

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 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 2023 Annual Report

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



The Duskin AINOWA Foundation

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Committed to expanding the circle of love

The Duskin AINOWA Foundation was established in 1981, the International Year of Disabled Persons as declared by the United Nations. The foundation is dedicated to achieving independent living for persons with disabilities as well as their full participation in society.

Now in its 44th year of activity, the foundation continues to run two major projects.

One is the Duskin Study Abroad Leaders Program for Persons with Disabilities, which supports Japanese persons with disabilities who aspire to contribute to society as future leaders by offering them the opportunity to study abroad.

Upon returning to Japan, the trainee graduates leverage their international experiences to pursue impactful roles in various fields, such as university professors, Paralympic athletes or managers of support services for persons with disabilities.

The other project is the Duskin Leadership Training Program in Japan.

Persons with disabilities from the Asia-Pacific region are invited to Japan, where local organizations and facilities for persons with disabilities welcome them as trainees. During their stay, the trainees gain valuable knowledge and skills which they take back home to actively serve as welfare leaders for persons with disabilities in their countries.

Although both programs were impacted by the global coronavirus pandemic, operations resumed to normal last year, and we are delighted to see trainees studying hard with renewed purpose and dedication.

We are profoundly grateful to everyone whose warm support, whether through generous donations, contributions or membership fees, makes these activities possible.

As outlined in the Duskin AINOWA Foundation Charter, “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.”

Through our projects, we hope to bring together as many people as possible united by this aspiration, allowing the “circle of love” (or AINOWA in Japanese) formed between them to grow and expand through our activities.

We kindly ask for your continued support as we move forward.

Hiroyuki Okubo
Chairman
The Duskin AINOWA Foundation



Duskin Study Abroad Leaders Program for Persons with Disabilities



Over 43 years, 538 trainees dispatched to 17 countries

Launched in 1981, the same year as the United Nations’ International Year of Disabled Persons, the Duskin Study Abroad Leaders Program for Persons with Disabilities aims to achieve equality for persons with disabilities and their full participation in society.

It is widely known both in Japan and around the world as an overseas training program in which young persons with disabilities aspiring to be community leaders are provided the chance to study abroad.

Trainee Facts and Figures (total 538 persons)

By Region (at the time of application)

Hokkaido	9	Hokuriku	13
Tohoku	28	Kinki	106
Kita Kanto	64	Chugoku	21
Minami Kanto	59	Shikoku	15
Tokyo	129	Kyushu	44
Tokai	50		

By Disability

Intellectual	77
Visual	120
Hearing	105
Deafblind	2
Physical	211
Epilepsy	10
Internal	8
Mental	4
Developmental	1

By Training Destination

U.S.A.	410
U.K.	32
Sweden	15
Australia	12
New Zealand	14
Germany	11
Canada	10
Fiji	8
Finland	5
Italy	7
Norway	3
Denmark	5
France	2
The Philippines	1
Russia	1
South Korea	1
Costa Rica	1

Introduction of the 44th-Year Trainees

Individual trainees studying themes of their choice

Kyota Yagi (physical disability)



Training Destination
U.S.A.

Training Theme
Understanding and advocating for rights in the disability movement
Learning specific methods to communicate the importance of rights awareness

Appeared on NHK E-TV’s variety show “Baribara”

My intensive preparations for the training were filmed. I appeared on the TV show alongside the 40th-year alumni of this training program.

Miu Saito (physical disability)



Training Destination
Denmark

Training Theme
Learning about support systems for persons with disabilities and how they are perceived in countries with advanced welfare systems

I want to learn about the current state of welfare overseas

I want to figure out what I can do to help build an inclusive society.

Yui Miyamoto (visual disability)



Training Destination
U.S.A.

Training Theme
Learning about necessary support systems to help persons with visual disabilities participate in society

I want to learn and gain experience firsthand

I wish to learn in the field how to direct people requiring help to appropriate social resources.

Middle Group trainees studying together as a team Porque, the Organization of Persons with Psychosocial Disabilities



Yuhei Yamada



Mao Sagara



Kenjiro Horiai

Training Destination
Italy

Training Theme
Field work focused on the deinstitutionalization of psychiatric hospitals, the integration of psychiatric and general medical care, and the political participation of individuals with mental disabilities

Looking forward to getting inspired by Italy’s progressive initiatives

We want to help make Japan a society with less prejudice than today, where no one loses hope due to illness or disability.



40th-Year Individual Trainee
Daisuke Kasayanagi
(physical disability)

Training Destination: U.S.A., Canada
Training Period: May 6, 2023 - April 15, 2024
Training Theme: Fundraising for disability rights movements



Every day studying fundraising in the U.S. was filled with challenges and new discoveries

Training in the U.S. helped me greatly expand my values and perspectives. I learned a lot at Disability Rights California, the largest disability rights advocacy organization in the United States. Its Executive Director, Andy, taught me about raising funds from companies: “Companies don’t give money to organizations — they fund people. Be their friend, not their opponent.” I was so focused on raising money for projects that I never thought about how I was coming across or about forming bonds, like becoming friends. His words were truly eye-opening. That time has become an invaluable memory and a cornerstone for my future growth.



42nd-Year Individual Trainee
Yasuto Okumura
(hearing disability)

Training Destination: France
Training Period: March 30, 2023 - March 29, 2024
Training Theme: Expanding opportunities for persons with hearing disabilities to enter the entertainment industry in Japan by learning from abroad through actual experiences



My goal is to break new ground to normalize sign language in Japanese entertainment

I went to the École de Théâtre Universelle in France where I learned acting in sign language through various lectures and practical training. In one class, during a classmate’s performance, the instructor said something that really struck me: “I want to see your performance, not your sign language.” I realized that it’s not about the words (or lines) you deliver, but about the acting itself — how you bring the character to life for the audience — that truly matters for a performer on stage. Many acting instructors told me, “Theater is a lifelong study,” and I deeply feel how true that is. Ever since I was a child, I’ve dreamed of creating performances for everyone, with or without hearing disabilities, to enjoy. I will keep improving as an actor to achieve that.



42nd-Year Individual Trainee
Kaito Suzuki
(visual disability)

Training Destination: U.S.A.
Training Period: January 29 - August 31, 2023
Training Theme: Researching the state of barrier-free movie screenings in the U.S. — a pioneer in film culture — and comparing it with Japan



I gained firsthand experience with audio guidance in the U.S. to help develop barrier-free movie screenings

As someone who enjoys movies, I was particularly interested in audio guides, which describe the visual information on screen. I studied accessibility services, such as audio guides, in the United States, where the infrastructure for barrier-free screenings is well-developed. A lecturer said once in the training seminar for audio guide creators, “The best audio guidance is the kind that allows listeners to immerse themselves in the movie, forgetting that it’s even there.” Those words really stayed with me. They tie back to the root of my interest in audio description and will remain at the heart of who I am. Before this training, I thought that only the U.S. was making headway in barrier-free screenings, but I now feel that Japan also has much to offer in this field.

40th-Year Middle Group Trainees (physical disability) Mainstream Inclusive Group

Training Destination: Italy
Training Period: February 12 - 24, 2024
Training Theme: Achieving inclusive education

Sowing the groundwork for unity



Katsuya Kaji
During my training, I saw how deeply inclusion and togetherness are embedded in the Italian society as beliefs shared by all. Holding onto this experience, I will keep working with the motto “The first divide is the start of a lifetime of separation,” laying the groundwork for a more inclusive future in Japan.

The state of education and independent living in Italy today



Eriko Manano
The progress in Japan’s social assistance and Italy’s inclusive education is the result of those involved persistently raising their voices and calling on their governments to take action. This training was an opportunity for me to learn once again how the active engagement of the parties concerned can make a significant impact.

Italy as seen by someone educated in a non-inclusive school system



Takeshi Kazuya
Learning that the persons with disabilities I met in Italy had all gone through inclusive schooling, were married and were living vibrant, fulfilling lives, whether they had disabilities or not, left a strong impression me.

40th-Year Middle Group Trainees (physical disability) Mainstream Inclusive Group

Training Destination: U.S.A.
Training Period: October 10 - 19, 2023
Training Theme: Learning how deaf and hard-of-hearing people can enter the film industry and about marketing in the industry



Mika Imai

It really felt like an adventure
Through this training, I learned a lot and gained many insights — each one truly an extraordinary experience. Though it was a time of study, I returned home filled with excitement, as if I had been on an adventure.



Akito Imai

Actors with hearing disabilities and their professionalism

I felt that the American actors with hearing disabilities I interviewed had a strong sense of professionalism. They divide roles properly and work equally, allowing their strong teamwork to ensure smooth filming.



Eri Makihara

Always act, don’t miss opportunities
I cannot forget the advice I received from the persons with hearing disabilities I interviewed: “Don’t wait, take action.” I spent 10 days deeply moved by what they said, the most obvious truths.



Leo

Proud to have interviewed 15 people

This training meant 10 days filled with the most enriching and stimulating experiences, far beyond my imagination. I realized that the most important thing for persons with disabilities is to gather the courage to step into the hearing world and make their voice heard. That’s where it all begins.

43rd-Year Junior Group Trainees (visual disabilities)

Training Destination: U.S.A.
Training Period: August 2 - 12, 2023
Training Theme: Learning about accessibility for persons with disabilities in the U.S. and experiencing different cultures



Mahiru Komatsu

Never give up on dreams regardless of disability
This experience has made me want to be the kind of person who encourages children not to give up on their dreams due to disability and supports them in figuring out how to work toward achieving their dreams.



Hibiki Sakai

An important lesson from my homestay

I used to find it very hard to communicate in English, but I’ve come to understand that the most important thing isn’t perfect grammar, but “your determination to share your thoughts with the other person.”



Momoka Tanaka

The advanced barrier-free mindset in the U.S.
Even though braille blocks and other devices that make it easier for persons with visual disabilities to walk around are not very well organized in the United States, I felt that there was a sense of support for those in need and an advanced barrier-free mindset.

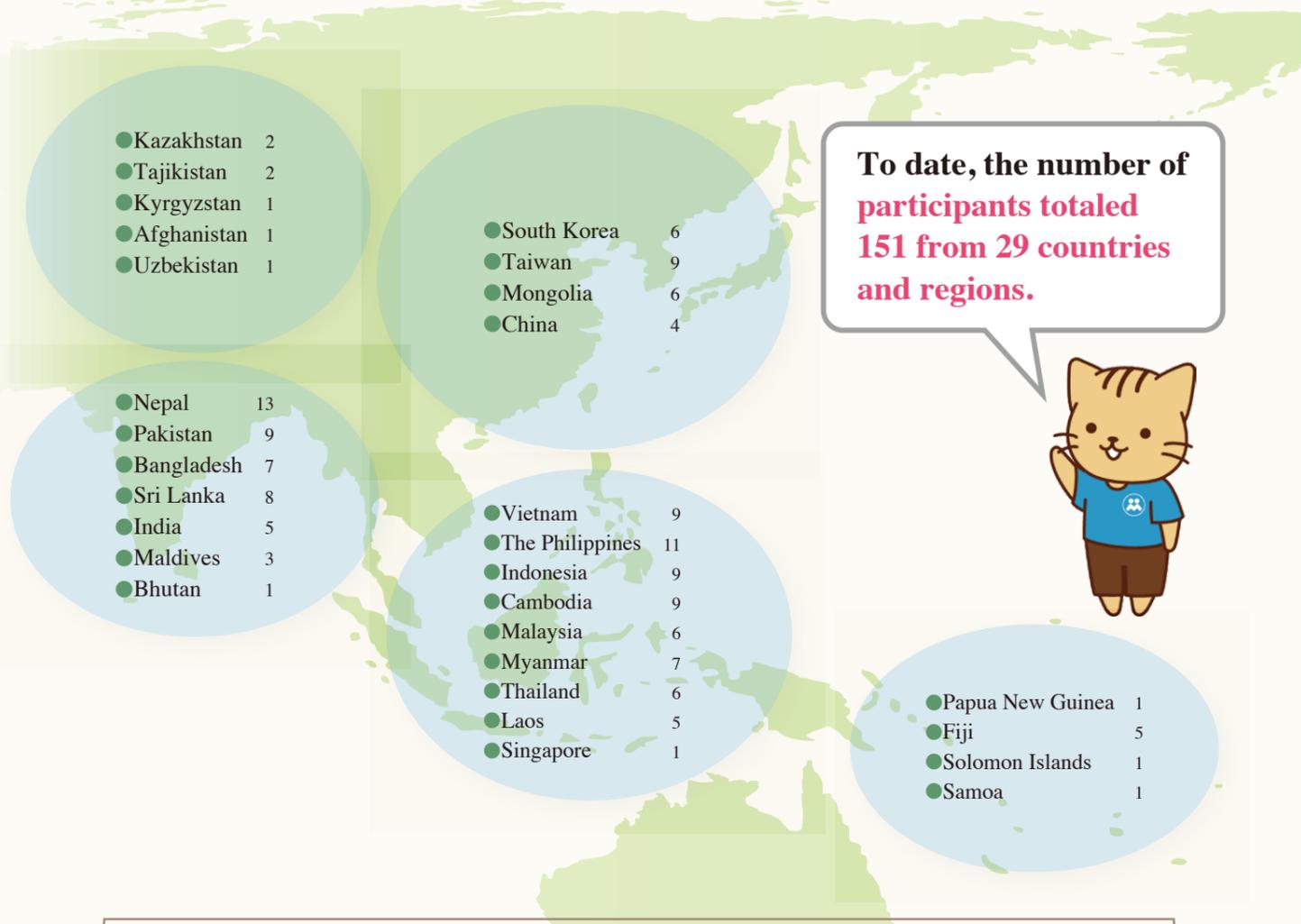


Tsukasa Yoshikawa

Feeling empowered by the many experiences I couldn’t have obtained in Japan

I discovered that, despite my visual disability, if I work hard to develop the necessary skills and stay focused on my goals, I can take on jobs that might otherwise seem out of reach.

Having started in 1999, this international invitation program for trainees from the Asia-Pacific has reached its 25th anniversary



Presentation of training achievements and completion ceremony for the 23rd-year trainees



The presentation of training achievements and completion ceremony for the 23rd-year trainees took place at the Duskin head office on July 12, 2024.

In addition to the three trainees, staff from their training facilities and members of their homestay families were also present to see them off.

This year, we welcomed six trainee graduates as well. Having participated in the program before, they kindly presented their current work and endeavors in such fluent Japanese that many attendees were impressed.

The Duskin AINOWA Foundation launched the Duskin Leadership Training Program in Japan in 1999, at the midpoint of the Asian and Pacific Decade of Persons with Disabilities, as proclaimed by the United Nations Economic and Social Commission for Asia and the Pacific. The program aims to improve the welfare of persons with disabilities in the Asia-Pacific region, in response to the objectives and agenda for action adopted by the UN. Under this human resource development program, youth with disabilities from the Asia-Pacific region are invited to Japan to learn about social welfare for persons with disabilities at institutions and facilities across the country, after which they return to their home countries to play an active role as leaders. The three individuals chosen from 138 applicants as 23rd-year trainees attended an opening ceremony held at the Duskin head office on October 24, 2023. Afterwards, they set off on their respective training endeavors.



Rieka Aprilia Hermansyah
(hearing disability)

- Age: 32
- Home Country: Indonesia (Bekasi)
- Goes by Rieka

Rieka is a member of the Islamic Blind and Deaf Disability Center and works as a teacher and coordinator. With support and funding from several foundations, she provides Islamic education and knowledge to persons with disabilities. In Japan, she explored methods to support persons with hearing disabilities in fostering their identity, as well as ideas and strategies to improve their education; she also studied Japanese technology, among other subjects. After returning to Indonesia, she hopes to be involved in the education of children with hearing disabilities.



Harshani Kaushalya Malhoda Dewyalage
(visual disability)

- Age: 29
- Home Country: Sri Lanka (Malabe)
- Goes by Harshani

Harshani is a volunteer at the Sri Lanka Council of Visually Handicapped Graduates in Sri Lanka. This organization conducts activities in areas such as nursing, welfare, leisure, education, and career development programs, aiming to promote independence, equal opportunity and full participation of persons with visual disabilities in all aspects of life. During her training in Japan, she learned about tourism for persons with disabilities and schooling for persons with disabilities, among other topics. After returning to Sri Lanka, she plans to work in the Accessibility Services Office at a university.



MD Jahirul Islam
(physical disability)

- Age: 30
- Home Country: Bangladesh (Dhaka)
- Goes by Jahir

Jahir is the founder and executive director of Team Inclusion Bangladesh. This organization in Bangladesh designs and implements inclusive policies and programs aimed at creating a world where persons with disabilities can reach their full potential. Through this training, he learned about Japan's technological strengths and social security services, and experienced firsthand the life of persons with disabilities in Japan. Furthermore, he proactively networked to open doors for future endeavors.



● Main schedule for the 23rd-year trainees

2023	Oct.	Arrival in Japan and opening ceremony
	Oct. to Nov.	Orientation
	Oct. 2023 to Jan. 2024	Language training (Japanese, Japanese sign language)
2023	Dec. 2023 to Jan. 2024	Homestay
	<hr/>	
2024	Jan. to Mar.	Group training (1)
	Mar. to May	Individual training
	June	Group training (2)
	July	Follow-up training
		Presentation of training achievements and completion ceremony Departure from Japan

**AINOWA Educational Activities take place nationwide.
The circle of understanding and support has grown.**

Trainee graduates shared messages at various events

**AINOWA promotional event held at
Chi-Ka-Ho in Sapporo City (Hokkaido)**

The Duskin AINOWA Foundation conducted a promotional event at Sapporo Station Chi-Ka-Ho underground passageway on September 24, 2023.

A 27th-year training graduate, Yuki Hirose used sign language to advocate for the foundation's work. Singer-songwriter Chiharu Tamaki also gave a mini-concert.



Yuki Hirose



Chiharu Tamaki, singer-songwriter

**Trainee seen with high hopes for the future in sports
delivers speech at lecture**

The AINOWA initiatives were presented at the 4th edition of the Sports Support Network Study Group held at DO-BOX in Sapporo City (Hokkaido) on January 26, 2024.

Leo Onuki, a 40th-year trainee graduate, spoke about the depth of wheelchair softball he learned to play during his training in the U.S., as well as the importance of persons with disabilities engaging in sports.



Leo Onuki



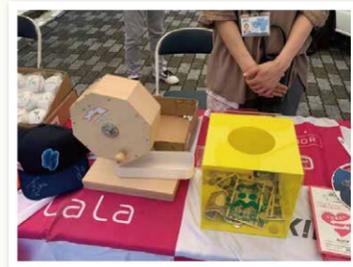
Held gathering in Shikoku region

**AINOWA booth set up to raise funds at
Shikoku Island League match**

We hosted the Shikoku Regional Duskin Ainoa Gathering on July 2, 2023, at the same venue as a Shikoku Island League match. Duskin is an official sponsor of the Shikoku Island League.

An AINOWA booth was set up at the match venue, inviting spectators to make donations.

In return, donors had the chance to win player-signed goods and other items via a drawing.



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.

Raised in FY2023 28,900 yen from 24 donations



Donate to the AINOWA Foundation through Softbank's Tsunagaru Bokin



[More details here](#)

Duskin online members' website DDuet coin collection fundraising page is now available.



Raised in FY2023 631,300 yen from 2,661 donations



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



[More details here](#)

Statement of changes in net assets, statement of assets, balance sheet, income and expenditure, and membership



Statement of changes in net assets		April 1, 2023 - March 31, 2024 (in yen)	
Account		合計	
I Changes in unrestricted net assets			
1. Changes in ordinary account			
(1) Ordinary revenue			
Total income from investment of foundation assets		15,934,687	
Total membership fees and donations		166,405,697	
Donation		17,687,614	
Miscellaneous revenue		1,689,057	
Total		201,717,055	
Ordinary expenses			
		153,145,182	
Balance		48,571,873	
2. Changes in extraordinary account			
(1) Total extraordinary revenue			
		0	
(2) Extraordinary expenses			
		0	
Balance		0	
Increase/decrease for unrestricted net assets for the year		48,571,873	
Unrestricted net assets, beginning of the year		254,635,603	
Unrestricted net assets, end of the year		303,207,476	
II Changes in restricted net assets			
Increase/decrease for restricted net assets for the year		11,532,200	
Restricted net assets, beginning of the year		1,892,502,000	
Restricted net assets, end of the year		1,904,034,200	
III Net assets, end of the year			
		2,207,241,676	

Statement of assets		As of March 31, 2024 (in yen)	
Assets			
【Current assets】			
Cash deposit		53,174,845	
Accrued receivables		0	
Supplies		959,030	
Advanced expenses		0	
Temporary payments		348,130	
Total current assets		54,482,005	
【Fixed assets】			
Endowment		2,150,720,881	
Other fixed assets		9,241,977	
Total fixed assets		2,159,962,858	
Total assets		2,214,444,863	
Liabilities			
【Current liabilities】			
Accrued payable		1,210,301	
Deposit received		297,205	
Suspense receipt		9,000	
Total current liabilities		1,516,506	
【Fixed liabilities】			
Provision for retirement benefits		5,686,681	
Total fixed liabilities		5,686,681	
Total liabilities		7,203,187	
Net assets		2,207,241,676	

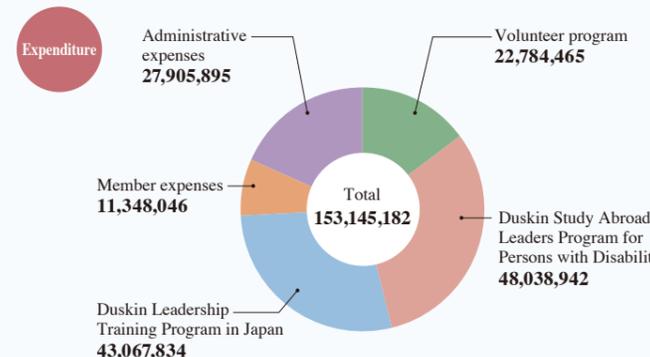
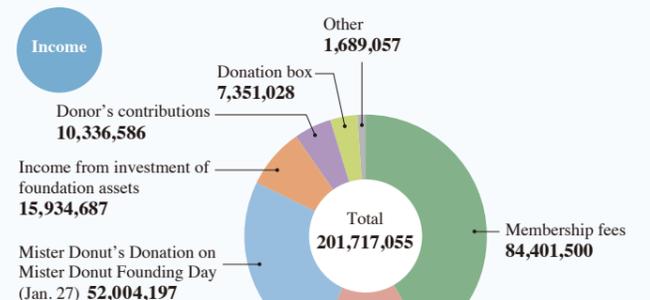
Balance sheet		As of March 31, 2023 (in thousands of yen)		
		FY 2021 Mar. 31, 2022	FY 2022 Mar. 31, 2023	FY 2023 Mar. 31, 2024
Assets				
Current assets		201,642	229,422	54,482
Fixed assets		1,881,399	1,930,812	2,159,962
Total assets		2,083,042	2,160,234	2,214,444
Liabilities				
Current liabilities		731	4,288	1,516
Fixed liabilities		11,510	8,808	5,687
Total liabilities		12,241	13,097	7,203
Net assets				
Restricted net assets		1,839,496	1,892,502	1,904,034
Unrestricted net assets		231,304	254,635	303,207
Total net assets		2,070,800	2,147,137	2,207,241
Total liabilities and net assets		2,083,042	2,160,234	2,214,444

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

Membership As of March 31, 2024 (number of members)

	FY2021 Mar. 31, 2022	FY2022 Mar. 31, 2023	FY2023 Mar. 31, 2024
Corporate Members	217	219	219
Special Corporate Members	437	431	424
Elder Members	464	447	416
Duskin Employees	1,586	1,535	1,488
Regular Member As	1,378	1,340	1,395
Regular Member Bs	2,678	2,717	2,606
Regular Member Cs	5,976	5,794	5,300
Sub total	12,736	12,483	11,848
Friendship Members	57	2	13
(accumulated)	174,228	174,230	174,243
Total	12,793	12,485	11,861
(accumulated)	186,964	186,713	186,091

Income and expenditure (in yen)



History: Significant events during the past 43 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.



- Four institutions were chosen for the Foundation's research/development aid programs.
- Ten trainees of the second year were sent abroad.

1983

- Nine trainees were sent abroad.

1984

- 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

- 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.

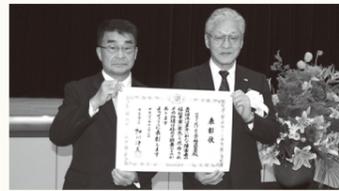
2009

- 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.

2023

- Nine trainees were sent abroad.

Officers and Committee Members



Officers

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

Director	Chairman	Hiroyuki Okubo	Representative Director, President and CEO, Duskin Co., Ltd.
	Senior Executive Director	Akane Oishi	Manager, Franchise Support (Mister Donut College), Franchise Support & Development, 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 Matsumoto	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	Hideji Nagahara	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	President, Duskin Workers' 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	Operating Officer, Quality Assurance & Risk Management 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.
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(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2025)

Advisor	Advisor	Teruji Yamamura	Chairman, Duskin Co., Ltd.
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Executive Committee for Duskin Study Abroad Leaders Program for Persons with Disabilities (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 Program 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	Former Executive Director, 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, 2024 through March 31, 2026)

Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hironao Inaba	CEO, IWAY INABA Co., Ltd.
Tokyo	Zen Aizawa	CEO, A-Zet Co., Ltd.
Kita-Kanto	Yoshihisa Tobi	CEO, Duskin Tsuchiura Co., Ltd.
Minami-Kanto	Nobuyoshi Watanabe	Chairman & CEO, Clean-Space Co., Ltd.
Tokai and Hokuriku	Masashi Okajima	CEO, Mitake Industry 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	Seiji Fukahori	CEO, Duskin Oaks Co., Ltd.

As of June 2024