

With Our Gratitude

In 1981, the Duskin AINOWA Foundation was established in the spirit of “May I Help You?” Thanks to your continued support and cooperation, we have marked our 39th anniversary since our founding. We would like to extend our sincere gratitude for the support you have kindly provided us.

Today, the Duskin AINOWA Foundation conducts two major training programs. The first of these programs is Duskin Study Abroad Leaders Program for the Disabled. The program makes it possible for Japanese young people with disabilities who seek to be community leaders to study abroad. At present, a total of 512 trainees have participated in this program. Past trainees have utilized their precious experiences abroad to assume active roles in various fields. We have trainees who are now college professors, attorneys, operators of Centers of Independent Living, and Paralympic athletes.

The other program is Duskin Leadership Training Program in Japan, which was launched in 1999. This program has invited young people with disabilities from regions in the Asia-Pacific to Japan and provided them opportunities to learn welfare systems for the disabled. At present, a total of 137 trainees from 28 countries have completed their individualized training programs here in Japan. Upon completion of their training, these trainees have assumed leadership roles in their homelands.

Thanks to generous caring support from many individuals, institutions, and organizations which accept trainees, and financial donations from individuals, membership fees, and collections at Mister Donut shops, we are able to conduct these programs.

Increasing effort to provide opportunities for past trainees to meet with our AINOWA members will share the significance of our activities with a broader range of people. Each sharing opportunity leads to a bigger “circle of love,” or “AINOWA.”

All our efforts are directed toward creating a society where everyone with or without disabilities can be exposed to opportunities to try and lead meaningful lives.

We will continue to bring awareness of our AINOWA campaign to a wider audience as we work to achieve our foundation’s vision.

We look forward to your continued support of our Foundation.

山村輝治

Teruji Yamamura
Chairman
The Duskin AINOWA Foundation



Duskin Study Abroad Leaders Program for the Disabled



In 1981, the United Nations declared that year as the International Year of the Disabled. The Duskin AINOWA Foundation took that opportunity to launch the Duskin Study Abroad Leaders Program for the Disabled, a program seeking to realize equality for disabled persons and their total participation in society. This program is widely known both inside and outside of Japan as an overseas training dispatch program for the young people with disabilities. It provides opportunities to participate in training abroad to those people with disabilities who seek to lead contributory efforts in their communities.

Makeup of Trainees (512 trainees)

Region (At the time of application)

Hokkaido	9	Hokuriku	13
Tohoku	28	Kinki	101
Kita Kanto	61	Chugoku	20
Minami Kanto	58	Shikoku	15
Tokyo	116	Kyushu	42
Tokai	49		

Gender

Male	234
Female	278

Type of disability

Intellectual	77
Visual	111
Auditory	99
Deafblind	2
Physical	201
Epilepsy	10
Internal	8
Mental	3
Developmental	1

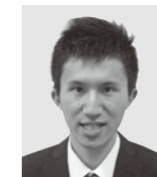
Dispatch destination

U.S.A.	395
United Kingdom of Great Britain and Northern Ireland	28
Sweden	15
Australia	12
New Zealand	14
Germany	11
Canada	9
Fiji	8
Finland	5
Italy	4
Norway	3
Denmark	3
France	1
The Philippines	1
Russia	1
South Korea	1
Costa Rica	1

I studied environments and education at various schools for the hearing impaired, and experienced initiatives that make the most of ICT devices.

To prepare for the acceleration of English-language education at Japanese elementary schools, I joined a training program operated by Gallaudet University in the US to study English language learning methods that hearing-impaired children in Japan would take interest in. Along with taking classes on subjects such as American sign language linguistics and deaf culture, it was through exchange with a variety of international students that I became familiar with differences in how English-language education is handled in other countries as well as the differences in the race, religion, culture and historical perspectives. Additionally, I visited schools for the hearing impaired in various states to study education and different environments. In the US, they adequately consider disabled people depending on the degree of their

disability, their learning capability and their needs. Classes, which center on discussions, were created to stimulate the concentration and interest of the children attending them. Those classes nurtured rich self-expressiveness and self-affirmation among children and tied into active learning. There were progressive initiatives that took advantage of ICT devices, such as electronic picture books using iPads and electronic blackboards. I felt that further shifts in learning ushered in by the growth of IT technology would make their way to Japan as well in the future. I intend to build my takeaways from this training into my future endeavors and help to close the psychological gap in education that hearing-impaired children feel when it comes to English.



Individual Trainee

Taiki Ueda
(Hearing-impaired)

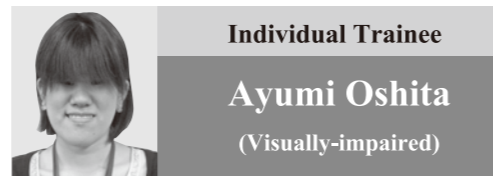
Training Country: US
Duration of Training: Aug. 19, 2018 – May 12, 2019
Training Theme:
Early English-language education at schools for the deaf



Spending the night in a virgin tropical rainforest, I encountered a project that would become my life's work.

People often ask me with wonder, "Why did you choose Costa Rica?" The country positively affected me at a personal level and in ways that would impact my future—so much that taking on training there was something I felt I had to do. Originally, I applied to take part in that training with the desire to study initiatives underway in Costa Rica, which is said to be an environmentally aware country. It was an invaluable experience indeed to join the frontlines of policy recommendation. I served as an intern at the United Nations Development Programme's (UNDP) Costa Rica Office. While there, I took part in environment-related events held in the city, commented on the state of those events on blogs, and offered suggestions for making websites, all sorts of documents easier for visually impaired people to use as well.

On my days off, I visited sites such as national parks and animal welfare centers around the country, and experienced firsthand what Costa Ricans value. Of particular note is the journey I took with a visually impaired biologist I came to know at the Morpho Center for Independent Living. It was there that I spent the night in a tropical rainforest untouched by humans. That journey stayed incredibly close to me, and also brought me together with a project that I convinced myself I wanted to be a part of for the rest of my life. I intend to pass along my takeaways from Costa Rica to Japanese society, which I have regained a fondness for after heading out into the world.



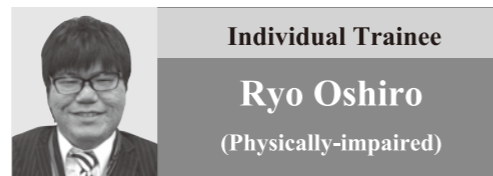
Individual Trainee
Ayumi Oshita
(Visually-impaired)
Training Country: Republic of Costa Rica
Duration of Training: Nov 1, 2018 – Aug 29, 2019 (tent.)
Training Theme: Improving disabled people's access to nature through experience in studying environmental policies in Costa Rica



If we change ourselves, the way we look at things and society will soon change too.

With each additional trip that I took to South Korea, my curiosity about how people with disabilities lived there grew. At the Seoul Center for Independent Living located in the nation's capital, I engaged in peer counselling, as well as training based on the theme of building connections between activities by disabled people who desire independence and peer counseling. I did this while actually experiencing living on my own in Seoul. South Korea has numerous cases where support such as help services and a livable pension are out of reach despite that support being desperately needed. Both public and private sectors have engaged in repeated trial and error alongside people requesting the provision of support in line with specific individual needs, as evidenced by abolishing the disability class system and introducing an "individual

budget system" that attempted to broaden the support options available. Enthusiasm to change society in South Korea based on the idea that "People, regardless of whether they have a disability, have the right to live in society as human beings," is extremely high. Associated marches and gatherings, which are conducted with several million people participating, are undoubtedly a phenomenon unique to South Korea. I learned the idea that "If we change ourselves, the way we look at things and society will soon change too" from peer counseling and the activities of disabled people. The phrase "different strokes for different folks" applies to my fellow people with disabilities as well. I want to continue my learning process with the aim of further cultivating ways to assist with independence that fits each of those people.



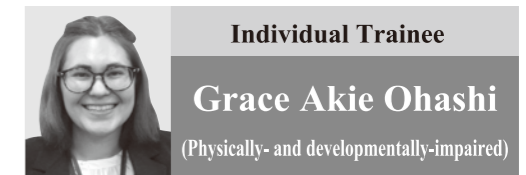
Individual Trainee
Ryo Oshiro
(Physically-impaired)
Training Country: South Korea
Duration of Training: Jan 28, 2019 – Jan 27, 2019 (tent.)
Training Theme: Peer counseling-centered support methods for when disabled persons become independent from their families



By actually living in the US, I learned and experienced a lot about life there.

While majoring in disability studies at the University of Chicago in the US State of Illinois, I underwent training in "inclusivity education and methods of assisting young disabled people" in the Youth department of "Access Living," an independent living center also located in Chicago. At the university, by studying areas such as the history of disabled people's movements in the US and required laws concerning people with disabilities in the country, I became deeply familiar with the kind of disabled people's movements that legitimized the initiatives on site at Access Living, and applied. I also visited a public high school where I coordinated with teachers, juniors with disabilities between the ages of 17 and 21 and their parents. At the same time, I got the chance to preside over assistance that

coincided with those students' individual dreams and an accompanying session. By actually living in the US, I learned and experienced a lot about life there. I became particularly familiar with the Individuals with Disabilities Education (IDEA) Act, an educational law for disabled people under the age of 21 and children with disabilities, and with local ways to assist people with disabilities. The fact that I was able to do so will, I believe, serve me well in my attempts to change school systems going forward. From here on out, I intend to pursue those actions while exploring how I will apply my takeaways in that regard to the Japanese education system.



Individual Trainee
Grace Akie Ohashi
(Physically- and developmentally-impaired)
Training Country: US
Duration of Training: Aug 19, 2018 – Jul 28, 2019
Training Theme: Learning about mentorship and independence programs for youth beyond disability classifications



Middle Group Program

Group Name: UK Football Culture Observation Team
Site of Training: UK (England): London, Manchester and Burton
Duration of Training: Sep. 13 – 25, 2018
Training Content: Helping the potential of Japanese children with impaired eyesight to blossom through partially sighted football

Tomoyuki Iwata (Group Leader)

In my training, the difference between Japanese and English culture and values clearly showed me that in order for me to become independent as a leader of disabled people, I have to meticulously lay out plans, make revisions and changes alongside local individuals and institutions, and take suitable actions to rise to the occasion while maintaining focus.

Keisuke Kadoya

I want to continue being a player who can communicate with children the "possibilities" that I sensed from the passion of the goalkeepers with impaired eyesight and the importance of "properly engaging each and every individual" that I learned from coaches and players who communicate closely with each other.



Tetsuo Maruyama

In the UK, I got a firsthand sense of how club teams, local communities and all of the people who live in those communities are connected to the Football Association (FA) in some way, and how soccer is used as a vehicle to share values and develop society into a richer place.

Eiichiro Ohira

This training gave me an acute sense of how it is possible to form clubs supported by the community and that children with disabilities find appealing, as well as something to strive for by proactively making our way into the community through soccer and offering programs within our reach.



This program, which has entered its 20th year since its inception in 1999, invites trainees from the Asia-Pacific region to study in Japan.

Under this human resource development program, disabled youth from the Asia-Pacific region are invited to Japan to learn about welfare for disabled persons at institutions and facilities across Japan, after which they return to their home countries to play an active role as leaders. The five individuals selected among 227 applicants as 20th-year trainees participated in an opening ceremony held at the Duskin head office on September 25, 2018. Afterwards, they set off on their respective training endeavors, which lasted approx. ten months.



Sunita Thapa

Age: 26
Origin: Nepal
Nickname: "Sunita"
Hearing-impaired

In 2016, Sunita made her way to Singapore to attend training under the fourth Youth Camp program hosted by the World Federation of the Deaf Regional Secretariat for Asia Youth Section. She participated in the program as the Nepal representative alongside her hearing-impaired friends. In her Japan-side training, she studied ways to empower young people with hearing impairments, employment for deaf people, support for elderly hearing-impaired people, basic computer technology, and methods of operating associations for deaf people in outlying regions. After heading back to Nepal, she is planning to return to the association for the deaf in her hometown, located in the Syangja District. Her goal is to work on laying down the foundation of that association, and to develop an environment where elderly hearing-impaired people can go about their lives with vitality.



Harshini Sowbhagya Yuki Gamaethige

Age: 30
Origin: Sri Lanka
Nickname: "Yuki"
Hearing-impaired

Originally born in Japan, Yuki used to go to the kindergarten affiliated with the University of Tsukuba's School for the Deaf. Currently, she is active as an English teacher in the Elementary School Department of The School for the Deaf, Ratmalana, in her home country. In Japan, she studied how to put together classes that are easy for hearing-impaired children to understand, including methods of teaching sign, written and spoken language, as well as activities that raise the profile of deaf people and sign language in society as a whole. After returning to Sri Lanka, she is planning to resume her job at a school for the hearing impaired. Her goal is to practice instructional methods that incorporate the attributes of hearing-impaired children and introduce Japanese conventional and sign language to deaf people in her home country, further deepening the friendship between both nations.



Yonten Jamtsho

Age: 26
Origin: Bhutan
Nickname: "Yonten"
Visually-impaired

In his home country, Yonten operates a project that helps people with disabilities to gain independent living skills, and provides educational assistance as a staff member of the Disabled People's Association of Bhutan in the capital city of Thimphu. His training covered creating employment opportunities for people with disabilities, ways to establish visually impaired people's groups and the nature of those groups' activities, accessibility in elections, Braille printing methods, and DAISY and PC technology (for creating websites). After returning to Bhutan, Yonten intends to set up the first visually-impaired people's group to tackle issues such as training for daily living and job-search assistance, as well as conduct activities around guaranteeing suffrage for people with disabilities.



Myo Min Htet

Age: 19
Origin: Myanmar
Nickname: "Myo Min"
Physically-impaired

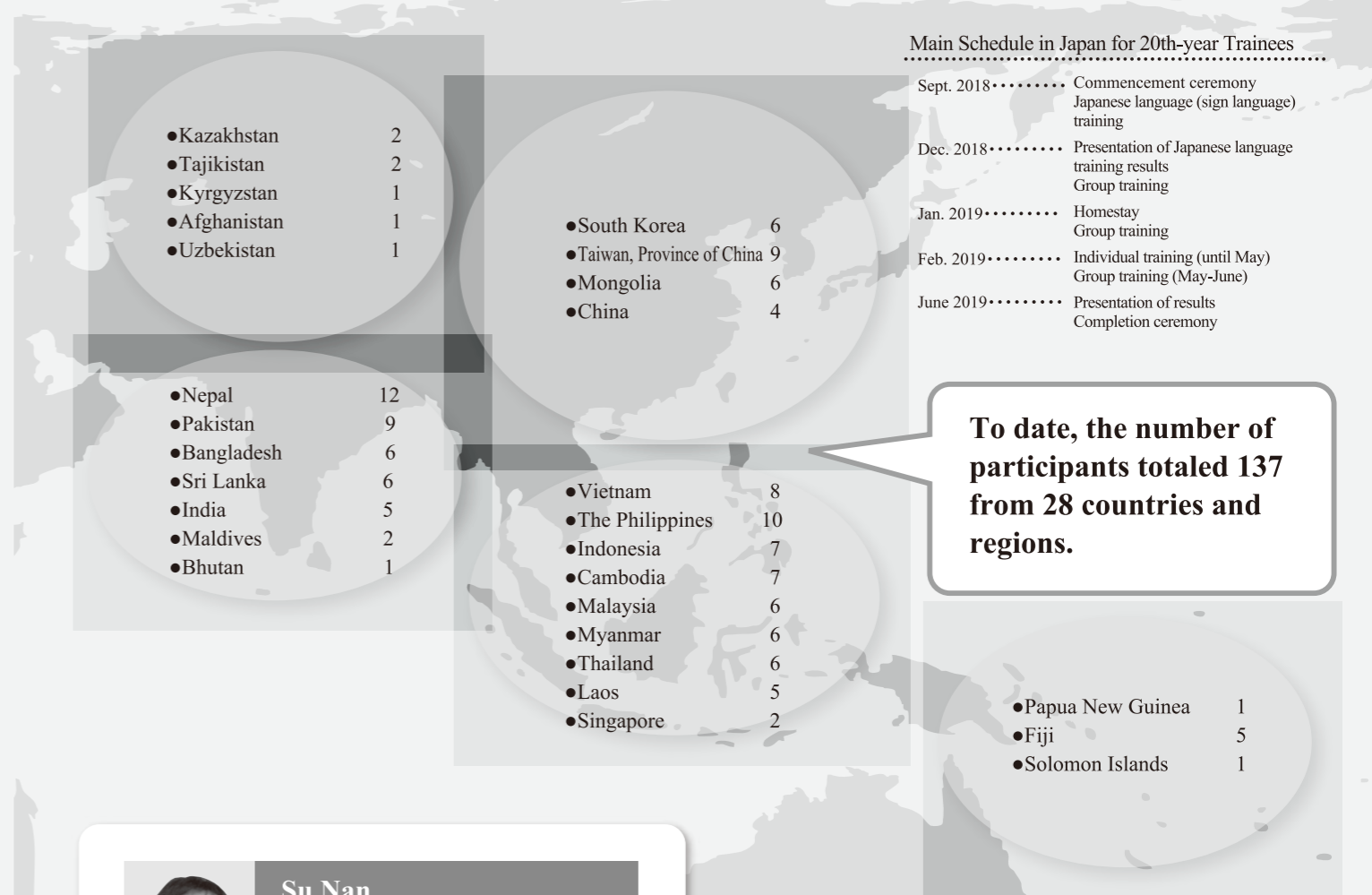
Before coming to Japan, Myo Min helped disabled children going to school and was active in communicating the problems facing those children to government-related parties as a rights protection volunteer at the Eden Centre for Disabled Children. In Japan, his training covered defending the rights of people with disabilities and associated educational activities, sports (particularly basketball) for people with disabilities, and barrier-free conversion of public transportation facilities. After returning to his home country, Myo Min aims to work in an organization that promotes education and barrier-free conversion for people with disabilities. Over the long term, as a leader of disabled people, he wants to make society in Myanmar one that both people with and without disabilities find easy to live in.



Su Nan

Age: 26
Origin: Taiwan, Province of China
Nickname: "Nan"
Physically-impaired

As a director at the Taiwan, Province of China Association for Disability Rights, Nan provides support for promoting equal rights for people with disabilities, defending their human rights, and fostering international dialogue and cooperation with leaders in disability fields, issuing recommendations to the national government, and recruiting student volunteers. In his training, he studied the roles of leaders in disabled people's groups, sciences that focus on counseling and disability fields, the protection of the rights of people with disabilities in Japan, and more. His goal after returning to Taiwan, Province of China is to help with the activities of independent living centers, starting with setting up systems (particularly life security) that provide lifestyle assistance to people with severe disabilities.



Main Schedule in Japan for 20th-year Trainees

- Sept. 2018..... Commencement ceremony
Japanese language (sign language) training
- Dec. 2018..... Presentation of Japanese language training results
Group training
- Jan. 2019..... Homestay
Group training
- Feb. 2019..... Individual training (until May)
Group training (May-June)
- June 2019..... Presentation of results
Completion ceremony

To date, the number of participants totaled 137 from 28 countries and regions.



Through the lively AINOWA Education Activities conducted across Japan, the circle of support and understanding surrounding AINOWA grew further.

Mister Donut 39th Friendship Festival

During the AINOWA Time segment, attendees heard reports from trainees about their training, and experienced a simple sign-language lesson.

The year 2018 marked the 39th Mister Donut Friendship Festival, and regional tournaments took place at ten venues across Japan. During the AINOWA Time segment of these tournaments, as well as speeches by trainees, all attendees took part in a simple sign-language lesson on how to service customers with hearing impairments. In the lesson, they learned simple sign language they could put to use at their places of business.



Area	Trainee	Venue
Hokkaido	Yuki Hirose 27th trainee	ANA Crowne Plaza Sapporo
Tohoku	Asako Hirokawa 29th trainee	Hotel Hanamaki
Kita-Kanto	Nozomi Hirai 35th trainee	Ikaho Onsen Hotel Kogure
Tokyo	Asako Hirokawa 29th trainee	Hilton Tokyo Bay
Kanagawa	Yuki Hirose 27th trainee	Oiso Prince Hotel
Hokuriku	Asako Hirokawa 29th trainee	Hotel Arrowle
Tokai	Makiko Yamamoto 33rd trainee	ANA Crowne Plaza Hotel Grand Court Nagoya
Kinki	Tatsuyoshi Shigeta 36th trainee	Kobe Portopia Hotel
Chugoku/Shioku	Asako Hirokawa 29th trainee	Diamond Setouchi Marine Hotel
Kyushu	Makoto Iwayama 33rd trainee	Hyatt Regency Fukuoka

Mister Donut 39th Friendship Festival

The Duskin Assembly of Thanks

Trainees gave presentations during the AINOWA Time segment.

The Duskin Assembly of Thanks 2018 was held across Japan, and trainees gave talks as guest speakers.



Area	Trainee	Venue
Kinki	Yasuhiro Jinbo 19th trainee	Kobe Bunka Hall
Hokkaido	Suspended due to the 2018 Hokkaido Eastern Iburu Earthquake	Sapporo Education and Culture Hall
Tohoku	Saki Kuramoto 34th trainee	Kita Akita Shi Bunka Kaikan
Tokyo	Yasuhiro Jinbo 19th trainee	Asakusa Public Hall
Tokai	Mitsutoshi Oyabu 36th trainee	Mie Center For the Arts
Chugoku	Takuhei Kotsubo 28th trainee	Okayama Mirai Hall
Kyushu	Yasuhiro Jinbo 19th trainee	Kurume City Plaza

Duskin New Year's Meeting

Trainees gave speeches across Japan.



- Tohoku** On Jan. 10, Namiko Takahashi 36th trainee gave a talk at the Westin Sendai.
- Minami-Kanto** On Jan. 11, Kanae Kido 34th trainee gave a talk at the Yokohama Bay Hotel Tokyu.
- Tokai** On Jan. 10, Kanae Imaoka 36th trainee gave a talk at Matsuzaka Shi Sangyo Shinko Center.
- Kinki** On Jan. 11, Ruriko Tsune 26th trainee gave a talk at the Ritz-Carlton Osaka.
- Chugoku/Shikoku** On Jan. 15, Ruriko Tsune 26th trainee gave a talk at Kaike Grand Hotel Tensui.
- Kyushu** On Jan. 17, Masaki Aragaki 24th trainee gave a talk at MRT micc.

Statement of changes in net assets, Balance sheet, Statement of assets, Income and expenditure, and Membership

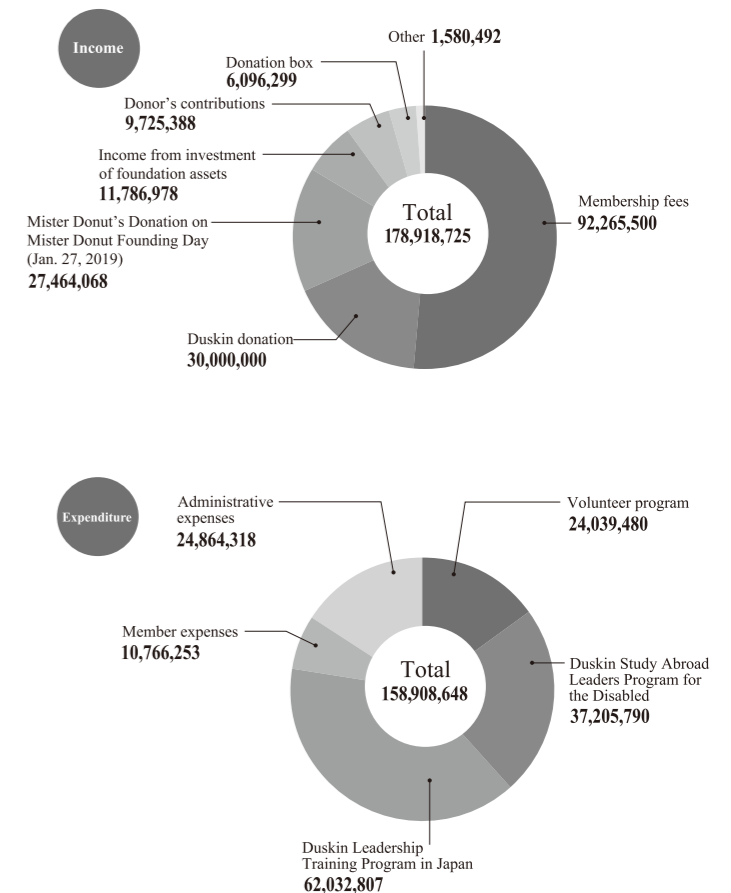
Account	Total
I Changes in unrestricted net assets	
1. Changes in ordinary account	
(1) Ordinary revenue	
Income from investment of foundation assets	11,786,978
Interest earned on foundation assets	
Membership fee	149,729,568
Donation	15,821,687
Miscellaneous revenue	1,580,492
Total	178,918,725
Ordinary expenses	158,908,648
Balance	20,010,077
2. Changes in extraordinary account	
(1) Extraordinary revenue	
Extraordinary revenue	0
(2) Extraordinary expenses	
Extraordinary expenses	0
Balance	0
Increase/decrease for unrestricted net assets for the year	20,010,077
Unrestricted net assets, beginning of the year	79,717,253
Unrestricted net assets, end of the year	99,727,330
II Changes in restricted net assets	
Increase/decrease for restricted net assets for the year	-6,559,600
Restricted net assets, beginning of the year	1,840,342,600
Restricted net assets, end of the year	1,833,783,000
III Net assets, end of the year	1,933,510,330

	FY2016 Mar. 31, 2017	FY2017 Mar. 31, 2018	FY2018 Mar. 31, 2019
Assets			
Current assets	55,220	71,650	77,603
Fixed assets	1,882,260	1,867,456	1,876,251
Total assets	1,937,481	1,939,107	1,953,855
Liabilities			
Current liabilities	2,612	3,038	3,105
Fixed liabilities	14,736	16,009	17,239
Total liabilities	17,349	19,047	20,344
Net assets			
Restricted net assets	1,855,000	1,840,342	1,833,783
Unrestricted net assets	65,131	79,717	99,727
Total net assets	1,920,131	1,920,059	1,933,510
Total liabilities and net assets	1,937,481	1,939,107	1,953,855

The amounts presented above are indicated in thousands; amounts less than a thousand are dropped.

Assets	
【Current assets】	
Cash deposit	75,863,869
Stored items	1,414,720
Temporary payment	32,630
Advanced expenses	292,300
Accrued receivable	0
Total current assets	77,603,519
【Fixed assets】	
Endowment	1,833,783,000
Other fixed assets	42,468,689
Total fixed assets	1,876,251,689
Total assets	1,953,855,208
Liabilities	
【Current liabilities】	
Accrued payable	2,269,014
Membership fee received	276,000
Deposit received	560,264
Total current liabilities	3,105,278
【Fixed liabilities】	
Reserve for retirement allowance	17,239,600
Total fixed liabilities	17,239,600
Total liabilities	20,344,878
Net assets	1,933,510,330

Income and expenditure (in yen)



Membership As of March 31, 2019

	FY2016 Mar. 31, 2017	FY2017 Mar. 31, 2018	FY2018 Mar. 31, 2019
Corporate Members	223	227	224
Special Corporate Members	472	469	465
Elder Members	544	545	523
Duskin Employees	1,719	1,707	1,697
Regular Member As	1,539	1,515	1,481
Regular Member Bs	3,061	2,908	2,931
Regular Member Cs	7,034	6,880	6,461
Sub total	14,592	14,251	13,782
Friendship Members	95	34	51
(accumulated)	174,019	174,053	174,104
Total	14,687	14,285	13,833
(accumulated)	188,611	188,304	187,886

History: Significant events during the past 38 years

For the program's 38th year, eight trainees have been dispatched overseas to study.

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.

1982

- Jan. 7: Ten trainees of the first program were dispatched to the U.S.
- Jan. 27: Mister Donut One Charity Day was conducted.



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

1983

- Nine trainees were dispatched abroad.

- 1984 ●Nine trainees were dispatched abroad.
- 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 dispatched abroad.

1986

- Eight trainees were dispatched abroad.
- Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix for people suffering from phenylketonuria, a condition caused by abnormal metabolism of protein substance.

1987

- Eight trainees were dispatched abroad.

1988

- Seven trainees were dispatched abroad.

1989

- Seven trainees were dispatched abroad.

1990

- Ten trainees were dispatched abroad.

1991

- The program name was changed from Mister Donut Study U.S. Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for the Disabled. The destination for training expanded from 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 dispatched 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

- Ninety-seven trainees (including helpers) were dispatched abroad. Additional two teams of the physically challenged and a team of individuals suffering from epilepsy were formed. Six teams in total had training in the U.S. for two weeks and learned about work by the Disabled.

1994

- Regional Executive Committees were established in 59 areas in the nation.
- Thirteen trainees were dispatched abroad.

1995

- Regional Executive Committees were reformed to cover 72 areas in the nation.
- Ten trainees were dispatched abroad.

1996

- Ten trainees were dispatched abroad.

1997

- Nine trainees were dispatched abroad.

1998

- Seven trainees were dispatched abroad.

1999

- Ms. Miki Matsue, a trainee of 18th year program won three gold medals at Nagano Paralympics Games. The Foundation recognized her success with an AINOWA Award.

2000

- Nine trainees were dispatched abroad.
- Duskin Leadership Training Program in Japan was introduced.



2000

- Eight trainees were dispatched abroad.

2001

- Nine trainees were dispatched abroad.

2002

- Nine trainees were dispatched abroad.

2003

- Group Training Program was added in commemoration of 25th anniversary of the Foundation.

2004

- Eleven trainees were dispatched abroad.

2005

- Twelve trainees were dispatched abroad.

2006

- Nov. 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.

2007

- Eleven trainees were dispatched abroad.

2008

- Twelve trainees were dispatched abroad.

2008

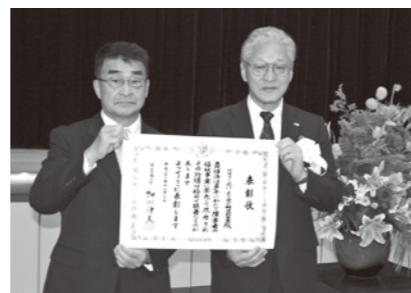
- Thirty trainees were dispatched abroad. Junior Leadership Group Training was added.
- AINOWA Regional Executive Committees were reformed to cover 11 areas in the nation.

2009

- Sixteen trainees were dispatched abroad.

2010

- Twenty-seven trainees were dispatched abroad.
- Mr. Mitsuru Nagase, a trainee in the 21st year, won a silver medal in the ice sledge hockey competition in the Vancouver Paralympics Games in 2010. 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 dispatched 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 dispatched abroad.

2013

- Nine trainees were dispatched abroad.
- Mr. Keiichi Kimura, a 30th-year trainee won a silver medal and a bronze medal in swimming competition at the 2012 London Paralympics Games. The Foundation recognized his success with an AINOWA Award.

2014

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

2015

- Five trainees were dispatched abroad.

2016

- The foundation celebrated the 35th anniversary and held a presentation of the trainee reports. Their Imperial Highnesses Princess Kiko Akishino and Princess Mako were in attendance.
- Seven trainees were dispatched abroad.

2017

- Eight trainees were dispatched abroad.
- Middle Group Program was added.

2018

- Eight trainees were dispatched abroad.

Officers, Committee Members

Officers

(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2021)

Director	Chairman	Teruji Yamamura	President & CEO, Duskin Co., Ltd.
	Senior Executive Director	Kazuyuki Miyahara	Principal, Mister Donut College, Duskin Co., Ltd.
	Executive Director	Miyako Muroyama	Secretary General, The Duskin AINOWA Foundation
	Director	Mariko Miyagi	Principal, Nemunoki Home and Nemunoki School
	Director	Setsuko Yamawaki	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	Ryosuke Matsui	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Director	Hirofumi Seki	Executive Director, Nippon Lighthouse
	Director	Takashi Yamamoto	Chairman, Mister Donut Franchise Community
	Director	Keiko Sakino	Chairwoman, Duskin Production & Logistics Franchise Association
	Director	Yukiko Ohkuma	Professor, International University of Health and Welfare Graduate School
Director	Hiroshi Tamon	Attorney at Law, Tomin Sogo Law Office	

(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2023)

Council Member	Council Member	Osamu Aoyagi	President & CEO, Yokohama Foods Co., Ltd.
	Council Member	Masaki Azuma	Chairman, Duskin Uniform Service Franchise Community
	Council Member	Jiro Shimo	Chairman, Duskin Labor Union
	Council Member	Takashi Suda	President & CEO, Koryu Sangyo Ltd.
	Council Member	Shintaro Katsura	Chairman, Duskin National Care Service Franchise Association
	Council Member	Tomoya Nakao	Chairman, Duskin Rent-All Franchise Association
	Council Member	Hiroshi Hanashima	Director, Japan Braille Library
	Council Member	Junji Fukumo	Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Council Member	Ryuichi Saura	Director & Professor, Department of Physical and Rehabilitation Medicine Division of Comprehensive Medicine, Osaka Medical College

(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2023)

Auditor	Auditor	Hideyuki Naito	Senior Operating Officer, Duskin Co., Ltd.
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(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2021)

Advisor	Advisor	Hideyuki Ito	Former Chairman & CEO, Duskin, Co., Ltd.
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Executive Committee for the Duskin Study Abroad Leaders Program for the Disabled

(Term of office: April 1, 2019 through March 31, 2021)

Toshiaki Aomatsu	Teacher, Special Needs Education School for the Visually Impaired, University of Tsukuba	Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Osamu Nagase	Ritsumeikan University Research Center for Ars Vivendi Eminent Professor
Takashi Kanatsuka	General Manager, NPO Job Support Network	Akiko Fukuda	Councilor/International Corporation Committee member, Japan Deafblind Association Secretary General, World Federation of the Deafblind
Koji Onoue	Vice Chairperson, Japan National Assembly of Disabled Peoples' International	Masayuki Kobayashi	Senior Researcher, Institute of Developing Economics, Japan External Trade Organization

Executive Committee for the Duskin Leadership Training in Japan

(Term of office: April 1, 2019 through March 31, 2021)

Akira Terashima	Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	Misako Nomura	Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
Kazuhiko Yamaguchi	Executive Director, Approved Specified Nonprofit Corporation (TOMO)	Michio Murase	Social Welfare Juridical Person KOYUKAI
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Syunji Kadota	President, Non-profit organization Mainstream Association
Yasunori Shimamoto	Director, Japanese Federation of the Deaf	Kiyoshi Kawaguchi	Visiting Researcher, National Museum of Ethnology

The Duskin AINOWA Foundation Regional Executive Committee Chairpersons

(Term of office: April 1, 2018 through March 31, 2020)

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	Yoshitaka Terasawa	President & CEO, Duskin Nishikanbara Co., Ltd.
Minami-Kanto	Tamotsu Makino	President & CEO, Duskin Mobra Ltd.
Hokuriku	Nobuyuki Nagata	CEO, Duskin Hokuriku Co., Ltd.
Tokai	Hideaki Ono	President & CEO, TAIHO FOODS Co., Ltd.
Kinki	Junichiro Yamagata	CEO, Seeds Co., Ltd.
Chugoku	Hiroshi Dohzan	CEO, Duskin Kojima Co., Ltd.
Shikoku	Masato Nishioka	CEO, Duskin Kochi Co., Ltd.
Kyushu	Akira Hirano	CEO, Duskin Amakusa & Co., Ltd.

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 Nation's 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 the welfare of 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

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