

Center for Inclusive Leadership (CIL) Midterm Progress Report

Lailani L Alcantara, CIL Director
Yoshiki Shinohara, CIL Deputy
Director
November 14, 2020



**Aspire
Participate
Unleash**

Our Vision

To be a leading research institution proponent of inclusive leadership, contributing to APU's global reputation.

Our Mission

To pursue and promote inclusive leadership in research, education and practice.

Our Strategies

Build and strengthen the Center for Inclusive Leadership.

Encourage discipline-based research.

Develop applied-based research and connect with companies and other institutions .

Promote pedagogical research on inclusive leadership and inclusive teaching.

Organize promotion activities that build awareness of inclusive leadership and enhance the visibility of CIL and APU.

Create, measure and publish impact.

Research
Projects



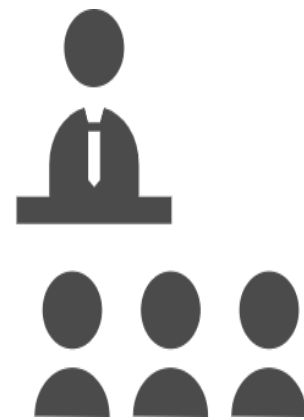
15

Research
Presentations



13

Hosted/
Co-hosted
Events



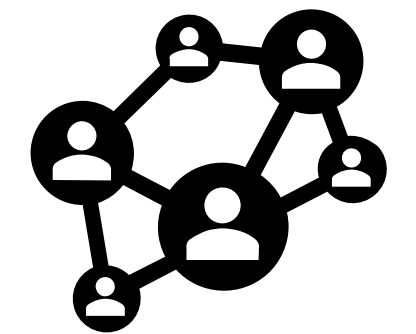
19

Event
Participants



About
1.5K

Social Media



About
46K

Ongoing Research by CIL



01

Global talent inclusion, Impact of inclusion on organizational performance and employee engagement

—ALCANTARA Lailani L., Professor, CIL Director



02

Inclusive leadership and corporate social responsibility in Japan, Gender differences in social entrepreneurship

—SHINOHARA Yoshiki, Associate Professor, Deputy CIL Director



03

Diversity and inclusive leadership in higher education, Program development for inclusive leadership

—OTAKE Toshitsugu, Professor, Managing CIL Director

Ongoing Research by CIL

04

Exploring the Determinants of Young Inclusive Leadership: Research Taxonomy and Theoretical Framework



ACKARADEJRUANGSRI P. , Associate Professor, APU

MUMI Atthaphon, Lecturer and Assistant Dean for Research and International Relations,
Mahasarakham University, Thailand

RATTANAPITUK Sirirat, Marketing Lecturer, University of the Thai Chamber of Commerce,
Thailand

PAKHUNWANICH Pijak, Doctoral Researcher and University Teacher, Loughborough
University, United Kingdom



05

Towards Inclusive Leadership in Japan's National Parks: Investigating the Potential of a 'Park Partners' Program to Improve Diversity



JONES Thomas E. Associate Professor, APU

BUI Thanh Huong, Associate Professor APU

COOPER M.J.M., Professor, APU

USUI Rie, Assistant Professor, Hiroshima University, Japan



Ongoing Research by CIL

06

Value-oriented Inclusive Leadership of Asia: Harnessing the Link between Varieties of Capitalism and CSR



KIM Rebecca Chunghee, Professor, APU



07

The Development of Inclusive Leadership in the Medical and Tourism Industries in Oita Prefecture



PARDO Phillip Dean, Professor, APU

COOPER M.J.M, Professor, APU

BENNETT Leigh, Managing Director, Institute for Tourism Leadership Australia,
Australia

ROUAULT Frank, CEO, Practical Learning, France

CLASTER William B., Professor, APU

NOGUCHI Hitoshi, CEO, Noguchi Thyroid Clinic and Hospital Foundation, Japan

MEIRMANOV Serik, Professor, APU



Ongoing Research by CIL



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8

Inclusivity and Resilience in Theory and Practice

VAFADARI M. Kazem, Professor, APU
PARDO Phillip Dean, Professor, APU
BENNETT Leigh, CEO, Institute for Tourism Leadership Australia, Australia
ROUAULT Frank, CEO, Practical Learning Co., France
HOLDENSON Wendy, COO, Mitsui Corporation, Australia
CHEN Loretta, Co-Founder, Common Purpose, Singapore, Visiting Professor, APU
COOPER M.J.M, Professor, APU



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9

Examining the Potentials and Challenges of Grassroots Activism as a Pedagogy Framework for Implementing Inclusive Sustainable Development in Societies, Locally, Regionally and Globally

MAHICHI Faezeh, Associate Professor, APU
ALCANTARA LAILANI L., Professor, APU
ROUX, Petrus Willem, Associate Professor, APU
DASANAYAKE RANAHANSA, Lecturer, Institute for Applied Material Flow Management (IfaS), Trier University of Applied Sciences, Germany
HUISINGH Donald, Professor, Institute for a Secure and Sustainable Environment, The University of Tennessee, USA
TAKEKAWA Daisuke, Professor, University of Kitakyushu, Japan



Ongoing Research by CIL



1
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Fostering the inclusive leadership of students and teaching assistants through multicultural groupwork



KIMURA Rikio, Professor, APU
HIRAI Tatsuya, Professor, APU
SHIN Kimie, Professor, APU
CUTTING Miki, Associate Professor, APU
MAHICHI Faezeh, Associate Professor, APU

1
1

A case study of inclusive class development based on UDL concept: Improving the 1st year seminar and mandatory language subjects at Ritsumeikan Asia Pacific University




JUNG Jonghee, Tenured Senior Lecturer
BERGER Maiko, Associate Professor, APU
SUMIDA Tamaki, Associate Professor, APU
TATEYAMA Hirokuni, Associate Professor, APU
TSUTSUI Kumiko, Associate Professor, APU
NOUTOMI Keiko, Professor, University of Teacher Education Fukuoka, Japan



Selected Research Presentations


01

5 Errors in CSR Disrupting Your Approach to Asian Market

 KIM Rebecca, Academy of International Business, 2019

02

Exploring the Determinants of Young Inclusive Leadership in Thailand: A Research Overview

 ACKARADEJRUANGSRI, Pajaree, 17th Asia Pacific Conference, 2019


03

Four Leaderships Business Can Demonstrate During Pandemic that Politics Can't

 KIM Rebecca, International Vincentian Business Ethics Conference, 2020

04

Towards Responsible Management: Exploring the inclusion and exclusion of global talents in Japan

 ALCANTARA Lailani L., International Association of Business & Society 2020 Virtual Conference

05

Gender differences in strategic orientations of social entrepreneurs' strategies

 SHINOHARA Yoshiki, ALCANTARA Lailani L., International Association of Business & Society 2020 Virtual Conference

Webinars

01

COVID-19 and Beyond: Towards an Inclusive Workplace and Society
"DARE TO DREAM"

 Mr. Michael Wu, CEO, Nature's Care and Hunter's Dream

02

COVID-19 and Beyond: Towards an Inclusive Workplace and Society
"Tough Times Bring Opportunity"

 Ms. Maki Nakamura, President at HAVI Supply Chain Solution Japan G.K, Japan

03

COVID-19 and Beyond: Towards an Inclusive Workplace and Society
"How to become an Inclusive Business Leader, and why? - Lessons from the Pandemic"
"A magical moment - but what do we do now?"

 Professor Rebecca ChungHee KIM / Malcolm Cooper, APU

04

COVID-19 and Beyond: Towards an Inclusive Workplace and Society
"Woman's career development with/after COVID-19"

 Ms. Atsuko Nakamura, Executive Officer, H.U. Group Holdings, Inc

05

COVID-19 and Beyond: Issues and approaches on Diversity and Inclusion in
higher education in Japan

 Mr. Yasuhiro Nagano, Mayor of Beppu City, Calolin Funck Vice President , Hiroshima University, and more.

No. of
participants

831

Most recent webinar



CIL WEBINAR

COVID-19 AND BEYOND

**Issues and approaches on Diversity and Inclusion
in higher education in Japan**

OCT 16 (FRI)

17:30-19:00



Speaker

Yasuhiro Nagano
Mayor of Beppu City, Oita



Speaker

Haruaki Deguchi
President,
Ritsumeikan Asia Pacific
University



Speaker

Carolin Funck
Vice President,
Hiroshima University



Speaker

Thomas E. Jones
Associate Professor,
Ritsumeikan Asia Pacific University



Moderator

Lailani Alcantara
CIL Director
Professor Ritsumeikan Asia
Pacific University

279 participants from 29 countries and regions

Excerpts from the participant survey

"I got the impression that Beppu City and APU are working together to create a more pleasant society.

I have great expectations for the children and young people of Beppu City, who will grow up knowing that even though they were born in different places, the skin color, hair color, food preferences, and the way they think ..., they are all same human beings."

"It was a great event and I am sure everybody's message made audience encouraged, especially during this pandemic situation. It was very informative to articulate the matters from diverse perspectives. "

Seminars for APU Faculty, Staff and Students

To develop an understanding of inclusion and diversity and to create an atmosphere that promotes inclusive leadership on campus.

Organized by CTL

01	Inclusive Leadership amid COVID-19 🎤 Professor Mohan Awvari, Nottingham University Business School, Malaysia
02	Teaching in Culturally Diverse Online Classrooms 🎤 Ms. Mary Jetter, Instructor, University of Minnesota
03	Inclusive Leadership and Teamwork 🎤 Ms. Mary Jetter, Instructor, University of Minnesota
04	Building an inclusive and open culture at SMU and the Lee Kong Chian School of Business 🎤 Professor Gerry George, Dean, Singapore Management University
05	Leadership and Purpose-driven Business 🎤 Professor Gerry George, Dean, Singapore Management University

No. of participants

364

Inclusion week



Aspire. Participate. Unleash.

Inclusion Week

OCT 26 - NOV 2, 2020

#apuiw

Mon 10/26	A surprise by APU Art Club	Tue 10/27	FASHION x MAKE UP x LGBT 6th period (17:55~) on Zoom Learn and think about fashion, make-up and sexuality with APU Colors. Exchange your idea and opinions with diverse participants! Language: mainly Japanese APU COLORS
Wed 10/28	CAMPFIRE TALK 18:00 - 19:30 on Zoom A safe & personal space for every participant to share their opinions and experience. Join our Alumni members from all around the world in this conversation about diversity & inclusion. VICREW	Wed 10/28	BOND VIDEO COMPETITION Join to win up to JPY 25,000! Apply by Oct 21st 23:59 Submit video by Oct 28th 23:59
Fri 10/30	APU'S GOT TALENT 19:00 - 21:00 on Zoom The Grand Show of Inclusion Week 2020, where all APU students, instructors and staff can share their talents and have a fun time together. gbl	Mon 11/2	LEADERSHIP AND PURPOSE-DRIVEN BUSINESS 14:00 - 15:00 on Zoom Special lecture by Gerry George, Singapore Management University Dean, For APU students only Language: English (simultaneous Japanese interpretation)



Facebookを随時更新しています。
フォローしてください。

Follow us on Facebook to know how to participate and support

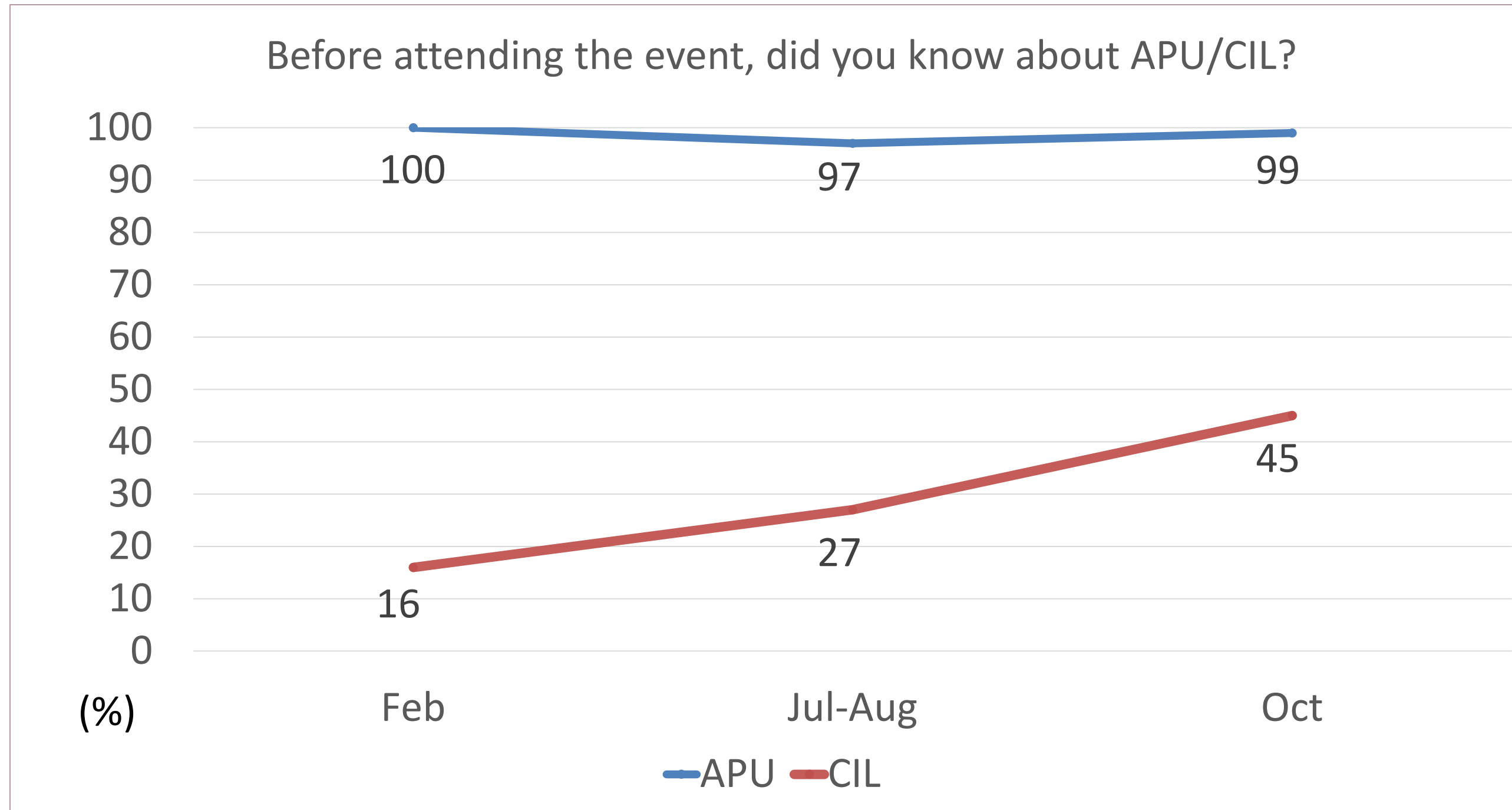
Inclusion Week is a new addition to APU's existing Multicultural Week (an event that introduces the languages and cultures of multiple countries and regions on a weekly basis; Indonesian Week, Africa Week, Oceania Week, etc.)

<Purpose>

- To deepen understanding and interest in inclusive leadership among participants from inside and outside the university.
- By taking the initiative of students, the project aims to develop the abilities of involved students as inclusive leaders.

- 5 APU Student Groups
- 5 CIL research members as faculty advisors
- 7 events

Changes in CIL/APU awareness



Awareness of APU

Decreased from 100%
⇒ CIL's efforts are now being recognized by people who are not familiar with APU.

Awareness of CIL

From 16% to 45%
⇒ Awareness of CIL has increased

Percentage of survey respondents who answered "Yes, I know APU/CIL."

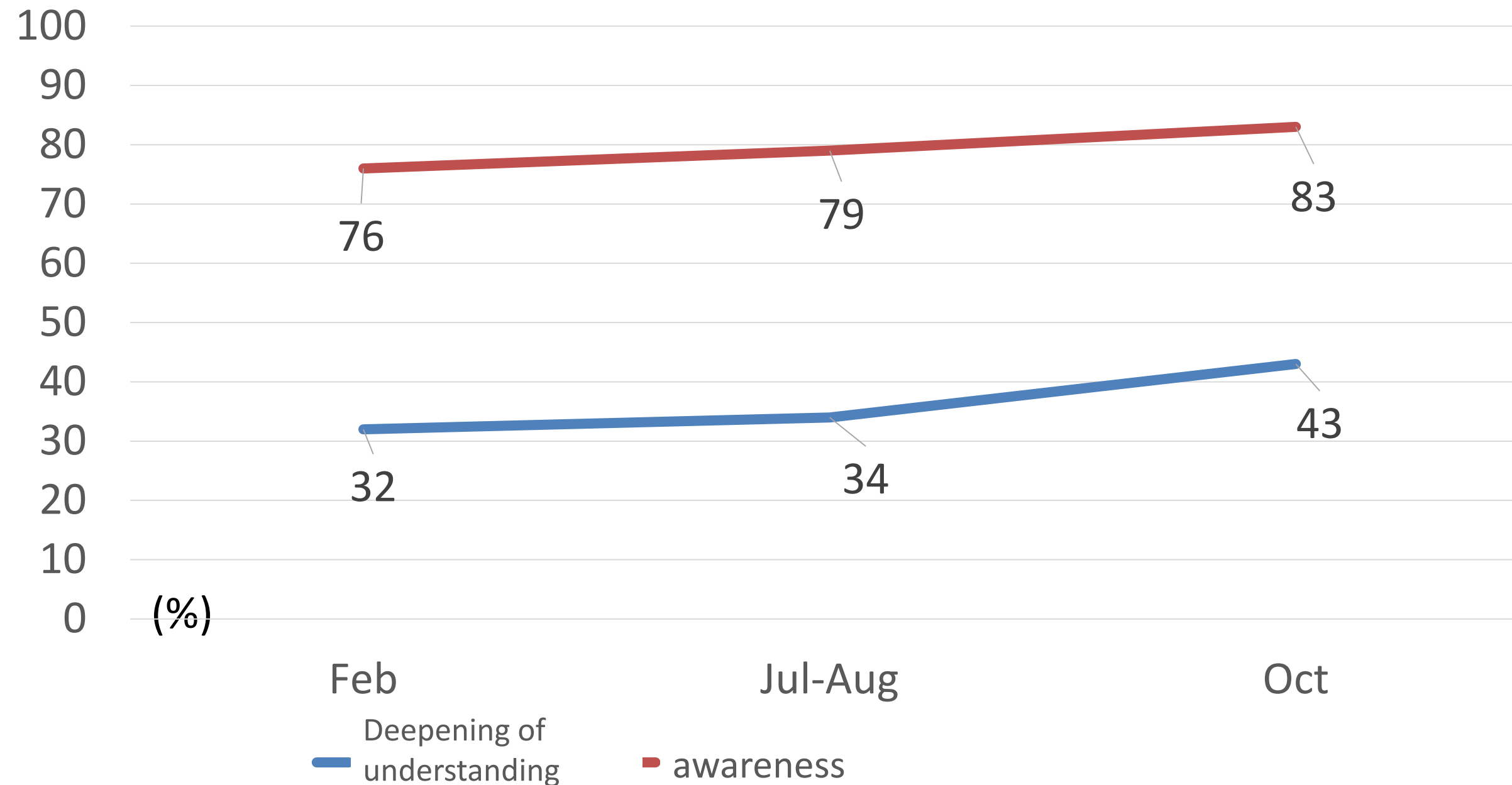
Percentages are compared with survey results from the following 2020 events hosted by CIL.

Feb.:forum (held on Feb 7), Jul-Aug.:series of webinars (4 in total during July-Aug), Oct.:webinar (held on Oct 16)

Changes in awareness and deeper understanding of Inclusive Leadership

Did you know about inclusion or inclusive leadership?

/Did you gain a deeper understanding about inclusion or inclusive leadership through this event?



Increasing **awareness** and **understanding** of inclusive leadership
⇒ Increase in both

Percentage of survey respondents who answered, “Strongly agree” and “Slightly agree”.

Percentages are compared with survey results from the following 2020 events hosted by CIL.

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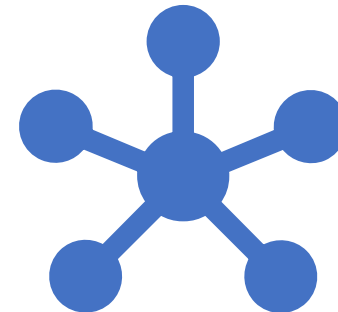
CIL FACEBOOK PAGE (Apr 1 – Nov 12, 2020)



Page Followers

560

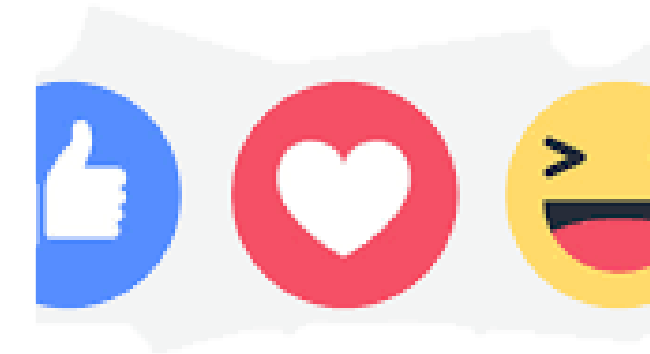
▲ 148%



Reach

32K

▲ 255%



Engagements

3.8K

▲ 82%

Upcoming CIIL activities this year

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Presentations by CIIL core members at HR Conference 2020fall

Nov.
20&25

0
2

Workshop on Diversity and Inclusion: Making Teamwork Work, APU Virtual Mini University Program

Dec.
5

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3

Diversity & Inclusion in Japan BOOK development and publication

2020~

Upcoming CIL activities this year

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1

Presentations by CIL core members at HR Conference 2020 fall

Nov.20
(Fri.)
AM9:30
-10:20

Inclusive leadership development through theoretical research and classroom management at APU

(理論的研究成果とAPUの授業運営からひも解く、インクルーシブリーダー育成のポイント)

-Presentation by Professor OTAKE and Professor SHINOHARA



Nov.25
(Wed.)
AM10:00
-10:50

What to know about inclusion and exclusion for foreign talents to thrive

(外国人人材が活躍できるように知っておきたいインクルージョンとエクスクルージョン)

-Presentation by Professor ALCANTARA



*Registration is now closed

Upcoming CIL activities this year

03

Workshop on Diversity and Inclusion: Making Teamwork Work, APU Virtual Mini University Program

Dec.
5

Diversity and Inclusion: Making Teamwork Work

-Presentation by Professor ALCANTARA

This session will delve into the concepts of what diversity and inclusion are and how they contribute to successful teamwork. Participants will be encouraged to explore the advantages of working with a diverse group of people and being in a diverse environment.



This workshop is designed for high school students and others considering enrollment at APU.
*Registration is now closed.



www.facebook.com/CILsecretariat/



CIL APU Center for Inclusive Leadership
インクルーシブ・リーダーシップセンター

Find us on
Webpages

<http://www.apu.ac.jp/cil/>

