



# The Duskin AINOWA Foundation

2017 Annual Report



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?” Thanks to your continued support and cooperation, we have marked our 37th anniversary since the founding. We would like to extend our sincere gratitude for the support you have kindly provided us.

In 2017, Mister Donut shops nationwide introduced Braille menus. The menu idea stemmed from the voices of our customers collected at Mister Donut Customer Center. An AINOWA trainee with visual difficulty joined us in the editing of the menu by trying it at an actual shop. We will work harder aiming at a more comfortable society for everyone, whether or not they have a disability.

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

The first of these programs is Duskin Study Abroad Leaders Program for the Disabled. The program dispatches Japanese young people with disabilities who seek to be community leaders. We have been conducting this program since AINOWA’s inception. Past trainees 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.

The Foundation’s other program is Duskin Leadership Training Program in Japan, which was launched in 1999. This program has invited young people with disabilities from regions in the Asia-Pacific to Japan and provided them opportunities to learn welfare systems for the disabled. Upon completion of training, these individuals have assumed leadership roles in their homelands.

We can continue conducting these programs because of generous support, including warm words of encouragement from many individuals, institutions, and organizations which accept trainees, and the financial 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 Foundation.

山村輝治

Teruji Yamamura  
Chairman  
The Duskin AINOWA Foundation



## Duskin Study Abroad Leaders Program for the Disabled



In 1981, the United Nations declared that year as the International Year of the Disabled. The Duskin AINOWA Foundation took that opportunity to launch the Duskin Study Abroad Leaders Program for the Disabled, a program seeking to realize equality for disabled persons 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 (504 trainees)

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

|              |          |          |          |
|--------------|----------|----------|----------|
| Hokkaido     | .... 9   | Hokuriku | .... 13  |
| Tohoku       | .... 28  | Kinki    | .... 100 |
| Kita Kanto   | .... 58  | Chugoku  | .... 20  |
| Minami Kanto | .... 57  | Shikoku  | .... 15  |
| Tokyo        | .... 115 | Kyushu   | .... 41  |
| Tokai        | .... 48  |          |          |

#### Gender

|        |           |
|--------|-----------|
| Male   | ..... 228 |
| Female | ..... 276 |

#### Type of disability

|                          |          |
|--------------------------|----------|
| Intellectual impairment  | .... 77  |
| Visual impairment        | .... 106 |
| Auditory impairment      | .... 98  |
| Deaf                     | ..... 2  |
| Physical impairment      | .... 199 |
| Epilepsy                 | .... 10  |
| Internal impairment      | ..... 8  |
| Mental impairment        | ..... 3  |
| Developmental impairment | .... 1   |

#### Dispatch destination

|                 |         |
|-----------------|---------|
| U.S.A.          | ... 393 |
| U.K.            | ... 24  |
| Sweden          | .... 15 |
| Australia       | .... 12 |
| New Zealand     | .... 14 |
| Germany         | .... 11 |
| Canada          | ..... 9 |
| Fiji            | ..... 8 |
| Finland         | ..... 5 |
| Italy           | ..... 4 |
| Norway          | ..... 3 |
| Denmark         | ..... 3 |
| France          | ..... 1 |
| The Philippines | ..... 1 |
| Russia          | ..... 1 |

### The program enabled me to have what I felt was a truly valuable experience, including participation in lobbying activities for government policies.

I took part in my training at an independent living center in Boston, US. There, I provided assistance in independent living to people from a wide range of age groups and with various disabilities. I also participated in lobbying Massachusetts State House on government policies that affect disabled persons.

Through my training, I got a strong sense of just how important it is for disabled persons themselves to take action with respect to the problems that they are facing. Under the Americans with Disabilities Act (ADA), discriminating against others in any educational, worksite or other situation for reasons attributed to their disability is prohibited. However, at present, 28 years after ADA enactment, persons

with disabilities cannot be said to have equal access to education and employment opportunities. To change this situation, many disabled persons should stand for the same civil rights as people without disabilities. They have raised their voices to highlight the issue of discrimination. As a result of their efforts, they have actually fought for and secured their rights, such as access to public transportation facilities. It was a truly valuable experience for me to be present at the lobbying activities. In the future, I intend to deepen my study of socio-political systems and activism with the goal of advocating for the civil rights of people with disabilities.



#### Individual Trainee

Yuta Mori  
(Visually-impaired)

#### Training Institution:

Boston Center for Independent Living, US

**Duration of Training:** Apr. 4, 2018 – Mar. 20, 2019 (tent.)

#### Training Theme:

How disabled children study in regular classes and how the teachers and other students who surround those children see and interact with disabilities

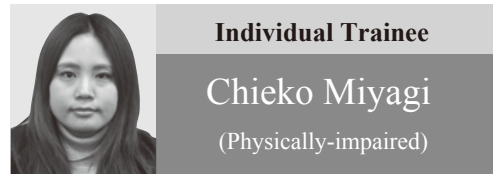




**An environment in place for working as one sees fit as well as the resources one needs to become independent.**

I studied peer counseling and empowerment at an independent living center located in the city of Tucson in Arizona, US. In Tucson, people casually called out to me, but the majority of them left the choice of whether or not I needed help to me. Also, while I had known about the ease of public transportation access and the fact that everyone had different-looking eyes than Japanese people, I was still surprised at how comfortable I felt upon experiencing them first-hand. Because the Americans with Disabilities Act (ADA) has taken root in American society, an environment where one can work as deemed fit and the resources for independent living are in place. While there are some locations where some people may encounter difficulty of

access depending on their disability, by clearly emphasizing their needs, it is possible for them to receive their needed support. Workshops are also actively conducted in which disabled persons as well as members of local enterprises and society at large can proactively put improvements in place. I got a first-hand sense of how these workshops are tied directly to empowerment. From here on out, in addition to continuing to meet people with various disabilities and learn about their ideas and experience, I hope to study about communities' involvement in improving the welfare of disabled persons and the resultant initiatives.



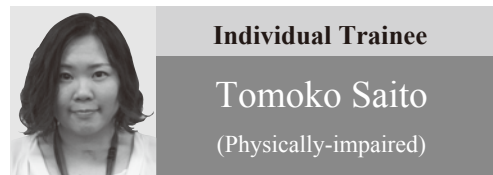
**Individual Trainee**  
**Chieko Miyagi**  
(Physically-impaired)  
**Training Institution:** DIRECT, US  
**Duration of Training:** Mar. 17, 2018 – Feb. 10, 2019 (tent.)  
**Training Theme:**  
Empowering disabled persons with the use of peer counseling



**Being able to learn about the lifestyles led by disabled persons and diversity in multiple countries was highly meaningful for me.**

Until I came down with an intractable disease three years earlier, I had worked in a company. Because of that experience, I have a strong desire to contribute to the improvement of the employment of disabled persons. In order to improve that employment, I believe that in addition to gradually making each individual site of employment a better place, comprehensive action such as domestic legislation and the fostering of public opinion is also indispensable. For the purpose of learning about these two approaches, I engaged in training at the UNDP Headquarters based in New York, and studied concrete measures for improving sites of employment at a disabled persons' support organization based in London. At UNDP, while studying disabled persons' support efforts at the UN, I

furthered my understanding of diversity in its broader meaning, covering nationality, gender, LGBTI and other angles in addition to disability. Meanwhile, I also took part in several human resource projects for the purpose of proving that disabled persons can demonstrate their capability and contribute to an organization just like people without disabilities. Further, in the course of my UNDP training, I had the opportunity to stay at the UN office in Copenhagen, Denmark for about two weeks. I feel that being able to learn about the lifestyles of disabled persons and diversity in multiple countries through my experience in the US, the UK and Denmark was highly meaningful for me.



**Individual Trainee**  
**Tomoko Saito**  
(Physically-impaired)  
**Training Institution:**  
United Nations Development Programme (UNDP), US  
Leonard Cheshire Disability, UK  
**Duration of Training:** Mar. 7, 2018 – Jan. 16, 2019 (tent.)  
**Training Theme:**  
Learning about the actual state of the employment of disabled persons in the UK and studying precedents of actual sites of employment



**Duskin Disability Leadership  
Program at UMass Boston**

It has been two years since this program was last conducted. This year, two trainees were dispatched to the US, where they engaged in language training as well as training in line with self-chosen themes over a period of approx. five months.

**Miku Hayashida (Physically-impaired)**

**Training Theme:**  
Children with disabilities and community support for their families



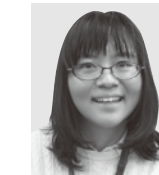
I served as an intern at the Federation for Children with Special Needs, a facility that provides support to families with disabled children and other concerned parties. Over my five-month period of study, I discovered that my experience as a disabled person can serve as an element in empowering children with disabilities and their family members in Japan. In the process, I started feeling that I want to place greater value on my own identity as a disabled person. I am proud to have been able to serve as a 37th-year trainee under the Duskin AINOWA Foundation.



**Training Institution:**  
The Institute for Community Inclusion (ICI) at the University of Massachusetts Boston (UMB)  
**Duration of Training:** July 28 – Dec. 19, 2017  
**Training Theme:**  
1. Intensive training in English language  
2. Intersessional study about disabilities  
3. Individual leadership training for the disabled  
4. Regular group instruction seminars

**Rina Otsuka (Physically-impaired)**

**Training Theme:**  
Learning about advocacy for realizing independence



My experiences and encounters in Boston gave me the self-confidence to live with my disability. Through my experience as an intern at the Boston Center for Independent Living, I discovered that thinking and acting on one's own and learning from doing so, even if those actions ended in failure, are links to one's growth. I also learned new forms of communication. Additionally, the host family that welcomed me helped me overcome my initial nervousness, and encouraged me when I was feeling down from making mistakes. With the pride of having been a trainee in my heart, I will go on to give back what I have learned to my community in Japan.



**Middle Group Program**

This was the first year that the Middle Group Program was conducted. A group of three trainees seeking to enforce the United Nations Convention on the Rights of Persons with Disabilities in Japan were dispatched to New Zealand, where they engaged in training for two weeks.

**Group Name:** Ibakentsu  
**Training Institutions:**  
20 institutions in New Zealand, including the Office for Disability Issues (ODI) and the Disabled Persons Assembly (DPA)  
**Duration of Training:** Nov. 11 – Nov. 24, 2017  
**Training Theme:**  
Tour for creating a future picture of a social model - focused movement for the rights of the disabled in Japan



**Shingo Saito** Center for Independent Living in Tsukuba, Honyara



Comparing New Zealand and Japan is a difficult thing. New Zealand has some aspects that I admire. On the other hand, Japan has some systems that I would like to promote. Many different people, not just disabled persons, are fighting to improve the rights of people with disabilities. I discovered that those people are leading their lives not while looking pessimistically at their situation but while forming a smiling community.

**Yusuke Namai** Center for Independent Living in Tsukuba, Honyara



The disabled persons group that we visited was engaged in activities aligned with the ideas of the United Nations Convention on the Rights of Persons with Disabilities. I also thought it was wonderful how the government of New Zealand was proactive in establishing a framework for incorporating the opinions of disabled persons. The country already has a social system in place where it is easy for disabled persons to go about their daily lives. Going forward, in Japan as well, I would like to incorporate the opinions of disabled persons when the Act for Eliminating Discrimination against Persons with Disabilities is amended.

**Hitomi Suzuki** CIL-Iroha



After wrapping up two weeks of training under this program, I felt like the voices of disabled persons were properly reaching the ears of government officials and educators. Whether government institutions are establishing new systems or building new school buildings, there is an environment in place where the voices of the disabled are heard and incorporated and both disabled and non-disabled persons can come together to create things. This proactive situation is something I felt should absolutely be made a reality in Japan.



**This program, which has entered its 19th year since its inception in 1999, invites trainees from the Asia-Pacific region to study in Japan.**

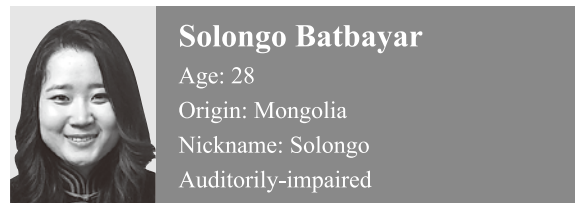
Under this human resource development program, disabled youth from the Asia-Pacific region are invited to Japan to learn about welfare for disabled persons at institutions and facilities across Japan, after which they return to their home countries to play an active role as leaders. The five individuals selected among 165 applicants as 19th-year trainees participated in an opening ceremony held at the Duskin head office on September 12, 2017. Afterwards, they set off on their respective training endeavors, which lasted approx. ten months.



**Kaewkul Tantipisitkul**

Age: 31  
Origin: Thailand  
Nickname: Liu  
Auditorily-impaired

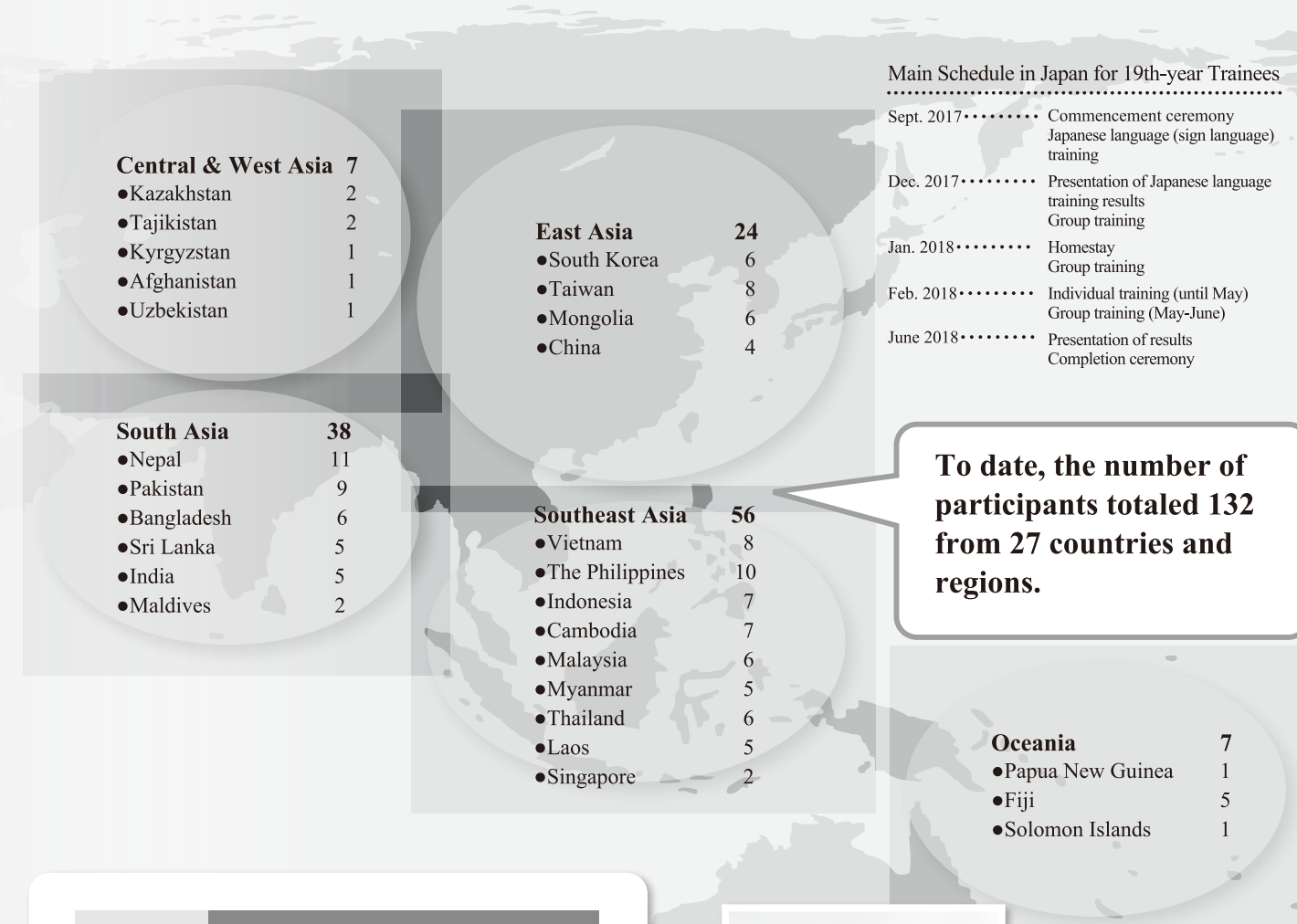
Kaewkul is currently active as a freelance sign language interpreter. She serves as the General Secretary of National Association of the Deaf in Thailand, and is also active as a member of the Deaf Association of Bangkok. While in Japan, Kaewkul is studying joint endeavors between, and initiatives by, the Federation of the Deaf and the national government. The joint endeavors cover government policy and laws concerning sign language interpretation and subtitle services, the operation of sign-language news, and job search assistance for the deaf and the hard-of-hearing. Her goals after returning to Thailand include conducting local inspection tours in line with requests from parties from Japan and activities to teach Japanese sign language to deaf Thai individuals so that she may build even closer relationships between the deaf in Thailand and Japan.



**Solongo Batbayar**

Age: 28  
Origin: Mongolia  
Nickname: Solongo  
Auditorily-impaired

After graduating from university, she helped out with tailoring work at an organization where her mother serves as Representative. At an organization founded by a Japanese individual, Solongo engaged in fun activities such as teaching deaf children how to make collages out of pieces of colored paper. Through this training, she developed an understanding of the operation of workshops by disabled persons and how educators at schools for the deaf interact with children. She also learned about things such as the creation of clothing that helps disabled persons and hints for them to enjoy fashion. Solongo's goal after returning to Mongolia is to teach dressmaking techniques to deaf children and help them gain confidence and overcome identity issues.



**Main Schedule in Japan for 19th-year Trainees**

- Sept. 2017..... Commencement ceremony Japanese language (sign language) training
- Dec. 2017..... Presentation of Japanese language training results Group training
- Jan. 2018..... Homestay Group training
- Feb. 2018..... Individual training (until May) Group training (May-June)
- June 2018..... Presentation of results Completion ceremony

**To date, the number of participants totaled 132 from 27 countries and regions.**



**Laxmi Nepal**

Age: 26  
Origin: Nepal  
Nickname: Laxmi  
Visually-impaired

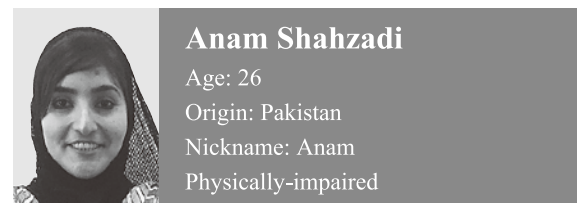
While serving as an English-Nepalese interpreter, Laxmi continues to demonstrate leadership as an Executive Committee Member of Blind Women Association Nepal and as a Founding member of Access Planet, an organization for the blind. Armed with the goal of making independent living and learning accessible for disabled persons, she engages in activities such as conducting lectures on computers, the Internet and mobility and creating Braille texts and e-books. In Japan, she has acquired knowledge of areas such as the employment of visually-impaired individuals and accessibility and infrastructure for education. Upon her return to Nepal, Laxmi intends to run projects within her own organization and facilitate cooperation with government-related agencies.



**Krishneel Kunal Sharma**

Age: 28  
Origin: Fiji  
Nickname: Krish  
Visually-impaired

Krishneel serves as the President of United Blind Persons of Fiji in Western region as well as a Board member of Fiji Disabled Peoples Federation, which conducts liaising activities within Fiji beyond the area of disabilities. In his home country, he had tackled the enforcement of the United Nations Convention on the Rights of Persons with Disabilities and activities to protect the rights of the disabled. In his training in Japan, he learned about how to form athletic teams consisting of visually-impaired persons and how to run these teams, as well as about government negotiation, joint endeavors between the government and disabled persons' groups, the operation of visually-disabled persons' groups and the nature of services for the visually-impaired. After returning to Fiji, Krishneel intends to tackle the establishment of a sports team made up of visually-impaired persons and the provision of support to visually-impaired persons in Fiji's Western region.



**Anam Shahzadi**

Age: 26  
Origin: Pakistan  
Nickname: Anam  
Physically-impaired

Anam is a Public Relations officer and Female coordinator at Milestone, an independent living center where 3rd-year Asian trainee Shafiq-ur-Rehman serves as Representative. In Japan, she studied how disabled women in particular can effectively work, the history of independent living movements in Japan, methods of implementing independent living programs in the country, laws on disabilities enacted in Japan, and the married life and lifestyles of disabled women. Following her return to Pakistan, Anam's plan is to offer peer support for local disabled women, empowering them, encouraging their growth and assisting them as they move toward independent living.





Through the lively AINOWA Education Activities conducted across Japan, the circle of support and understanding surrounding AINOWA grew further.

Mister Donut 38th Friendship Festival

During the AINOWA Time segment, trainees gave training reports and took part in a role-playing session to accompany the introduction of a braille menu.

The 38th Mister Donut Friendship Festival was held in 2018. During the AINOWA Time at the regional tournaments held at ten venues across Japan, the past trainees made presentations on their training programs (see chart). To accompany the introduction of a Braille menu at Mister Donut locations starting this April, a role-playing session was held on how to welcome and approach visually-impaired customers to Mister Donut shops. The past trainees took part in the production of this Braille menu in their supervisory capacity. At the role-playing session, using that menu, shop staff approached the trainees, who played the role of customers, with words and actions to verify the complete process for handling visually-impaired customers, from welcoming them, taking their order and serving them to leading them to the shop exit and seeing them off.

| Area           | Trainee         | Trainee No.  | Venue                              |
|----------------|-----------------|--------------|------------------------------------|
| Hokkaido       | Kentaro Fukuchi | 25th trainee | Chateraise Gateaux Kingdom Sapporo |
| Tohoku         | Ruriko Tsune    | 26th trainee | Hotel Hanamaki                     |
| Kita-Kanto     | Yukari Ishida   | 31st trainee | Hilton Tokyo Bay                   |
| Tokyo          | Yukari Ishida   | 31st trainee | Hilton Tokyo Bay                   |
| Kanagawa       | Yukio Nozawa    | 34th trainee | Oiso Prince Hotel                  |
| Hokuriku       | Mayumi Aoyagi   | 18th trainee | Hotel Arrowle                      |
| Tokai          | Masayuki Yasuda | 30th trainee | Nagashima Resort Hotel Hanamizuki  |
| Kinki          | Masayuki Yasuda | 30th trainee | Kobe Portopia Hotel                |
| Chugoku/Shioku | Masayuki Yasuda | 30th trainee | Diamond Setouchi Marine Hotel      |
| Kyushu         | Ayumi Oyama     | 29th trainee | Genkai Royal Hotel                 |



The Duskin Assembly of Thanks

Trainees gave presentations during the AINOWA Time segment.

The Duskin Assembly of Thanks 2017 was held across Japan, and trainees gave talks as guest speakers.



| Area       | Trainee         | Trainee No.  | Venue                               |
|------------|-----------------|--------------|-------------------------------------|
| Hokkaido   | Yukio Nozawa    | 34th trainee | Sapporo Education and Culture Hall  |
| Tohoku     | Yuria Shuin     | 34th trainee | Hirosaki Culture Center             |
| Kita-Kanto | Mai Kawabata    | 34th trainee | Tsukuba Nova Hall                   |
| Tokyo      | Kohki Iyama     | 34th trainee | Asakusa Public Hall                 |
| Hokuriku   | Misako Yasuhara | 28th trainee | Sabae-city Culture Center           |
| Tokai      | Yuria Shuin     | 34th trainee | Ichinomiya-city Bisai Civic Hall    |
| Kinki      | Masayuki Yasuda | 30th trainee | Joyo City Cultural Center Plum Hall |
| Chugoku    | Toshihiko Hata  | 28th trainee | Shimane Civic Center Main Hall      |
| Shioku     | Rika Sugata     | 36th trainee | Niihama City Civic Culture Center   |
| Kyushu     | Masayuki Yasuda | 30th trainee | Yachiyoza                           |

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

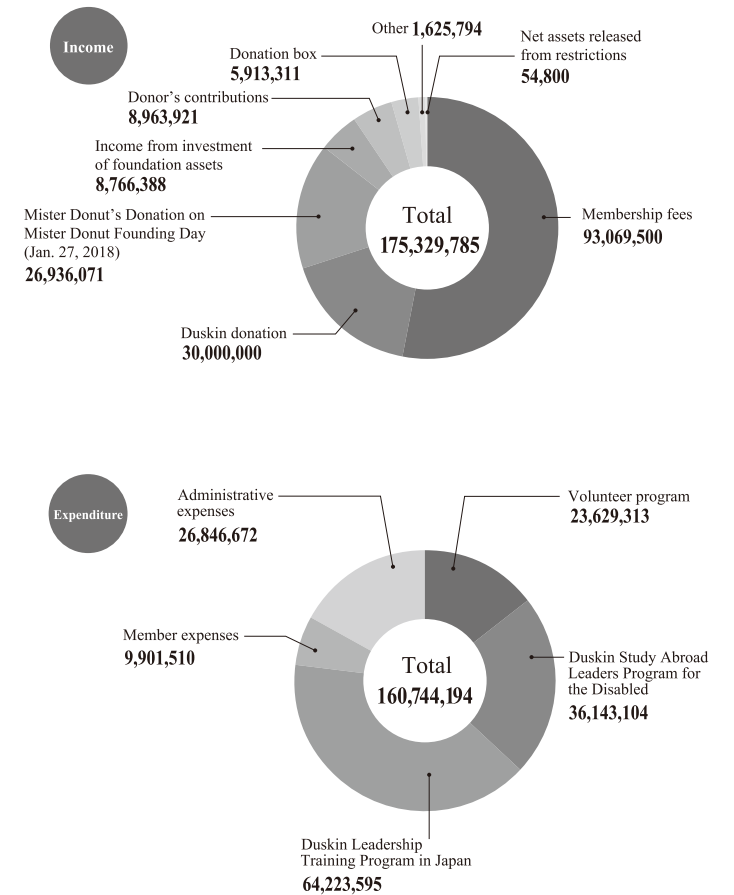
| Account  | Total         |
|--|---------------|
| <b>I Changes in unrestricted net assets</b>                |               |
| 1. Changes in ordinary account                             |               |
| (1) Ordinary revenue                                       |               |
| Income from investment of foundation assets                | 8,766,388     |
| Interest earned on foundation assets                       |               |
| Membership fee   | 150,005,571   |
| Donation   | 14,877,232    |
| Miscellaneous revenue                                      | 1,625,794     |
| Total  | 175,329,785   |
| Ordinary expenses  | 160,744,194   |
| Balance  | 14,585,591    |
| 2. Changes in extraordinary account                        |               |
| (1) Extraordinary revenue                                  |               |
| Extraordinary revenue                                      | 0             |
| (2) Extraordinary expenses                                 |               |
| Extraordinary expenses                                     | 0             |
| Balance  | 0             |
| Increase/decrease for unrestricted net assets for the year | 14,585,591    |
| Unrestricted net assets, beginning of the year             | 65,131,662    |
| Unrestricted net assets, end of the year                   | 79,717,253    |
| <b>II Changes in restricted net assets</b>                 |               |
| Increase/decrease for restricted net assets for the year   | 14,657,400    |
| Restricted net assets, beginning of the year               | 1,855,000,000 |
| Restricted net assets, end of the year                     | 1,840,342,600 |
| <b>III Net assets, end of the year</b>                     |               |
|  | 1,920,059,853 |

|   | FY2015 Mar. 31, 2016 | FY2016 Mar. 31, 2017 | FY2017 Mar. 31, 2018 |
|---|----------------------|----------------------|----------------------|
| <b>Assets</b>                           |                      |                      |                      |
| Assets                                  |                      |                      |                      |
| Current assets                          | 52,284               | 55,220               | 71,650               |
| Fixed assets                            | 1,870,252            | 1,882,260            | 1,867,456            |
| <b>Total assets</b>                     | <b>1,922,537</b>     | <b>1,937,481</b>     | <b>1,939,107</b>     |
| <b>Liabilities</b>                      |                      |                      |                      |
| Current liabilities                     | 1,987                | 2,612                | 3,038                |
| Fixed liabilities                       | 13,592               | 14,736               | 16,009               |
| <b>Total liabilities</b>                | <b>15,579</b>        | <b>17,349</b>        | <b>19,047</b>        |
| <b>Net assets</b>                       |                      |                      |                      |
| Restricted net assets                   | 1,855,000            | 1,855,000            | 1,840,342            |
| Unrestricted net assets                 | 51,957               | 65,131               | 79,717               |
| Total net assets                        | 1,906,957            | 1,920,131            | 1,920,059            |
| <b>Total liabilities and net assets</b> | <b>1,922,537</b>     | <b>1,937,481</b>     | <b>1,939,107</b>     |

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

| Assets                           |                      |
|----------------------------------|----------------------|
| 【Current assets】                 |                      |
| Cash deposit                     | 69,890,520           |
| Stored items                     | 1,674,151            |
| Temporary payment                | 0                    |
| Advanced expenses                | 86,000               |
| Accrued receivable               | 0                    |
| Total current assets             | 71,650,671           |
| 【Fixed assets】                   |                      |
| Endowment                        | 1,840,342,600        |
| Other fixed assets               | 27,114,327           |
| Total fixed assets               | 1,867,456,927        |
| <b>Total assets</b>              | <b>1,939,107,598</b> |
| <b>Liabilities</b>               |                      |
| 【Current liabilities】            |                      |
| Accrued payable                  | 2,210,540            |
| Membership fee received          | 264,000              |
| Deposit received                 | 563,729              |
| Total current liabilities        | 3,038,269            |
| 【Fixed liabilities】              |                      |
| Reserve for retirement allowance | 16,009,476           |
| Total fixed liabilities          | 16,009,476           |
| <b>Total liabilities</b>         | <b>19,047,745</b>    |
| <b>Net assets</b>                | <b>1,920,059,853</b> |

Income and expenditure (in yen)



Membership As of March 31, 2018

|                           | FY2015 Mar. 31, 2016 | FY2016 Mar. 31, 2017 | FY2017 Mar. 31, 2018 |
|---------------------------|----------------------|----------------------|----------------------|
| Corporate Members         | 223                  | 223                  | 227                  |
| Special Corporate Members | 456                  | 472                  | 469                  |
| Elder Members             | 535                  | 544                  | 545                  |
| Duskin Employees          | 1,739                | 1,719                | 1,707                |
| Regular Member As         | 1,382                | 1,539                | 1,515                |
| Regular Member Bs         | 2,964                | 3,061                | 2,908                |
| Regular Member Cs         | 6,829                | 7,034                | 6,880                |
| Sub total                 | 14,128               | 14,592               | 14,251               |
| Friendship Members        | 92                   | 95                   | 34                   |
| (accumulated)             | 173,924              | 174,019              | 174,053              |
| Total                     | 14,220               | 14,687               | 14,285               |
| (accumulated)             | 188,052              | 188,611              | 188,304              |



## History: Significant events during the past 37 years

## For the program's 37th year, eight 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 two week-training sessions in the U.S.
  - AINOWA Regional Committees were established in 10 regions in Japan.

- **1992**
  - Ninety-eight trainees (including helpers) were dispatched abroad. Four 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**
  - Ninety-seven trainees (including helpers) were dispatched abroad. Additional 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.
  - Thirteen trainees were dispatched abroad.

- **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 were dispatched abroad.

- **2004** ●Twelve trainees were dispatched abroad.

- **2005**
  - Nov. 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.

- Eleven trainees were dispatched abroad.

- **2006** ●Twelve trainees were dispatched abroad.

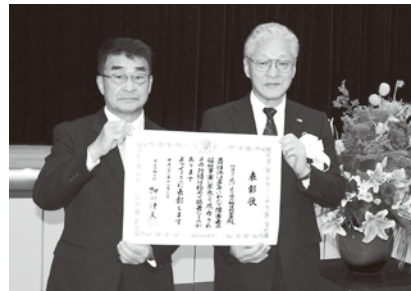
- **2007** ●Twelve trainees were dispatched abroad.

- **2008** ●Thirty trainees were dispatched abroad. Junior Leadership Group Training was added.

- AINOWA Regional Executive Committees were reformed to cover 11 areas in the nation.

- **2009** ●Sixteen trainees were dispatched abroad.

- **2010**
  - Twenty-seven trainees were dispatched abroad.
  - 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 were dispatched abroad.
  - 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 were dispatched abroad.

- **2013**
  - Nine 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**
  - Fourteen trainees were dispatched abroad.
  - Duskin Disability Leadership Program at UMass Boston was added.

- **2015**
  - Five trainees were dispatched abroad.

- **2016**
  - Seven trainees were dispatched abroad.
  - 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.

- **2017**
  - Eight trainees were dispatched abroad.
  - Middle Group Program was added.

## Officers, Committee Members

### Officers

(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 | Kazuyuki Miyahara  | 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 Matsutomo      | 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                  | Takashi Yamamoto   | 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 | Shintaro Katsura  | 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 | Hideyuki Naito | Senior Operating Officer, Duskin Co., Ltd. |
|---------|---------|----------------|--|

(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. |
|---------|---------|--------------|---|

### Executive Committee for the Duskin Study Abroad Leaders Program for the Disabled

(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  |
| Osamu Nagase      | Ritsumeikan University Research Center for Ars Vivendi Eminent Professor                 | Akiko Fukuda      | Councilor/International Corporation Committee member, Japan Deafblind Association<br>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 (JRSPD) | Misako Nomura     | Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JRSPD) |
| Kazuhiko Yamaguchi | Executive Director, Approved Specified Nonprofit Corporation (TOMO)                  | Michio Murase     | Social Welfare Juridical Person KOYUKAI  |
| Hiroshi Kawamura   | Vice Chairman, NPO Assistive Technology Development Organization                     | Syunji Kadota     | President, Non-profit organization Mainstream Association                            |
| Yasunori Shimamoto | Director, Japanese Federation of the Deaf  | Kiyoshi Kawaguchi | Technical Officer, Sign Language Reseach Center, KWANSEI GAKUEN UNIVERSITY           |

### The Duskin AINOWA Foundation Regional Executive Committee Chairpersons

(Term of office: April 1, 2018 through March 31, 2020)

|              |                    |  |
|--------------|--------------------|--|
| 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     | Nobuyuki Nagata    | CEO, Duskin Hokuriku Co., Ltd.                 |
| Tokai        | Hideaki Ono        | President & CEO, TAIHO FOODS Co., Ltd.         |
| Kinki        | Junichiro Yamagata | CEO, Seeds Co., Ltd.                           |
| Chugoku      | Hiroshi Dohzan     | CEO, Duskin Kojima 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 help 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 one 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**

Duskin Esaka-cho Bldg. 3-26-13 Esaka-cho, Suita-shi, Osaka 564-0063 Japan

Telephone: 06-6821-5270 Facsimile: 06-6821-5271 <http://www.ainowa.jp>