



The US—Japan Business Leadership Institute on Youth Disability Employment WEBINAR SERIES

Inclusion at Work: What are some Benefits of Inclusive Workplaces for People with Disabilities, Employers, and Communities?

Webinar #4

US (EST) Time: 18 November 2021, 7pm-8:30pm
Japan Time: 19 November 2021, 9am-10:30am

This webinar panel will unpack the business benefits of hiring people with disabilities and investigate how to cultivate diverse and inclusive workplace cultures in Japan and the United States. Panelists will discuss various hiring practices within Japanese and US cultural contexts, and how these workplace best practices can be translated within and across cultures and geographical locations. Panelists will discuss ways that accessible, diverse, and inclusive workplaces not only empower persons with disabilities to pursue employment, but also create meaningful and lasting changes that benefit all community members. We will highlight examples from both Japanese and American companies.

Inclusion at Work is the fourth in a series of 5 webinars focused on expanding and enhancing employment opportunities for young people with disabilities both in Japan and the US. This webinar series is a joint project of the Institute for Community Inclusion (ICI) at the University of Massachusetts Boston and the American Chamber of Commerce in Japan (ACCI) with funding support from the US Embassy Tokyo. For this particular webinar event, ICI is partnering with the Center on Disability Studies (CDS) at the University of Hawaii at Manoa.

**The webinars are free and open to public.
Registration is required.**

For more information:

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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.

Register: https://communityinclusion.zoom.us/webinar/register/WN_LDp2syfeSamDmk9QM-tAdg

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Institute for Community Inclusion at UMass Boston



CENTER ON DISABILITY STUDIES

Moderator

Kiriko Takahashi, PhD

Interim Director, Center on Disability Studies (CDS)

University of Hawaii at Manoa

Kiriko Takahashi, PhD is the Interim Director at the Center on Disability Studies (CDS), University of Hawaii at Manoa. Her research is focused on transition of students with disabilities and other underrepresented students in the STEM pipeline, culturally responsive education, inclusive education, universal design for learning, and the use of technology to improve student outcomes in reading and writing.

Currently, Kiriko is working on a project at the Research Center for Advanced Science and Technology (RCAST), University of Tokyo, as a Project Associate Professor. For this project, Kiriko creates and maintains a network of higher education institutions, community organizations, and employers to improve the quality of services that support students with disabilities in higher education.



Panelists

Hisako Kaneko

Director, Regional Human Resources

Syneos Health G.K.

Hisako earned her B.A. in sociology from Keio University and completed coursework at Georgetown University as an exchange student. After college, Hisako worked for a bank in Japan, but then left her position to care for her oldest son who has a disability. Nine years later, Hisako attended a professional school for interpreting and began working as an interpreter. She freelanced at first, and then joined AXA Life Insurance in 2004 as an in-house interpreter. Five years later, Hisako was appointed as Diversity Manager and then later promoted to Human Resources and Development Leader, Chief Diversity Officer, and finally, Chief Human Resources Officer at AXA Direct.

In August 2021, Hisako joined Syneos Health G.K. as Regional HR Director. Hisako has an MBA from Waseda University. Her master's thesis is titled "A Study on the Value of Disability Employment in Corporate Management."



Lori Golden

Abilities Strategy Leader

EY Strategy & Consulting Co., Ltd

Lori Golden is an EY Abilities Strategy Leader, driving global efforts to build an enabling, inclusive environment for people of all abilities. She advises the firm's disabilities professional networks and leads initiatives to enhance accessibility in EY offices, processes, and technologies. Lori creates disability employment and support models and educates the workforce on accessibility issues. Lori helped build EY's innovative Neuro-diverse Centers of Excellence and the We Care colleague-colleague mental health program. She is also a member of the US Department of Labor's Circle of Champions and is Vice Chair of the Board of TransCen, which places youth with disabilities in competitive employment.

Lori has multiple non-visible disabilities and two children who are neurodivergent, one of whom is hard of hearing. Lori also has a granddaughter born with facial-cranial differences.



Akina Kaneko

Program Manager

System Headquarters/Partner Strategy Department

Yamato System Development Co., Ltd

Akina Kaneko is a Program Manager in the Partner Strategy Department at Yamato System Development (YSD) Corporation in Tokyo, Japan. Akina joined Yamato in 2007 and has held various positions in different departments, including business administration, sales, financial strategy, and IT operations. In 2018, Akina assumed responsibility for piloting a new program at YSD called Work Support Services (WSS) that specifically recruits people with disabilities to work remotely on a wide range of IT-related tasks. As of October 2021, the Work Support Services program engages 11 employees as contract workers.



As the program's manager, Akina partners with a temporary staffing agency that assists YSD with identifying, recruiting, and onboarding candidates with disabilities. She is responsible for integrating the program across the various departments within her company and serves as the main contact and supervisor for these contract employees.

Akiko Yoshimura

Diversity & Career Support Manager

Human Resources Strategy Department

Yamato System Development Co., Ltd

Akiko works as a Diversity & Career Support Manager in the Human Resources (HR) Strategy Department at Yamato System Development (YSD) Corporation in Tokyo, Japan. She joined YSD in 1998 after graduating from college and has held various positions in HR. In her current role, Akiko oversees Yamato's staffing policies and processes and improves employee retention. In 2015, Akiko assumed additional responsibility for integrating a focus on diversity into Yamato's HR functions. As part of this initiative, Akiko has been involved in recruiting and onboarding employees with disabilities for YSD and the Yamato Group.



Since 2018 Akiko has also been representing her company on the Accessibility Consortium of Enterprises (ACE). ACE is a membership group of over 30 Japanese companies with the mission to establish a new model for employment of people with disabilities. Akiko introduced YSD's new program called Work Support Services (WSS) to ACE members. WSS specifically recruits people with disabilities to work remotely on a wide range of IT-related tasks.

Leslie Wilson

Senior Vice President, Global Workplace Initiatives

Disability:IN

In her role as Senior Vice President of Global Workplace Initiatives, Leslie leads Disability:IN's Inclusion Works team. The Inclusion Works team provides customized, 3-year virtual and onsite disability inclusion consulting services and shares emerging and best practices with 80+ participating companies. Since its inception in 2014, Inclusion Works has resulted in 140,000 new hires of talented individuals with disabilities. Leslie also leads Disability:IN's global strategy with the Inclusion Works team and over 350 corporate representatives on the Disability:IN Global Roundtable and three Regional Councils in APAC (Asia-Pacific), EMEA (Europe, the Middle East, and Africa), and LATAM (Latin America).



Leslie has helped hundreds of American companies create disability inclusive workplaces. She has provided training on the return on investment of finding, growing, and retaining talent with disabilities in corporate workplaces, and at Society for Human Resource Management (SHRM) and National and Regional Industry Liaison Groups.