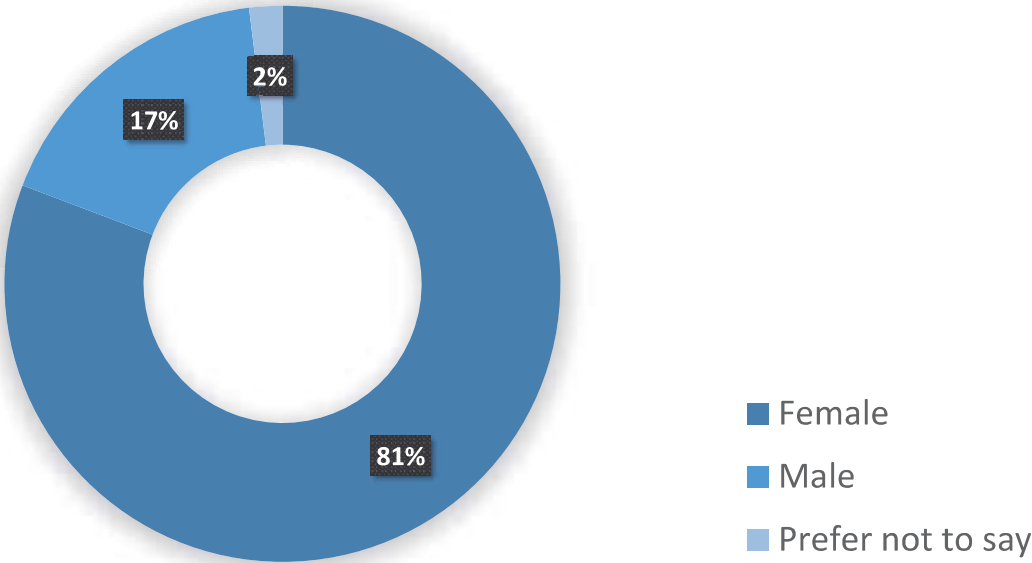
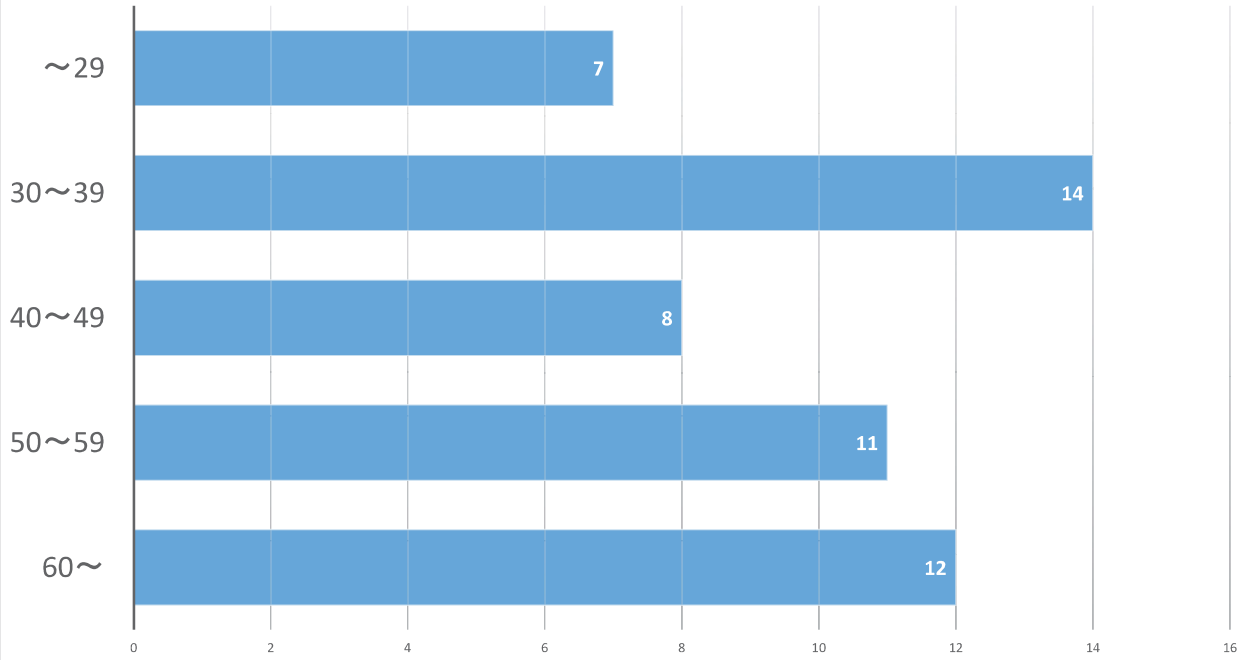


From the questionnaire

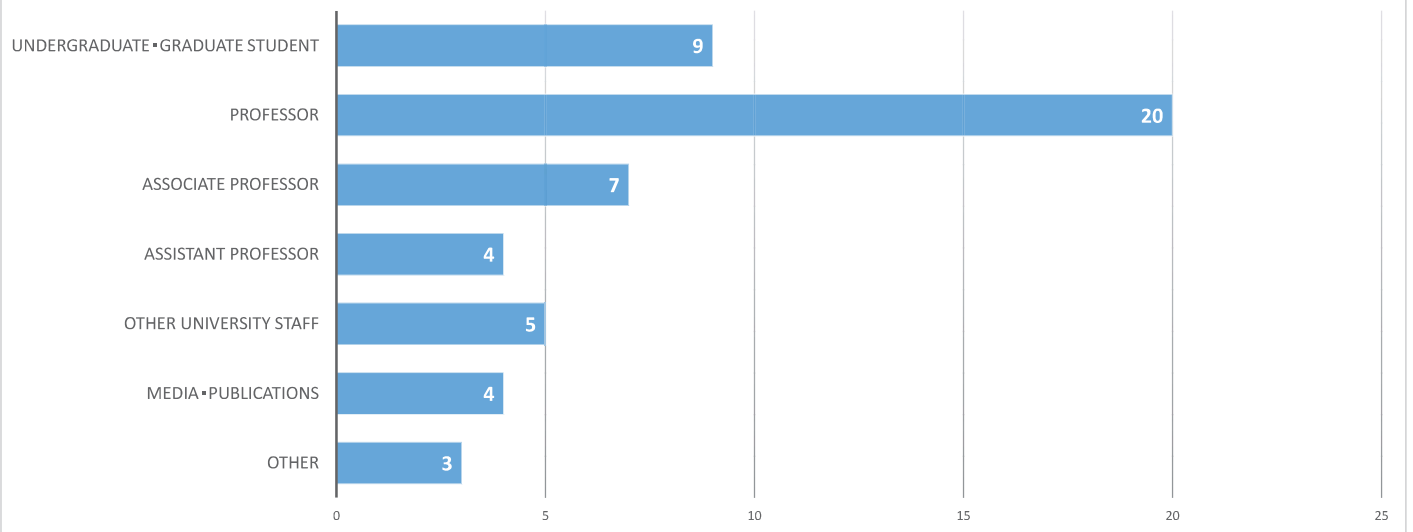
Q1. Gender



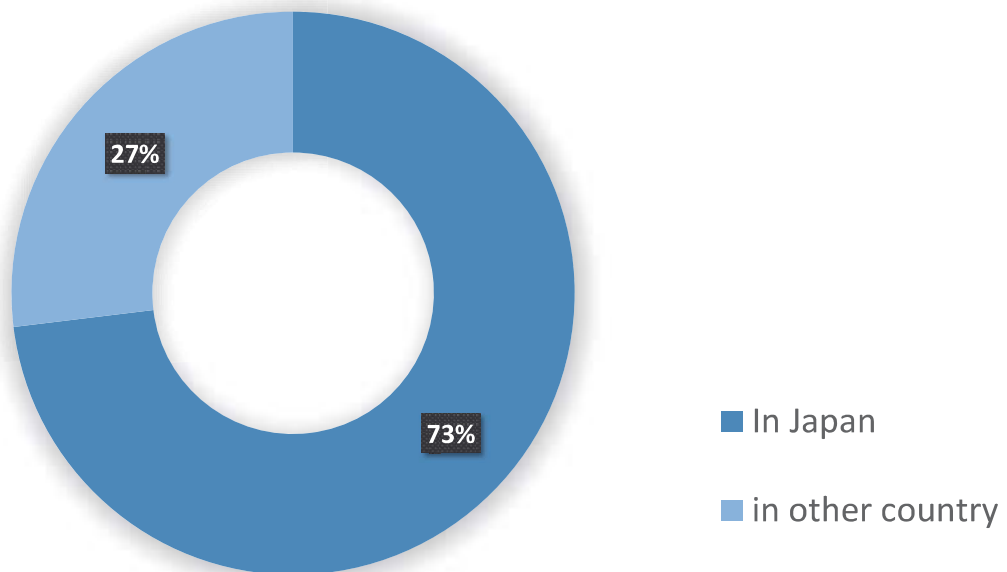
Q2. Age group



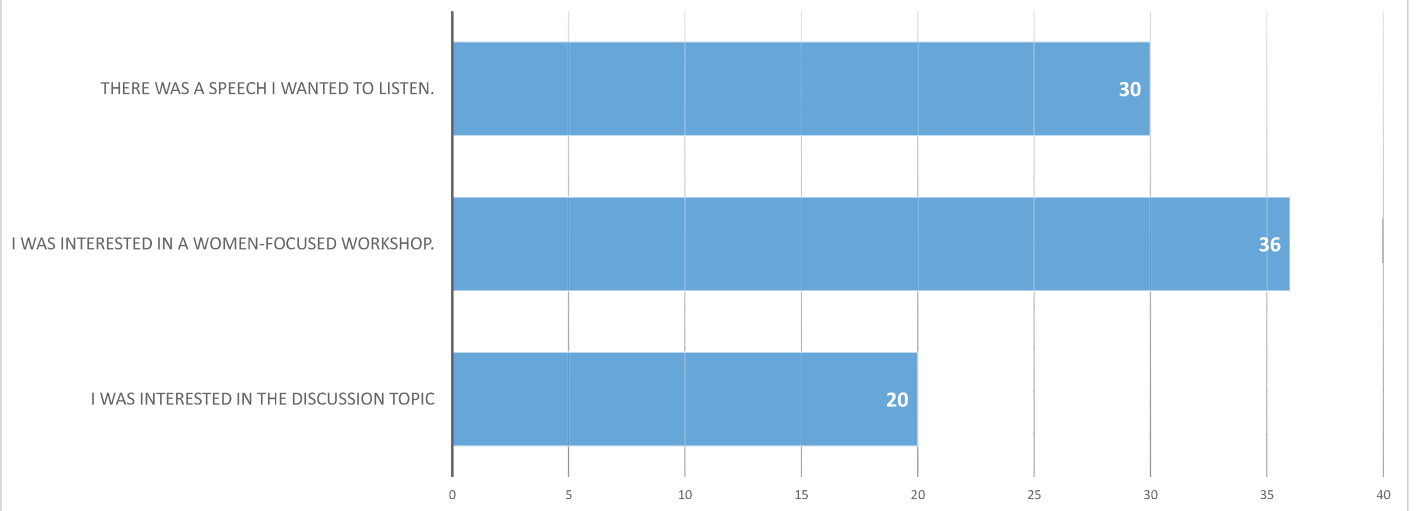
Q3. Position or occupation



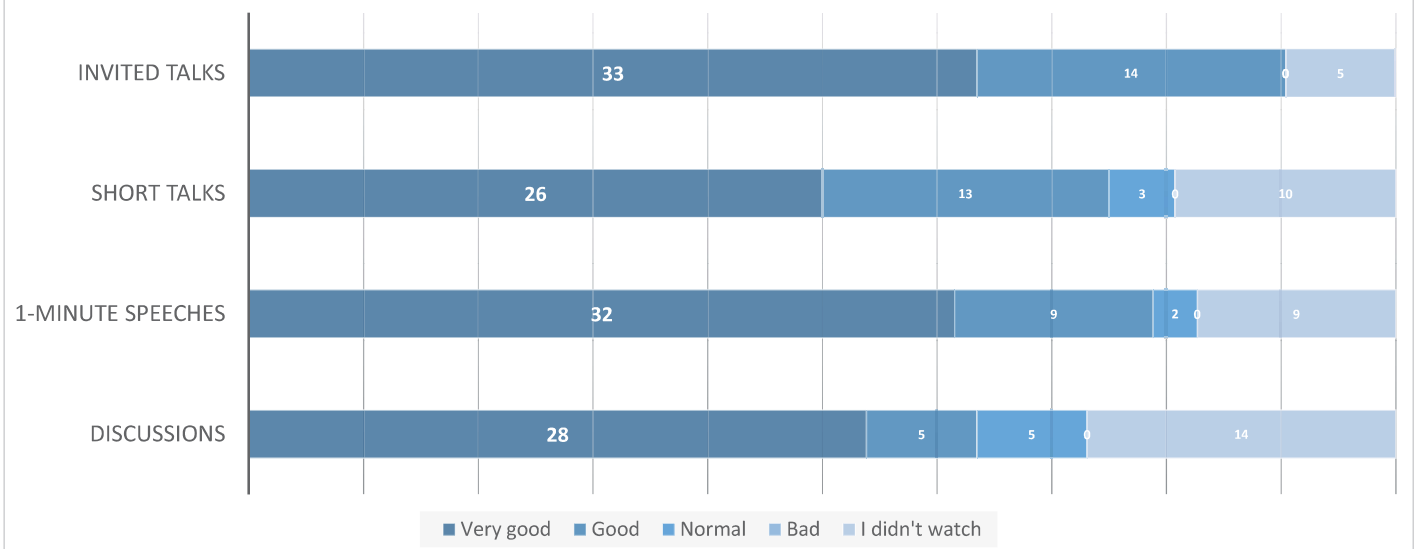
Q4. Where is your affiliation?



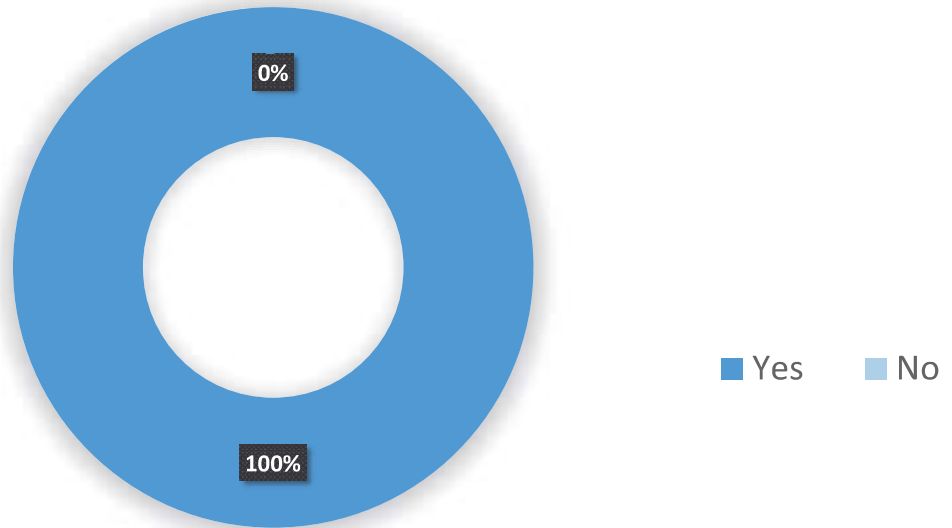
Q5. Why did you participate this conference?



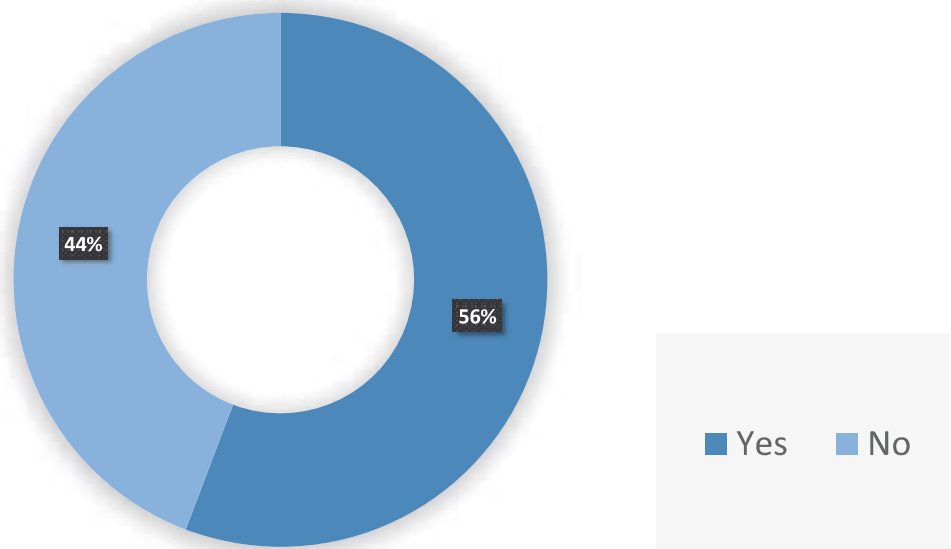
Q6. How were the following sessions?



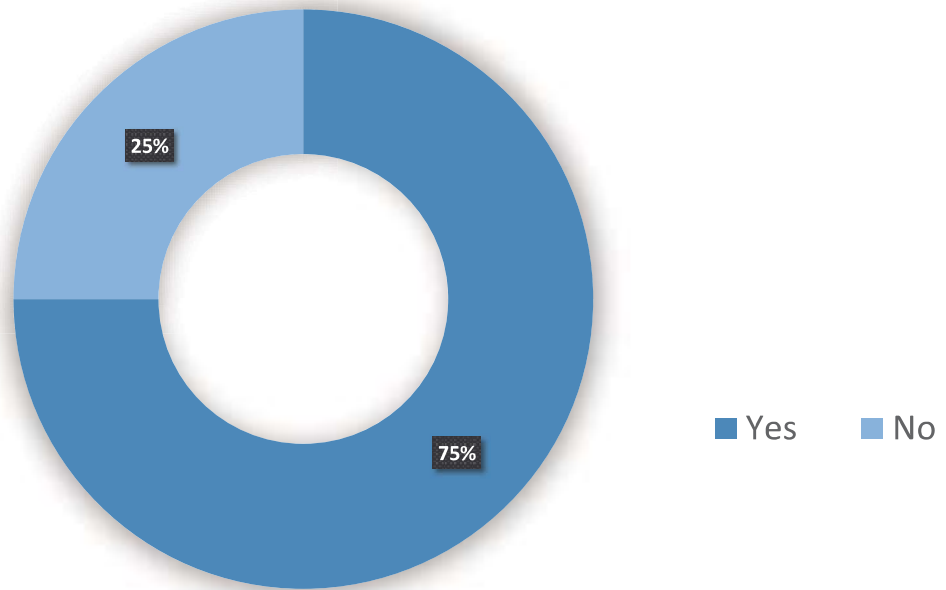
**Q7. How is the Conference webpage?
Could you get enough information?**



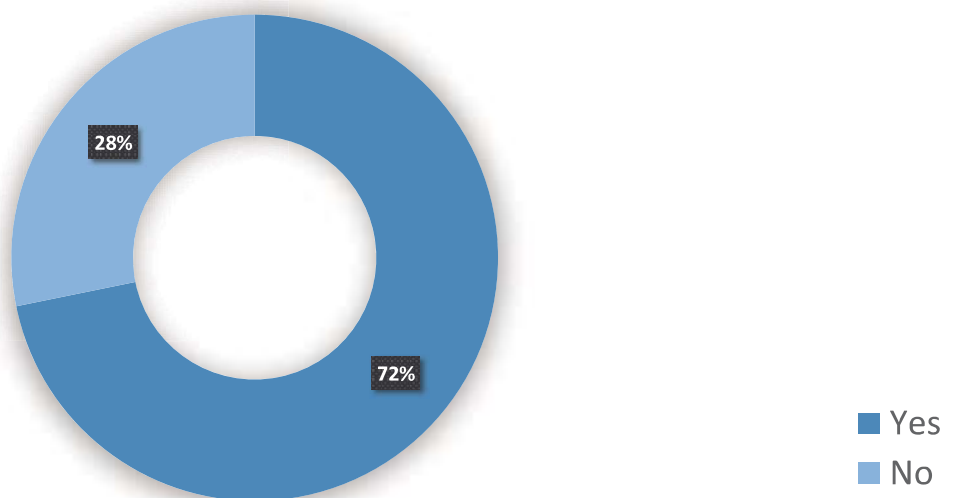
**Q8. Have you watched the videos of this
conference on YouTube?**



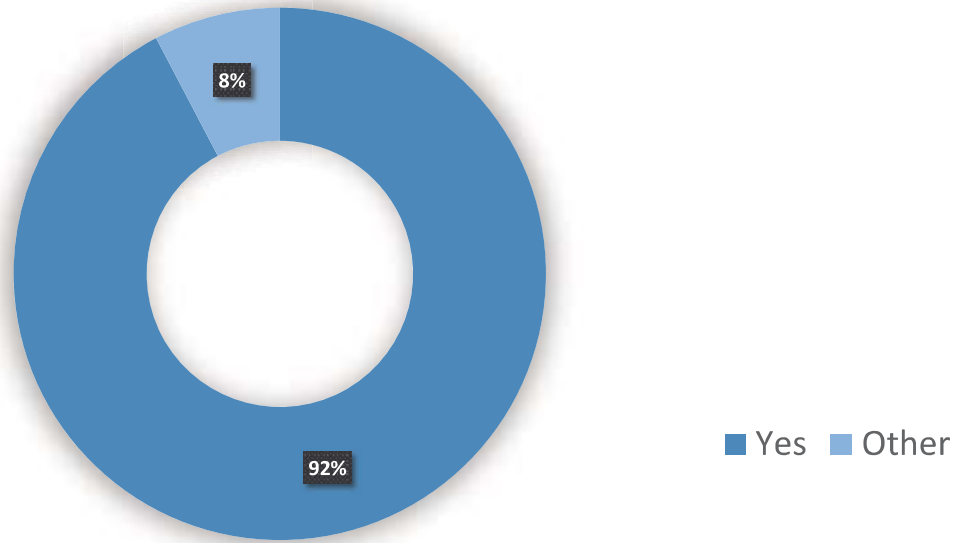
Q10. Are you Japanese or working in Japan?



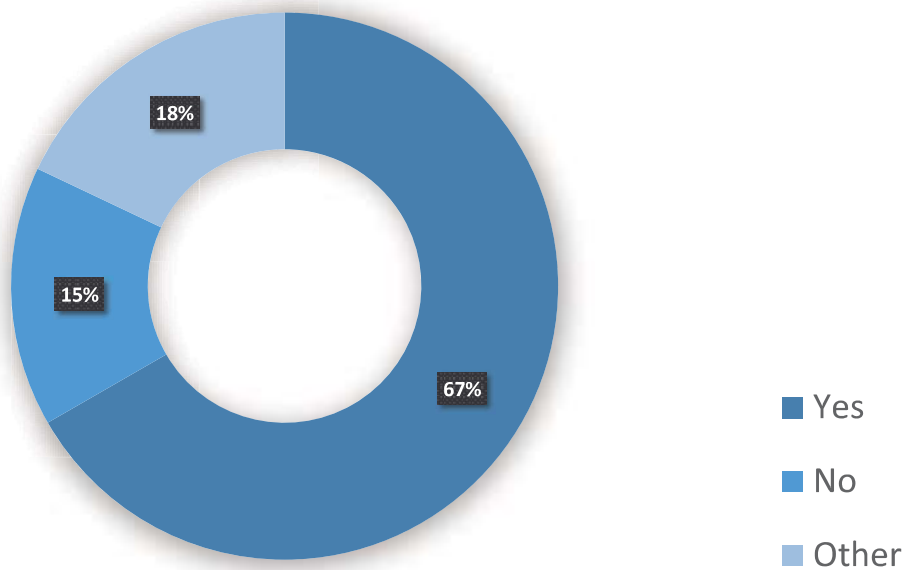
Q11. Have you read the current situation and proposals for gender equality in the Japanese mathematics world (by Makiko Sasada and Kenichi Bannai) posted on the web page of this workshop?



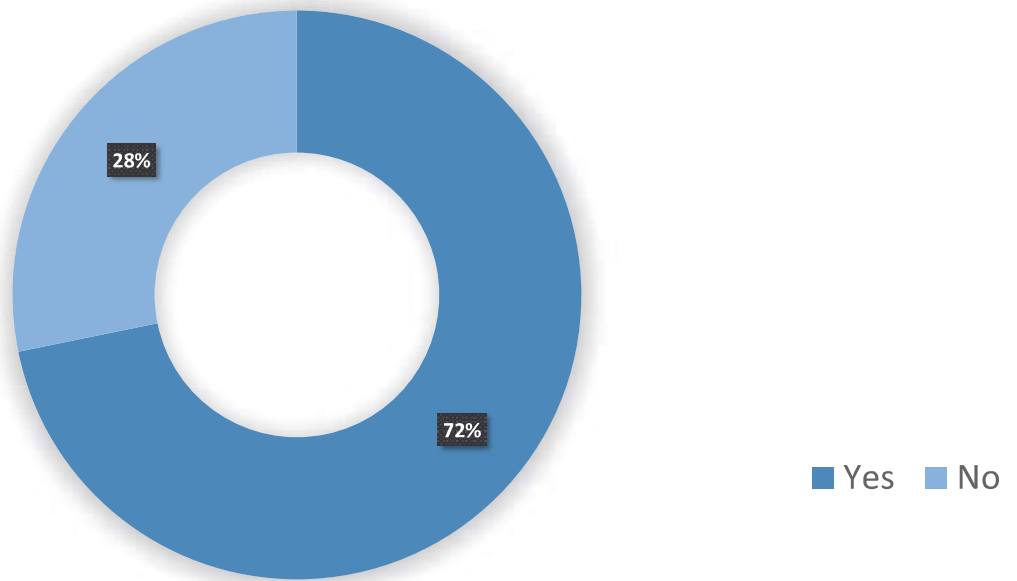
Q12. Would you like to participate in a research meeting similar to this one?



Q14. If an organization for female mathematicians was established in Japan, would you like to join it?



Q18. An organization AOWM (Asia-Oceania Women in Mathematics) was established on August 1 in 2022. Did you know it?



Q 9. If you have any comments or opinions about this conference, please describe it in below form.

・オーガナイザーだけでなく、講演者も女性だったのがよかったです。オンラインになったのは、個人的には参加のための雑務が減って数学に集中できたので、よかったです。ぜひまた開催していただきたいです。

Not only were the organizers good, but so were the women speakers. Having the conference online meant there was less paperwork for me to do so I was able to focus on mathematics, which was good. It would be great if you could host this again.

・ It was a very wonderful conference. Thank you to all the organizers.

・日々マイノリティであるからこそその困り事を経験しているので各種取組みや女性研究者の研究、パーソナリティ(が少し)が知れて良かったです。相談がしやすくなりますので。

It was good to hear about different activities, research by women researchers and their personalities (a bit), especially since I experience this daily as a minority. It makes it easier to discuss.

・ More invited talks could be included from different parts of the world.

・招待講演者による講演はどれもよく練られていて、面白いものだった。特に、McDuff 氏の講演は、わかりやすく為になった。15分講演も1分スピーチも面白かった。いろいろな分野の講演が聞けるのは良い点だと思う。ただ、分野の偏りが少しあるような気がしたので、バランスを取るように心がけるのも良いかもしれないと感じた。各大学の方において、学生も含めて、大学内で周知してもらい、また、数学会の各分野のメーリングリストで案内を流すなどをすると、より参加者が増えるように感じた。

今回は、講演者は女性のみで、議論も主に女性の方が行っていたと思うが、講演者に何割か男性がいるという研究集会も良いのではないかと思う。議論に、男性がある程度加わる利点もあると考える。

女性の学生、女性研究者のおかれている立場を、多くの方が正しく認識し、より良い方向を議論、模索していくのが望ましいように思われる。関連する話題として、障害者の方にとって、より高度な教育を受け、研究者の道を選ぶのは、孤立しやすいなど、女性の方が直面するのと同じような事情により、難しいという側面がある気がしたので、そのような状況についても、このような機会に少し触れ、議論することができると良いと思った。

The talks by the invited speakers were well thought out and interesting. Especially McDuff's talk, which I found to be easy to understand and useful. The 15 minute talks and 1 minute talks were also interesting. I thought it was a good thing to be able to hear about many different fields. However, I did feel like some fields were more represented than others, so I think it would be important to ensure a balanced program in the future. I felt like we could get more participants by informing universities, and asking them and students to spread the word about the meeting to others within their universities, and by asking mathematical associations to inform their members.

This time the conference only included women speakers, and the discussions were run by mainly women, but I thought it would still be a good conference if there were a few male researchers involved too. I think there would be something to gain by allowing men to contribute to the discussion.

I think it would be best to go forward if as many people properly understand where women students and women researchers stand, moving the discussion and solution-searching into a better direction. Another corresponding issue is that I feel like individuals with disabilities face the same challenges as women. They go into higher education, choose to become a researcher, but become very isolated. I feel like we could make this opportunity better if we included them in these kinds of discussions.

- It was the first time for me to join a conference in English, but I enjoyed the lectures. It was encouraging to know that many women mathematicians are working on various mathematical problems. Thank you so much.

- I had a good experience. I became more aware of the topics of the discussions.

- 研究集会にとっても楽しく参加させていただきました。またこのような会があると嬉しいですし、対面で行われるとなお嬉しいです。

I had so much fun taking part in this conference. I would be happy if there was another one like this, and even happier if it could happen face-to-face.

- 今回の集会はこれまでの研究集会とは一線を画しており、日本での数学研究のあり方の新しい方向性を示したと思います。

I felt like this conference went one step beyond all the other conferences I have attended. I feel like this is a new path being made that will contribute to the future of mathematical research in Japan.

• I could not attend the conference during the actual time due to the work conflict and time difference in Thailand. Thank you for the YouTube videos of the conference. They are wonderful.

• このような会が主催されるようになったことがたいへん感慨深く、いろいろと刺激を受けました。

I found it very interesting that this sort of conference had been organized, and I learned many, many things.

• とても楽しかったです。同世代や近い世代同士が気軽に話をする場面が、オンラインでも上手く作れるとさらに良いのではないかと思います。

It was great fun. I feel like it would be even better if I can find a way to be able to talk more easily to other people my age or close to my age online.

• Very interesting and successful meeting! I enjoyed it, although I couldn't attend much due to my class

• Thank you!

• The lectures are very informative and nicely presented. I am obliged to become a part of this conference and wish to present my work in future, if possible.

• because of time zones I was unfortunately able to attend to talks from japanese

• It was nice to meet many women in mathematics.

• このような活動の継続を期待

I hope this sort of activity will continue

• YouTube 配信があることで平日参加が難しい社会人の私も見られるので、すごくありがたいです。贅沢言うと、もし可能であれば YouTube での公開期間がもう少し長いと嬉しいです。Being able to watch YouTube videos in my own time is greatly appreciated by people like me who work during the weekdays. If possible, it would be nice if you could extend the time period during which YouTube videos can be watched.

Q13. 今回の Discussion に登場した欧米や韓国の女性数学者の団体や活動について感想をお書き下さい。

Do you have any comments regarding the women mathematics groups or activities in Europe or South Korea which came up during this discussion?

・ discussion に参加できなかったので、ビデオでフォローしたいです。

I wasn't able to take part in the discussion, but I would like to see the video recording.

・ 女性数学者の写真がポジティブな効果を生むのかよく分からずにいましたが、知人の海外研究者も取り上げられていることを知り誇らしく嬉しい気持ちになりました。

I wasn't sure whether photos of women mathematicians would have a positive impact, but after learning that a friend who is a researcher overseas was interviewed, I felt proud and happy.

・ 韓国の女性数学者の状況と、日本の女性数学者の状況は、社会状況が似ている為、近い側面があると思うので、今後とも密接に連携を取り、女性にとっての、研究学習環境の改善などで協力していければ良いのではないかと感じた。

I feel like women mathematicians in South Korea and women mathematicians in Japan live in similar social environments, that we would benefit from making close collaborations in the future, and help one another improve their research learning environment for women.

・ 海外ではこんなに支援があるのか、とびっくりしました。もちろん団体の規模が大きい分、サポート体制を分散できるところや、長い時間の中で活動内容を充実させていったところもあったとは思いますが、これほどさまざまな活動があるとは思いませんでした。組織が存在していることそのものが、「数学を愛しているなら社会生活での犠牲（ハラスメント被害や、女性特有のライフイベントの仕事への影響など）を厭わないはずだ、責任は全部本人がとるべきだ」という雰囲気を和らげ、「生活の中で数学をしていくのに際し、課題があるならばなるべくみんなで協力して解消していく」という主張を打ち出しているというのは大きな違いだと感じました。一方、韓国では工夫をしているにもかかわらず数学を勉強する女子学生が減少傾向にあるというのはショックでした。ただでさえ少ない理工系の女子を情報系と取り合いになってしまった結果だとは思いますが、そもそも「安定した職についてほしい」という親の願いと数学が相容れないものだと捉えられてしまっているのは日本も同じだと思います。

I was surprised at the amount of support there exists overseas. Of course I assume that it is this well organized because the groups are large, and they have been able to spend a long time working on dividing support systems to where they're needed. But still, I didn't expect there to

be this many activities. I felt like the biggest difference (from Japan) was that the organizations have eased out of the, 'any person who loves mathematics should be able to make the necessary sacrifices (victim of harassment, women-only life events that impact job opportunities) to their lifestyle' and moved to, 'in order to allow individuals to continue mathematics in their lifestyle, if there is an issue the we should work together to resolve it' stance. However, I was shocked to hear that despite the efforts to change things in South Korea, female student numbers in mathematics are still dropping. I do think that part of it is because of the competition between science and engineering against information sciences to recruit more female students, but I also feel like they share the same problem in Japan where parents view mathematics as an unstable job, and put pressure on their daughters to "find a stable job."

- ・女性同士の繋がりを作ることができるので心強いと思いました。

It was reassuring to be able to make connections with other women.

- ・研究集会、サマースクール、メンター制度など、確立されていて素晴らしいと思った。

Research meetings, summer schools and mentorships were established, and I thought that was fantastic.

- ・AWM の research collaboration workshop や EWM の mentoring program, MSRI の connection workshop など 海外では女性若手研究者の育成プログラムの存在を知れたことがよかった。MSRI の connection workshop は、スピーカーは女性だが、誰でも(男性も)参加できるという話だったが、このような mixed environment ではどうしても質問ができない女性参加者がいるため 女性限定の dinner の場を設けている、という MSRI 所長のお話はとても興味深かった。日本の研究者にとって意識が変わる貴重な機会であったと思う。

It was good to learn about the existence of training programs for young women researchers overseas including the research collaboration workshop at AWM, the mentoring program at EWM, the connection workshop at MSRI. I was very interested to hear the MSRI Director talk about how they host women only diners for participants who are reluctant to raise their hand during the MSRI connection workshop, which has women speakers, but allows men to participate in the workshop too. I think it could be an important opportunity for researchers in Japan to change their attitude.

- ・他分野の女性研究者の活動について触れる機会が少ないので、いい機会になったと思います。

I have had few opportunities to learn about the work of women researchers in other fields, so this was a good opportunity.

- ・ 申し訳ありませんが、見ていません。

I'm sorry, I didn't watch this part.

- ・ それぞれに、粘り強い活動があつて今日のすがたになっているのだろうなあ、と思いました。それがそのまま日本に適用できるわけではないにしても、いろいろな先行例があるということは、とても心強いことだと思いました。

I felt like each of them worked really hard to get to where they are today. Even if they're not immediately transferable to Japan, the fact that there are so many examples to get ideas from is very reassuring.

- ・ 同じような悩みを抱えている人々の話がきけてとても参考になった。

It was good to hear stories from other people who face the same challenges as me.

- ・ 少しずつ良くしていこうとする意欲に感銘を受けました。

One thing that stood out to me was the motivation to want to make things better little by little

- ・ いろいろだなーと思いました

I thought there was a lot of good things and bad things.

- ・ Really great activities which motivate female mathematics students like myself and also helps to know other female mathematicians.

- ・ それぞれのお国柄が出ているなと感じました。

I thought each organization was tailored to the unique environment of its country.

- ・ 女性研究者が増えている背景に、このような活動があることがよくわかりました。学生、就職支援、メンターなど素晴らしいシステムがたくさんあり、勉強になりました。

I learned that behind the growing numbers of women researchers is the work of such organizations. It was good to learn about the amazing systems backing students, job searching, and mentors.

- ・ 残念ながら一部しか視聴していない

Unfortunately, I was only able to watch part of it.

- ・様々な分野、地域で活動されていて、励まされました。

It was encouraging to hear about different fields working in different regions.

Q15. 日本に女性数学者の団体ができたら、どんなことを期待しますか？

If a women mathematician's organization was established, what would you want them to do?

- ・キャリアに関する情報共有や異分野間での交流

Provide career information and opportunities to meet with researchers from other fields.

- ・日常の困り事(ハラスメント等)の相談と、数学界の変革

Provide a place to talk about daily challenges (e.g. harassment), and change the core of the mathematics world.

・女性数学者の研究学習環境を改善するように努めることを期待したい。また、障害を持っている方の学習、研究環境についての調査、報告なども、海外の事例も含めて、可能であれば、期待したい。海外の大学の学習環境などについて、高校生、大学生に周知する機会を増やし、海外の大学、大学院に進学する学生が性別を問わず、もう少し増えて行くことにつながる活動も期待したい。

I hope it will be able to help in improving the research environment for women mathematicians. I'd hope such an organization would be able to carry out investigations and report about the research environment and situation faced by individuals with disabilities within Japan and outside. I would also hope such an organization would be able to provide high school and undergraduate students with more opportunities to learn about education in universities overseas, and also help improve the number of students wanting to go overseas to study regardless of their gender.

- ・学会での発表の機会を与える。

Provide more opportunities to present at academic conferences.

・2年に1回くらい、今回のように分野にかかわらず集まる機会があると嬉しいです。対面で会うのも重要ですが、オンラインだとより多くの参加者を取り込めるのではないかと思います。

た。まずは、日本の各地にさまざまな数学の研究をしている女性が存在していて、そこでは女性である自分が数学をすることを絶対に肯定してもらえるということを確認する場があるだけでも、励みになるのではないのでしょうか。また、世代を超えて交流する場を持つこと自体、ハラスメントを抑制して特に若い世代を守ることにつながりそうだなと感じました。

It would be great if conferences such as this one could be hosted at least once every two years. Face-to-face is important too, but I feel like online conferences such as things have the ability to attract a larger number of participants. First, if such an organization could be a place where others can go and see that there are women researching mathematics in many places across Japan, that would be encouraging for people like me in knowing that I am a woman and I can do mathematics where I am. There are other things which include providing a place for people to interact regardless of their position, and protecting particularly younger generations from harassment.

- ・ 研究集会、国際研究集会、サマースクール

Research conferences, international conferences, summer schools.

- ・ 日本政府への働きかけ（クロスアポイント制度などを利用して、大学教員の女性比率が見かけ上徐々に上がっているが、実際はそんなに上がっていないように感じる。女性をダブルカウントして誤魔化さず、女性の少なさをまず正確に把握してほしい）

Push for the Japanese government to do more (I feel like they are using the cross appointment policy to their advantage, and making it look like there are many women academics, when in reality I don't feel like there has been an increase. I feel like if they see one woman with two positions, they count it as two people, not one. I want an accurate number that shows how low the number of women in mathematics is).

- ・ メンターの紹介、情報共有できる掲示板などの運営

Mentor recommendations, and a message board where everyone can share information.

・ EWM の mentoring program のような、困っている学生とそれをサポートする研究者をマッチングさせるプログラムを日本に作れば良いと思う。KWMS は student reporter として学生に研究集会などをレポートしてもらい news letter を発行しているようだが、これを見習い、日本でも学生レポーターを作り、彼らに、日本の女性数学者の団体のニュースレター発行のお手伝いをしてもらったらどうだろうか。

It would be good if there was a mentoring program in Japan like EWM that matches a student with a researcher who can support him or her. Like the way KWMMN gets student reporters to

write conference reports for newsletters, would it be possible to do the same in Japan and find student reporters who could help create a women mathematicians newsletter.

・男女の能力の差はないはずなのに、研究者の比率には大きな差があります。平等であるから、女性を中心とした活動には賛成できないという声を聴くことがあります。何故このような活動をする必要があるのか、研究活動をわかりやすく説明する機会を設け、そのような機械を通じて、女性数学者に対する偏見が少なくなり、女性数学者の数が増へていくことを期待します。

Neither men nor women are smarter than the other, yet there is a huge gap in the number of male to female researchers. Some people say that it is because it is important to maintain a fair balance that we shouldn't be hosting activities that put women at the center. I hope that such an organization could be a voice to why it is important, clearly explain its activities, and through its work diminish the number of prejudices against women mathematicians, and improve the number of women mathematicians.

・差し当たり、作るまでが大変かと思いますので、無理のない活動を期待します。

I do think that making such an organization would face a lot of barriers, so please do not push too hard.

・日本の学び認識の質的变化を期待できるのは女性の力だと思います。

I think women have the power to create a change in how we learn in Japan.

・女性数学者の存在自体をアピールできるとよいと思います。幼い頃からの社会の刷り込みを中和するためにも。

I think it would be good to promote the existence of women mathematicians. It would help to weaken the stereotype that children are exposed to by society.

・女性数学者の数の拡大

Raise the number of women mathematicians.

・情報交換

Share information

・縦横のつながりができること。情報発信や情報交換の場となること。統計データなどを（本来は日本数学会にやっていただきたいですが）適宜まとめて公表すること（データを集める作業については、謝金を支払って外注もありだと思います。）

To create new connections across and above myself. To create a place to voice opinions and share information. To collect statistical data (although this is something I wish the Japan Mathematical Society would do) and make it public (in regards to collecting data, I think it would be possible to outsource it).

・無理をせず、少しでも良くしていこうとする気持ち。

The feeling that I don't have to go over my head for this, but just enough to make things a little better.

・女性だということを、強調しないで活躍できたらいいなと思います

To be able to carry out activities without having to say that I'm a woman.

・日本の女性観の偏見で、弱い立場に置かれている女性達の立場・人権、人格を法的に守る手立てや環境整備を具体的に行うこと。

To protect and provide a healthy environment for women's rights and their position in a society that sees women as weak.

・互いに情報交換や情報共有できる場や、若手をエンカレッジして研究がしやすい環境をつくること。

To be able to share and exchange information, and create an environment that encourages young people to do research.

・数学以外の分野にも広げていける活動

Activities that include fields other than mathematics.

・現役の学生、大学教員以外も加入可能であって欲しい。

An organization whose membership isn't limited to students and university academics.

・女性数学者同士の交流の機会、(女子)高校生向けの活動

Opportunities to meet other women mathematicians, and activities for (girl) high school students.

Q16. これまでの学習・研究活動で、工夫してよかったことで、他の人にも参考になりそうな事例があったら、お書きください。

Please share any past experiences regarding your work you have had which you think would benefit other people

・気軽になんでも話せる女性数学者の友人がいることで救われたことが多々あった。

Having a friend who was also a woman mathematician who I could talk to about anything helped me so many times.

・特になし

None

・1 minute talk は特に楽しいものでした。

The 1 minute talk was particularly fun.

・セクハラに近い事があれば、酷くなる前に直ぐに相談しています。

If someone does something close to sexually harassing me, I talk to someone immediately before things get worse.

・いろんな場所に行く（他大学のセミナーに参加する、ビジターや研修生として長期滞在するなど）。精神的に一番楽な場所にいるのが良いと個人的には思いました。分野の違う研究室に滞在した経験が思わぬアイデアや評価につながったこともありました。

I travel to many places (seminars at other universities, do long term visits as a visiting researcher or intern). Being somewhere where I feel emotionally safe has been good for me personally.

Being in a lab doing research in something that is not my field has led to unexpected ideas and praise for my work.

・(指導教員のみでなく)メンターを複数持つように心がけてきたこと。複数の分野に橋を架ける研究を常に意識してきたこと。

I try to have several mentors (besides my supervisor). I do my best to keep opportunities open in several fields of research.

・他の方の講演を聞いたときに、わからない点があった場合は、基本的な事柄だと思われることでも、できるだけ尋ねるように心がけている。そのことで、自身の知識も深まり、学習、研究の方向を模索するのも役立っていると感じる。

I do my best to ask questions about things I hear in talks that I don't understand, even if others might think my questions are so simple. But from that I gain better knowledge, learn better, and I think it helps me to find solutions.

・海外や他分野の集まりなど、いろいろなところに行ってみて、楽しく研究の話ができる仲間を見つける。秘書さんをお願いする。家事も外注する。興味のある講演があったら、積極的に講演者に後から質問しに行ってみる。

I join many events overseas or in other fields, and look for people who I enjoy talking about my research to. I ask my secretary for favors. I hire someone to help with household chores. If there is a talk I find interesting, I do my best to talk to the speaker afterwards and ask them questions.

・学部生・大学院生対象の倫理研修のときに、一体何が「ハラスメント」にあたるのか、具体的に女性の数学者を取り巻く環境がどんなものなのかのレクチャーがあってよかったです。例えば、「理系でも数学・物理は男子、生物・化学は女子だよ」というステートメントは、発言者に悪気がなくても、数学や物理を勉強したいと思っている女の子にとっては「私は異物扱いなの？」とやる気を削がれてしまい、それでいて傷ついたことを発言者に伝えにくいということがあります。（私自身、こうした発言に遭遇することは割と大学進学後でもよくありました。）しかし、倫理研修の時にジェンダーギャップについてのレクチャーがあったり、教職科目でマイクロアグレッションに対する講義があったりすることで、次第に上記のような発言は減ってきたと感じています。（特に、そうした発言があった場合にその場に居合わせた別の男子学生が「そういうことを言うてはいけない」と諫めてくれたことがあり、とても安心しました。）男子学生にとって、女性数学者がとても少ない環境だとわかった上で女子が数学という進路を選択するプレッシャーを想像しにくい部分もありますが、第三者が冷静に説明すればわかってもらえることも多々あり、一回の倫理研修でも効果があった気がします。また、ハラスメントを受けた側や傍観者もされたことに対して怒っていいことなのかどうか線引きがわかりやすくなり、それだけでも傷つくことを減らせると思います。

During an ethics training course, there was a lecture about what harassment is, and what environment women mathematicians were facing today. The event was targeted to undergraduates and graduate students. I thought it was good. For example, when someone says, 'in science, mathematics and physics is for boys and biology and chemistry is for girls', even if the speaker didn't intend to be mean, to a girl who is thinking about doing mathematics or physics, it makes them think, 'am I an outsider?' Her motivation will slump, and it is hard for the girl to tell

the speaker that she was hurt by their comment. (I myself have experienced this many times after starting university) But during my ethics training course, we were given lectures about gender gap, and microaggression in teaching courses. As a result, I feel like there are less and less people making comments like before. (Even if someone did, it was comforting to see a male colleague stand up and say, 'you shouldn't say that') Of course there are things that men will find difficult to understand, like how it feels to know that there are few women mathematicians but you still choose to become a woman mathematician yourself. But seeing that people can change after someone sits down and explains things to them, I feel like even one training course on ethics can make a difference. It also became easier to understand where the line was between doing nothing, and getting angry after becoming a victim or witness to harassment. I think this will help reduce the number of victims.

- ・ (ベタな回答だが)学生同士での自主ゼミ
(It's cliché but) make my own study group with other students.

- ・ 若手の分野横断の研究集会に参加した際に、初対面の人にも自身の Line の QR コードを差し出して「よろしくお願いします！」と笑顔で挨拶すると、ほぼ 100%連絡先を交換してくれましたし、自分の行動を発端に回りの人たちもそれぞれ連絡先を交換し始めることが多かったです。この繋がりですら招待講演をいただくことが多い印象があります。さらに合わせてステータスメッセージに自己紹介と定期的な近況報告（論文が accept された、等）を入れておくと、経験上かなりの確率で読んでくれて次回会った際にそのことを話のネタにして声を掛けてもらえます。（異性だと要らぬ勘違いを起こす確率が無視できないので（私はこれが理由のものは経験ありませんが）、万人におすすめできるものではありません。）

When I took part in research meetings for young researchers in different fields, I found that almost 100% people were willing to exchange contact details with me if I smiled and said, 'yoroshiku onegaishimasu! (I look forward to working with you!)' while offering them my LINE QR code on my smartphone. Even people around me started copying me and exchanging contact details with one another. I feel like this has helped get me more invitations to give talks at other events. I also use my profile as a tool to update by biography, and regularly update it with my work (such as when a paper I wrote had been accepted). I found that people would read it, and they would come up to me to talk about it when we'd meet at events. (However, there is also the possibility that someone of the opposite gender would mistake my actions as something else, not that I have had that experience, so I cannot recommend this method to everyone)

- ・ 個別の事情でも共有されるウェブサイトでもあればかなり有効ではないかと思った

Even if it is for personal reasons, if there is a website you can share with them, it helps in many ways.

- ・事務の方をはじめ、身近な同性の方との関係性を築くこと。（ちょっとした違和感を話しやすいし、共感してもらえやすいです。）

Starting with administrative staff, find someone you can trust of the same gender. (it makes it easier to get someone else to understand the slightest problems you have)

- ・ It would be great if female mathematicians can be assigned female seniors (studying mathematics) as mentors and role models at their universities or through such organizations.

- ・ 男性数学者達とも良い人間関係を作り共同研究を行うこと。

To develop a good, mutual relationship with male mathematicians and to carry out collaborative research.

- ・ 子どもの年齢に応じて、研究生活のスタイルを変えたこと。子どもが小さいときはセミナーにきた外部講師との会食を昼間にしたり、研究集会を自分の大学で開催するなど、自分が参加しやすい形にしました。

Adapting my research lifestyle according to the age of my children. When my children were young, I would plan lunch meetings with important speakers from outside, or organize research meetings at my university so that it would be easier for me to take part.

Q17. これまでの学習・研究活動など（授業・研究集会も含む）で、不快に思ったことや困ったことがあったら、お書きください。

Please share any experiences you have had that have made you uncomfortable or caused you trouble

- ・ 出産育児での研究活動の中断。

My research was suspended because I was on maternity and paternity leave.

- ・ パワハラに近い言動を受けたことはあります。

Someone said something to me that was close to power harassment.

・・ 沢山ありますが最近だと、同じ研究の同僚ではなく女と見なす人がいて困っています。(相談・対処済みです。)

I have had many, but most recently, a colleague in my field will not see me as an equal, but looks down on me because I am a woman and that has been causing trouble. (the problem has been discussed and resolved)

・ ストーカー行為やハラスメントを受けた。

I was stalked and harassed.

・ 男子学生には届く(研究に関する)情報が、女性の私には届かないことが多く、研究面で不快に思うことが(特に若い頃は)多かった。よく耐えてここまでやってきたと思う。若い人にはそのような思いをさせたくない。

The male students would be sent information about research, but not the women, including me. There were many things that made me feel uncomfortable while I was doing research (particularly when I was young). I'm amazed I pulled through it. I don't want young researchers today to experience that.

・ 学生の時に、教員の方に数学に関する質問をした時に、それをあまり歓迎する雰囲気になかったと感じる。自身の質問の際の態度にも問題はあったのかもしれないが、全般的に、より良い質問の仕方、また質問に関するより良い対応などに関して、日本では考える機会が乏しいように感じた。女性の方は、男性の参加者が多数の講義、研究集会で、そのために若干質問しにくいなどの状況もあると思うが、そのことが女性の学生の進路に影響している部分もあるかもしれないと考える。

When I was a student, when I asked my lecturer a question about mathematics, I felt like he didn't like getting questions from me. There might've been a problem with the way I asked the question, but overall, I feel like Japan has few opportunities where people are taught about how to ask a good question, and how to answer a question. I think that this makes it difficult for women to ask questions in a room full of male colleagues at a conference, and I feel like that has some effect to the career path women students choose.

・ 学生の頃は、研究集会のたびに、女性というだけでなんとなく浮いているという感覚があって、いつも疲れた。初対面の人に自然に話しかける機会が作りづらいと感じていた。妊娠や出産について、相談できる人がいなかった。若い頃、食事の誘いを断った相手に、悪口を広められた。女性数学者同士は仲悪いの？と飲み会でしつこく聞かれた。〇〇さんは女性だからあの職につけたんだ、というような嫌な話を(いろいろな女性を話題にして)聞かされた。(参考

までにいろいろ書きましたが、公開予定はあるのでしょうか？一人の意見ばかりが並ぶのは良くないかもしれないので、その場合は適宜取捨選択してください。）

When I was a student, I felt like I stood out at conferences just because I was a woman, and that tired me every time. I felt like it was difficult to meet people. There was no one who I could talk to about pregnancy or childbirth. When I turned someone's offer to go out for dinner, they started bad mouthing about me to everyone. At team drinks, colleagues would pester me about which girls didn't get along. Colleagues would make me listen to their stories about how such-and-such only got the job because she was a woman (this came up several times about many women). (I've written this, but do you plan to make these comments public? I don't think it would be good to have one long comment so please feel free to edit where you see necessary)

・私が高校生の時に、とある対面での研究集会（数学者から他分野の研究者、一般人や中高生なども含め幅広く参加するもの）で、他の参加者に不必要に何度か肩や腕を触られて不愉快な思いをしたことがあります。その触ってきた参加者は数学者ではありませんでしたが、その人からの紹介で集会に参加していたことや、「いや～君も頑張って！！（肩ポンポン）」など激励(?)のような感じだったこともあり、どうしていいかわからずかなり困惑しました。高校の先生と一緒に来ていたため、ちょっと怖いと思ったことを伝えてなるべく近くにいてもらうようにはしましたが、他の参加者は受付の大学院生1人を除いて全て男性だったこともあり、エスカレートしたらどうしようとかかなり心細かったです。特に自分の高校の先生以外の大人がそれを気遣ってくれることなどもなく、もし1人だったらもっと怖かったと思います。男性同士ならよくあることなのかもしれませんが、高校の先生含め大人にこのようなことをされたことはなかったので、かなりストレスを感じました。正直、他の研究集会でもこういうノリなのだろうか、こういうことを我慢してニコニコしていないと数学を続けられないのだろうかと思ひ、その後の進路決定でもこの経験はマイナスに響き続けたと思います。一方で、その他の参加者が私に話しかけてくることはほとんどなく、かなり疎外感がありました。自分の発表が面白くなかっただけかもしれない、肩を触られたのが嫌でピリピリしてしまったので話しかけにくかったのかもしれない、と思いつつも、もし自分の性別のせいで「腫れ物に触る扱い/馴れ馴れしすぎる扱い」の2択しかなくなっているのだとしたらどうしたものかと頭を抱えました。幸い、大学進学後はオンラインのうちに人間関係を構築しきって、周囲とは数学の話をとくさんできるような適度な距離感を保って過ごせていますが、後輩には同じような思いをしてほしくないと思っています。

When I was in high school, I took part in a research conference face-to-face (the conference included mathematicians and researchers from other fields, members of the public, junior and high school students). One participant made me uncomfortable; he would keep touching my shoulders and arms. This participant wasn't a mathematician, but he was the one that introduced

me to this conference, and he would pat my shoulders while I guess encouraging me with, 'you're the future!!' which made me very confused about what to do. I was with my high school teacher and told him I felt a little scared. He stayed close to me for the remainder of the time, but seeing that everyone, besides one graduate student at the front desk, were boys or men, I was frightened about what would happen if things were to go bad. I think I would have been terrified if my teacher hadn't been there because none of the other adults there seemed willing to help me. This may have been a normal thing for boys or men, but no adult, not even my school teachers, had ever touched me like that so I found the incident to be very stressful. To be honest, at the time I wondered whether all conferences were like this, and how could I go on doing mathematics if I had to smile all the time and put up with this. When it came to talking about my future career, I think this incident negatively affected my choices. On the other hand, hardly any of the other participants would talk to me and I felt like an outsider. My presentation might have been boring, or maybe I was giving off a bad vibe because I had just been touched in a way that made me uncomfortable. But I was more worried about whether the others only saw me as a sore spot, something to avoid, or something to get too familiar with. Luckily, after starting university online, I've been able to keep a healthy distance from people while having many conversations about mathematics, but I don't want any girls my junior to go through the same experience I had.

・不正をする学生への対応がストレス

It's stressful answering to students who do research misconduct.

・MIMS で開かれた一般向けの講演会で講演を行ったときに、話を終えたとたんに聞きに来ていた中高年の男性諸氏がどどどっと前にやってきて、完全な上から目線の「教えてあげよう」モードであれこれ言い始めたのにはびっくりしましたし、失礼だと思いました。

When I gave a public lecture at MIMS, straight after I finished my talk, a middle-aged man came running up to the stage. He looked down on me and started trying to give me a lecture on my research. I was surprised and found his reaction to be rude.

・①日本数学会の敷居がとても高いことです… ②仕方ないことではありますが、社会人になるとスケジュール的に研究集会を聞くことが非常に難しくなること。 ③数学系の団体で、学生か教員であることが前提条件のようにになっている場合があること。

1. The threshold of the Mathematical Society of Japan is very high…
2. It's a fact of life, but when you become a fulltime employee it becomes very difficult to take part in academic conferences
3. There is a prerequisite that only allows students and academics to become members

・個々人の違い（置かれている状況や育ってきた環境、有している能力等）を無視して、「これはこうすべき」「これが当たり前」のような物言いで、先生に相談事等がねじ伏せられるのが非常に辛かったです。通常の話でも流れによってそのような発言が散見されるので、次第に会話自体に苦手意識を持ってしまい、研究面で訊ねたいことも訊ね難くなりましたし、ストレスが溜まって研究する気持ちが有意に削がれました。

I became very upset talking about my career path with my school teacher, who would ignore the fact that everyone is different (their current position, where they grew up, what skills they have) and spit out things like, 'you're supposed to do this', 'this is normal'. He would throw these sentences into normal conversations if that's the turn it would take, and it made me uncomfortable to talk that even now I have trouble asking questions about things in my research that I don't understand. I feel more stress, and it is chipping away the fun feelings I had about research.

・懇親会でお酌をして当然という態度を取られたことがある。（いままで1人だけで、そのときも近くの男性研究者の方が気をそらしてくれた。）女性限定公募について話題になったときに、「それなら女になろうかな」と同年代に言われたこと。公募に通らない時期に、「君は結婚してるからいいでしょ」と指導教員に言われたこと。（おそらく本人に悪気はなく、自分はずっと不安定な立場だったから心配してってくれたのだともおもいます。）

When going out for drinks with colleagues, it was expected that I was the one to pour everyone drinks. (I had been the only one, but at the time a male colleague nearby was able to distract me) The time when the conversation turned to women-only applications, and a male colleague said, 'maybe I should become a woman'. When an application was rejected, my supervisor told me, 'at least you're married'. (I don't think he meant to discriminate against me, I think he was worried about the unstable position I was in).

・周りが男性ばかりで一人女性だとかなり目立つからか、いちいち発言や行動を取り上げられて、批判されがち。中には私の言った事ややった事ではないことで批判されることもあった。Because I'm the only woman in a room of men, my actions and opinions often become the conversation, and I'm criticized. Sometimes I'm criticized for things I never remember doing or saying.

・女性研究者の発言が軽んじられる事。男性達だけで情報交換の場を作られたこと。男性トイレのドアが開けっぱなしにされていること。

Opinions by women researchers are walked over. Men make their own clubs to exchange information. The door to the men's toilets are left open.

・女性が極端に少ない環境だったので、いつも行動を見られていて、疲れました。旅館を使った合宿制の勉強会に女性一人の部屋がつかれないということで参加させてもらえなかったこと。

Because there were very few women, I was always being watched, and that was tiring. I was rejected from taking part in an overnight study group because the organizers couldn't prepare a bedroom for women.

・大学院博士後期課程の学生だった時に、ある短期大学の非常勤講師が急に辞めたという理由で後任を引き受けたのですが、紹介者とは別の教授に「学生に混じっていても分からない」と言われました。

When I was a PhD student, a lecturer at a junior college suddenly quit. I was asked to take over as teacher. When I went there, a professor, who wasn't the person who invited me, said, 'if you stood with the students no one would be able to tell you're the teacher'. During maternity leave, I was told that they couldn't hire someone to take over my job and so the other lecturers would have to do my classes on top of theirs. It would be up to the department to decide whether I could have a baby or not. Thankfully, my department was supportive and I was able to have my baby, but it did add a lot of work to my colleagues. They may be thinking twice about hiring a woman again.

・同じ業績であれば、男性を採用する、と採用後に言われた。（しかし、そう話されたのは、意地悪な人ではなく、のちにとっても良くしてくださった上司でした。）また、産休中の代替教員は用意されず、他の教員が授業の代講をすることになるため、子どもが産めるかどうかは所属教室が協力的かどうかにかかっている。幸い私は周囲が協力的だったために産めたが、その分、負担をかけたので、女性教員はこれだから採りたくない、と思われている可能性もあると思う。

After I got the job, they told me that if a man had had the same qualifications as me, they would've hired the man. (But the person who told me this wasn't mean to me, he became one of my best managers)