



This webinar was funded by a grant from the United States Department of State. The opinions, findings and conclusions stated herein are those of the author and do not necessarily reflect those of the United States Department of State.

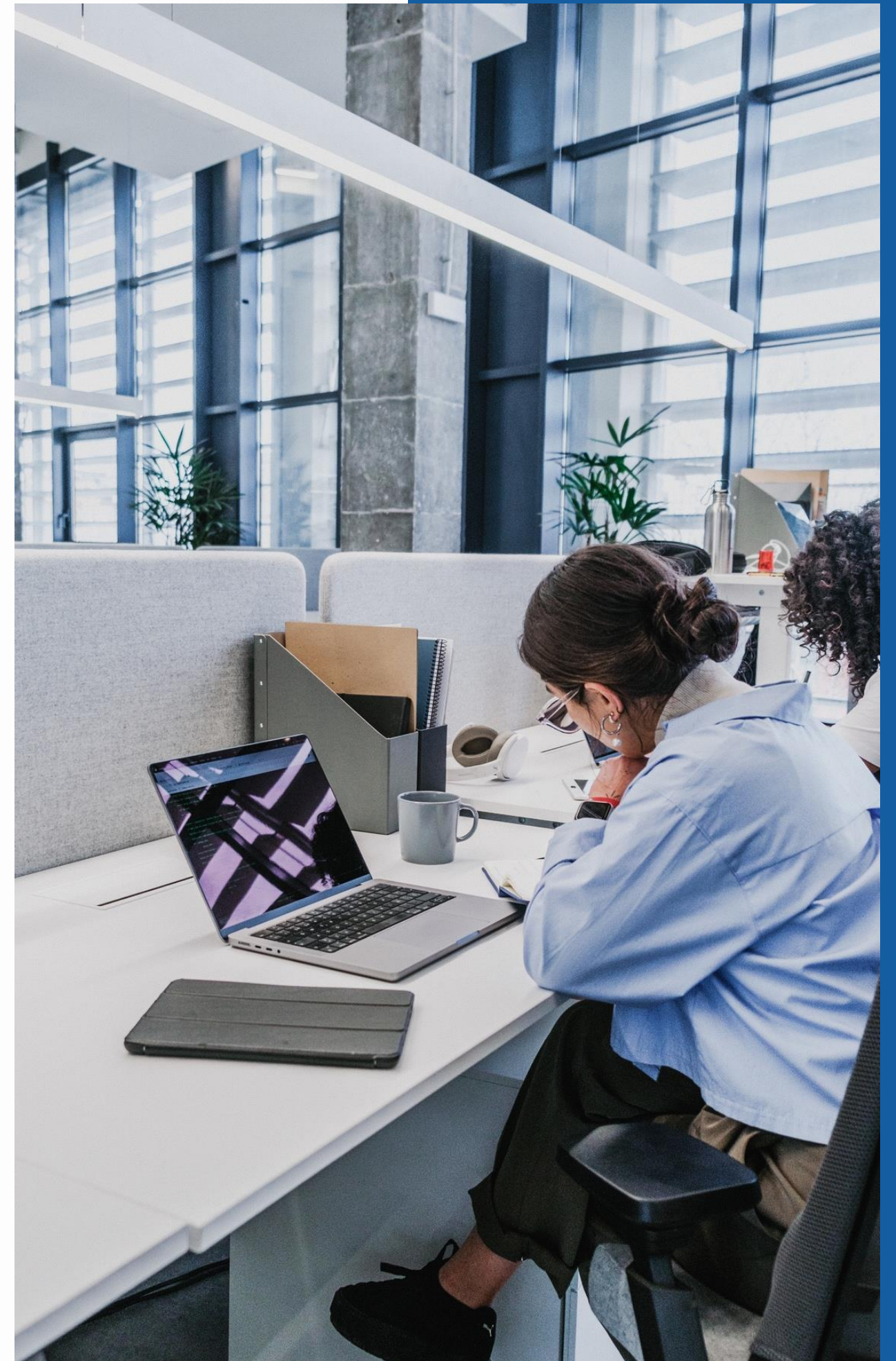
JAC-US DIVERSITY, EQUITY & INCLUSION WEBINAR REPORT

2022-2024



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Purpose

JAC-US Diversity, Equity, and Inclusion (DEI) Webinar Course was designed to connect USG alumni and prospective alumni in meaningful discussions about social impact through the DEI perspective.

Upon completing the course, participants gain access to exclusive opportunities that enhance their engagement with JAC-US and support their ongoing involvement.

Objectives



JAC-US envisions this webinar course as a platform that fosters connections, broadens knowledge, and encourages participants to share their learnings with others.



CONNECT

This course can bring together USG alumni and prospective alumni facilitate meaningful connections and collaborative exploration of social impact topics.



LEARN

USG alumni and prospective alumni can learn from guest speakers and others to explore the ideals of a diverse, equitable, and inclusive society.



SHARE

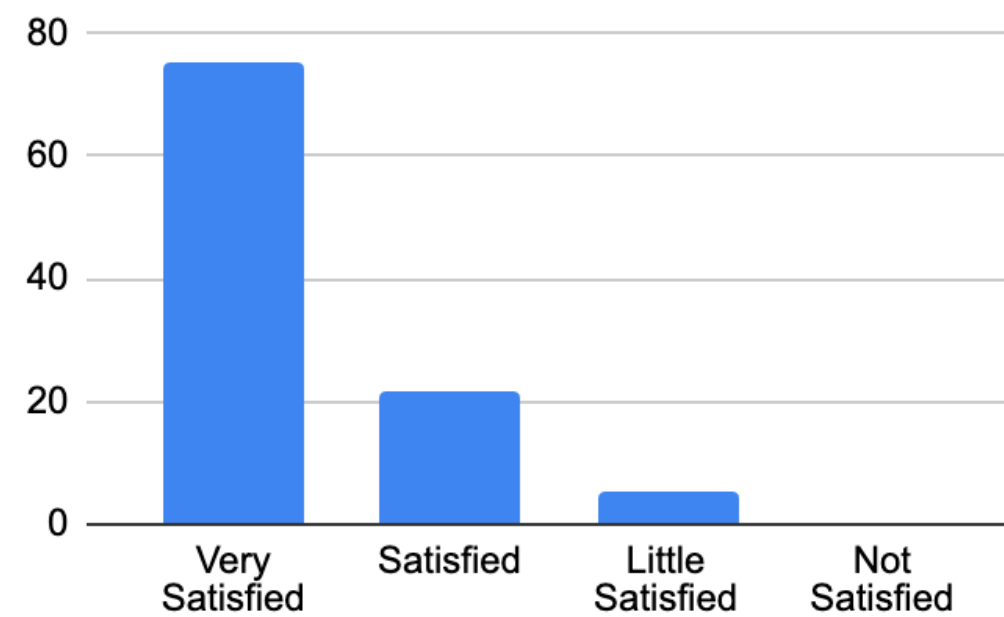
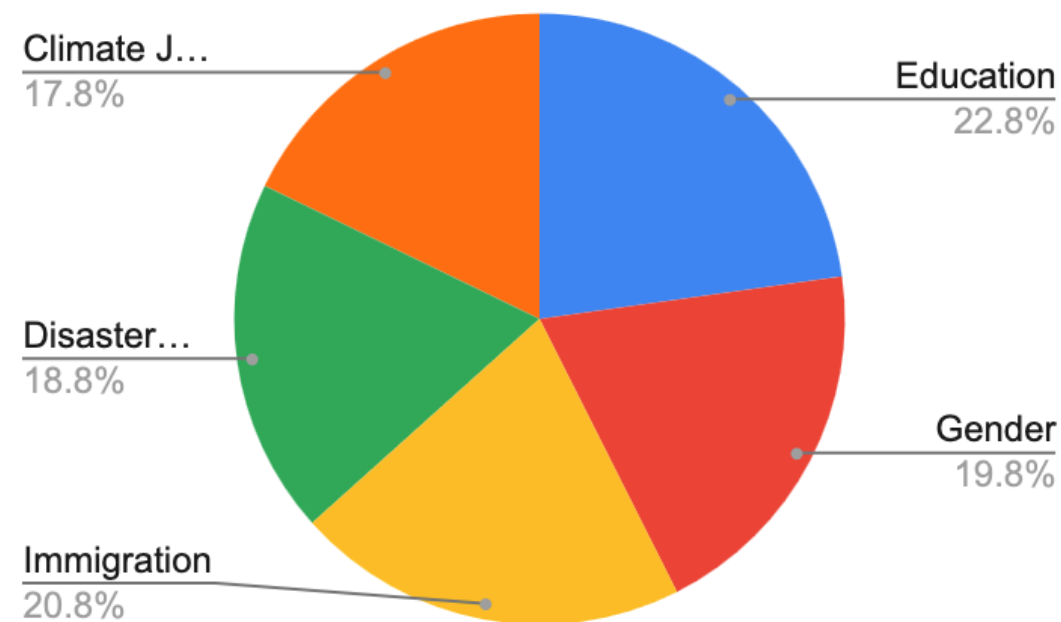
Participants in the course can apply the knowledge they gain to tackle real-life challenges and drive meaningful social impact.

Webinar 2022-2023

From January to July 2023, JAC-US held its first DEI webinar series, exploring five important social impact topics: Education, Gender, Immigration, Disaster Resilience, and Climate Justice & Equity.

The course engaged **64** participants, with **16** successfully completing the program.

The pie chart below demonstrates that participants attended nearly every webinar session consistently. The bar graph provides the average of the feedback for each session, showing that **97%** of respondents rated it as "very satisfied" or "satisfied."



"I would like to share this with my students and discuss it together in class."

"I think it's a very good webinar series. If possible, I would like to participate in a session with a speaker from the U.S. if one could be arranged."

"I'm very satisfied with the deep understanding I gained about DEI in the education sector. I look forward to comparing it with other fields."

"I realized that ensuring diversity requires not only building systems but also changing the mindset of the people involved."

"I was deeply moved by seeing individuals who are struggling speak out with courage and how those who empathize with them come together to offer support. I hope to contribute to creating a global environment where individuality is respected."

"This webinar proved to be extremely valuable. It reinforced the need to consider refugee acceptance positively and also highlighted that maintaining domestic security might emerge as a new issue that needs to be addressed in proportion to this challenge."

Webinar 2023-2024

Between November 2023 and May 2024, JAC-US engaged **138** participants, with **10** successfully completing the program.

Our second webinar course explored four social impact topics: Business, Arts & Social, LGBTQ+, and Health.

01

Business. The seminar discussed how the speaker's experiences led to co-founding 'World in You,' focusing on inclusive leadership, equitable governance, and the importance of diverse perspectives in addressing societal issues.

02

Arts & Social. Art and Social Practice enhances community engagement and accessibility through diverse educational and mentorship initiatives, significantly impacting underrepresented communities and inspiring students' futures.

03

LGBTQ+. The webinar highlighted critical issues of DEI, showcasing personal and legal advancements for LGBTQ+ rights in Japan and emphasizing ongoing efforts to promote social justice and human rights.

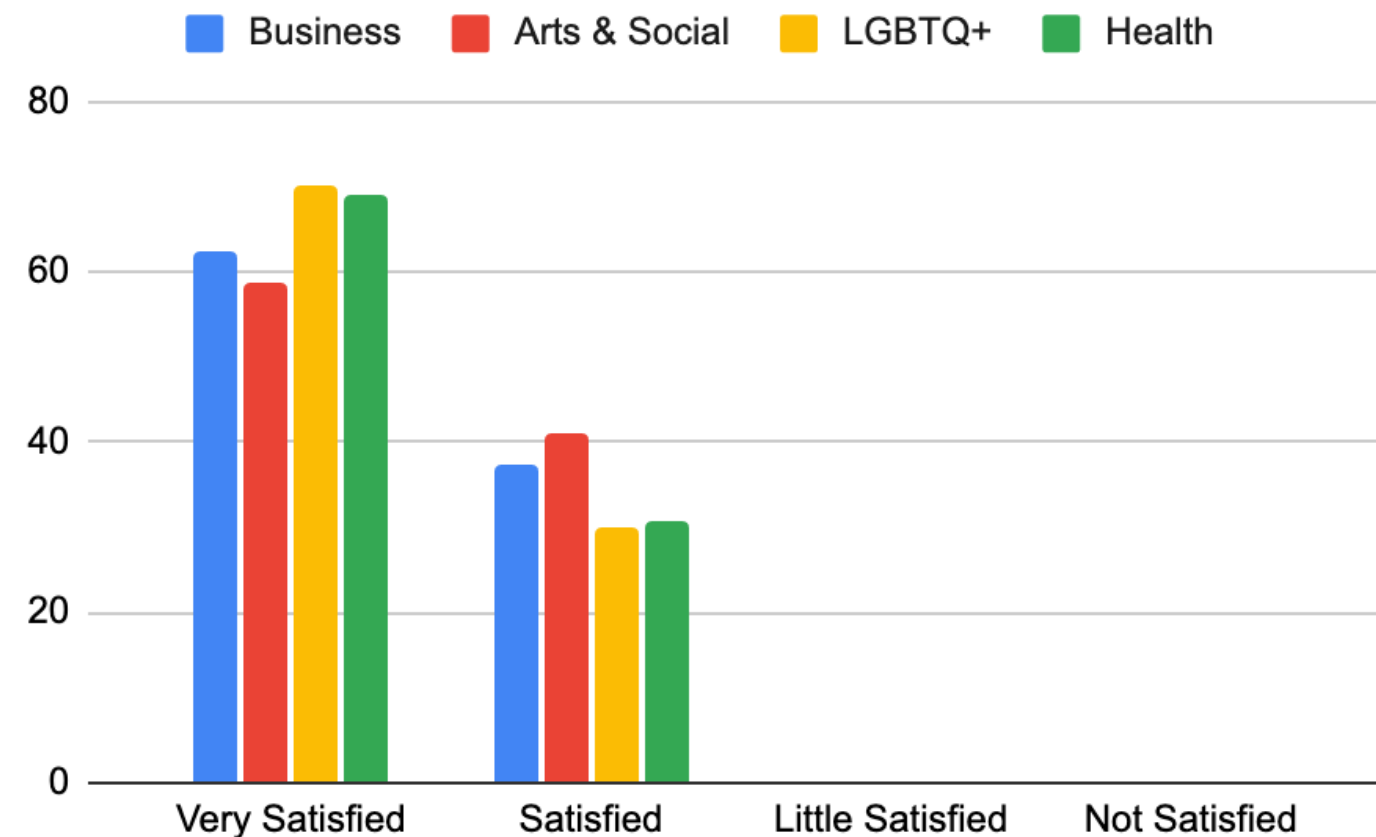
04

Health. The session emphasized the need for DEI by addressing the impact of societal stigma and workplace bias on cancer patients and emphasizing the importance of open communication and supportive environments.

Impact

All participants (100%) reported being either "very satisfied" or "satisfied" with the quality of the 2023-2024 webinar course. The sessions on LGBTQ+ and Health were particularly well-received, with 70% of participants indicating they were "very satisfied."

Compared to the 2022-2023 course, participation surged by an impressive 115%. JAC-US expanded its outreach to include prospective USG alumni, opening new opportunities for those interested in USG programs and fostering potential future alumni relationships. This decision has not only strengthened connections within the USG community but also facilitated valuable interactions between USG alumni and individuals with significant skills and expertise, enhancing the overall benefit to the alumni network.



100%

Answered Very
Satisfied or Satisfied

115%

Increase in
Participant Number

70%

Of Participants
Were USG alumni

Participants' Voices

JAC-US randomly selected four participants from those who completed the webinar course to interview about their experiences and feedback on the course.

Participants want to connect with each other more.

"It would be nice to have an event where USG alumni and non-USG alumni can interact and get to know with each other more so that non-USG alumni will become more familiar with USG programs."

"Instead of bringing in guest speakers from outside, it might also be a good idea for JAC-US Core Members to become the speakers and share their knowledge and experiences."

Participants want more chances to apply the webinar knowledge in real-world scenarios.

"It was informative, but I didn't have much opportunity to apply it. It would have been better if I could have used and drawn on the knowledge gained."

"I'm unsure how to expand my network or leverage it after the course or event."

"It might be a good idea to organize events with people who have attended several times, like Fellows."

"The words of the guest speaker—"Social issues arise when we draw a line between what is personal and what is someone else's"—made me realize things I had not noticed before."

"I found it amazing how the community has come together over art and how the local elementary school is used to make it more accessible to youth."

"Hearing both the voices of those directly affected and the perspectives from a legal standpoint allowed me to understand the issues as practical realities rather than just emotional arguments."

"I wish more people, beyond USG alumni community, had been able to hear it."

"I realized that healthcare and health encompass not only physical issues but also emotional and mental aspects, representing an issue for the individual as a whole and, more broadly, for the community."

Reflection

From our two-year survey and interviews JAC-US has identified the following key learnings to enhance the planning, organization, and management of our annual webinar courses:

- **Optimal Timing.** Participants prefer hour-long webinars held on weekend mornings.
- **Value of Interaction.** Participants value opportunities to connect with guest speakers and fellow attendees.
- **Community Impact.** Participants are interested in leveraging the DEI webinar course to make a meaningful societal contribution.
- **Content Preferences.** While participants are open to various topics, they particularly enjoy hearing personal stories and experiences.



Next Steps for DEI Webinar 2024-2025



Idea

Refine the core concept of the webinar course by identifying key topics and desired outcomes to ensure the content is relevant and engaging.



Strategy

Create a detailed plan for the webinar course by setting objectives, outlining the course structure, scheduling, and determining resources needed.



Execution

Organize the logistics and deliver the content as planned, through engaging with participants and managing any technical aspects.



JAC-US for Social Impact

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