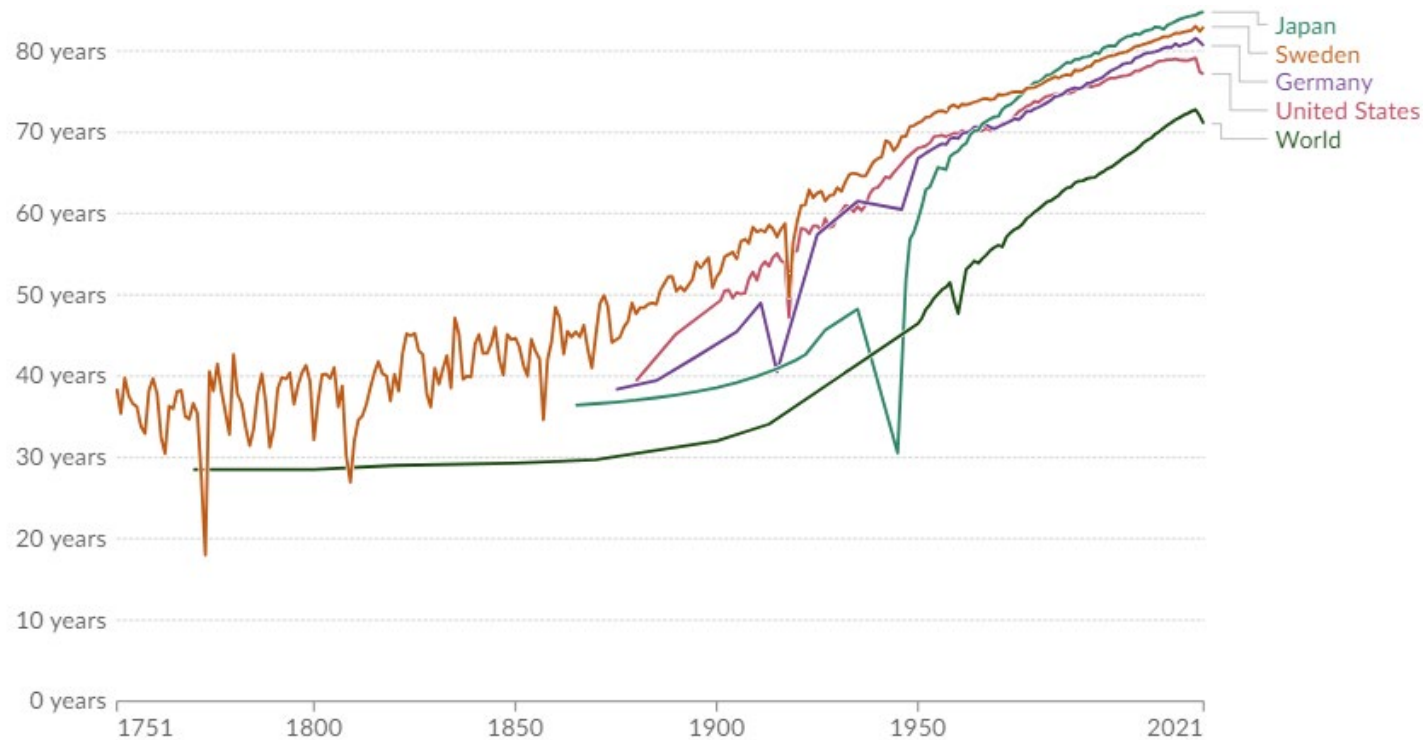
Fertility rate: children per woman

Japan



Long Live The Japanese

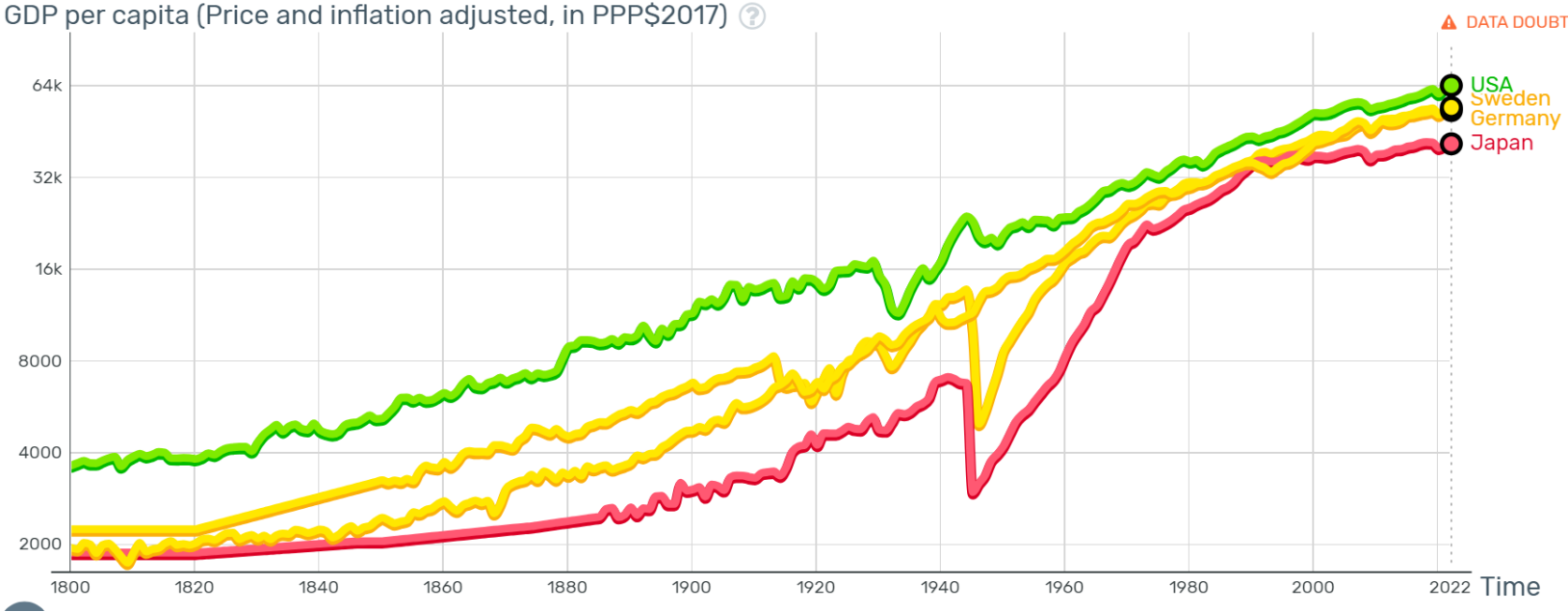
Life expectancy



Data source: UN WPP (2022); HMD (2023); Zijdeman et al. (2015); Riley (2005)
[this data](#)

OurWorldInData.org/life-expectancy | CC BY

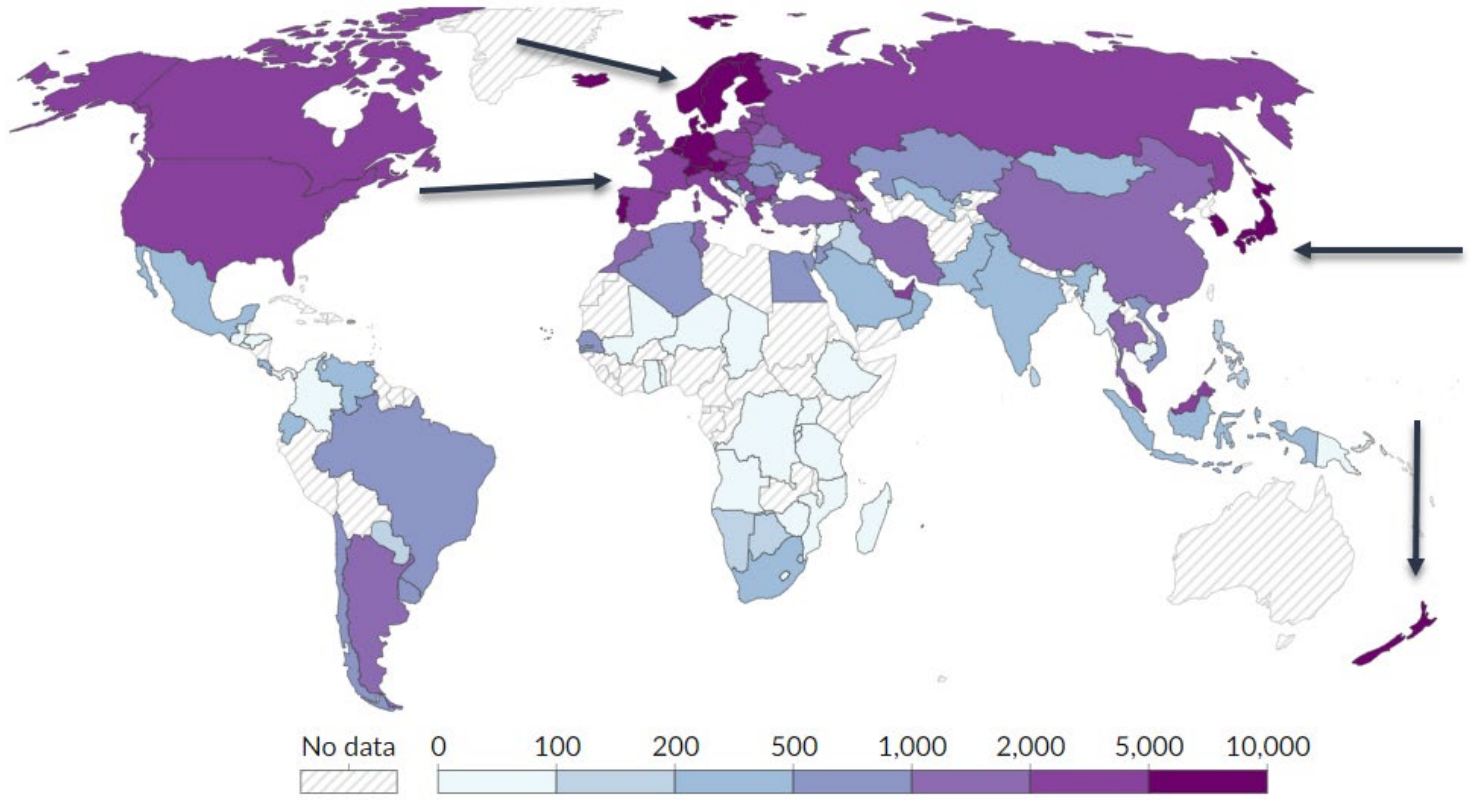
Japan is Affluent



Source: <https://www.gapminder.org/>

**Japan
is
Innovative**

Number of R&D researchers per million people, 2021

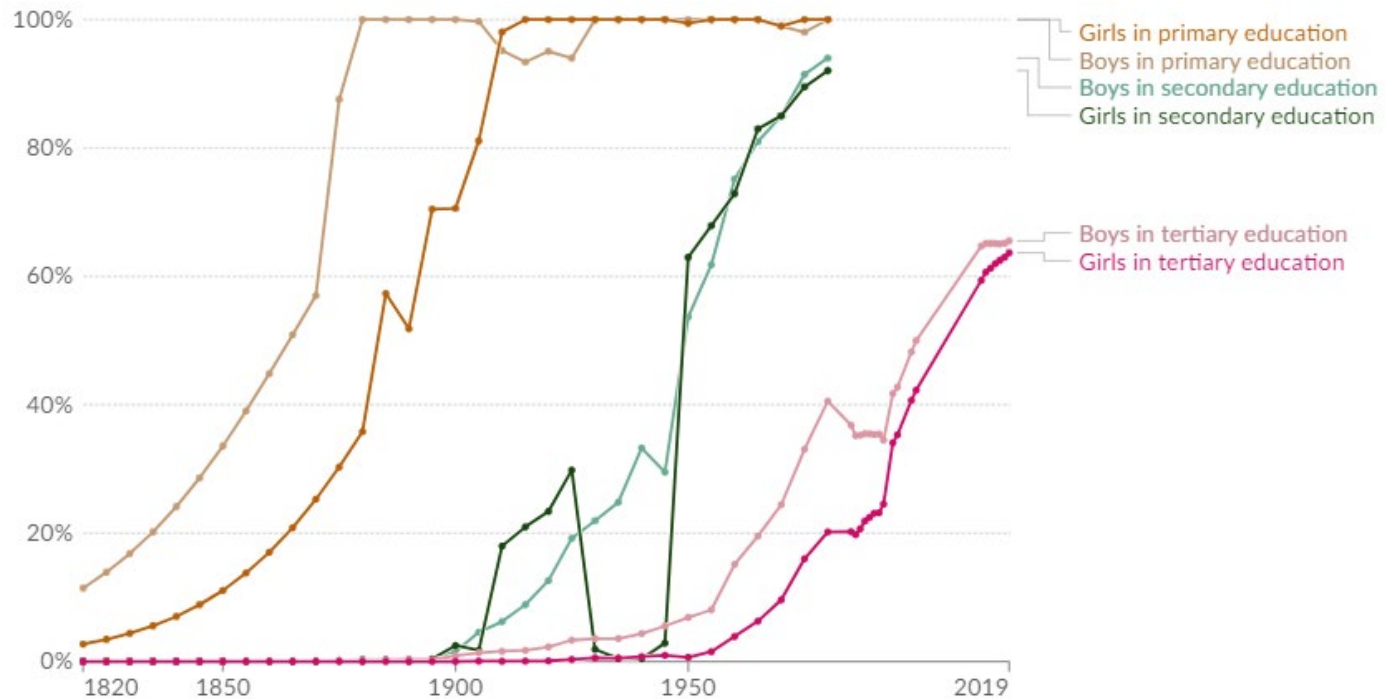


Data source: UNESCO (via World Bank)

Leverage Data

Japan's education system is gender equitable in terms of outcomes.

Gender gap in primary, secondary and tertiary education, Japan



Higher Education, Population 25+

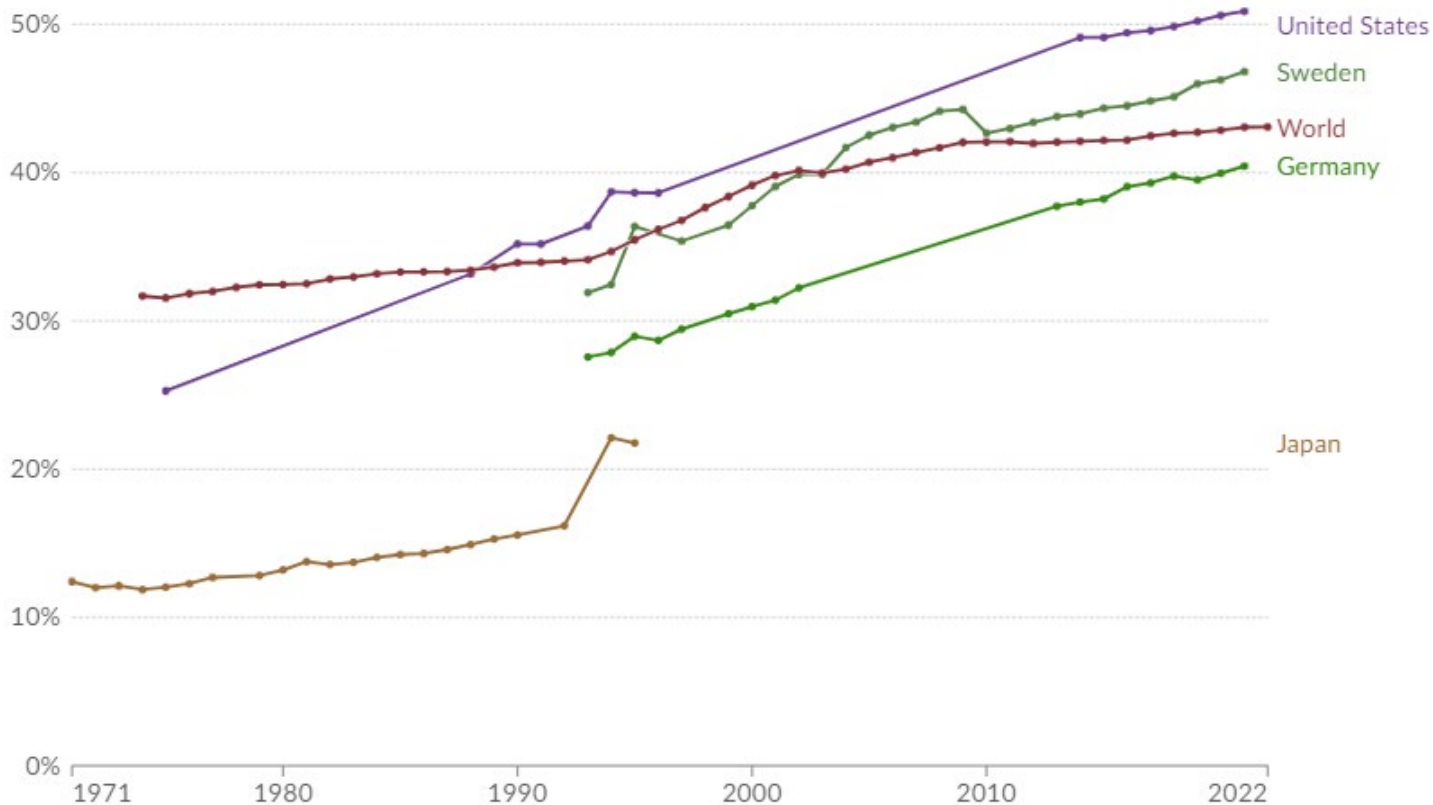
	Japan	USA	Sweden	Germany
Bachelor's	25.5%	35.0%	25.1%	28.3%
Men	35.0%	33.9%	21.0%	32.7%
Women	17.0%	36.1%	29.0%	24.2%
Master's	2.5%	13.6%	11.8%	12.5%
Men	4.0%	13.8%	11.4%	13.3%
Women	1.1%	14.5%	12.3%	11.7%
Doctoral	N.R.	2.1%	1.3%	1.5%
Men	N.R.	2.4%	1.6%	2.0%
Women	N.R.	1.8%	1.0%	1.0%

**Japan
Does not
Disaggregate
Doctoral
Education
By Gender**

Source:

Japan last Reported Data on Women Academics to the World Bank in 1995

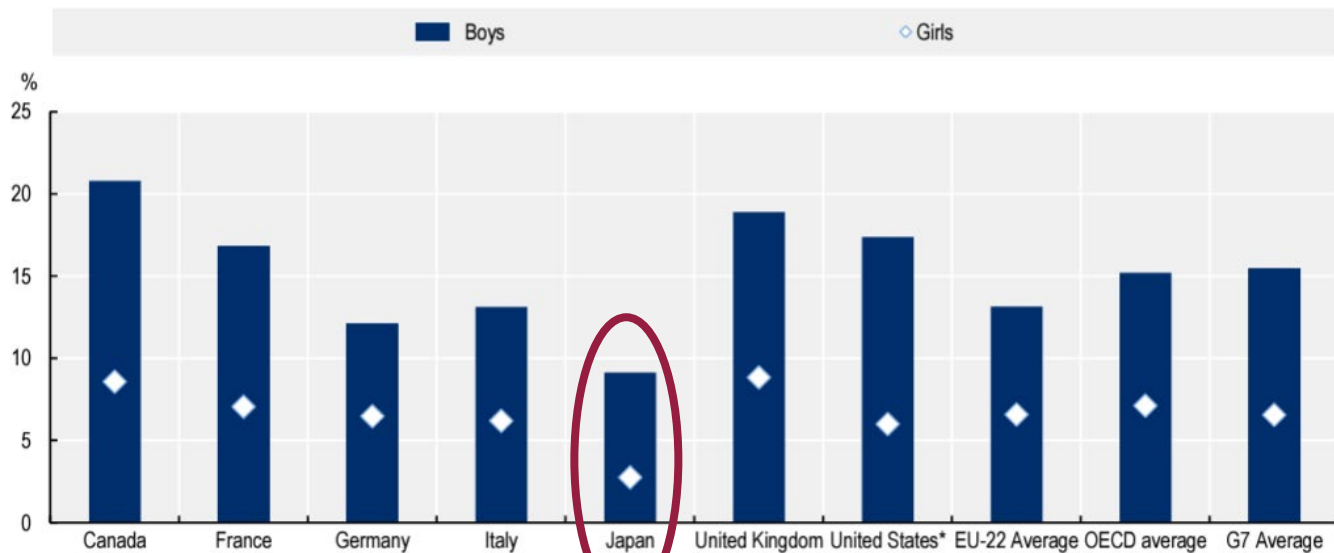
Share of academic staff in tertiary education who are female, 1971 to 2022



OECD: G7 Gender Equality Implementation Report 2023

Figure 7. Girls do not expect to work in STEM careers as much as boys do

Share of boys and girls expecting to work as a science or technology professional by age 30



Source: OECD, PISA 2018 Database.

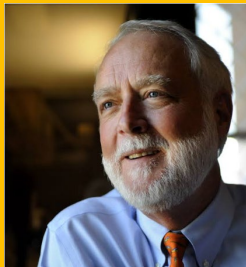


**Low interest
in STEM
Careers
AND
Gendered**

Leadership is Key

The Case of Georgia Institute of Technology
The Case of Clemson University
The Case of Arizona State University

Gender Equity Leadership Can Make Careers



G. Wayne Clough
10th President
1994 - 2008

Women: 1952



Jean Lou Chameau
Provost
PI, ADVANCE Project

Gender Equity Leadership Can Make Careers



Change Agent Course

ADVANCE: 2010 - 2018

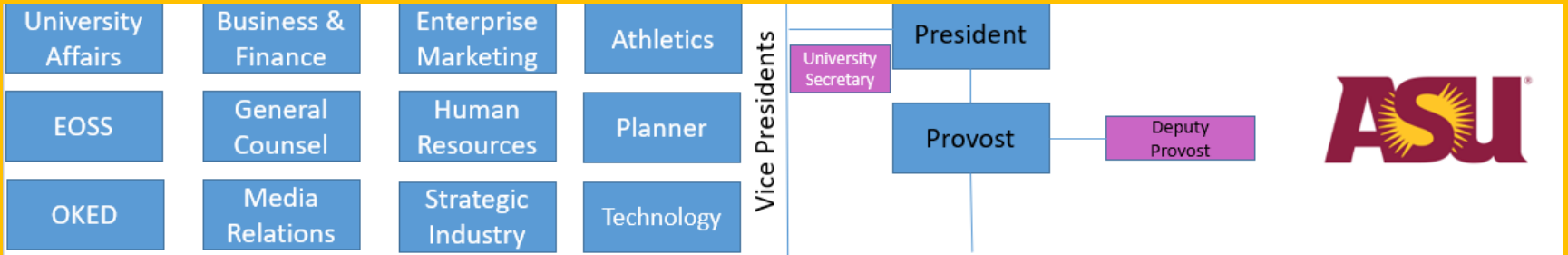


James P. Clements
15th President
2013 - present

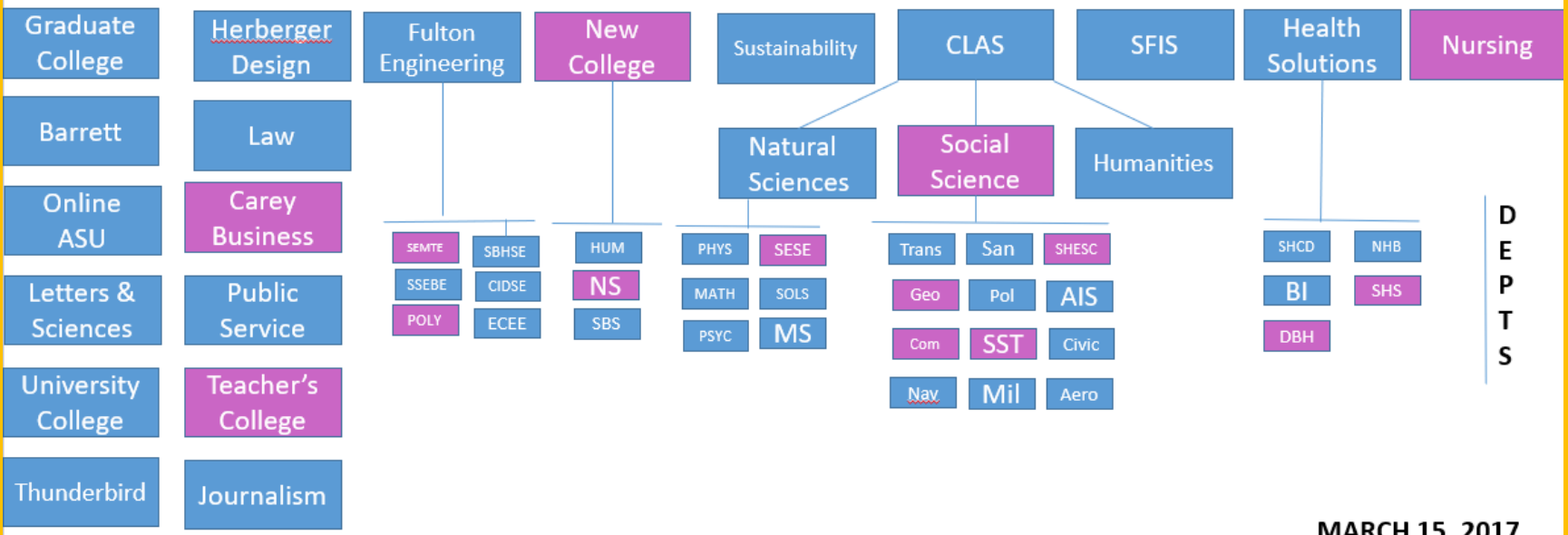
TIGERS Advance Advocates
ADVANCE: 2017 - 2023



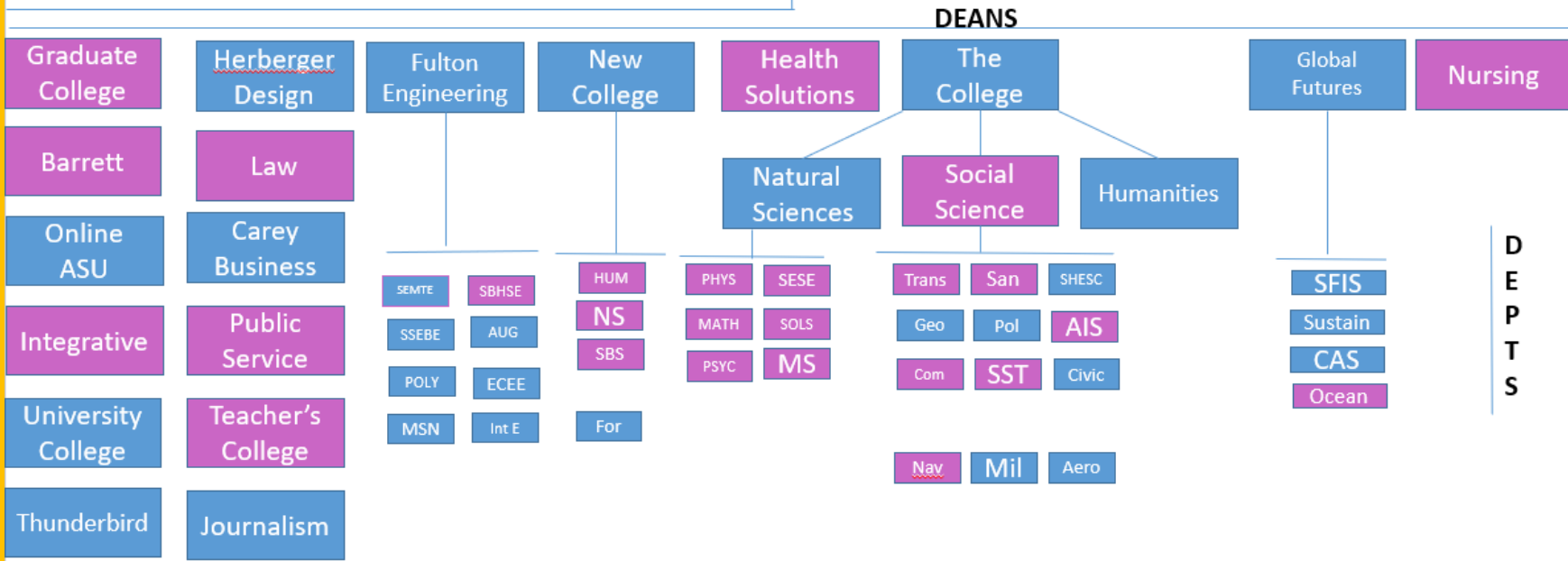
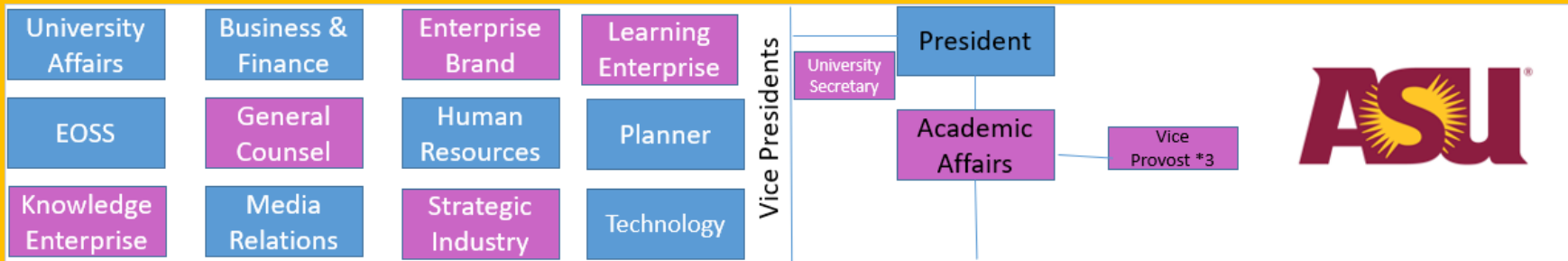
Robert H. Jones
Provost
2014 - present



DEANS



MARCH 15, 2017



MARCH 3, 2024

Cultivate Allies & Advocates

North Dakota State University

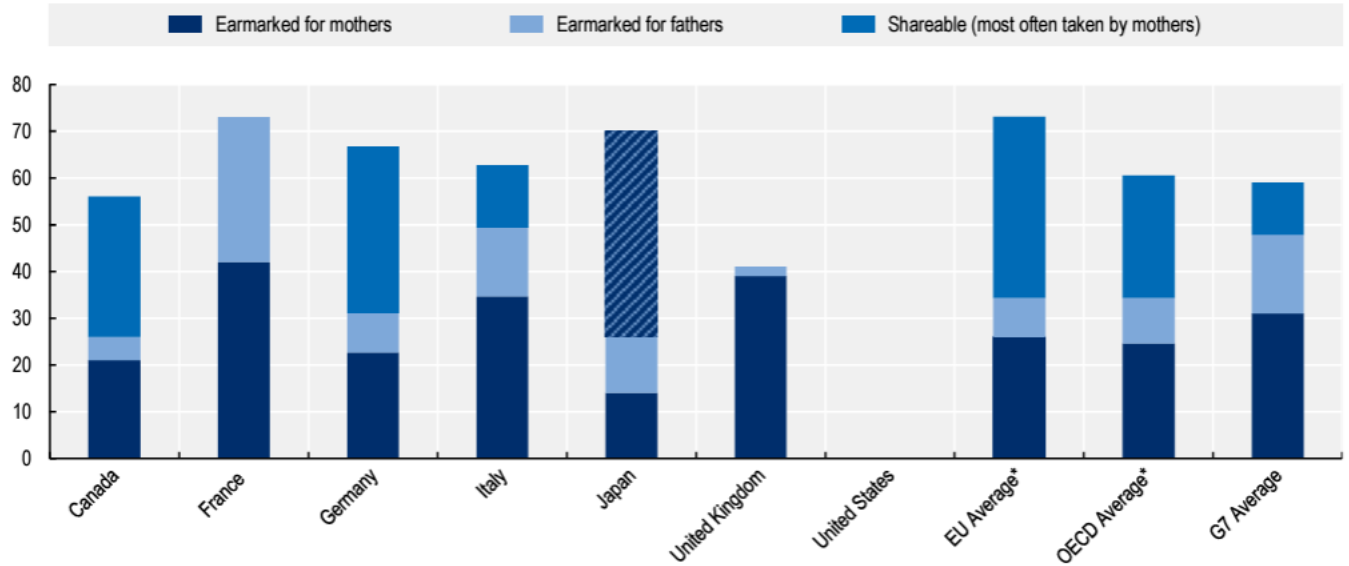
Advocates & Allies



Japan has excellent Parental Leave policies

The United States is the only G7 country without national paid parental leave entitlements

Duration of earmarked and shareable parental leave entitlements, in weeks, 2023*

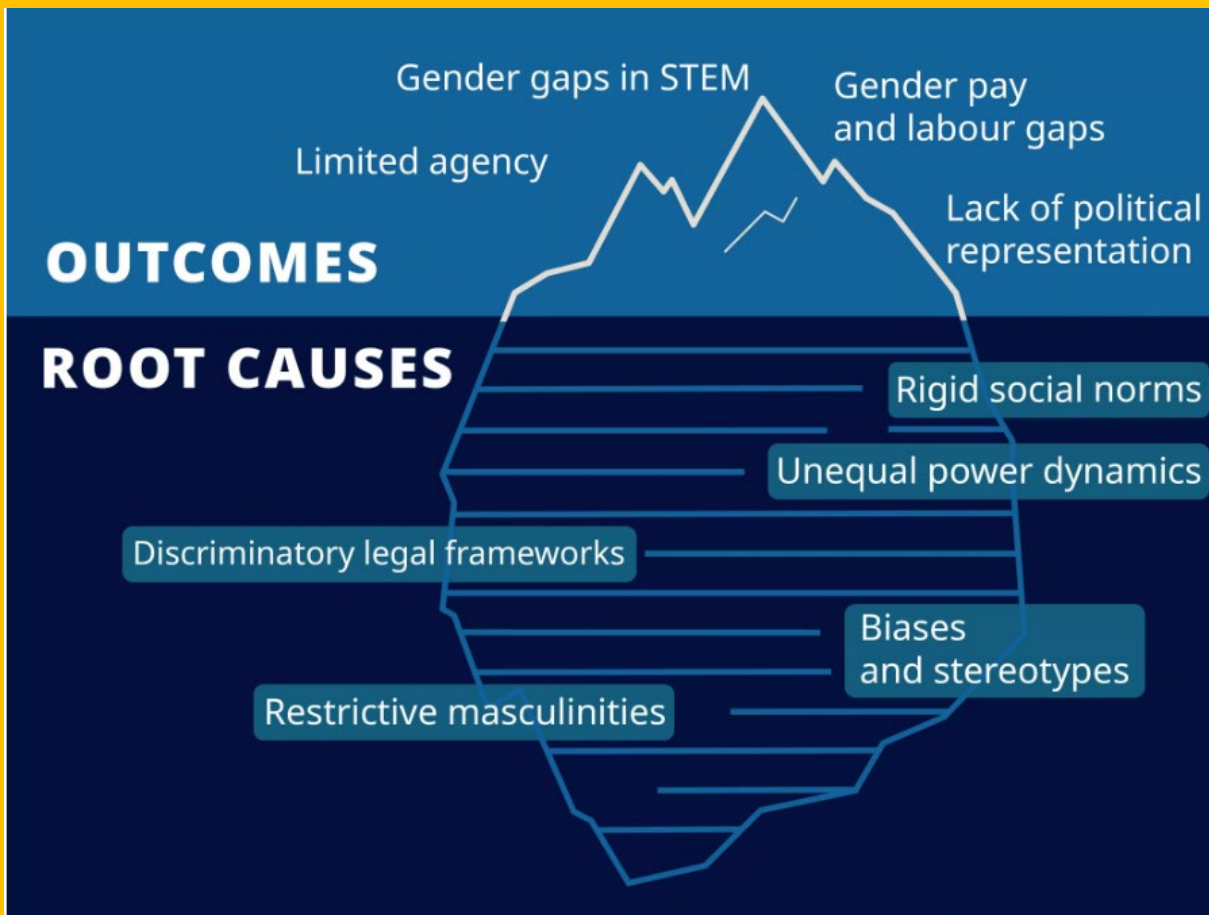


OECD: G7 Gender Equality Implementation Report 2023

Source: <https://www.oecd.org/social/g7-gender-equality-implementation-report-2023-b7117089-en.htm>



Fostering Change



Organizations Focused on Women's Status



European Platform of Women Scientists



SEA CHANGE



U.S. National
Science
Foundation

ADVANCE



Athena
Swan



Data Sources and Visualizations



Our World
in Data



GAPMINDER



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Thank You

ASU School of
Public Affairs
Arizona State University