

# UNPACKING DIVERSITY, EQUITY & INCLUSION: Workplace Diversity in Japan, Canada, and the US

**US (EST) Time: 13 October 2022, 8pm–9:30pm**  
**Japan Time: 14 October 2022, 9am–10:30am**

## Webinar Abstract

There are signs that Japan is moving toward greater equality, as evidenced by recent government legislation and policies that promote gender equity in the workplace, protect LGBTQ+ students from bullying in schools, mandate the provision of reasonable accommodations for persons with disabilities in higher education, and ease immigration controls for foreign workers. But what do terms like *diversity*, *equity*, and *inclusion* really mean in a Japanese cultural context? How have the meanings of these terms evolved, and why? How does the understanding of these terms in Japan compare with the understanding of these terms in North America?

We have invited an all-women panel of Japanese, American, and Canadian leaders in business, non-profit, and academia to help us unpack these issues. The panel will discuss how these terms and concepts are being used in Japan (in these three sectors) to include, exclude, and prioritize groups of people, particularly women, LGBTQ+ communities, and persons with disabilities. What does a diverse workplace look like? What does a diverse non-profit or university look like? Panelists will discuss factors that enable or hold back Japanese society to fully embrace diversity and inclusion and share their thoughts on a way forward. The panel will also address the roles of business, government, non-profits, and academia in driving this process.

This month, we will be launching our **Your Voice, Your Experience**, an innovative digital storytelling and youth leadership program that brings together Japanese and American college students and young professionals to collectively explore and share their experiences of diversity and inclusion. We will share more information in our webinar about this exciting program.

**We will provide the following accommodations for this webinar:**

- English and Japanese interpretation
- English and Japanese live captions (CART)
- American Sign Language and Japanese Sign Language

**Please contact us if you need additional accessibility accommodations to fully participate in this webinar.**

**For more information:**

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**The webinar is free and open to the public. Registration is required.**

**Register: <https://tinyurl.com/mr2rckxw>**

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## Moderator

### Nancy Ngou

#### **Associate Partner, EY Strategy & Consulting Co., Ltd**

Nancy Ngou is an Associate Partner with EY Strategy & Consulting Corporation, leading EY Japan's Change, Culture, and Inclusion consulting practice. Nancy has over 38 years of combined leadership, business operations, and practical human resources (HR) experience. Nancy founded EY's Hiring & Enabling People with Disabilities effort in the US in 2004 and was an executive sponsor of the LGBT+ and allies employee resource groups in the US and Japan. Nancy is a frequent speaker and writer on diversity and inclusion and change management topics. She has served on a variety of boards inside EY and externally, including the American Chamber of Commerce in Japan, Ascend Leadership (the largest Asian American professional association), EY America's and EY Consulting Japan's Diversity & Inclusion (D&I) Advisory Boards, and the Los Angeles Chinese Chamber of Commerce. Nancy lives in Tokyo, Japan with her husband and her youngest son.



## Panelists

### Mariko Bando

#### **Chancellor/Professor, Showa Women's University**

Mariko Bando is Chancellor of Showa Women's University. She is the prolific author of more than 50 books, including *Toward a Gender-Equal Society* and *The Dignity of a Woman*, which was Japan's #1 bestseller in 2007. A leading advocate for the empowerment of women and gender equality in Japan, Mariko is a pioneering role model and highly sought-after speaker. After graduating from the University of Tokyo in 1969, she embarked on a path-breaking career that began as the first woman to be employed at the Japanese Prime Minister's Office as a career bureaucrat. In 1995, Mariko was appointed vice governor of Saitama prefecture and in 1998, served as Japanese Consul General in Brisbane, Australia—the first woman to hold such a post. From 2001-2003, Mariko was Director-General of the Bureau for Gender Equality under Prime Minister Junichiro Koizumi. She was also a visiting research fellow at Harvard University's Bunting Institute and at the Women and Public Policy Program in the Kennedy School of Government, where she conducted a comparative study of women executives in the US and Japan. She is married and is the proud mother of two daughters.



### Mizuki Hsu

#### **Diversity & Inclusion Professional, Disability Advocate, Author, and Public Speaker**

Mizuki Hsu is a disability advocate, writer, public speaker, and Diversity & Inclusion (D&I) practitioner in business. Mizuki was recognized as one of the Top 30 Diversity and Inclusion Leaders globally by leadersHum in 2022. Born and raised in Japan, Mizuki moved to the United States after high school where she pursued and graduated with a bachelor's degree in Communication Studies and International Studies from the University of Wisconsin River Falls. Mizuki returned to Japan to work at various companies in Tokyo and volunteered at a non-profit that publishes a magazine for women with disabilities. Driven by her passion to promote equal employment opportunities for people with disabilities in Japan and internationally, Mizuki won a prestigious fellowship from the Duskin AINOWA Foundation that allowed her to conduct research on disability and employment issues at the Burton Blatt Institute at Syracuse University in New York. During her fellowship, Mizuki traveled to 10 US states, interviewing more than 100 people about effective strategies and practices to maximize disability inclusion in the workplace. Mizuki is a working mother of two daughters and a wheelchair user.



### Dr. Jackie F. Steele

#### **Founder & CEO, enjoi Japan K.K.**

#### **President of FEW Japan Not-for-Profit Association**

Dr. Jackie F. Steele is a trilingual Canadian political scientist, author, and international speaker who has taught at leading universities in Canada and Japan, including six years as associate professor at the University of Tokyo. She has published over 30 academic works, is a longtime collaborator of the Canadian Embassy in Tokyo and is an advisor to UN conferences focused on gender equality, diversity, and disaster/crisis risk governance. As founder and CEO of enjoi Japan K.K., Dr. Steele has guided corporate leaders on diversity and equity for innovation (DEI) as a holistic and evidence-based business strategy. Since April 2022, she is Senior DEI Business Partner for Amazon Japan. In her volunteer life, Jackie serves as President of FEW Japan, supporting women's empowerment. She is also a director of the Pride Business Alliance Japan. To support the next generation of intersectional diversity leaders, she is an angel investor with SheEO World, and is the Strategic Advisor of WomEmpowered International, hosted at GRaSPP (UTokyo).

