



**The Duskin AINOWA Foundation**

# Annual Report 2016



**The Duskin AINOWA Foundation supports the achievement of independent living for the disabled and their full participation in society.**

## With Our Gratitude

In 1981, the Duskin AINOWA Foundation was established in the spirit of “May I Help You?”

This year, we marked our 36th anniversary since the founding of “Mister Donut Study Abroad Leaders Program for the Disabled” in the 10th anniversary of Mister Donut, which coincided with the United Nations’ International Year of the Disabled. We would like to extend our sincere gratitude for the support you have kindly provided us for the past 36 years.

In July 2016, we held a commemorative ceremony of our 35th anniversary with many of our supporters participating. The ceremony was conducted in the form of a presentation of training reports by the trainees of our Study Abroad Leaders Program.

At this celebration, we were honored by the attendance of Their Imperial Highnesses Princess Kiko Akishino and her daughter Princess Mako of the Japanese Imperial Family. They blessed the proceedings with their presence and addressed some of the trainees with the use of sign language following the presentation.

Today, the Duskin AINOWA Foundation conducts two major training programs.

The first of these programs, which we have been conducting since AINOWA’s inception, is the dispatch of young people with disabilities who seek to be community leaders. Over the last 36 years, a total of 496 trainees have participated in the training programs. Upon returning to Japan, they have utilized their precious experiences abroad to assume active roles in various fields. We have trainees who are now college professors, attorneys, operators of Centers of Independent Living, and Paralympic athletes.

Since 1999, the Foundation’s other program has invited young people with disabilities from regions in the Asia-Pacific to Japan and has provided them opportunities to learn welfare systems for the disabled. For the past 18 years, 127 trainees have completed their individualized training programs in Japan. After their training, they have assumed leadership roles in their homelands.

The Foundation’s initiatives have been made possible because of generous support, both emotionally and materially. Such support includes warm words of encouragement from many individuals, institutions, and organizations which accept trainees, and the financial support of donations from individuals, membership fees, and collections at Mister Donut shops.

We will continue to help create a society where everyone can lead a happy life, bringing awareness of our AINOWA campaign to a wider audience while realizing our foundation’s vision and mission.

We look forward to your continued support of the AINOWA Foundation.

山村輝治

Teruji Yamamura

Chairman

The Duskin AINOWA Foundation



## Duskin Study Abroad Leaders Program for the Disabled



Inspired by the United Nation’s declaration of 1981 as the International Year of the Disabled, the Duskin Study Abroad Leaders Program was launched with the aim of realizing equality for people with disabilities and their total participation in society. This program is widely known both inside and outside of Japan as an overseas training dispatch program for the young people with disabilities. It provides opportunities to participate in training abroad to those people with disabilities who seek to lead contributory efforts in their communities.

### Makeup of Trainees (496 trainees)

#### Region (At the time of application)

Hokkaido	..... 9	Hokuriku	..... 13
Tohoku	..... 28	Kinki	..... 100
Kita Kanto	..... 53	Chugoku	..... 20
Minami Kanto	..... 55	Shikoku	..... 15
Tokyo	..... 115	Kyushu	..... 40
Tokai	..... 48		

#### Gender

Male	..... 225
Female	..... 271

#### Type of disability

Intellectually challenged	..... 77
Visually impaired	..... 105
Auditory impaired	..... 98
Deaf blind	..... 2
Physically impaired	..... 192
Epilepsy	..... 10
Internal disorder	..... 8
Mental disorder	..... 3
Developmental disorder	..... 1

#### Dispatch destination

U.S.A.	..... 388
U.K.	..... 24
Sweden	..... 15
Australia	..... 12
New Zealand	..... 11
Germany	..... 11
Canada	..... 9
Fiji	..... 8
Finland	..... 5
Italy	..... 4
Norway	..... 3
Denmark	..... 3
France	..... 1
The Philippines	..... 1
Russia	..... 1

I learned about welfare systems, the nature of nursing care and more in Denmark, the happiest country in the world.

I studied “methods for disabled persons to live happily” while in Denmark, which is considered both the world’s happiest country as well as a land where welfare is robust. In class, I learned about various things, from sports and sex education to art. All members took part in the same classes regardless of whether or not they had a disability. This enabled us to deepen mutual assistance and understanding. Assistance for students with disabilities is provided by student helpers who are not disabled. This system, one that is particular to Denmark, allows people to become helpers even without a formal qualification. Students providing assistance as helpers are paid a wage from the local government. In the course of my training, I also did things such as visit the Middle East, take a tour of a combined

elementary and junior high school there, and interview persons with severe disabilities who were living independently. For the first six months, I got a close-up sense of the nature of the people of Denmark and their high level of happiness. Denmark is an easy country to live in regardless if one has a disability or not. It is because core components in the form of systems of education and styles of working with an adjusted work-life balance are firmly in place in addition to welfare policies. Each individual citizen there gives thought to what constitutes a comfortable society and enriched life, and this is reflected in the policies of the national government. For the second half of my training, I proactively interviewed Danish people and learned even more about the country’s social welfare systems.

### Individual Trainee

Namiko Takahashi  
(Physically-impaired)



[Training Institution] Egmont Hojskolen, Denmark

[Duration of Training] Jan. – Dec. 2017 (tent.)

[Training Theme]

The state of mind of people with disabilities and social support measures with a view to the further diversification of the living styles of disabled persons






As a result of taking part in a campaign to advocate for the rights of disabled persons, I became determined to devote myself more to assisting such people.

At an independent living center in Chicago, US, I devoted myself to my training while getting a feel for the diverse way in which persons with disabilities live their lives. Until I visited Chicago for this training, my image of disabled persons in the US was that they lived their lives independently as a matter of course. As it turned out, that was not the case. In particular, the majority of persons with severe disabilities have no choice but to keep living in protective institutions or with their parents. Furthermore, the existing US government administration is attempting to cut the budget for Medicaid (the insurance system that provides living assistance to disabled persons). If those cuts happen, the resulting

situation may see disabled persons who live alone in regional areas forced to return to protective institutions. A disabled persons group called ADAPT that objects to the Medicaid budget cuts is conducting a nationwide campaign to protect the rights and lives of people with disabilities. I also attended the protest that they organized in Washington, D.C. Through that experience, I felt overwhelmed at the power of the members of ADAPT who sat down on the street and continued to raise their voice until they were arrested by police. At the same time, I strongly felt that I, too, wanted to become somebody capable of dedicating their heart and soul to people with disabilities.



**Individual Trainee**  
**Mitsutoshi Oyabu**  
(Physically-impaired)


[Training Institution] Access Living, US  
[Duration of Training] Apr. – Sep. 2017 (tent.)  
[Training Theme]  
Learning about the social participation and social contributions of severely physically-impaired persons in the US



I will search out solutions to problems occurring in society through comparing Japan with the multiethnic nation of the US.

First, allow me to ask the question: Why does the phenomenon of discrimination happen? In situations where differences arise due to attributes such as race, gender and language, why, exactly, do such differences form the basis of discrimination? I think that when we seek to achieve a society that frees people from discrimination and is accepting of differences, we run into the problem of how to guarantee basic human rights as we proceed. Put differently, we confront the eternal theme of how we will design a society in which all people can go about their lives in comfort. To research these themes, I chose the US, a multiethnic nation with a different approach to preventing discrimination than Japan, as my training site country, and chose “research on occurrence mechanisms for discrimination and inequality

and on associated public policy” as my training theme. I underwent training at an education institution for special education with the intent to research the actual state of educational and social policies and case examples involving those policies. At that institution, I ascertained the actual situation, problems and challenges surrounding public policy in the US as a whole, including those in the education sector, and researched pertinent case examples. As systems, culture and other elements differ between Japan and the US, the attributes of both countries need to be factored into consideration. My aim after returning to Japan will be to leverage the knowledge and experience that I gained in my training to promote measures and recommendations while moving forward with research on my aforementioned training theme.



**Individual Trainee**  
**Tatsuyoshi Shigeta**  
(Auditory-impaired)

[Training Institution] Ohlone College, Santa Clara County Office of Education, US  
[Duration of Training] Jan. 2017 – Jan. 2018 (tent.)  
[Training Theme]  
Ascertaining the actual state of educational, cultural and social policy in the State of California and researching relevant case examples



**Junior Leadership Group Training Visually Impaired Youth Program**

This year, four high school students were dispatched to the UK for a ten-day period. There, they engaged in training to study “English culture and accessibility for visually-impaired persons.”

**Rika Sugata**



I heard the valuable stories of music instructor Ms. Sally Zimmerman and visually-impaired violist Takashi Kikuchi. Ms. Zimmerman said, “In terms of obtaining musical scores and planning concerts, there are various difficulties that visually-impaired persons face. However, there is no impediment to the act of performing music.” Meanwhile, Mr. Kikuchi said, “It is important to stay aware that you are constantly being watched by people.” These words by both left a particularly strong impression on me. Such remarks by visually-impaired persons and others who are successfully active on an international level gave me the power to pursue my own goals.



**Masaki Yokoyama**



The desire to learn about barrier-free environments at museums and other places was one of my training goals. For this training, I took a tour of three museums, including National Mining Museum. While exhibits at Japanese museums cannot be touched, I was pleased to discover that the opposite was possible for many of the exhibits at the museums that I visited for this training. At the British Museum and the Victoria & Albert Museum, I took part in “touch tours” that took me around the museum to look at and touch the exhibits. I would like Japanese museums to offer touch tours more aggressively as well.



[Training Institution] Oldham Council, The Royal National Institute of Blind People, United Kingdom  
[Duration of Training] Aug. 3 – Aug. 12, 2016  
[Training Theme]  
(1) Accessibility for disabled persons in daily living, information, culture, education, work  
(2) Efforts and initiatives geared towards the independence of disabled persons  
(3) Status of activities of disabled person leaders and their sentiments  
(4) Intercultural experiences  
(5) Improving mindfulness towards independence, communication ability, compassion for others, leadership

**Kanae Imaoka**



My ten-day training was a continuous series of daily discoveries and encounters. I experienced various things, including intercultural exchange parties, climbing, canoeing, art appreciation and homestay. I also heard the stories of supporters as well as those of disabled persons who play active roles in art, sports, welfare and other sectors. Everything they had to say was new to me, so it was very interesting. This training left me with the feeling that persons with disabilities are not weak, and it was truly wonderful in that it enabled me to realize that depending on how we live our life in the future, we, too, can become an existence capable of supporting others.



**Yuya Aoki**

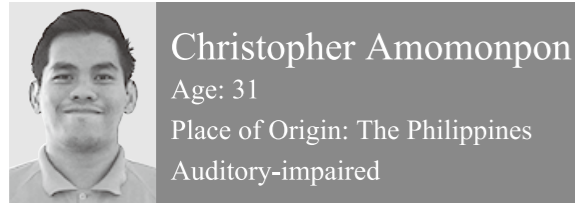


I originally had a negative mindset about my own ability in English. However, I had hopes that my training would help me overcome that mindset. The element of this training that left a strong impression on me is my homestay experience. My host family where I stayed treated me very well. Using my English, slow and clumsy as it was, I was able to communicate with my host family. This intensified my desire to become able to speak English better. While the experience only lasted a mere ten days, I received many opportunities and formed many connections, making that experience an asset to treasure.



**Eighteen years have passed since the launch of this program for inviting trainees from Asia-Pacific region.**

Under this program, young people with disabilities from the Asia-Pacific region are invited to Japan to study welfare for people with disabilities at institutions and facilities across the country. Following their return home, these trainees go on to serve in a leadership capacity in their native countries. Six individuals were chosen to be 18th-year trainees out of 256 applicants. After an opening ceremony held on September 12, 2016 at the Duskin Head Office, each of them headed for their respective training assignments, which lasted approximately ten months.

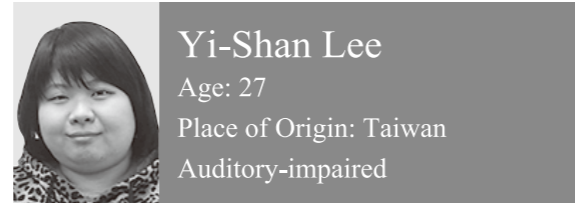


**Christopher Amomonpon**

Age: 31

Place of Origin: The Philippines  
Auditory-impaired

Influenced by his parents, who were advocates of deaf people, Christopher developed an interest in assisting persons with disabilities. In his home country, he engaged in activities as a member of the Deaf Association of Lapu-Lapu City and other organizations. In Japan, he studied about negotiation with the governments, group operation, the lifestyles of deaf persons in Japan and deaf education (instruction methods for written language in particular), and cited his desire to apply his takeaways to his activities in the Philippines. Christopher's goal after returning to his home country is to intensify networks between nationwide organizations and regional deaf associations, and implement organizational reforms so that they function as a single campaign body.

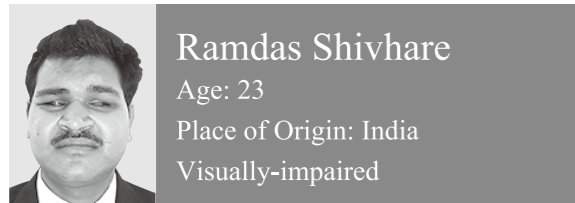


**Yi-Shan Lee**

Age: 27

Place of Origin: Taiwan  
Auditory-impaired

Yi-Shan belongs to the National Association of the Deaf R.O.C in her home country. Her activities include assisting deaf persons and pursuing better welfare laws and equal employment. In this training, she learned about and explored work for deaf individuals and persons who are hard of hearing, communication with persons with disabilities different from hers, and methods of conducting activities together with those people. According to Yi-Shan, after she returns to Taiwan, she wants to become a bridge between people with and without auditory impairments, promote mutual understanding between both groups, and devote herself to activities that dissolve social barriers to auditory-impaired individuals.

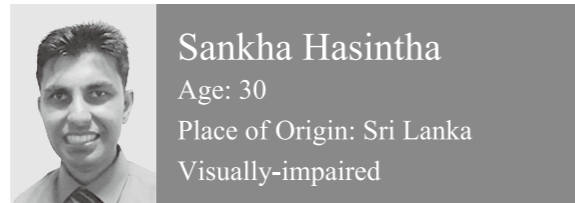


**Ramdas Shivhare**

Age: 23

Place of Origin: India  
Visually-impaired

Ramdas, who has been part of campaigns for disabled persons since he was a student, is active as a member of the Blind Relief Association, Delhi. His goal in this training is to learn about the inclusivity of disabled persons in society, language, culture, society, lifestyles, welfare policies, services for persons with disabilities and more, and to enhance his computer skills. Ramdas has cited conducting activities for the sake of resolving challenges faced by disabled persons who live in countryside cities and improving barrier-free environments in those cities as his aims after he returns to India. He has also said that he wants to conduct activities for introducing a variety of sports to his home country as well.

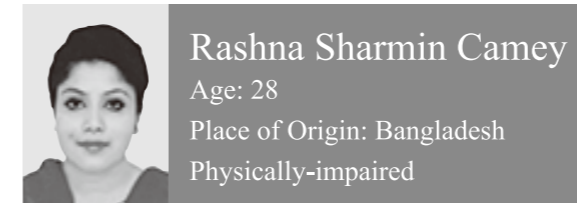


**Sankha Hasintha**

Age: 30

Place of Origin: Sri Lanka  
Visually-impaired

Sankha provides assistance to students with disabilities at the Support Center for Students with Special Needs of the University of Colombo, and also holds various workshops on a volunteer basis. In Japan, he learned about areas such as the administration, operation and management of educational facilities; inclusive education; skills for independent living by disabled persons; and peer counseling. Sankha's goal after returning to Sri Lanka is to apply the experience he gained in Japan towards conducting research for the education of visually-impaired persons, holding workshops for introducing the barrier-free environments that exist in Japan, providing assistance to disabled persons who suffered injury in war.

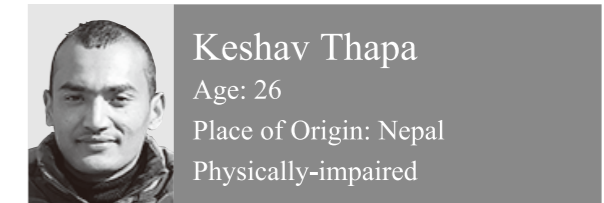


**Rashna Sharmin Camey**

Age: 28

Place of Origin: Bangladesh  
Physically-impaired

While working as a production and quality control supervisor at a pharmaceuticals-related company, Rashna serves as a member of the organization known as "Dreams for Disabilities Foundation," where she conducts activities aimed at improving the living situation of persons with disabilities. She chose to take part in this training due to her desire to remove social barriers and create a society where disabled persons can demonstrate their own ability, as well as her desire to change the discriminatory circumstances faced by disabled women. To realize her goals, in Japan, Rashna studied measures for elevating the empowerment and leadership of persons with disabilities and activities conducted by disabled women.

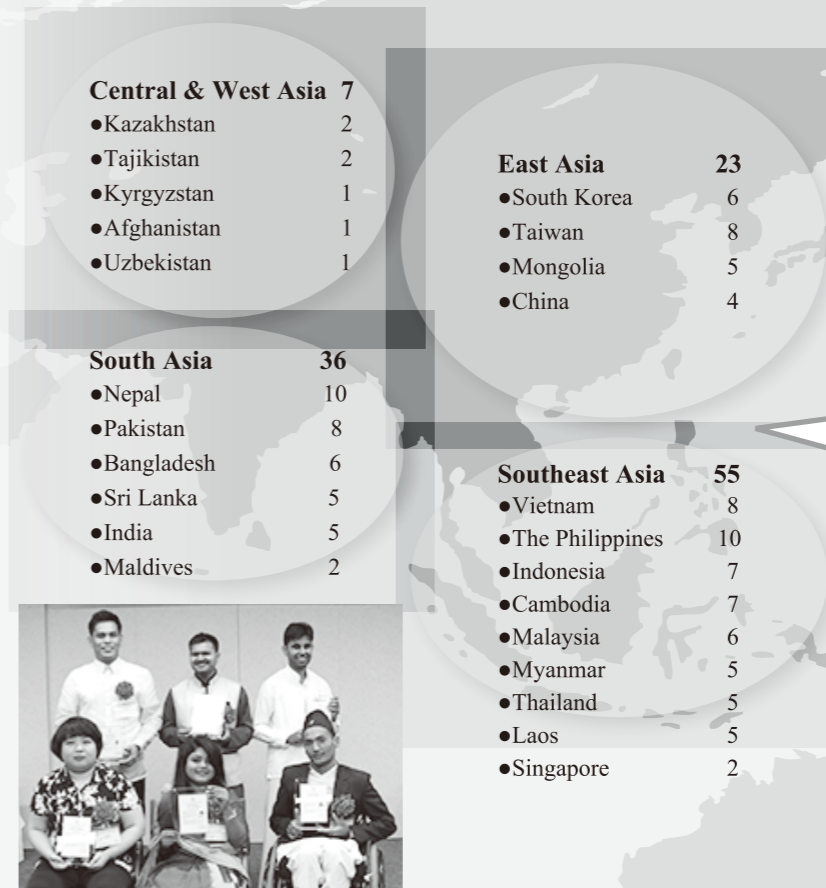


**Keshav Thapa**

Age: 26

Place of Origin: Nepal  
Physically-impaired

Keshav plans on returning to his studies after going back to Nepal. While majoring in business at his university, he was also active as a member of Spinal Cord Injury Network Nepal. In Japan, his training covered the history of disabled persons' campaigns, the rehabilitation of people with spinal cord injuries, computer Web design, and other areas. After returning to Nepal, Keshav is planning on campaigning alongside his peers in the same organizations in his home country for the promotion of barrier-free environments, annual pensions and welfare services for disabled persons, rehabilitation for people with spinal cord injuries and independent living for persons with disabilities, and negotiating with the Nepali government for that purpose.



**Main Schedule in Japan for 18th-year Trainees**

Sept. 2016	Commencement ceremony Japanese language (sign language) training
Dec. 2016	Presentation of Japanese language training results Group training
Jan. 2017	Homestay Group training
Feb. 2017	Individual training (until May) Group training (May-June)
June 2017	Presentation of results Completion ceremony

**To date, the number of participants totaled 127 from 27 countries and regions.**

Thanks to efforts conducted across Japan, the circle of understanding and support surrounding AINOWA activities has grown ever wider.

Mister Donut

Trainees gave presentations during the AINOWA Time of the 37th Mister Donut Friendship Festival tournaments.

At the Mister Donut Friendship Festival, employees of Mister Donut put their everyday work skills and services to the test in a face-off against each other. AINOWA trainees presented their training results in the capacity of guest speakers.



Hokkaido, Hokkaido area	Yuria Shuin	34th trainee
Miyagi, Tohoku area	Yumi Matsumoto	28th trainee
Nagano, Kita-Kanto area	Meri Hirose	26th trainee
Chiba, Tokyo area	Yuki Hirose	27th trainee
Kanagawa, Kanagawa area	Yuta Yoshida	35th trainee
Toyama, Hokuriku area	Hirokawa Asako	29th trainee
Shizuoka, Tokai area	Trainees could not participate due to bad weather.	
Hyogo, Kinki area	Makiko Yamamoto	33th trainee
Okayama, Chu-Shikoku area	Narumi Fujiwara	34th trainee
Oita, Kyushu area	Yui Higashikawa	35th trainee

The Duskin Assembly of Thanks

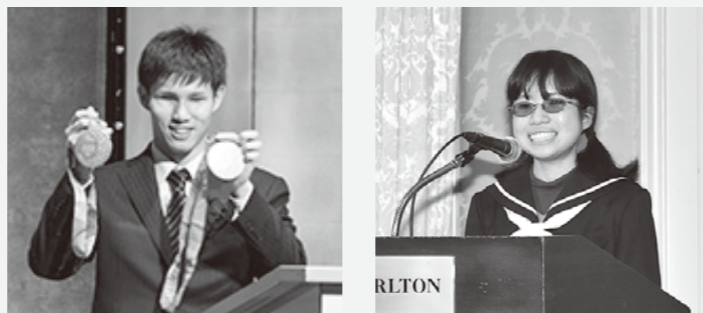
Trainees gave presentations during AINOWA Time.

The Duskin Assembly of Thanks was held across Japan and trainees gave talks as guest speakers.



Osaka	Makiko Yamamoto	33th trainee
Ube, Yamaguchi	Ryosuke Kodama	16th trainee
Sapporo, Hokkaido	Saki Kuramoto	34th trainee
Kitakami, Iwate	Yukari Ishida	31th trainee
Kanazawa, Ishikawa	Yukari Ishida	31th trainee
Tokyo	Mai Kawabata	34th trainee
Gifu	Tomoko Komori	32th trainee
Matsuyama, Ehime	Shimosuke Kitahara	35th trainee
Nagasaki	Ayumi Oyama	29th trainee

Duskin New Year's Meeting



Trainees gave presentations at the meetings held across Japan.

- [Tohoku area]** On January 10, 22th-year trainee Hideto Kijima gave a talk at Sendai Shozankan.
- [Kinki area]** On January 10, 36th-year trainee Rika Sugata gave a talk at The Ritz-Carlton, Osaka.
- [Hokuriku area]** On January 11, 18th-year trainee Ayako Imamura gave a talk at Yunokuni Tensyo.
- [Minami-Kanto area]** On January 12, 30th-year trainee Keiichi Kimura gave a talk at InterContinental Yokohama Grand.
- [Chugoku/Shikoku area]** On January 12, 34th-year trainee Saki Kuramoto gave a talk at Shimonoseki Grand Hotel.
- [Tokyo area]** On January 13, 29th-year trainee Tomoe Takada gave a talk at Hotel Chizanso Tokyo.
- [Kyushu area]** On January 13, 18th-year trainee Ayako Imamura gave a talk at ANA Crowne Plaza Kumamoto.
- [Tokai area]** On January 14, 22th-year trainee Hideto Kijima gave a talk at Hilton Nagoya.

Statement of changes in net assets, Balance sheet, Statement of assets, Income and expenditure, and Membership

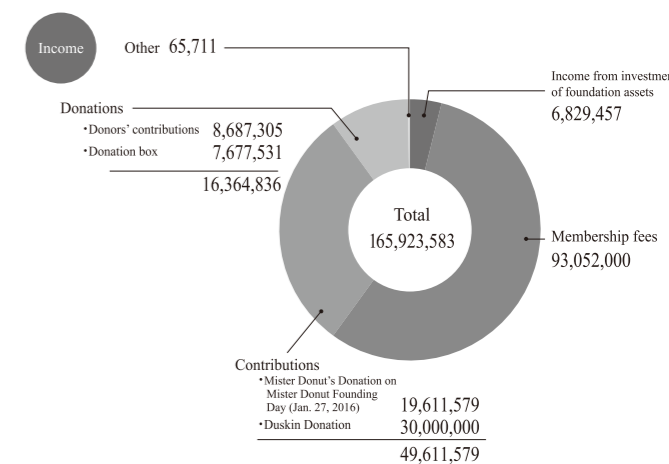
Account	Total
<b>I Changes in unrestricted net assets</b>	
1. Change in ordinary account	
(1) Ordinary revenue	
Income from investment of foundation assets	6,829,457
Interest earned on foundation assets	
Membership fee	142,663,579
Donation	16,364,836
Miscellaneous revenue	65,711
Total	165,923,583
Ordinary expenses	160,511,950
Balance	5,411,633
2. Changes in extraordinary account	
(1) Extraordinary revenue	
Extraordinary revenue	7,800,000
(2) Extraordinary expenses	
Extraordinary expenses	37,170
Balance	7,762,830
Increase/decrease for unrestricted net assets for the year	13,174,463
Unrestricted net assets, beginning of the year	51,957,199
Unrestricted net assets, end of the year	65,131,662
<b>II Changes in restricted net assets</b>	
Increase/decrease for restricted net assets for the year	0
Restricted net assets, beginning of the year	1,855,000,000
Restricted net assets, end of the year	1,855,000,000
<b>III Net assets, end of the year</b>	
	1,920,131,662

	FY2014 Mar. 31, 2015	FY2015 Mar. 31, 2016	FY2016 Mar. 31, 2017
<b>Assets</b>			
Current assets	57,530	52,284	55,220
Fixed assets	1,872,392	1,870,252	1,882,260
<b>Total assets</b>	<b>1,929,923</b>	<b>1,922,537</b>	<b>1,937,481</b>
<b>Liabilities</b>			
Current liabilities	2,268	1,987	2,612
Fixed liabilities	12,562	13,592	14,736
<b>Total liabilities</b>	<b>14,830</b>	<b>15,579</b>	<b>17,349</b>
<b>Net Assets</b>			
Restricted net assets	1,855,000	1,855,000	1,855,000
Unrestricted net assets	60,093	51,957	65,131
Total net assets	1,915,093	1,906,957	1,920,131
<b>Total liabilities and net assets</b>	<b>1,929,923</b>	<b>1,922,537</b>	<b>1,937,481</b>

The amounts presented above are indicated in thousands; amounts less than a thousand are dropped.

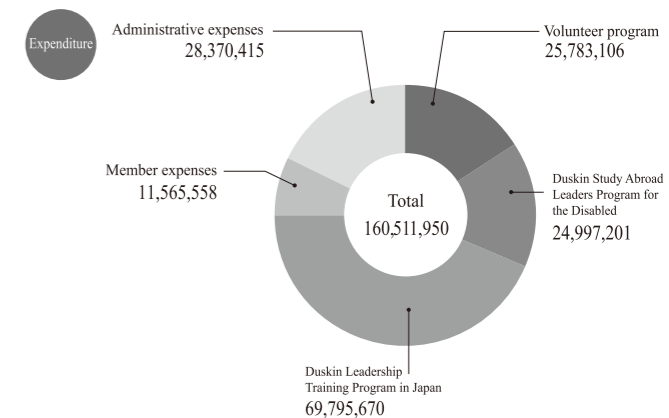
<b>Assets</b>	
<b>【Current Assets】</b>	
Cash deposit	53,737,447
Stored items	1,312,926
Temporary payments	53,549
Advanced expenses	116,514
Accrued receivable	0
Total current assets	55,220,436
<b>【Fixed Assets】</b>	
Endowment	1,855,000,000
Other fixed assets	27,260,796
Total fixed assets	1,882,260,796
<b>Total assets</b>	<b>1,937,481,232</b>
<b>Liabilities</b>	
<b>【Current liabilities】</b>	
Accrued payable	1,842,360
Membership fee received	349,500
Deposit received	420,902
Total current liabilities	2,612,762
<b>【Fixed liabilities】</b>	
Reserve for retirement allowance	14,736,808
Total fixed liabilities	14,736,808
<b>Total liabilities</b>	<b>17,349,570</b>
<b>Net assets</b>	<b>1,937,481,232</b>

Income and expenditure (in yen)



Membership (As of Mar. 31, 2017)

	FY2014 Mar. 31, 2015	FY2015 Mar. 31, 2016	FY2016 Mar. 31, 2017
Corporate Members	221	223	223
Special Corporate Members	455	456	472
Elder Members	535	535	544
Duskin Employees	1,755	1,739	1,719
Regular Member As	1,420	1,382	1,539
Regular Member Bs	2,924	2,964	3,061
Regular Member Cs	6,233	6,829	7,034
Sub total	13,543	14,128	14,592
Friendship Members	157	92	95
(accumulated)	173,832	173,924	174,019
Total	13,700	14,220	14,687
(accumulated)	187,375	188,052	188,611



## For the program's 36th year, seven trainees have been dispatched overseas to study.

- **1981**
  - Mar. 16: Mister Donut U.S. Study Abroad Leaders Program for the Disabled was announced at a press conference held at the Imperial Hotel, Tokyo.
  - Nov. 26: The AINOWA Foundation was authorized by the Ministry of Health and Welfare.

- **1982**
  - Jan. 7: Ten trainees of the first program were dispatched to the U.S.
  - Jan. 27: Mister Donut "One Charity Day" was conducted.



- Four institutions were chosen for the Foundation's research/development aid programs.
- Ten trainees of the second year were dispatched abroad.

- **1983** ● Nine trainees were dispatched abroad.
- **1984** ● Nine trainees were dispatched abroad.
- Late Toshio Yamanishi received the Anne Sullivan Gold Medal for his contribution to the welfare of people with disabilities through the Mister Donut U.S. Study Abroad Program for the Disabled.



- **1985** ● Nine trainees were dispatched abroad.
- **1986** ● Eight trainees were dispatched abroad.
- Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix for people suffering from phenylketonuria, a condition caused by abnormal metabolism of protein substance.
- **1987** ● Eight trainees were dispatched abroad.
- **1988** ● Seven trainees were dispatched abroad.
- **1989** ● Seven trainees were dispatched abroad.
- **1990** ● Ten trainees were dispatched abroad.

- **1991**
  - The program name was changed from Mister Donut Study U.S. Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for the Disabled. The destination for training expanded from U.S. to other countries outside Japan. Group training programs were introduced. Two teams consisting of 27 members (including helpers) had 2 week-training sessions in the U.S.
  - AINOWA Regional Committees were established in 10 regions in Japan.
  - The first AINOWA Assembly was held.

- **1992**
  - 98 trainees (including helpers) were dispatched under Duskin Study Abroad Leaders Program for the Disabled. 4 teams were formed by the type of disabilities. The intellectually challenged team had training in Sweden, visually challenged, auditory challenged and physically challenged teams received training in the U.S. for two weeks.



- **1993**
  - 97 trainees (including helpers) were dispatched under Duskin Study Abroad Leaders Program for the Disabled. Two teams of the physically challenged and a team of individuals suffering from epilepsy were formed. Six teams in total had training in the U.S. for two weeks and learned about "work" by the Disabled.

- **1994**
  - Regional Executive Committees were established in 59 areas in the nation.
  - Eight trainees were dispatched under Duskin Study Abroad Leaders Program for the Disabled for individual training for a longer period.
  - A team consisting of five intellectually challenged had training in the U.S. for a short period.

- **1995**
  - Regional Executive Committees were reformed to cover 72 areas in the nation.
  - Ten trainees were dispatched abroad.

- **1996** ● Ten trainees were dispatched abroad.

- **1997** ● Nine trainees were dispatched abroad.

- **1998** ● Seven trainees were dispatched abroad.

- Ms. Miki Matsue, a trainee of 18th year program won three gold medals at Nagano Paralympics Games. The Foundation recognized her success with an "AINOWA Award."

- **1999** ● Nine trainees were dispatched abroad.
- Duskin Leadership Training Program in Japan was introduced.



- **2000** ● Eight trainees were dispatched abroad.

- **2001** ● Nine trainees were dispatched abroad.

- **2002** ● Nine trainees were dispatched abroad.

- **2003**
  - "Group Training Program" was added in commemoration of 25th anniversary of the Foundation.

- Eleven trainees, including two groups consisting of seven people and four individual trainees, were dispatched abroad.

- **2004**
  - Twelve trainees, including two groups consisting of eight people and four individual trainees, were dispatched abroad.

- **2005**
  - Nov. 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.
  - Eleven trainees, including a group of six people and five individual trainees, were dispatched abroad.

- **2006**
  - Twelve trainees, including three groups consisting of nine people and three individual trainees, were dispatched abroad.

- **2007**
  - Twelve trainees, including two groups consisting of eight people and four individual trainees, were dispatched abroad.

- **2008**
  - Thirty trainees, including four groups consisting of seventeen people, five individual trainees, and a group of eight junior leaders (a new program) were dispatched.
  - AINOWA Regional Executive Committees were reformed to cover 11 areas in the nation.

- **2009**
  - Sixteen trainees, including two groups consisting of eight people and eight individual trainees were dispatched.

- **2010**
  - Twenty-seven trainees, including four groups consisting of twenty-one people and six individual trainees were dispatched.
  - Mr. Mitsuru Nagase, a trainee in the 21st year, won a silver medal in the ice sledge hockey competition in the Vancouver Paralympics Games in 2010. The Foundation recognized his success with an "AINOWA Award."

- Dec. 3: The Duskin AINOWA Foundation received the 2010 Minister of Health, Labour and Welfare commendation. The award was presented in recognition of its social welfare programs for people with disabilities over the past 30 years.

- **2011**
  - Nineteen trainees, including two groups consisting of thirteen people and six individual trainees were dispatched.

- The Duskin AINOWA Foundation was authorized by the government in Dec. 2011 and made a new start as a public interest incorporated foundation in Feb. 2012.

- **2012**
  - Thirteen trainees, including two groups consisting of ten people and three individual trainees were dispatched.

- **2013**
  - Nine trainees, including a group of five trainees, and four individual trainees, were dispatched abroad.

- Mr. Keiichi Kimura, a 30th-year trainee won a silver medal and a bronze medal in swimming competition at the 2012 London Paralympics Games. The Foundation recognized his success with an "AINOWA Award."

- **2014**
  - "Duskin Disability Leadership Program at UMass Boston" was added with the cooperation of University of Massachusetts Boston.

- Fourteen trainees, including two groups consisting of ten people, one individual trainee, and three trainees of Duskin Disability Leadership Program at UMass Boston were dispatched abroad.

- **2015**
  - Five trainees, including three individual trainees and two trainees of Duskin Disability Leadership Program at UMass Boston were dispatched abroad.
  - Six trainees of 17th-year program of Duskin Leadership Training in Japan (from Nepal, Laos, Solomon, Mongol, Cambodia, and Pakistan) were invited to Japan.

- **2016**
  - The Foundation celebrated the 35th anniversary and held a presentation of the trainee reports. Their Imperial Highnesses Princess Kiko Akishino and Princess Mako were in attendance.
  - Seven trainees, including a group of four trainees, and three individual trainees, were dispatched abroad.

## Officers, Committee Members

### Directors

(Term of office: June 19, 2017 through Council Meeting expected to be held in June 2019)

Director	Chairman	Teruji Yamamura	President & CEO, Duskin Co., Ltd.
	Senior Executive Director	Kazuya Satooka	Principal, Mister Donut College, Duskin Co., Ltd.
	Executive Director	Norimichi Yamamoto	Secretary General, The Duskin AINOWA Foundation
	Director	Mariko Miyagi	Principal, Nemunoki Home and Nemunoki School
	Director	Toyohiko Teraoka	Chairman, Duskin Franchise Chain Community
	Director	Ryo Matsumoto	Welfare Official, Waseda Spike, Social Welfare Office
	Director	Noriko Igarashi	Executive Director, Social Welfare Juridical Person KOYUKAI
	Director	Ryosuke Matsui	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Director	Hiroyuki Seki	Executive Director, Nippon Lighthouse
	Director	Hideki Miyahara	Chairman, Mister Donut Franchise Community
	Director	Keiko Sakino	Chairwoman, Duskin Production & Logistics Franchise Association
	Director	Yukiko Ohkuma	Professor, International University of Health and Welfare Graduate School
	Director	Hiroshi Tamon	Attorney at Law, Tomin Sogo Law Office

(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2019)

Council Member	Council Member	Osamu Aoyagi	President & CEO, Yokohama Foods Co., Ltd.
	Council Member	Masaki Azuma	Chairman, Duskin Uniform Service Franchise Community
	Council Member	Mamori Kimizuka	Past Chairman, Rehabilitation Centers (Hospital and Home) for Children with Physical Disabilities in Japan
	Council Member	Jiro Shimo	Chairman, Duskin Labor Union
	Council Member	Takashi Suda	President & CEO, Koryu Sangyo Ltd.
	Council Member	Yoshitaka Tanaka	Chairman, Duskin National Care Service Franchise Association
	Council Member	Tomoya Nakao	Chairman, Duskin Rent-All Franchise Association
	Council Member	Hiroshi Hanashima	Director, Japan Braille Library
	Council Member	Junji Fukumo	Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)

(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2019)

Auditor	Auditor	Akihisa Tsurumi	Senior Executive Director, Duskin Co., Ltd.
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(Term of office: June 19, 2017 through Council Meeting expected to be held in June 2019)

Advisor	Advisor	Hideyuki Ito	Former Chairman & CEO, Duskin, Co., Ltd.
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### Executive Committee for the Duskin Study Abroad Leaders Program

(Term of office: April 1, 2017 through March 31, 2019)

Toshiaki Aomatsu	Teacher, Special Needs Education School for the Visually Impaired, University of Tsukuba	Koji Onoue	Vice Chairperson, Japan National Assembly of Disabled Peoples' International
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology
Takashi Kanatsuka	General Manager, NPO Job Support Network	Sachiko Yamashita	Professor, College of Integrated Human and Social Welfare, Shukutoku University
Nagase Osamu	Professor, Ritsumeikan University Research Center for Ars Vivendi Eminent	Akiko Fukuda	Councilor/International Corporation Committee member, Japan Deafblind Association Secretary General, World Federation of the Deafblind

### Executive Committee for the Duskin Leadership Training in Japan

(Term of office: April 1, 2017 through March 31, 2019)

Akira Terashima	Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	Yasunori Shimamoto	Director, Japanese Federation of the Deaf (WFD Regional Secretariat for Asia)
Kazuhiko Yamaguchi	Executive Director, Approved Specified Nonprofit Corporation (TOMO)	Junko Ina	Psychiatric Social Worker/Certified Social Worker
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Misako Nomura	Director of Information Center, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
Yutaka Takamine	Chairman, Non-Profit Organization Empowerment Okinawa	Michio Murase	Social Welfare Juridical Person KOYUKAI
Kunio Ogura	Secretary General, Empowering the Disabled in Asia		

### The Duskin AINOWA Foundation Regional Executive Committee Chairpersons

(Term of office: April 1, 2016 through March 31, 2018)

Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hironao Inaba	CEO, IWAY INABA Co., Ltd.
Tokyo	Tsutomu Kujirai	CEO, Duskin Johoku Co., Ltd.
Kita-Kanto	Yoshitaka Terasawa	President & CEO, Duskin Nishikanbara Co., Ltd.
Minami-Kanto	Tamotsu Makino	President & CEO, Duskin Mobara Ltd.
Hokuriku	Shingo Izumi	President & CEO, Duskin Takaoka Co., Ltd.
Tokai	Hideaki Ono	President & CEO, TAIHO FOODS Co., Ltd.
Kinki	Junichiro Yamagata	CEO, Seeds Co., Ltd.
Chugoku	Masanori Hashizume	President & CEO, Duskin Aino-Mise Hatsukaichi Co., Ltd.
Shikoku	Masato Nishioka	CEO, Duskin Kochi Co., Ltd.
Kyushu	Akira Hirano	CEO, Duskin Amakusa & Co., Ltd.

## **AINOWA will make ever-greater efforts to reach out to help more people.**

On August 22, 1980, 17 years after the Duskin's foundation, Seiichi Suzuki passed away. Duskin employees needed a common goal in order to go forward by inheriting the unique management philosophy, "Prayerful Management" and his belief of "Help People Grow" and "Lavish Affection on People." Making ever-greater efforts to reach out to more people is the unifying goal.

In 1981, Mister Donut celebrated its 10th anniversary and set up "Mister Donut Study Abroad Leaders Program for the Disabled" in order to reciprocate the community's patronage of our Mister Donut shops. This program was to express our support for "Active and equal participation of the disabled" which was the theme of the United Nation's International Year of the Disabled. This program was well received around the country and the Duskin AINOWA Foundation, one of Duskin's Corporate Social Responsibility efforts, was established in order to continue the program in the long term. In February 2012, the Foundation made a new start as a public interest incorporated foundation after receiving authorization from the Cabinet Office.

"May I help you?" What we can do may not be much, but we want to be of service to someone, no matter how small that service is. We want to extend a helping hand to someone who is in need in our community.

We hope each of us would express our sincere support for achieving "Independent living for the disabled and their full participation in society" and that the small circle of volunteer spirit will expand to create a society where everyone can lead a happy and fulfilled life, regardless of disability.

## **AINOWA Declaration**

We pledge through this movement to do our best, from the viewpoint of equality, to promote the welfare of disabled children and adults so that they can fully participate in society.

### **The Duskin AINOWA Foundation Charter**

We share a sense of solidarity with mentally or physically disabled people, based upon our belief in the dignity and social rights of all human beings.

We wear the Duskin AINOWA Foundation's button to let people know of our belief, and to appeal to them to participate.

We shall make every effort to advance our knowledge and improve our ability to provide disabled people with a safe environment in society, and to understand their needs, as to achieve successful volunteer activities.

All human beings are free and equal, worthy of respect, and have fundamental rights. We hereby declare our commitment to active support and cooperation in strengthening the bonds that link all human beings, and in realizing full participation of all in society.



## **The Duskin AINOWA Foundation**

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