



6<sup>TH</sup> GOLD SYMPOSIUM  
**THE POWER OF INCLUSION**

インクルージョン・パワー

新たな視点をダイバーシティに活かそう  
*Viewing Diversity Through Different Lenses*

**FRIDAY, September 19, 2014 • TOKYO AMERICAN CLUB**

### Agenda

- 8:15 – 8:45**      **Registration**
- 8:45 – 9:40**      **Opening Presentation and Welcome**  
**Hiroko Tatebe**  
Founder and Executive Director, Global Organization for Leadership and Diversity (GOLD)  
**Opening Remarks**  
**Ambassador Caroline Kennedy**  
*“My Personal Journey to Inclusion”*  
**Marilyn Johnson**  
Inspirational Speaker, Marilynjspeaks.com
- 9:40 – 10:40**      **Dialogue with Women Executives: Becoming an Inclusive Leader**  
**Mitsuru Claire Chino**  
Executive Officer and General Counsel, ITOCHU Corporation  
**Izumi Kobayashi**  
Director and Member of the Board, ANA Holdings, Inc., Suntory Holdings Ltd. and Mitsui & Co., Ltd.  
**Facilitator**  
Royanne Doi  
Corporate Chief Ethics Officer/Global Business Ethics & Integrity, Prudential Financial Inc.  
As a result of changing global environments, technologies and composition of workforces, corporations must move towards a paradigm that treats diversity inclusively to maintain innovative and competitive advantages. Executive women who have “broken the marzipan ceilings” will address what an inclusive leadership means and offer their insights as to how to shape and foster a culture of trust and inclusion.
- 10:40 – 11:00**      **Refreshment Break**
- 11:00 – 11:30**      **The Empowerment of Women in Global Media and Entertainment: “If girls can see it, they can be it”**  
**Madeline Di Nonno**  
Chief Executive Officer, Geena Davis Institute on Gender in Media  
Global consumers are generating a robust demand for films within their growing economies. The growth of the film industry in Eastern Europe, South America, Southeast Asia and China has been explosive over the last five years. The global scale of film greatly influences how all people view themselves and their role in society, especially when it comes to social and cultural views of women and girls. In this session, the findings on gender images in films based on research conducted by the Geena Davis Institute on Gender in Media will be shared.

**11:30 – 12:45**      **Evolution of Diversity & Inclusion Toward the “4<sup>th</sup> Wave” of Business in the 21<sup>st</sup> Century**

**Anthony Carter**

Vice President and Chief Diversity Officer, Johnson & Johnson

**Kay Iwata**

Founder and President, K. Iwata Associates, Inc.

In their book, *The Fourth Wave, Business in the 21<sup>st</sup> Century*, authors Maynard and Mehrtens foresee a radically different future evolving for corporations. Values, personal integrity, business principles, concerns for the environment, a focus on the well-being of humankind both inside and outside of the organization, and a global citizenship mindset are key characteristics. The principles and values that underlie these characteristics are the same that provide the foundation for Diversity & Inclusion. In this presentation learn more about the “what” and “why” of this 4<sup>th</sup> wave of change and how Johnson & Johnson’s Diversity & Inclusion Strategy is a key driver in their evolutionary process.

**12:45 – 13:00**      **Bridge Builder Awards**

**13:00 – 14:00**      **Networking Lunch**

**14:00 – 15:15**      **Breakout Sessions**

**1. Inclusive Engagement: The Power of Employee Resource Groups**

**Tisa Jackson**

Vice President/Corporate Diversity & Inclusion, MUFG Union Bank, N.A.

**Phyllis James**

Executive Vice President, Special Counsel for Litigation and Chief Diversity Officer, MGM Resorts International

Employee Resource Groups allow organizations to engage employees at all levels into the Diversity & Inclusion process. When managed strategically, Employee Resource Groups can assist in creating and maintaining an inclusive culture that increases morale, productivity, innovation and relationships that all impact business results.

Actively participate in this two-part breakout session. First, hear from a panel of Diversity & Inclusion leaders on how to build, leverage and sustain employee resource groups. Second, participate in interactive facilitated learning circles. Ask your questions, share your learnings, and hear from others who want to learn and have been engaged in Employee Resource Groups.

**2. What Is Social Inclusion and Why Does It Matter?**

**Panelists**

**Mie Kajikawa**

Founder and CEO, Cheer Blossom, Inc.; Founder, Sport For Smile

**Masako Unoura**

Founder, Love to Nippon Project; Director, Environmental Management, Ted Tokio Tanaka Architects

**Keiichi Ushijima**

Principal Fellow, Ernst & Young Institute, Co., Ltd.

**Moderator**

**Janelle Sasaki**

Executive Director of Diversity & Inclusion, Ernst & Young Advisory Co., Ltd.

The World Bank defines social inclusion as the process of improving the terms for individuals and groups to take part in society. It ensures that people have a voice in decisions which affect their lives and that they enjoy equal access to markets, services and political, social and physical spaces. It is about recognizing and valuing diversity; it is about engendering feelings of belonging by increasing social equality and the participation of diverse and disadvantaged populations. In this session, you will learn how programs and services are delivered to empower marginalized people to take advantage of burgeoning opportunities and how businesses can create a positive environment that helps marginalized people participate fully.

### **3. Breaking Boundaries: Achieving Personal and Professional Success**

#### **Panelists**

##### **Denise Evans**

Vice President, Market Development, IBM Corporation

##### **Harumi Mukai, M.D., Ph.D.**

Director, Scientific Affairs Division, Janssen pharmaceutical K.K.

##### **Sakiko Yamada**

Founder and CEO, Splendent Group

#### **Moderator**

##### **Kimiko Horii**

President, Research Institutes of Self Esteem (RISE)

The pressure for women to balance success in both their professional and personal lives is greater than ever. Some still wonder if, and how, women can have it all. Sometimes women — and men too — unconsciously create a self-imposed barrier. Ask yourself if you make things happen, you watch what happens or say “what should happen.” Successful people are not innately more talented – they are just more committed to their course of action. They find a way to succeed despite the challenges. If you would like to begin the journey to professional and personal success, be the change that you would like to see. The power resides within you. In this session, a diverse group of panelists will share their professional insights, tools, tips and strategies to achieve your own success.

**15:15 – 15:30**

**Refreshment Break**

**15:30 – 16:30**

**Conversations with Men™: The Language of Leadership, Equality and Partnership**

##### **Ambassador Anwarul K. Chowdhury**

Former Under-Secretary-General and High Representative of the United Nations

##### **Yasufumi Hirai**

President and General Manager, Cisco Systems G.K.

#### **Facilitators**

##### **Denise Evans**

Vice President, Market Development, IBM Corporation

##### **Constance J. Peak**

Co-Founder, MVI Advisors; Co-Founder IMPACT Leadership 21

*Conversations with Men™* is a constructive platform to open up doors and dialogue in a safe space, setting a crucial tone for the connectivity between genders. It allows for insights to be revealed and discussed in a non-

threatening environment that promotes gender attunement. As a leadership tool, *Conversations with Men* is a preemptive strategy giving voice to critical communication issues between genders that could affect organizational cohesion and impact business bottom line. Leaders from private and public sectors will share their views and experiences and discuss how to create a foundation toward gender-attuned individuals, teams, businesses and organizations.

**16:30 – 17:00 Building A Cultural Bridge Between Hollywood and Japan**

**Yoko Narahashi**

President, United Performers' Studio; Producer, Director, Casting Director and Lyricist

The daughter of a diplomat and granddaughter of a one-time steward to Emperor Hirohito — Ms. Narahashi's upbringing was an extraordinarily diverse montage of settings, from schools in Ottawa and Montreal to home in Tokyo. Despite the challenge she faced in an industry where woman directors and producers are still scarce, Ms. Narahashi became the most prominent Japanese figure in Hollywood. As a director, producer and lyricist, she continuously works successfully as a "bridge" between Hollywood and Japan. Ms. Narahashi will address why Diversity & Inclusion is critical in a global setting, and how she turned her obstacles to opportunities to succeed.

**17:00 – 17:15 Call for Action and Closing Remarks**

**Hiroko Tatebe**

Founder and Executive Director, Global Organization for Leadership and Diversity (GOLD)

**17:15 – 18:30 Networking Reception**