## Toward an attractive "UN Decade of Ocean Science"

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Female scientists comprise on average 38 % of the researchers specializing in oceanography in the world [kk1] (Global Ocean Science Report 2017). In the United States, more than 40% of doctoral degrees are earned by women, and the percentages of women at all levels have increased by roughly 5% to 15% in the past decade (Women in Oceanography 2015). By contrast, the percentage of women in members of The Oceanographic Society of Japan increases from less than 5% in the 1990s to more than 10% in the 2000s, but plateaus around 12% since the late 2000s. According to the report of Cabinet Office in 2019, an organization attracts more job-seeking students, gets longer serving employees, and better economic indicators if it emphasizes the diversity. Ensuring the diversity is important so that ocean science remains an attractive sector. Of course, public relations activities are also important. We hope a lot of women participate and take the leadership in "UN Decade of Ocean Science" and promote the achievement in attractive way.

Considering women in ocean science are still minority, "Women for One Ocean" in 2018 were established. It is characterized by participants from a variety of sectors and with a variety of professions; from natural science to social science and from science to journalism. We are having monthly web meetings, publishing newsletters, providing information through SNS and website, holding outreach events, and so on. Personal connections developed in the network are quite helpful for individualized activities, too. We plan to include the programs and achievements of "UN Decade of Ocean Science" in the social activities, and support research projects of each member contributing to "UN Decade of Ocean Science".

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