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Diversity, Equality and Inclusion will promote the activities of female students in Japan

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I got Ph.D. on the subseafloor hydrothermal system along the mid-ocean ridges. However, I changed my topics to global carbon cycle in the modern state and in the past when I was 35 year old. Therefore my research room has been interested in wide range of topics in geoscience: material cycle in the Earth's surface, including C and water cycles, paleo and modern climate/environmental change and mineral resources. Since I believe that the real innovation has been carried out in human society and I think that some researchers have limited view of thinks, I have never strongly pushed the students to go to Ph.D. course. Therefore many highly competent students started to work at companies/ government after getting Master Degree. In spite of these circumstances, 22 students got Ph.D. at my research room during the last 25 years. The number is much larger than those of common geoscience research rooms at Japanese universities. Especially the female Ph.D.s (11) are just 50%, the largest in Japanese geoscience community. By the way, the relative abundances of female students in the JPGU participants and in Japanese Ph.D. course are around 30% and <20%, respectively. I have never invited female students, more than male students, on purpose. Every student at my research room receives equal good treatment. I am very often saying to the students, "if you have any problem, please tell me. I do work for you.". Female student at my laboratory mostly got Bachelor's degree at the high rank university and therefore is very capable with her own opinion. I welcome her opposite view against me. Also she can give her frank opinion to our laboratory's members although female people often have reserved attitude in Japan, which she would experience after leaving my research room. Although I have done nothing for special purpose, I respect Diversity, Equality, and Inclusions very much and take much care of her own effort to develop her ability and to cultivate her individuality. She has job that would stretch herself after Ph.D.. Currently 100% of female students at my laboratory, who would to become scientific researchers, succeeded in getting permanent/regular positions at Japanese universities/national laboratories. I have been saying that I would like to work for both male and female younger generations because I have one daughter and one son.