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Title : Women empowerment circle challenges The road to gender equality

After giving birth, I was no longer assigned challenging work. I had felt uncomfortable since childhood, "You must do something because you're a girl."

Japan's gender gap index ranks 125th, the lowest among developed countries. The government and companies are working on women's empowerment. However, the women are frustrated. Our internal survey shows that approximately 70% of women are worried about their career prospects.

We stood up to change this situation.

We're the women's empowerment circle, "LEAN IN DOCOMO." We started our activities voluntarily 6 years ago., Our mission is to inspire women in the DOCOMO groups to step forward with confidence, courage, and ambition. The number of event participants exceeded 1000.

DOCOMO's customers are diverse. Therefore, we need diverse people for decision-making also requires diversity. Even if companies promote the empowerment of women, change will only occur if we, women, change our awareness. Diversity management requires bottom-up activities like us.

It's scary to do something alone, but you can try it if you have someone to cheer you on. I want to create a place where friends can always encourage each other to take the next step. I have continued my activities with this in mind.

We regularly hold monthly online lunch gatherings, lectures, workshops, and

collaborative events with other companies.

We also offer small group peer mentoring to build sisterhood between members. After participating in peer mentoring, more and more people are making new friends and taking on new challenges.

Our activities are expanding to other companies and local areas, transcending gender boundaries.

When I wanted to start a LEAN IN circle within Mitsui Chemicals, LEAN IN DOCOMO helped me learn from the beginning. I would like to continue doing joint projects together and increase friends!

Since Kyushu still has strong male-dominated customs, I decided to launch Lean In Kyushu to create a place where women in Kyushu could feel safe sharing their concerns.

The energetic activities of LEAN IN DOCOMO are sparking change in the large organization. That fact gives me courage, 'Ah, we can also change society.'

I met LEAN IN DOCOMO and learnt gender discrimination in job opportunities still exists. So during my time in HR, I stepped up and introduced more career development opportunities for everyone, Together with them, I will continue to transform!

We also support app development competitions for junior high and high school students, contributing to closing the gender gap in the IT field.

Members of LEAN IN DOCOMO support the learning of junior high and high school students as mentors for Technovation Girls.

The women who are working in the NTT Group are seen as empowering role models in the eyes of female students.

Our "LEAN IN"  
take a step towards the challenge

LEAN IN DOCOMO gave me courage when I felt timid after joining DOCOMO as

a new employee. My mindset has changed “I want to do it someday” to “I want to do it now”.

Whenever I get a chance, I just jump in.

I wanted to get rid of everyone's anxiety.

I can now do what I want, not just for someone else.

The passionate steps of each person are spreading, and great strength is being generated from DOCOMO to NTT Group and then to Japanese society.

LEAN IN DOCOMO will keep trying to create a society where everyone can shine in their own way.