

Kusatsu *Tabunka-Kyosei* (Multicultural Coexistence) Promotion Plan Second Edition Summary

FY2026 – FY2030

<Basic Philosophy>

みんなの^{ちが}違いを^{みと}認めて ^{ささ}支えあう

みんな^{しあわ}幸せを^{かん}感じる^{たぶん}多文化^{かきょうせい}共生の^{くさつ}まち 草津

Respect differences and support each other

Kusatsu, a multicultural city where you can live happily

What is *Tabunka-Kyosei* (multicultural coexistence)?



It is a condition where people of different nationalities and ethnicities live together as members of the local community while being willing to accept each other's cultural differences and striving to build equal relationships.

All residents, both foreigners and Japanese, cooperate to create a multicultural city.

Background and Objective

The number of foreigners living in Kusatsu city is expected to increase as it has been increasing each year in recent history.

Since April 2021, under the first edition, the City of Kusatsu has worked towards the realization of a community where people with different nationalities or ethnicities can live together welcoming each other's differences in cooperation with various actors.

As that plan ends at the end of March 2026, the second edition of Kusatsu *Tabunka-Kyosei* (Multicultural Coexistence) Promotion Plan has been formulated to address social changes and new challenges in reference to the governmental and Shiga prefectural plans.



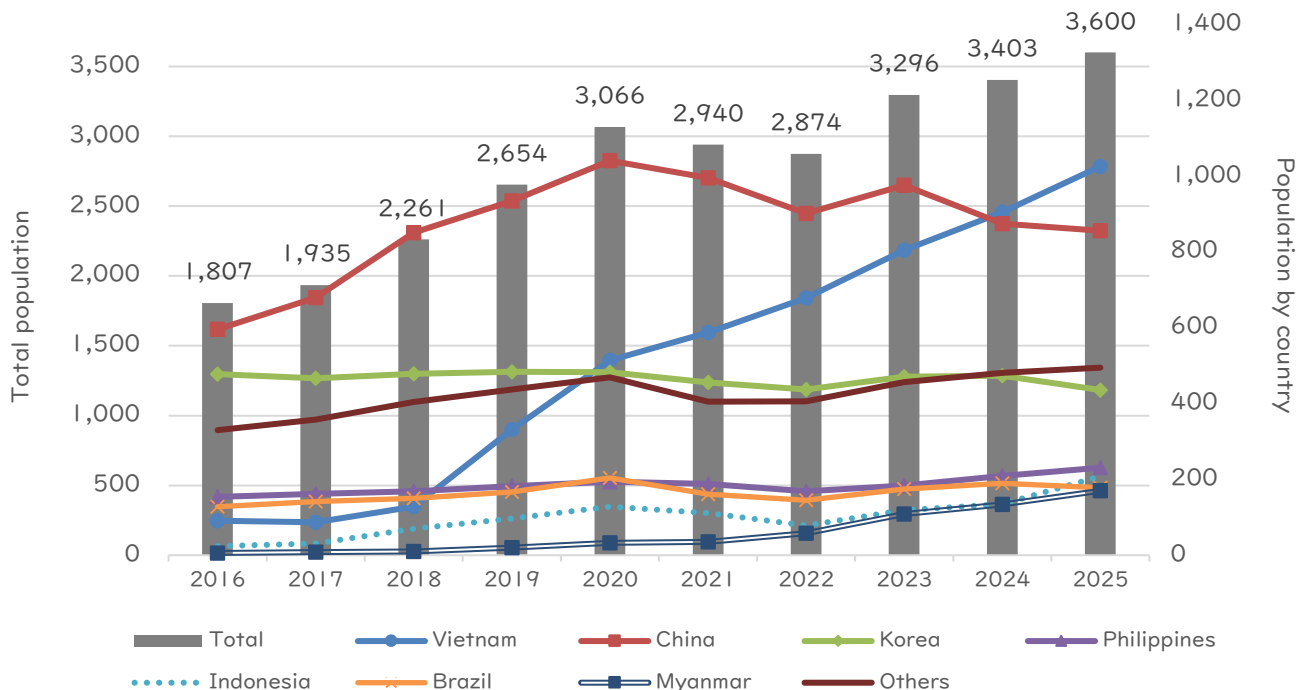
March 2026

City of Kusatsu

State of Foreigners Living in Kusatsu City

- The number of foreigners living in Kusatsu reached a record high of 3,600 as of the end of March 2025.
- In descending order, they are Vietnamese, Chinese and Koreans.
- Permanent Residence is the most common residential status, followed by Student and Engineer/Specialist in Humanities/International Services visas.

【Number of Foreigners Living in Kusatsu】



Issues to Address for Better Community

- Utilizing ICT (Information and Communication Technology), provision of information about procedures at the City Hall and/or daily life in multiple languages or *Yasashii Nihongo* (plain Japanese)
- Efficient information provision relating to Japanese language classes or other forms of Japanese language study
- Support for children with foreign roots in Japanese language studies and communication with their friends
- Secure employment opportunities for foreign residents as well as actions to create supportive working environment for foreign residents
- Raising awareness of disaster prevention among foreign residents, along with the dissemination of measures that their community members can take to support them
- Development of supporting structures for foreign residents in order to connect them to governmental services equally, regardless of their Japanese language capabilities or their being bound by knowledge based on societal customs in their countries of origin
- Raising public awareness of *Tabunka-Kyosei* (multicultural coexistence) so that both foreign and Japanese residents can understand each other and cooperate, while increasing the number of places and opportunities for their interactions
- Measures to enhance active participation of foreign residents in local communities

Core Measures



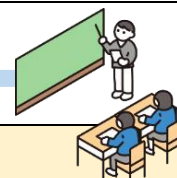
1. Support Communication

Use multiple languages or *Yasashii-Nihongo* (plain Japanese) to inform foreign residents

Measures	Examples of Specific Actions
Provide governmental and life information in multiple languages (utilizing ICT) and develop supporting structures	○ Use multiple languages or <i>Yasashii-Nihongo</i> (plain Japanese) for the news or daily life information from Kusatsu City ○ Utilize media such as city website or social media (e.g., LINE and X) for daily life information provision ○ After hearing about foreign residents' concerns relating to administration or general matters of daily life, provide appropriate advice and information
Promote Japanese language education and learning	○ Support the operation and management of Japanese language classes
Provide information needed for daily life	○ Provide information or rules needed for daily life in Japan and Kusatsu city

2. Enhance Life Support

Develop supporting structures for safe and secure life of foreign residents



Measures	Examples of Specific Actions
Secure educational opportunities	○ Use multiple languages or <i>Yasashii-Nihongo</i> (plain Japanese) to provide school information for foreign residents ○ Support children of foreign roots with Japanese language learning ○ Educate all children about <i>Tabunka-Kyosei</i> (multicultural coexistence)
Secure supportive working environment	○ Enhance actions to create supportive working environment for foreign residents
Establish supporting structures in case of natural disaster	○ Raise awareness of natural disaster prevention among foreign residents through education ○ Strengthen the structure to secure safe evacuation of foreign residents
Provide health and medical services (including measures against infectious diseases)	○ Inform foreign residents about hospitals and pharmacies where multilingual services are available ○ Provide infant-health checkup or health consultation in multiple languages and <i>Yasashii-Nihongo</i> (plain Japanese)
Provide childcare, family-support and welfare services	○ Address valid problems at different stages of life ○ Strengthen the provision of information that is more accessible to foreign residents
Support to secure housing	○ Enhance support for foreign residents to secure dwellings

▼Japanese Language Class



▼Activities of Functional Volunteer Fire Corps



3. Raise Awareness and Support Social Engagement

Develop communities where foreign and Japanese residents live together with mutual acceptance



Measures	Examples of Specific Actions
Raise and foster awareness about <i>Tabunka-Kyosei</i> (multicultural coexistence)	○ Foster awareness about <i>Tabunka-Kyosei</i> (multicultural coexistence) among community members ○ Strive to eliminate unfair discriminatory speech and behavior ○ Create more places and opportunities where foreign and Japanese residents can interact
Enhance support to realize active social participation of foreign residents	○ Establish “bridge people” (mediators) who can connect foreign and Japanese residents ○ Promote events where foreign and Japanese residents can interact

4. Promote Community Revitalization and Respond to Globalization

Revitalize the community and respond to local globalization through utilizing foreign residents' potential, such as multilingualism, knowledge or international perspectives



Measures	Examples of Specific Actions
Promote community revitalization and respond to globalization through collaboration and cooperation with foreign residents, including international students	○ Support entrepreneurship of foreign residents ○ Create and promote opportunities, such as community events, where foreign residents, including international students, can participate
Support daily lives especially of international students	○ Support international students with their daily lives in addition to offering interactive local activities where they can forge connections with community members and exchange local information

▼ *Yasashii Nihongo* (Plain Japanese) Training



▼ Cultural Exchange Event



How to Promote *Tabunka-Kyosei* (Multicultural Coexistence)

To enhance *Tabunka-Kyosei* (multicultural coexistence), cooperation from all citizens, regardless of their nationalities, whether foreign or Japanese, is required. Community Development Department of Kusatsu City will take the lead in implementing this plan

Foreign Residents・Japanese Residents / Community Development Committees・Neighborhood Associations / Public Interest Organizations or Groups / Kusatsu International Friendship Association / Educational Institutions・Childcare Institutions (Daycare Centers, Preschools, Centers for Early Childhood Education and Care, Elementary Schools, Junior High Schools, High Schools) / Medical Institutions・Health Institutions・Welfare Institutions / Private Companies / Higher Educational Institutions / Kusatsu City

◆ Full version of the Second Edition of Kusatsu *Tabunka-Kyosei* (Multicultural Coexistence) Promotion Plan



◆ Implemented actions relating to Kusatsu *Tabunka-Kyosei* (multicultural coexistence)

