

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

On August 22, 1980, 17 years after the Duskin's foundation, Seichi 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 Nations' 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 social welfare for 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, so 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

## 2022 Annual Report



## The Duskin AINOWA Foundation

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

## Toward a world where no one is left behind

I am honored to be appointed as Chairman of the Duskin AINOWA Foundation. Over the 42 years since its establishment, many people have supported the Foundation, and I will continue to run the foundation and hand it down to the next generation while valuing everyone's thoughts and wishes.

In the spirit of "May I Help You?" as advocated by Duskin Founder Seiichi Suzuki, the Duskin AINOWA Foundation was established in 1981, which the United Nations (UN) proclaimed as the UN International Year of the Disabled. Since then, it has been pursuing its goal to achieve independent living for the disabled and their full participation in society.

Our main projects are twofold: the Duskin Study Abroad Leaders Program for the Disabled, in which trainees from Japan learn about the initiatives of welfare programs for people with disabilities in other developed countries, and the Duskin Leadership Training Program in Japan in which young people with disabilities in the Asia-Pacific region are trained in Japan to learn about welfare for people with disabilities, and the trainees who have completed the training are active in their respective fields.

Japanese trainees who had to suspend their departure from Japan due to the spread of COVID-19 are now gradually going overseas in order to study and receive stimulation in their new lives.

On the other hand, the trainees from Asia were finally able to come to Japan, moving from online communication to face-to-face learning with other trainees, and they completed the entire curriculum and returned to their respective countries. The attitude of the trainees always taking on challenges no matter what situation they are in teaches us the importance of a never-give-up spirit.

We are deeply thankful that the activities of our foundation are made possible through the generous donations and contributions from many of you, the membership fees that you provide, and the support of affiliated organizations that accept trainees.

As a public foundation, we are committed to fulfilling our social responsibility and will continue to work to gain a broader understanding of the activities of AINOWA.

The Duskin AINOWA Foundation aims to create a world where no one is left behind.

We sincerely ask for your continued support for our activities.

Hiroyuki Okubo  
Chairman  
The Duskin AINOWA Foundation



## Duskin Study Abroad Leaders Program for the Disabled

Since its inception 42 years ago, this program has sent 528 trainees to 17 countries. We dispatched two individual trainees from the 42nd-year, as well as three individual trainees from the 40th-year who had been on standby due to the spread of COVID-19.

Coinciding with the United Nations declaration of 1981 to be the International Year of the Disabled, the Duskin AINOWA Foundation launched the Duskin Study Abroad Leaders Program for the Disabled with the aim to achieve equality for disabled persons and their total participation in society. This overseas training program makes it possible for Japanese young people with disabilities who seek to be community leaders to study abroad and is now well-known in Japan and around the world.

### Trainees by the Numbers (528 trainees)

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

Hokkaido	9	Hokuriku	13
Tohoku	28	Kinki	105
Kita Kanto	64	Chugoku	21
Minami Kanto	59	Shikoku	15
Tokyo	123	Kyushu	42
Tokai	49		

#### Type of disability

Intellectual	77
Visual	115
Auditory	100
Deafblind	2
Physical	211
Epilepsy	10
Internal	8
Mental	4
Developmental	1

#### Study location

U.S.A.	402
U.K.	32
Sweden	15
Australia	12
New Zealand	14
Germany	11
Canada	9
Fiji	8
Finland	5
Italy	7
Norway	3
Denmark	5
France	1
The Philippines	1
Russia	1
South Korea	1
Costa Rica	1

## Introducing the 43rd-year trainees

### Individual trainees studying on a theme of their own choosing

**Aiko Yasunaga** (Physically-impaired)



#### Site of training

Canada

#### Training Theme

The reality of inclusive education in British Columbia, Canada

Would like to learn about career education and independence support for physically-impaired children

**Tomomi Tanaka** (intractable disease (internal disease))



#### Site of training

U.K., Netherlands

#### Training Theme

Learn about social prescribing and measures against loneliness and isolation in Europe from the perspective of patients with intractable diseases

Would like to learn about the efforts of countries that are leading the world in promoting social prescribing.

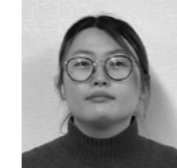
### Middle group trainees whose members learn together as one Gamba Movie Production for the Deaf (deaf)

Led by

**Mika Imai**



**Eri Makihara**



#### Site of training

U.S.A.

#### Training Theme

Learn methods for the deaf and hard-of-hearing people to enter the film industry and its marketing

**Akito Imai**



**Nao Masuda**



Mika Imai: Bringing more deaf people into the film production field! Would like to learn know-how of the film production and bring it back home.

**Hibiki Sakai**



**Tsukasa Yoshikawa**



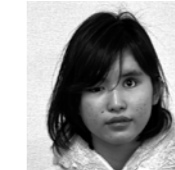
#### Site of training

U.S.A.

#### Training Theme

Learning about accessibility for people with disabilities and experiencing different cultures

**Mahiru Komatsu**



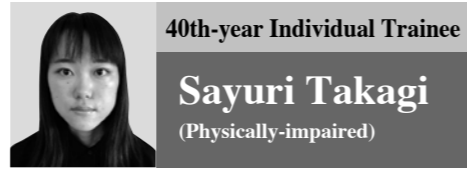
**Momoka Tanaka**



Hibiki Sakai: I am happy to be able to take on new challenges with my peers who have the same disabilities!

### Inclusive education created by everyone

We were trained at Egmont Højskolen where both non-disabled and people with disabilities live and study together. At Egmont, students with disabilities interview and select students to be their helpers and to provide daily assistance. Before the training, I thought that most of the students studying as helpers at Egmont would have an interest in medicine and welfare. However, many people actually had never interacted with people with disabilities, and many of the students with disabilities had little interaction with their peers without disabilities before Egmont. I was very surprised at first because I thought that Denmark, as a country with advanced welfare systems, was a leader in inclusive education. At Egmont, people have diverse values. Everyone shares ideas and finds solutions, regardless of the difficulties. Not just the teachers, but the students too are unified in making classes enjoyable for students with disabilities. That is what I learned at Egmont.

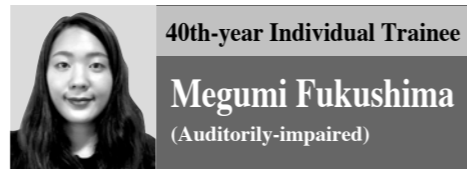


**Site of Training:** Denmark  
**Duration of Training:** January 13 to December 20, 2023 (planned)  
**Training Theme:** How disabilities are perceived and the independence of disabled people in Denmark



### I want to promote DeafSpace design to many people.

The purpose of training at Frontrunners in Denmark is to learn methods for promoting DeafSpace design (space design for the deaf), as well as to photograph and conduct interviews regarding DeafSpace design in Nordic and other European countries. During the training, I learned about deaf lens, which is a method of photographing signers from a deaf person's point of view, and during my personal project, which was similar to an internship, I interviewed and photographed at Gallaudet University in the United States, where DeafSpace design was conceived. After training, photography and interviews in eight European countries were conducted as planned. Going forward, I would like to contribute to making deaf people's lives more comfortable by creating a website that can be used as a reference when deaf people around the world want to create a new DeafSpace design or want to incorporate DeafSpace design into their current space.

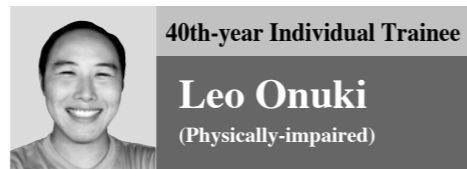


**Site of Training:** Denmark, U.S.A., Norway, etc.  
**Duration of Training:** September 5, 2022 - July 16, 2023  
**Training Theme:** Learn about video production techniques from the perspective of the deaf, and observe Northern European DeafSpace Design



### I have climbed to the summit, now I must make the mountain bigger.

The axis of my training was activities with the wheelchair softball team and wheelchair basketball team at LWSRA. During the internship, I supported Jake Williams, who achieved two consecutive Paralympic victories as a representative of the U.S.A. in wheelchair basketball. Jake also undertakes rehabilitation training for people with disabilities and practices for junior teams, and I also contributed to designing training programs. In addition, through my activities as a wheelchair softball and basketball player, I learned that the American approach to wheelchair sports fundamentally differs from that in Japan. I also strongly felt that I want to deliver the opportunity to do sports to more people in Japan. I reached the top of the Wheelchair Softball World Series during my training, but I don't believe this in itself has value yet. I believe this value will increase when it becomes a bigger sport that more people can enjoy.



**Site of Training:** U.S.A.  
**Duration of Training:** June 5 to October 25, 2022  
**Training Theme:** Wheelchair sports and softball coaching systems in the U.S.A.



### Sign language should become commonplace in Japanese entertainment! Aiming to be a pioneer.

The number of stage productions and dramas that incorporate the deaf and sign language is increasing and attracting more attention in Japan. On the other hand, there are few opportunities for deaf actors to play the roles of deaf people because actors without hearing disabilities play the roles of deaf people. In search of hints for their active participation, I have been trained in France, where the performing arts activities of the deaf are common. France is a society of immigrants and has a wide variety of people of different races and languages. For this reason, there is no resistance towards deaf people or sign language, and an environment where deaf people can thrive has been established. What surprised me the most is that children have many opportunities to learn acting through sign language. The theater workshops sponsored by the Deaf Association, and the theater lessons given at schools are taught by active deaf actors. The instructors for makeup, lighting, props, public relations, etc. are also all deaf. For children, the presence of active deaf role models allows them to have the dream that "deaf people can succeed in theater!"

From November, lectures will start at École de Théâtre Universelle where I can learn acting from deaf actors.

Although I have a lot to learn in France, I will continue to improve my acting skills as an actor myself while seeking to build a place for deaf actors to participate in Japan.



**Site of Training:** U.K., France  
**Duration of Training:** March 30, 2023 to March 28, 2024 (planned)  
**Training Theme:** Learn from overseas examples with the aim of expanding opportunities in Japan for deaf people to work in the entertainment industry.



### Set new goals and strive to make my dreams come true.

Since January 2023, I've been studying film and drama at a community college in Los Angeles, while attending online classes for Audio Description Training Retreats. Through this, I have come to see the advantages and disadvantages of Japanese and American audio guidance. Take movies as an example. The U.S.A. has by far the largest number of productions with audio guidance, but there are also many problems with rental listening equipment at movie theaters, making some theaters inaccessible. In Japan, only about 10% of movies have audio guidance. However, in addition to being able to listen to audio guidance that is available through the visitors' smartphone, they are freely available outside of movie theaters as they are played in sync with the movie sound. After returning to Japan, I would like to hold a screening of films with an audio guidance at the university I attend, and I have informed a film company of my intentions for the project and am making preparations behind the scenes. As a new goal, I would like to create a digital archive that will allow easy access to information on films with audio guidance and subtitles for the hearing impaired, as well as disc sales and distribution information for past films. Eventually, I would like to link animation with audio guidance to a database such as Japan's Anime Taizen. I will continue my activities and research to make my dream come true.



**Site of Training:** U.S.A.  
**Duration of Training:** January 29 to August 31, 2023  
**Training Theme:** Research the current state of barrier-free movie screenings in the U.S.A., which is at the forefront of movie culture, and compare the findings with Japan.



## International invitation program for trainees from the Asia-Pacific reaches its 24th year since inception in 1999.



**Naw San Htar Wai**  
(Auditorily-impaired)  
Age: 26  
Home country: Myanmar  
Goes by Wai

Wai works as an assistant teacher at a school for the deaf, and she felt that Burmese sign language has a limited vocabulary compared to Burmese language. She will expand sign language vocabulary and compile it into a book. She will teach sign language to deaf children with the sign language teaching methods she learned in Japan. Wai is considering learning the methods for adult deaf people to learn Burmese and applying them to sign language. Like the fun time she spent with her deaf friends in Japan while sightseeing, she aims to create an environment where the deaf can share enjoyable moments through sign language in her home country.



**Bastian Koralalage**  
**Delshan Kavinda Rodrigo**  
(Auditorily-impaired)  
Age: 31 Goes by Kavinda  
Home country: Sri Lanka

The deaf community in Sri Lanka still faces many barriers in communication, employment, rights, higher education, and living environment. Kavinda feels that there is a need to create a place for elderly deaf people and a facility that can provide care and assistance for the lives of people with multiple disabilities (intellectual and hearing). After returning to Sri Lanka, he would like to expand employment opportunities for people with hearing disabilities through a cafe named You with Deaf Us.



**Jasmin Centeno Ambiong**  
(Visually-impaired)  
Age: 31  
Home country: The Philippines  
Goes by Jasmin

Jasmin works as a speech-to-text staff member at a consulting company. She studied the disability movement and welfare system in Japan and learned how support activities can solve issues for people with disabilities, stating, "learning about the medical and economic support provided by the Japanese government was also very meaningful." She wants to realize living where everyone can live as they are, whether they have a disability or not, in her home country.



**Wen Rouet**  
(Physically-impaired)  
Age: 28  
Home country: Cambodia  
Goes by Wen

Wen works as an English instructor and coordinator for English interpretation in Cambodia. During the training, he studied things such as programs for independent living. He points out that as a result of efforts by people with disabilities to change the way society views them, Japan has wheelchair-accessible public transportation, elevators and ramps in public facilities, and multipurpose restrooms in buildings for people with disabilities. Wen would like to use his skills and experiences to help people with disabilities.



**Maudita Zobritania**  
(Physically-impaired)  
Age: 25  
Home country: Indonesia  
Goes by Zo

Zo was trained at independent living centers and trained at independent living centers and at universities on how to provide accessible books for the visually impaired. Through this training, she felt that having confidence in one's ability to move functionally creates unlimited possibilities and that it is important to reduce physical barriers in order to improve the quality of life for people with disabilities. She would like to make use of the results of her training so that people with disabilities in her home country will no longer be confronted with barriers.

### Main schedule for 22nd-year trainees

November 2020 to April 2022	Online language training and joint training
April and May	Visit to Japan
June	Opening ceremony and presentation of Japanese language training results
April to June	Language training (face-to-face)
June to July	Group training (1)
July to November	Individual training
November to December	Group training (2)
December	Presentation of training achievements (held online) Completion ceremony (on/offline) Ski training Return home

Under this human resource development program, disabled youth from the Asia-Pacific region are invited to Japan to learn about social welfare for disabled persons at institutions and facilities across the country, after which they return to their home countries to play an active role as leaders.

The five 22nd-year trainees, whose arrival in Japan had been postponed due to the spread of COVID-19, underwent online training and held an opening ceremony and presentation of their Japanese language achievements online on June 1, 2022.

After that, they worked hard in their training, and on December 16, they completed their training with a presentation of training achievements and a completion ceremony.

- Kazakhstan 2
- Tajikistan 2
- Kyrgyzstan 1
- Afghanistan 1
- Uzbekistan 1

- Nepal 13
- Pakistan 9
- Bangladesh 6
- Sri Lanka 8
- India 5
- Maldives 3
- Bhutan 1

- South Korea 6
- Taiwan 9
- Mongolia 6
- China 4

- Vietnam 9
- The Philippines 12
- Indonesia 9
- Cambodia 9
- Malaysia 6
- Myanmar 8
- Thailand 6
- Laos 5
- Singapore 2

To date, the number of participants totaled 151 from 29 countries and regions.

- Papua New Guinea 1
- Fiji 5
- Solomon Islands 1
- Samoa 1

### Presentation of training achievements and completion ceremony for the 22nd-year trainees



The presentation of training achievements and completion ceremony for the 22nd-year trainees was held at the Duskin head office on December 16, 2022. At the same time, video streaming in an on/offline format using Webex was also held.

The five trainees, though nervous, used Japanese and the Japanese Sign Language they learned during the training to present their insights and achievements from the six months of training, as well as their future aspirations. At the graduation ceremony, they showed off their academic gowns and square graduation caps to stakeholders nationwide and to their families in their home countries.

## AINOWA Education Activities restarted nationwide. The circle of understanding and support has grown.

### Held exchange meeting with trainees who completed the training program

At the send-off party for the 43rd-year trainees dispatch on March 14, 2023, two senior trainees talked about their training experiences and current efforts in front of the trainees who are about to start preparing for their training.



Yuya Aoki  
(36th-year trainee)

After the training in which I had the opportunity to enjoy challenges, I went to a university and established an organization to promote activities to improve the educational environment for the visually impaired. My desire to create a society where people with weaker social standing can live comfortably through education has become stronger, and I am now studying at a graduate school to complete an educational program.



Yuriko Oda  
(30th-year trainee)

Whee Log, a user-contribution based app for sharing barrier-free information, which I developed to return the results of the training to society, has achieved 100,000 downloads. My message is that people with disabilities do not make trouble but rather help others. I will continue to send out this important message.

### Trainees who completed the training share messages at various regional events



**Strongly promoting a society where people can coexist**

Chugoku/Shikoku  
New year gathering  
(January 16)

Ayami Azemoto (29th-year trainee)



**Received applause for the piano performance after the lecture**

Kita-Kanto  
New year gathering  
(January 12)

Rika Sugata (36th-year trainee)



**Reported on a valuable experience that changed his life**

Kinki  
New year gathering  
(January 12)

Ryo Oshiro (38th-year trainee)



**I want to change society through barrier-free sports**

New year gatherings of  
Tokai (January 10),  
Hokuriku (January 13),  
and Kyushu (January 14)

Leo Onuki (40th-year trainee)



**Gave her first-ever speech on the theme of interpersonal relationships**

Duskin Toyohashi  
Staff conference  
(March 15)

Narumi Hirota (39th-year trainee)



**Bringing everyone at the meeting together by conveying the importance of a grateful heart**

Hiroshima area  
Staff conference  
(March 10)

Nanami Sakamoto (39th-year trainee)



**Demonstrated his wonderful singing voice to the audience**

Aichi-Nishi area  
Hearty's award ceremony  
accompanying lunch  
(March 3)

Shinnosuke Kitahara (35th-year trainee)



### Mister Donut Friendship Festival 2022

ONLINE

At the AINOWA Lecture meeting, Satomi Nasu from the Japanese Society for Rehabilitation of Persons with Disabilities gave a lecture on the theme "If you meet a person with disabilities on the street". By first taking interest in people with disabilities and observing them carefully, you will come to realize what kind of challenges they are facing and then you will naturally be able to start a conversation with them, said Nasu.

### The activities of AINOWA are supported by the membership fees and donations of our members.

Donations can be made through Softbank's Tsunagaru Bokin.  
You can make donations by credit card, or along with your mobile phone bill payment if you are a Softbank user.



Donate to the AINOWA  
Foundation through Softbank's  
Tsunagaru Bokin



More details here

Duskin online members' website  
DDuet coin collection fund raising page now opens.

Raised in FY2022 2,065 donations 437,802 yen



Now you can donate DDuet coins received when purchasing Duskin products to the AINOWA Foundation.



More details here

### 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	
Total income from investment of foundation assets	16,348,372
Total membership fees and donations	151,120,049
Donation	15,994,785
Miscellaneous revenue	1,585,856
Total	185,049,062
Ordinary expenses	161,717,955
Balance	23,331,107
2. Changes in extraordinary account	
(1) Total extraordinary revenue	0
(2) Extraordinary expenses	4
Balance	-4
Increase/decrease for unrestricted net assets for the year	23,331,103
Unrestricted net assets, beginning of the year	231,304,500
Unrestricted net assets, end of the year	254,635,603
<b>II Changes in restricted net assets</b>	
Increase/decrease for restricted net assets for the year	53,005,800
Restricted net assets, beginning of the year	1,839,496,200
Restricted net assets, end of the year	1,892,502,000
<b>III Net assets, end of the year</b>	
	2,147,137,603

Assets	Total
<b>Assets</b>	
【Current assets】	
Cash deposit	228,058,447
Accrued receivables	0
Supplies	1,014,938
Advanced expenses	0
Temporary payments	349,258
Total current assets	229,422,643
【Fixed assets】	
Endowment	1,892,502,000
Other fixed assets	38,310,151
Total fixed assets	1,930,812,151
<b>Total assets</b>	<b>2,160,234,794</b>
<b>Liabilities</b>	
【Current liabilities】	
Accrued payable	3,941,855
Deposit received	331,887
Suspense receipt	15,125
Total current liabilities	4,288,867
【Fixed liabilities】	
Provision for retirement benefits	8,808,324
Total fixed liabilities	8,808,324
<b>Total liabilities</b>	<b>13,097,191</b>
<b>Net assets</b>	<b>2,147,137,603</b>

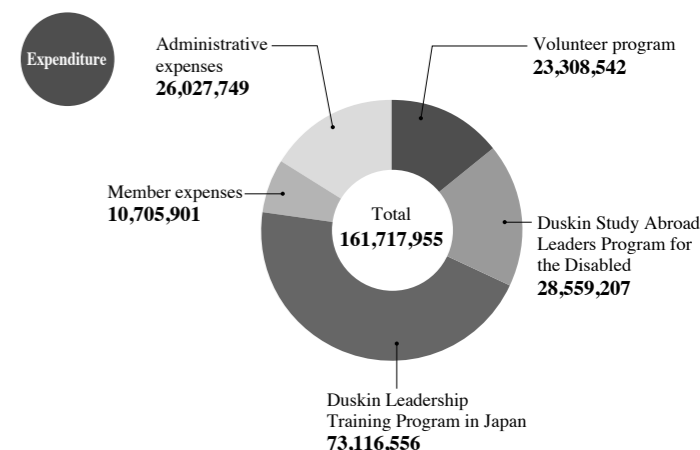
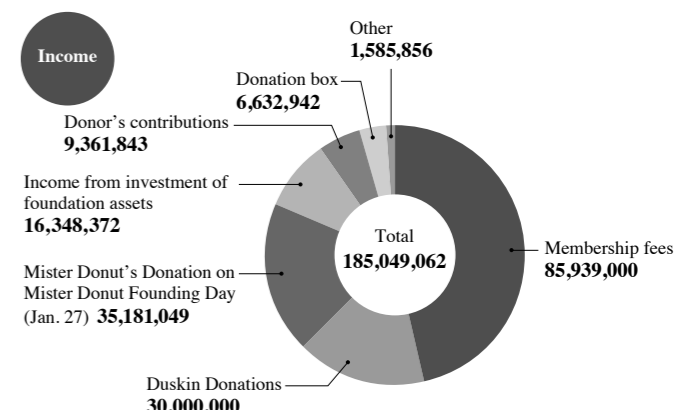
	FY2020 Mar. 31, 2021	FY2021 Mar. 31, 2022	FY2022 Mar. 31, 2023
<b>Assets</b>			
Current assets	142,201	201,642	229,422
Fixed assets	1,891,526	1,881,399	1,930,812
<b>Total assets</b>	<b>2,033,728</b>	<b>2,083,042</b>	<b>2,160,234</b>
<b>Liabilities</b>			
Current liabilities	2,010	731	4,288
Fixed liabilities	9,676	11,510	8,808
<b>Total liabilities</b>	<b>11,686</b>	<b>12,241</b>	<b>13,097</b>
<b>Net assets</b>			
Restricted net assets	1,849,653	1,839,496	1,892,502
Unrestricted net assets	172,389	231,304	254,635
Total net assets	2,022,042	2,070,800	2,147,137
<b>Total liabilities and net assets</b>	<b>2,033,728</b>	<b>2,083,042</b>	<b>2,160,234</b>

\* The amounts presented above are indicated in thousands; amounts less than a thousand are rounded down.

### Membership As of March 31, 2023 (number of members)

	FY2020 Mar. 31, 2021	FY2021 Mar. 31, 2022	FY2022 Mar. 31, 2023
Corporate Members	220	217	219
Special Corporate Members	444	437	431
Elder Members	487	464	447
Duskin Employees	1,627	1,586	1,535
Regular Member As	1,429	1,378	1,340
Regular Member Bs	2,784	2,678	2,717
Regular Member Cs	6,066	5,976	5,794
Sub total	13,057	12,736	12,483
Friendship Members	20	57	2
(accumulated)	174,171	174,228	174,230
Total	13,077	12,793	12,485
(accumulated)	187,228	186,964	186,713

### Income and expenditure (in yen)



# History: Significant events during the past 42 years

- 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 at the time.

- 1982
  - Jan. 7: Ten trainees for the first year of the program were sent to the U.S.
  - Jan. 27: Mister Donut Charity Day was held.



- 1983
  - Four institutions were chosen for the Foundation's research/development aid programs.
  - Ten trainees of the second year were sent abroad.
- 1984
  - Nine trainees were sent abroad.
  - The 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 sent abroad.
- 1986
  - Eight trainees were sent abroad.
  - As a result of the achievement in research and development promotion services, Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix.
- 1987
  - Eight trainees were sent abroad.
- 1988
  - Seven trainees were sent abroad.
- 1989
  - Seven trainees were sent abroad.
- 1990
  - Ten trainees were sent abroad.

- 1991
  - The name of the program was changed from Mister Donut Study U.S. Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for the Disabled. Destinations for training expanded from only the 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
  - Four teams in total of 98 trainees (including helpers) were sent 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
  - Six teams totaling 97 trainees (including helpers) were sent abroad. Another team of the physically challenged in addition to the existing team and a team of epilepsy individuals were formed. Six teams in total had training in the U.S. for two weeks on the topic of employment for the disabled.

- 1994
  - Regional Executive Committees were established in 59 areas throughout Japan.
  - Thirteen trainees were sent abroad.
- 1995
  - Regional Executive Committees were reorganized to cover 72 areas in Japan.
  - Ten trainees were sent abroad.

- 1996
  - Ten trainees were sent abroad.
- 1997
  - Nine trainees were sent abroad.
- 1998
  - Seven trainees were sent abroad.
  - Miki Matsue, a trainee in the 18th year, won three gold medals in the Nagano Paralympic Games. The Foundation recognized her success with an AINOWA Award.

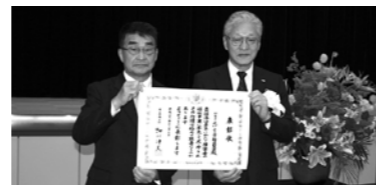
- 1999
  - Nine trainees were sent abroad.
  - The Duskin Leadership Training Program in Japan was launched.



- 2000
  - Eight trainees were sent abroad.
- 2001
  - Nine trainees were sent abroad.
- 2002
  - Nine trainees were sent abroad.
- 2003
  - The Group Training Program was added in commemoration of the 25th anniversary of the Foundation.
  - Eleven trainees were sent abroad.
- 2004
  - Twelve trainees were sent abroad.
- 2005
  - November 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.
  - Eleven trainees were sent abroad.
- 2006
  - Twelve trainees were sent abroad.
- 2007
  - Twelve trainees were sent abroad.

- 2008
  - Thirty trainees were sent abroad. Junior Leadership Group Training was added.
  - AINOWA Regional Executive Committees were reorganized to cover 11 areas in Japan.
- 2009
  - Sixteen trainees were sent abroad.

- 2010
  - Twenty-seven trainees were sent abroad.
  - Mitsuru Nagase, a trainee in the 21st year, won a silver medal in the ice sledge hockey competition in the 2010 Vancouver Paralympic Games. 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 sent 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 sent abroad.
- 2013
  - Nine trainees were sent abroad.
  - Keiichi Kimura, a trainee in the 30th year, won a silver medal and a bronze medal in swimming competition at the 2012 London Paralympic Games. The Foundation recognized his success with an AINOWA Award.

- 2014
  - Fourteen trainees were sent abroad. Duskin Disability Leadership Program at UMass Boston was added.

- 2015
  - Five trainees were sent abroad.

- 2016
  - The foundation celebrated its 35th anniversary. Overseas trainees gave their presentation of the trainee reports with Their Imperial Highnesses Princess Kiko Akishino and Princess Mako in attendance.
  - Seven trainees were sent abroad.

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

- 2018
  - Eight trainees were sent abroad.
- 2019
  - Nine trainees were sent abroad.
- 2020
  - Seven trainees were sent abroad.

- 2021
  - 41st-year trainees were not recruited due to the COVID-19 pandemic.
  - Keiichi Kimura, a 30th-year trainee, won a gold medal and a silver medal in swimming competition at the 2020 Tokyo Paralympic Games.

- 2022
  - Five trainees including those on standby were sent abroad.

# Officers, Committee Members

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2025)

Officers			
Director	Chairman	Hiroyuki Okubo	Representative Director, President and CEO, Duskin Co., Ltd.
	Senior Executive Director	Akane Oishi	Manager, Franchise Support (Mister Donut College), Mister Donut Business Group, Duskin Co., Ltd.
	Executive Director	Miyuki Mizushima	Secretary General, The Duskin AINOWA Foundation
	Director	Akira Yamane	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	Yukiko Ohkuma	Professor, International University of Health and Welfare Graduate School
	Director	Hiroshi Tamon	Attorney at Law, Tomin Sogo Law Office
	Director	Miki Ogawa	Chairwoman, Mister Donut Franchise Community
	Director	Masaya Asahi	Emeritus Professor, Saitama Prefectural University
Director	Akehiko Tachibana	Director, Japan Braille Library	
Director	Katsuhito Takeuchi	Chairman, Duskin Production & Logistics Franchise Association	

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2027)

Council Member			
Council Member	Masaki Azuma	Chairman, Duskin Uniform Service Franchise Community	
Council Member	Junji Kimijima	Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	
Council Member	Ryuichi Saura	Director & Professor, Department of Rehabilitation Medicine, Division of Comprehensive Medicine, Faculty of Medicine, Osaka Medical and Pharmaceutical University	
Council Member	Makoto Ikeguchi	Chairman, Duskin Labor Union	
Council Member	Sakae Kanai	Chairman, Duskin National Care Service Franchise Association	
Council Member	Masanobu Yamasaki	Director, Duskin Rent-All and Health Rent Franchise Association	
Council Member	Takashi Yamamoto	President & CEO, Yamayo Foods Co., Ltd.	
Council Member	Yasuko Matsushige	Manager, Human Resources, Duskin Co., Ltd.	

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2027)

Auditor			
Auditor	Naoto Miyata	Board Director and Chief Financial Officer, Duskin Co., Ltd.	

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2025)

Advisor			
Advisor	Teruji Yamamura	Board Director and Chairman, Duskin Co., Ltd.	

## Executive Committee for Duskin Study Abroad Leaders Program for the Disabled (Term of office: April 1, 2023 through March 31, 2025)

Toshiaki Aomatsu	Teacher, Special Needs Education School for the Visually Impaired, University of Tsukuba	Osamu Nagase	Researcher, Institute of Ars Vivendi, Ritsumeikan University; Secretary General, Inclusion International
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Akiko Fukuda	Councilor/International Corporation Committee member, Japan Deafblind Association
Takashi Kanatsuka	Vice Chairman and General Manager, NPO Job Support Network	Masayuki Kobayashi	Senior Researcher, Institute of Developing Economies, Japan External Trade Organization
Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology	Kozo Hirashita	Chairman, Independent Living "MUCHU" Center; Representative of Japan Council on Independent Living Centers

## Executive Committee for Duskin Leadership Training in Japan (Term of office: April 1, 2023 through March 31, 2025)

Akira Terashima	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	Misako Nomura	Secretary General, Assistive Technology Development Organization (ATDO)
Kazuhiro Yamaguchi	Executive Director, Approved Specified Nonprofit Corporation (TOMO)	Syunji Kadota	President, Non-profit organization Mainstream Association
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Kiyoshi Kawaguchi	Visiting Researcher, National Museum of Ethnology
Yasunori Shimamoto	Director, Japanese Federation of the Deaf	Naoko Ibaraki	Professor, Meiji Gakuin University

## Duskin AINOWA Foundation Regional Executive Committee Chairpersons (Term of office: April 1, 2022 through March 31, 2024)

Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hironao Inaba	CEO, IWAY INABA Co., Ltd.
Tokyo	Akihiko Kawashima	CEO, Duskin Miyoshiya Co., Ltd.
Kita-Kanto	Yoshihisa Tobi	CEO, Duskin Tsuchiura Co., Ltd.
Minami-Kanto	Nobuyoshi Watanabe	Chairman & CEO, Clean-Space Co., Ltd.
Hokuriku	Tetsuya Shigematsu	CEO, Wakura Duskin Co., Ltd.
Tokai	Nobuharu Asakura	CEO, Keishin Co., Ltd.
Kinki	Junichiro Yamagata	CEO, Seeds Co., Ltd.
Chugoku	Masanori Hashizume	CEO, Duskin Ainomise Hatsukaichi Co., Ltd.
Shikoku	Masato Nishioka	CEO, Duskin Kochi Co., Ltd.
Kyushu	Shinya Kanegae	CEO, Nishinon Living Co., Ltd.