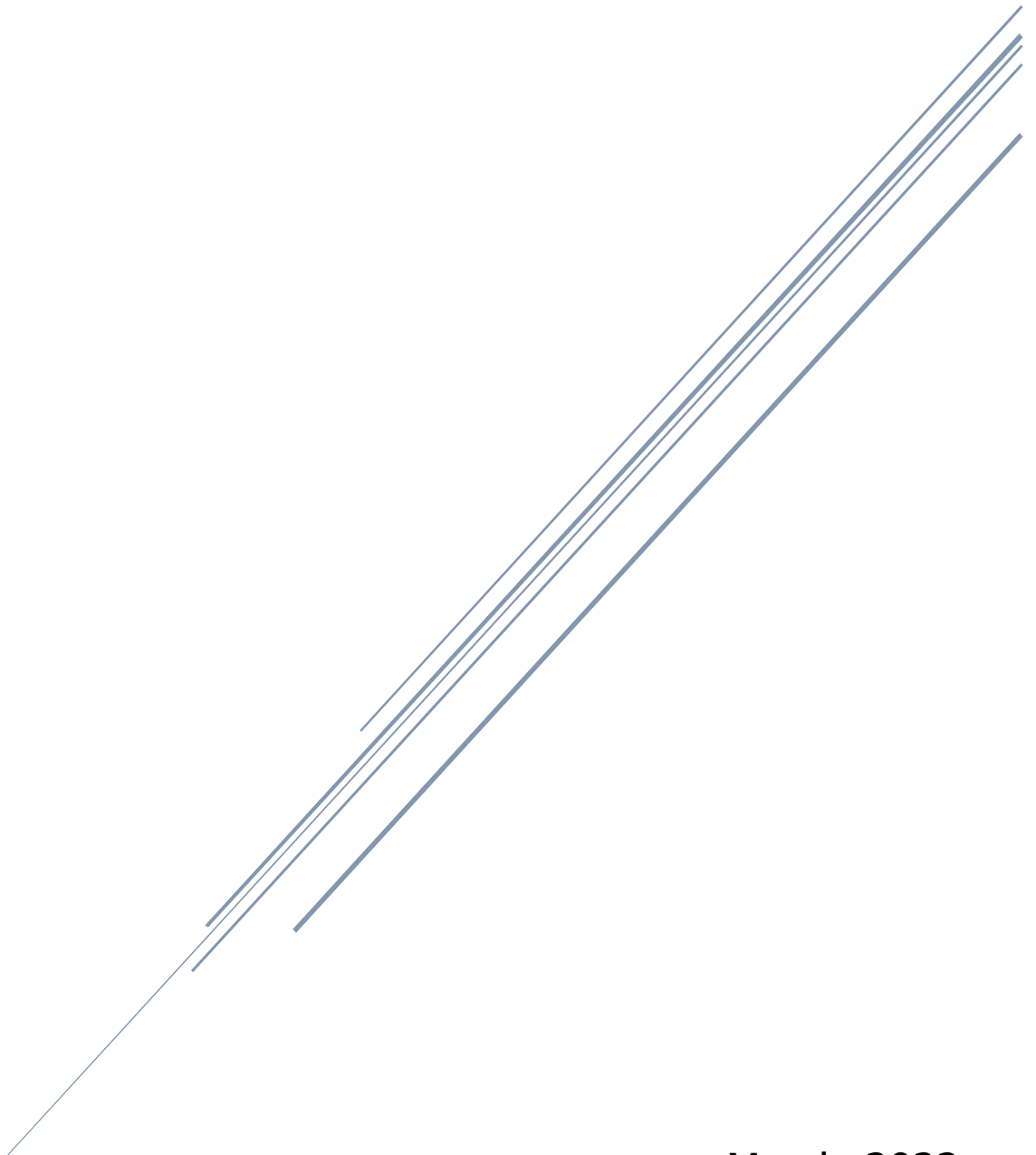


# TAKAOKA CITY MULTICULTURAL PLAN (3<sup>RD</sup> EDITION)

Abridged



March 2022  
Takaoka City

# 1 Introduction

## ■Purpose

The Takaoka City Multicultural Plan, first formulated in March 2012 and revised in March 2017, envisions Takaoka City as “a place where people come together, support each other, and inspire to create.” Since then, Takaoka City has committed to developing a suitable living environment in which foreign and local residents alike are able to reside as members of the community, living in peace of mind and harmony.

In recent years, the circumstances surrounding Takaoka City’s Multicultural Plan have undergone major changes in response to the increasing foreign population, the global endeavor towards achieving the Sustainable Development Goals, societal changes such as the introduction of a new lifestyle following the COVID-19 pandemic, in addition to the expansion of national and prefectural policies with respect to the acceptance of foreign workers.

Considering these changes, and in light of the outcome and challenges since the previous revision (2017), the 3<sup>rd</sup> edition of the Multicultural Plan puts the emphasis on nurturing people and the community they live in by encouraging foreign residents to flourish with their unique abilities and skill set, while continuing to provide the latter with communication and living assistance as previously, in order for Takaoka to keep transitioning towards a multiculturally minded society.

## ■Relation to Other Initiatives & Timeframe

The *Takaoka City Multicultural Plan (3<sup>rd</sup> Edition)* is a publication which documents the fundamental concepts, structure of policies, and objectives of initiatives in relation to multicultural coexistence in Takaoka City while taking into account the sustainable development goals (SDGs). The Plan exists to promote the development of a multicultural community, as published in the fundamental initiatives of the *Takaoka City Comprehensive Plan*.

The time period for the 3<sup>rd</sup> Multicultural Plan is set at a target of five years from the 2022 fiscal year until the 2026 fiscal year. During this time, suitable adjustments will be made in response to social changes or a shift in national policies.

## 2 Current Situation and Challenges

### ■State of Foreign Residents

#### ( 1 ) Foreign Resident Population

Although the population of foreign residents in Takaoka City had been on an increasing trend since 2015, a shift to decrease was observed due to measures on entry restrictions following the COVID-19 pandemic. As of March 2021, a total of 3686 foreign nationals reside in Takaoka City, representing 2.19% of the city's population.

#### ( 2 ) Nationality

50% of the international population is made up of residents from Brazil or China. The ratio of residents from Viet Nam, the Philippines, or Indonesia has also been increasing in recent years.

#### ( 3 ) Status of Residence

By status of residency, the number of technical interns has been on the rise. Furthermore, the number of those holding statuses of residence with no occupation restrictions, such as permanent and long-term residents, has been steadily increasing, which is to suggest that foreign residents have the perceivable tendency to stay long-term or to become permanent residents of Takaoka City.

#### ( 4 ) Region

Statistics by region show that more than 50% of the international population in Takaoka City reside in Nomura, Makino, Toide (including Kita-Hannya, Daigo, and Koreto), Nomachi, Seibi, and Saijo regions.

### ■Issues to Address

Towards the realization of a multicultural community, Takaoka City has been engaged in initiatives based on four main pillars of policy: 1) Communication Assistance, 2) Living Assistance, 3) Development of a Multicultural Community, and 4) Promotion of Multicultural Awareness within the Administrative System. Issues that need to be addressed are laid out as the following:

#### ( 1 ) Communication Assistance

- ① To provide multilingual administrative and living information and to enhance the consultation system, it is important to promote the provision of information in multiple languages and to encourage the use of "easy (intelligible) Japanese."
- ② To enhance Japanese learning opportunities, we need to create an environment conducive to learning where foreign residents feel at ease while training and securing a number of Japanese Language Support Volunteers.

#### ( 2 ) Living Assistance

- ① We need to enhance the system of information provision and consultation with respect to medical/health, children/child-rearing, and welfare in general.
- ② In terms of employment, we need to work in collaboration with related organizations such as Hello Work in order to create and secure employment opportunities.

- ③ To enhance the education environment, we need to provide more assistance for foreign children and parents/guardians.
- ④ We need to establish a disaster prevention system that promptly provides multilingual information in the event of a disaster.
- ( 3 ) Nurturing a Multicultural Community
  - ① In order for foreign residents to take the lead in communal activities, we need to identify and collaborate with “key persons” who serve as a bridge of communication between local and foreign residents living in the same region.
  - ② In order to promote the mutual understanding towards the creation of a multicultural community, we need to provide opportunities for citizens to interact with each other while fostering understanding and awareness amongst local Japanese residents to welcome foreign residents.
- ( 4 ) Promotion of Multicultural Awareness within the Administrative System

We strive to create an effective system for the realization of a multicultural society through collaboration with the national and prefectural governments as well as with related organizations.

**[Perspective of the 3<sup>rd</sup> Multicultural Plan]**

With the number of residents holding permanent or long-term residence statuses on the rise, the foreign population of Takaoka City has the foreseeable tendency to settle down and to stay long-term in the city. In addition, the number of technical training interns is rapidly increasing following the corresponding national policies and the market’s increasing demand for foreign skilled workers.

In light of the status quo, an important perspective towards the realization of a multicultural society is to foster a community where foreign residents and those with foreign roots are enabled to lead and where all citizens of Takaoka can play an active role alongside each other.

## 3 Foundation of the 3<sup>rd</sup> Multicultural Plan

### ■ Fundamental Concept and Principles

(Fundamental Concept)

**A city where people come together, support each other, and inspire to create**

For all citizens to live comfortably, safely, and in peace of mind, it is crucial to build together a sustainable future for the community by seeking mutual communication and where residents recognize, respect, and understand each other's differences in nationality, cultural roots, and values.

Our goal is to further multicultural policies for the region's future, leading to a community that leaves no one behind, mindful of the sustainable development goals.

(Fundamental Principles)

- I Nurturing citizens who can recognize, respect, and understand the differences and uniqueness of cultures, ethnic groups, and other identities
- II Nurturing a community where foreign and Japanese residents alike can live side by side as citizens of Takaoka City
- III Nurturing a system where all citizens can take part in the betterment of their community

### ■ Target Audience

Foreign residents of Takaoka City, including permanent residents, technical interns, international students, and people with foreign roots, hold diverse backgrounds and residency statuses.

A society with multicultural awareness not only consists of foreign residents or those with foreign roots, but is built together by all residents of the city. The target audience of the 3<sup>rd</sup> Multicultural Plan therefore includes all citizens of Takaoka City, regardless of nationality or origins.

☆Focus of the 3<sup>rd</sup> Multicultural Plan☆

The 3<sup>rd</sup> Multicultural Plan puts the emphasis on nurturing citizens and the community they live in by encouraging foreign residents to flourish with their unique abilities and skill set.

Leading  
Policies

- ▷ "Nurturing of the Citizens," which enables foreign residents to support and lead the local community
- ▷ "Nurturing of the Community," which accepts and welcomes foreign residents as leaders of the local community

## 4 Policy Structure

### 【Fundamental Concept】

**Takaoka is a city where people come together, support each other, and inspire to create**

### (Fundamental Principles)

- I Nurturing citizens who can recognize, respect, and understand the differences and uniqueness of cultures, ethnic groups, and other identities
- II Nurturing a community where foreign and Japanese residents alike can live side by side as citizens of Takaoka City
- III Nurturing a system where all citizens can take part in the betterment of their community

Policy	Measures
<b>(1) Communication Assistance</b> <div>    </div>	<ul style="list-style-type: none"> <li>① Provision of Administrative &amp; Living Information (Multilingual and in Easy Japanese)</li> <li>② Enhancement of the Multilingual Living Consultation System</li> <li>③ Learning Opportunities for Japanese Language &amp; Culture</li> </ul>
<b>(2) Living Assistance</b> <div>       </div>	<ul style="list-style-type: none"> <li>① Enhancement of the Education Environment</li> <li>② Upkeep of the Disaster Preparedness and Emergency Support System</li> <li>③ Enhancement of the Employing Environment</li> <li>④ Assistance in the Areas of Medical/Health, Welfare, and Tax/Insurance</li> <li>⑤ Enhancement of Housing Assistance</li> </ul>
<b>(3) Nurturing of Citizens &amp; a Multicultural Community</b> <div>     </div>	<ul style="list-style-type: none"> <li>① Nurturing Multicultural Awareness</li> <li>② Promotion of Social Engagement in Community Planning</li> <li>③ Flourishing of Foreign Labor &amp; Promotion of Regional Revitalization</li> </ul>
<b>(4) Promotion of Multicultural Awareness within the Administrative System</b> <div>  </div>	<ul style="list-style-type: none"> <li>① Collaboration with Citizens and Citizen Organizations</li> <li>② Collaboration with the National and Prefectural Governments and Related Organizations</li> <li>③ Collaboration within City Hall and Enhancement of the Administrative System</li> </ul>

## 5 Major Policies by Category

### (1) Communication Assistance



**Goal 1 To help foreign residents obtain information necessary to living in Takaoka City and be able to smoothly carry out their daily and social lives in the community.**

#### ■Course of Action

The city strives to provide multilingual information catering to foreign residents' needs while promoting the use of "Easy (intelligible) Japanese," and to enhance the Life Consultation Corner for Foreign Residents. To this effect, information and communication technology (ICT) will be actively incorporated to make use of multilingual translation technologies which have become increasingly sophisticated.

The spread of multilingual display and the use of Easy Japanese, when made visible, is thought to be useful for multicultural awareness-raising by promoting the acceptance of cultural diversity amongst local citizens.

Furthermore, according to the results of the Multicultural Plan Questionnaire where many foreign residents indicated their desire for Japanese learning opportunities, the city aims to collaborate with related organizations in order to strengthen the system that promotes Japanese language instruction.

#### ■Major Policies [Main Initiatives]

Initiative	Content
Promotion of "Easy Japanese"	<ul style="list-style-type: none"> <li>• Providing training and seminars for city hall employees in order to promote the use of Easy Japanese for city hall services (counter services and the spread of information in general).</li> <li>• Performing dispatch lectures geared for local citizens to promote understanding towards the use of Easy Japanese; we strive to raise multicultural awareness by disseminating information about and in Easy Japanese.</li> </ul>
Promotion of Information Sharing through ICT	<ul style="list-style-type: none"> <li>• Enhancing information sharing geared for foreign residents on the city's official website and social media platforms.</li> <li>• Promoting the provision of information using "Catalog Pocket," a tool for multilingual information distribution.</li> <li>• Making active use of "Boshimo," application of the Child and Maternal Handbook, to provide multilingual information on child-rearing.</li> </ul>

(Multilingual Websites and Social Media Platforms)	<ul style="list-style-type: none"> <li>• Making active use of the multilingual AI Chatbot to provide touristic information.</li> <li>• Promoting the use of translation machines and apps in public facilities.</li> <li>• Researching about the provision of new interpretation/translation services.</li> </ul>
Enhancement of the System Promoting Japanese Language Instruction	<ul style="list-style-type: none"> <li>• Striving to enhance a system where related organizations and teachers such as the Local Japanese Classroom run by Japanese Language Support Volunteers, Toyama Prefecture, and other Japanese language education organizations can collaborate to promote Japanese language instruction.</li> <li>• Sharing information on places to learn Japanese tailored to needs, with foreign residents who wish to learn Japanese and business establishments seeking support for employees' language training.</li> </ul>

## (2) Living Assistance



**Goal 2 To provide support to all residents as members of the community, in the aim of creating a city where everyone can live comfortably.**

### ■Course of Action

Given the increase of residents holding statuses of residence with no occupation restrictions (permanent and long-term residents included), the foreign population's tendency to settle down and to live long-term in Takaoka City. For a smoother transition of life and in order for foreign residents to live in peace of mind, in addition to enhancing employment opportunities and housing support, the city strives to promote the use of multilingual information and Easy Japanese for the dissemination of information on medical/health, children/child-rearing, and welfare services.

In the area of education, with the increase of schoolchildren requiring Japanese learning assistance, the city strives to facilitate school attendance and to enhance the education environment.

Furthermore, according to the results of the Multicultural Plan Questionnaire which indicated a high demand for information on disaster preparedness and evacuation assistance in the event of a disaster, the city aims to promote the emergency support system with respect to meteorological disasters which are intensifying due to climate changes.



## ■Major Policies [Main Initiatives]

Initiative	Content
Japanese Language Learning Assistance	<ul style="list-style-type: none"> <li>• Assigning foreign schoolchildren assistant teachers (foreign consultants) at Takaoka City's public schools in order to provide Japanese language and curriculum learning assistance as well as support for parents/guardians.</li> <li>• While providing learning assistance for schoolchildren according to their Japanese language level, committee meetings will be held for foreign schoolchildren assistant teachers for the purpose of information exchange and the enhancement of training opportunities.</li> <li>• Japanese language and Portuguese (native language) retention classes will be held to enhance learning assistance for schoolchildren.</li> <li>• Enhancing the Multicultural Children's Learning Classroom which provides learning assistance as well as a space for exchange for children with foreign roots.</li> </ul>
Upkeep of the Multilingual Emergency Support System	<ul style="list-style-type: none"> <li>• To ensure the establishment of a system that swiftly provides multilingual support during disasters, the city works to enhance the system which operates the Emergency Multilingual Support Center in collaboration with the prefecture and related organizations.</li> <li>• Nurturing and designating Emergency Foreign Support Volunteers so that foreign and local residents alike are able to support the community during disasters and in order to secure assistance for foreign residents who do not speak Japanese.</li> <li>• Enhancing the provision of disaster prevention information/notice in multiple languages and in Easy Japanese so that foreign residents can accurately grasp the information.</li> </ul>

### (3) Nurturing of Citizens & a Multicultural Community



**Goal 3 To promote multicultural awareness that encourages citizens to understand and help each other, and live alongside each other as members of the same community.**

#### ■Course of Action

For all residents to live as members of the same community, the city's aim is to assist with developing relationships which would make neighbors feel at ease to acknowledge each other as acquaintances. By promoting multicultural awareness among local Japanese residents, we aim to create an environment that deepens mutual understanding and where it is easy for foreign residents to partake in the betterment of their community.

In addition, the city works to encourage the participation of foreign residents in community planning by assisting with the discovery and nurturing of Multicultural "Key Persons" who will lead and support the community, and by increasing contact and exchange between local and foreign residents through key persons.

#### ■Major Policies [Main Initiatives]

Initiative	Content
Nurturing of a Multiculturally Minded Community	<ul style="list-style-type: none"> <li>• Providing regional awareness-raising seminars for local residential associations with respect to the acceptance of foreign residents, to promote multicultural awareness and mutual understanding as well as opportunities for foreign residents to connect with the local community.</li> <li>• Assisting with developing relationships where neighbors feel at ease to acknowledge each other by holding local community exchange events to promote foreign residents' participation in the betterment of the local community.</li> </ul>
Nurturing of Residents to Take Part in Multicultural Initiatives	<ul style="list-style-type: none"> <li>• Identifying key persons who will serve as a bridge of communication between the local community and foreign communities to enable foreign residents to take the lead in communal activities in order to support the expansion of networks of local and foreign communities through key persons.</li> <li>• Encouraging foreign residents' participation in the local community and membership in residential associations by nurturing foreign nationality key persons to be leaders of communal activities, all in collaboration with organizations involved in multicultural initiatives including residential associations and local companies.</li> </ul>

## **( 4 ) Promotion of Multicultural Awareness within the Administrative System**



**Goal 4 To advance the policies systematically and comprehensively by planning sweeping cross-departmental collaborations within city hall and by advancing collaboration with citizens and citizen organizations, the national and prefectural governments, and related organizations.**

### **■Course of Action**

#### **①Collaboration with Citizens and Citizen Organizations**

The city will collaborate with a wide range of organizations to advance the multicultural policy structure by striving to locate and set up a forum for discussions for organizations involved with local foreign residents, including NPOs, foreign communities, and business establishments that accept foreign workers under visas of technical intern training and specific skills.

#### **②Collaboration with the National and Prefectural Governments**

The city will consider introducing Multicultural Advisors, Multicultural Managers, and Regional Globalization Promotion Advisors in collaboration with the national and prefectural governments' policy structures in order to make active use of their progressive know-how regarding multicultural initiative.

#### **③Collaboration within City Hall and Enhancement of the Administrative System**

To advance multicultural policy in a sweeping manner by holding regular Multicultural Promotion Committee and Liaison Committee meetings.

## 6 Indices for Objective Assessment

Categories	Assessment Index	Current (2020)	Goal (2026)
Overall	Ratio of foreign residents who think of Takaoka as a city comfortable to live in	77% (2021)	82%
	Ratio of foreign residents satisfied with Takaoka City's Multicultural Initiatives	65% (2021)	75%
Communication Assistance	Number of consultations at the Consultation Corner	2,800	2,800
	Number of information provided in various languages and Easy Japanese	15,000	20,000
Living Assistance	Number of registered Multicultural/International Exchange Volunteers	128 people	188 people
	Volunteers assisting with Multicultural Children's Learning Classrooms	40 people	60 people
Nurturing of Citizens & a Multicultural Community	Number of seminars conducted to promote multicultural awareness	2 times/year	8 times/year
	Number of certified Multicultural "Key Persons"	—	10 people

### Takaoka City Multicultural Plan (3<sup>rd</sup> Edition)

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