

In March 2024, Musashino University declared its commitment to the “Promotion of Diversity, Equity, and Inclusion (DEI).” Under this Declaration, Musashino University respects the diversity of all members, including students, faculty, and staff. The university also focuses on providing equal opportunities for participation in activities and offering support tailored to individual needs, with the aim of creating a better campus environment for all members.

Disability Support Committee



Center for International Relations



Musashino University Language Center



Counseling Room



Health Center



Counseling Desks and Offices



Creating Peace & Happiness for the World



Musashino University



Efforts at Musashino University for Diversity, Equity, and Inclusion (DEI)

学校法人武蔵野大学
ダイバーシティ・エクイティ&インクルージョン (DEI)
推進宣言

学校法人武蔵野大学は、仏教の根本精神である四弘誓願を基礎とし、釈尊を理想の人格と仰ぐ人格向上教育を行ってきました。四弘誓願は、

「生きとし生けるものが幸せになるために、むさぼり・いかり・おろかさ流されず、この世界あるがままの真実に学び、人格向上の道をとともに歩みたい」

という願いです。

2024年、本法人は創立100周年の節目の年を迎えます。新たな100年に向けて、建学の精神を具現化する取り組みをいっそう推進するとともに、本法人にかかわるすべての人が差別されることなく学び成長する機会を得て、世界の幸せをカタチにする多様な活動に取り組み、世界のウェルビーイングの向上に貢献することを誓います。

このような私たちの願いを実現していく上で、多様性 (Diversity) ・公平性 (Equity) ・包摂性 (Inclusion) の視点は基盤として位置づけられるものであり、生きとし生けるものすべてを摂め取って捨てない (摂取不捨) という仏教精神に深く根ざしたものです。学校法人武蔵野大学は、DEI の視点に立って自ら共生社会の規範を示すとともに、学生・生徒・園児・教職員等のすべての構成員が尊重され支援され参加できる環境をつくるため、ここに「学校法人武蔵野大学ダイバーシティ・エクイティ&インクルージョン (DEI) 推進」を宣言します。

基本方針

1. ダイバーシティ (多様性)

学校法人武蔵野大学は、人種・民族・国籍・性別・性自認・性的指向・年齢・言語・宗教・障害などを理由とした差別をなくし、構成員の多様性が尊重されるようにつとめます。

2. エクイティ (公平性)

学校法人武蔵野大学は、構成員があらゆる活動において、属性などを理由に不当に排除されることなく参加でき、公平性が保たれるようにつとめます。

3. インクルージョン (包摂性)

学校法人武蔵野大学は、包摂性の精神を尊び、合理的配慮を必要とする構成員への支援を継続的に推進するほか、多様な構成員のニーズに応じたよりよい支援と環境づくりに取り組みます。

<https://ef.musashino-u.ac.jp/about/dei/index.html>
2024年3月29日
学校法人武蔵野大学

Musashino University Declaration of
Commitment to Diversity, Equity,
and Inclusion (DEI)

Musashino University upholds Shakyamuni Buddha as the ideal of human attainment and underlines character-building as its educational goal. Its Buddhist mission is epitomized in the Four Universal Vows known as Shiguzeigan, which state:

Sentient beings are limitless; I vow to liberate them all.
Defilements are countless; I vow to eliminate them all.
The Dharma gates are inexhaustible; I vow to study them all.
The Buddha way is unsurpassed; I vow to attain it.

In 2024, Musashino University celebrates its 100th anniversary. Looking ahead to the next 100 years and beyond, we declare our commitment as follows:

We will accelerate our endeavors to embody our founding spirit. We will ensure that all members of our university community have equal opportunities for learning and personal development without any form of discrimination.

We will undertake a wide range of initiatives to achieve our brand statement: "Creating Peace & Happiness for the World." We will contribute to improving the well-being of people from all corners of the globe.

Our commitment to diversity, equity, and inclusion lies at the core of achieving our vision. It is deeply rooted in the Buddhist spirit of sesshu fusha, or never abandoning any living being. To foster an inclusive society from the perspective of DEI and to create an environment in which all members of our university community, including undergraduate and graduate students, senior and junior high school students, kindergarten and nursery children, and faculty and staff, are respected, supported, and empowered, we hereby present the Musashino University Declaration of Commitment to Diversity, Equity, and Inclusion (DEI).

Fundamental Principles

1. Diversity

In the Musashino University community, any form of discrimination based on race, ethnicity, nationality, gender, gender identity, sexual orientation, age, language, religion, or disability will be eliminated. We ensure that the diversity of all members of our university community is respected.

2. Equity

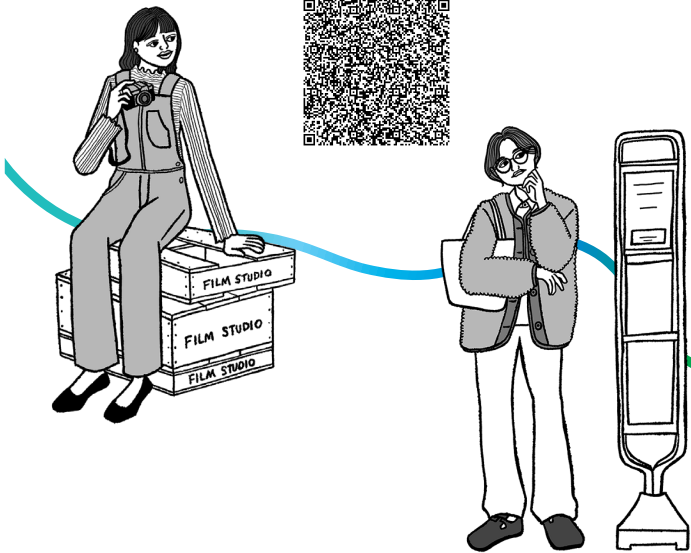
In the Musashino University community, all members can participate in all activities and are treated equally without being unfairly excluded based on their attributes.

3. Inclusion

In the Musashino University community, we respect the spirit of inclusion and support those who require reasonable assistance or adjustments. We also provide the support and environment that best suit the diverse needs of our university community members.

March 29, 2024
Musashino University

学校法人武蔵野大学推动多元化、
平等与包容 (DEI)
的宣言



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