

# THE CANADIAN

QUARTERLY MAGAZINE OF THE CANADIAN CHAMBER OF COMMERCE IN JAPAN



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VOLUME 20 | ISSUE 02 **SPRING 2020**



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## The Canadian Chamber of Commerce in Japan

## La Chambre de commerce du Canada au Japon

The Canadian Chamber of Commerce in Japan is a private sector, not-for-profit business organization founded in 1975 to promote the development of commerce between Canada and Japan.

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Representing some 35 business industries, the CCCJ is a member-driven, member-focused organization and is the longest-serving Canadian chamber of commerce in Asia. With more than 400 members, the CCCJ represents a broad cross-section of businesspeople, including entrepreneurs, from Canada, Japan and other countries. The membership comprises Canadian companies and individuals with ties to Japan, and Japanese companies and individuals with ties to Canada.

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# ROOM TO GROW

By Alec Jordan  
Editor-in-Chief, *The Canadian*



**This issue finds us all in uncertain times, and I want to wish the Canadian Chamber of Commerce in Japan community the very best. I hope that you and your loved ones are all staying safe and doing well.**

Working from home during the Covid-19 pandemic comes with certain comforts — long train commutes are really overrated, and being able to spend more time around my family is a joy. But I find myself missing the daily camaraderie that I share with my coworkers, and while video chats fill that gap to some degree, they're not quite the same. I imagine that many of you are feeling the same thing.

## STRONG SOCIETIES

But not only does this crisis that we find ourselves in take us out of our comfort zones,

it can make us think about the ways in which we can improve. And not just improve our ability to confront viral outbreaks, but face up to the social, political and environmental challenges that the future holds, both here in Japan and around the world.

With that in mind, we spoke with six specialists in fields ranging from health governance and employment to political science and climate change (page 12) to find out how we can go about building more just, resilient and future-proof societies. I hope that you find their insights as interesting as I did.

There are also lessons to be learned from the way in which previous generations of people battled their way through epidemics, as did members of the Canadian-Japanese community in Vancouver during the Spanish flu outbreak of 1918 (page 34). Their bravery in the face of an invisible enemy should serve as inspiration to us all.

## BRIDGE BUILDERS

This issue also features individuals and organizations that are strengthening the ties between Canada and Japan. For example, judo champion Christa Deguchi — who was born in Japan but represents Canada when wearing her *judogi* — had her sights set on Olympic gold, but the postponement of the Games means that she's having to change her training regimen and set her sights a little farther out. But she's taking it all in stride and deepening her connection to a sport she's loved since she was a child (page 22).

You'll also probably notice in this issue that the majority of our interviewees are female. This was a conscious decision, and as we were planning the magazine during the month of March — Women's History Month — we thought it would be a fitting recognition of the contribution of women around the world to improving the world we live in. 🍁

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Tel: 03-4540-7730

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The Canadian is printed using  
UV vegetable oil ink certified by the  
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# FINDING OUR WAY

By Matt Ketchum  
Executive Director  
The Canadian Chamber of Commerce in Japan



**I hope this finds you well, despite the strange and difficult times we are facing. A global pandemic was certainly not on my list of things to deal with this year.**

And while we must be sure to take care, given the nature of the crisis, it is also an incredible opportunity for discovering new, positive and sustainable business practices that will produce short- and long-term benefits.

But these practices don't just magically appear. Rather, they can be discovered through — among other things — three values that the Canadian Chamber of Commerce in Japan holds dear: resilience, solidarity and compassion. And in this time of upheaval, I thought it would be prudent to bring these values front and center once again.

## RESILIENCE

With the official edict of the Japanese government for employees to work from home, our events schedule is largely cancelled, while the Office finds itself unoccupied and in uncharted territory, which is just the way things are right now for almost everyone else. And that's uncomfortable, for sure, but it also means that we're able to experiment with new and alternative solutions to the challenges we face.

Teleworking is one of those concepts that's certainly received its fair share of attention recently, and not without reason. With many remote conferencing services available (page 11), it is now readily apparent that there are plenty of solutions available to help you and your co-workers effectively communicate with each other and your associates outside of the standard office environment.

This isn't to say that the way things have been done up until now lack merit. Far from it. But if there were ever a time to explore alternatives, it's now.

## SOLIDARITY

While we like to think we have cordial relationships with all of the individuals, companies and organizations we work with, it is now — more than ever — the time to make those relationships into something greater than the sum of their parts, and work together to reach even greater heights.

To that end — along with our good friends at the American, British, and Australian and New Zealand chambers of commerce in Japan; the European Business Council in Japan; and the International Bankers Association of Japan — we have issued a joint statement formally requesting that the Japanese government prepare fiscal countermeasures to offset the damage being done by the coronavirus outbreak to the business community at large.

We're not working just with other chambers to help us all figure out the best ways to move forward, but also with you, our members, to understand your specific needs.

## COMPASSION

It's very likely that you're already overloaded with the situation directly in front of you, and dealing with more stress than you're

accustomed to. I'm willing to bet that's quite normal in times like these, and recognizing that is an important part of managing stress in this situation.

It's also important to recognize that others, too, are going through the same thing. So even if it might seem difficult, put in a little extra effort, if you can, to support those around you. We all deal with difficult situations in our own ways. Try to remember this in your interactions — digital or otherwise — with others.

And if you really need some inspiration, remember: Geddy Lee sings spectacularly about the power of friendship on a certain track on Rush's eponymously titled 1974 debut album. If you can't name the track right now, go take a look on the internet and let me know when you find it. Looking up the song — and listening to it — might serve as a nice break during these stressful times.

When the opportunity arises and you're feeling up to the task, take a few moments to offer what you can to support the community and society around you. After all, it is the wonderful people and organizations around us that interact with and support each other, that tie us all together as a society, be it local, regional, national or international. We're here to help, if we can, with any needs or concerns you might want addressed, because we are truly all in this together. 🍁

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**We're here to help, if we can, with any needs or concerns you might want addressed, because we are truly all in this together.**

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## Three carmakers to cut pay in North America

Three Japanese carmakers have announced plans to cut pay to workers in North America, according to an article published in *The Japan Times* on April 9. Toyota Motor Corporation has announced that their North American unit will no longer be paying approximately 5,000 temporary employees that work at its quieter plants in the US and Canada. This announcement came a day after Honda Motor Company, Ltd. and Nissan Motor Co., Ltd. said they would temporarily stop paying all staff at their idled US plants.

Additionally, due to effects of Covid-19 and claims of weak demand, Toyota is extending the shutdown of its North American vehicle and parts factories for a third time. The three automakers are going to add almost 32,000 to the list of North Americans claiming unemployment benefits.

## Ministry seeks almost 50k tonnes of wheat

Japan is the world's sixth largest importer of wheat — the country's second-most important staple after rice. According to an article published in the *Hellenic Shipping News* on April 15, Japan's Ministry of Agriculture, Forestry and Fisheries sought 132,277 tonnes of food-quality wheat from Canada, Australia and the United States. It is reported that, in June, Canada is to load some 48,920 tonnes of Western Red Spring wheat.

## Father loses appeal over paternity leave at major bank

PHOTO: COURTESY OF GLEN WOOD



A Japanese court has denied former brokerage manager Glen Wood's request for his job back. According to an article posted by the *Toronto City News* on April 3, he took paternity leave at Mitsubishi UFJ Morgan Stanley in 2015.

In a 2017 petition he alleged he was harassed and forced from his job after his return in 2018. The company denies harassment, saying the ruling showed the court backed its views, and that it would continue to provide a good working environment for all employees.

Wood said he would appeal the case, as he has now become the face of the fight against *pata hara* (paternity harassment). "There are millions of victims out there, and so from that perspective, this court case is no longer my court case. It's a court case for millions of people out there who have been harassed," said Wood.

## Taekwondo star preps for Tokyo 2021 in Winnipeg home

Skylar Park had a confirmed Olympic berth in the Tokyo 2020 Olympic and Paralympic Games in the 57-kilogram class for taekwondo. But those plans have been put on hold for the time being, as reported by an April 28 *Sportsnet* story. The 20-year-old is taking it in stride — and keeping up a steady training routine in the basement of her family home in Winnipeg. In fact, she comes from a long line of taekwondo athletes. There are 16 members of her family who have black belts in the martial art. Park's father, Jae, coached his daughter to a world championship bronze and a Pan American Games silver in 2019. Right now, she's sparring with her younger brothers. "It definitely has made me keep pushing harder just to keep up with them and to hold my own against them. It definitely has helped me inside the ring," Park said.

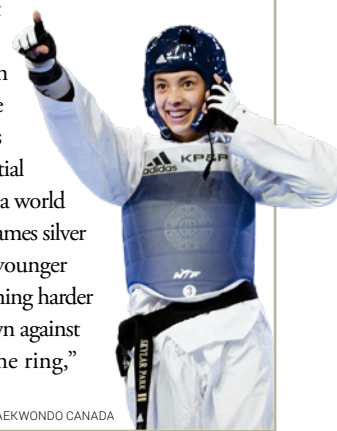


PHOTO: PETER BOLZ / TAEKWONDO CANADA

## Will Tokyo's shift from China help Ottawa?

Some say that Japan now may look to increase their projects in Canada to gain a stronger foothold in North America. Yet according to an article posted in *Business in Vancouver* on April 24, this may not be a realistic outlook. Carlo Dade, director of the Trade & Investment Centre at the Canada West Foundation, said that Japan prioritizes the successful execution of project timelines and delivery of products on time. The recent nationwide blockades of key economic infrastructure in Canada delayed agricultural goods from arriving in Japanese stores, and left an impression.

"Will we get more looks? Not really," Dade said. Andreas Schotter, associate professor of international business at the University of Western Ontario's Ivey Business School, is unsure Tokyo is serious about fully shifting its production from China. "I would not regard it as a shift away, but a rebalancing ... China will remain a strong base." Schotter added that most of the "re-shoring" will probably end up in Japan itself.

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# ONLINE AND IN TOUCH

Telework in a new world

By Paul Kilbank



**Paul Kilbank — a Toronto-based tech expert, consultant and frequent visitor to Japan — is covering the ways you can harness technology at the workplace to increase your productivity. His latest article looks at video conferencing software that lets us communicate and collaborate effectively, whether at home or at the office.**

Video conferencing is a key foundation of remote working, also known as teleworking, made possible by advances in underlying software technology and network infrastructure. Many organizations and professionals, under the inescapable pressure of the current pandemic, are adopting these tools to work remotely and engage customers, partners and vendors without physically meeting. Are you ready?

## BETTER WAY

Many readers will already be familiar with popular video chat applications such as FaceTime and Skype. Video conferencing software goes a step further with more advanced features, so virtual meetings become easier to manage and feel closer to a real meeting room experience, whether they're a one-on-one discussion or a companywide update.

Here are just a few capabilities that distinguish video conferencing software without the need for elaborate webinar or collaboration platforms:

- Scheduling meetings in advance so you can conveniently distribute access details with your original email invite
- Managing meetings with password access, microphone mute, video pinning and private messaging
- Encouraging open discussion and collaboration with screen sharing, white boards and text chat
- Recording entire calls, or specific topics only, for playback later as training or demo videos
- Accessing the virtual meeting using any Android, iOS, Mac or Windows device

## NARROW THE FIELD

The video conferencing landscape today is packed with simple, reliable and affordable options. Technology novices should take full advantage of free plans and free trials. Be sure to check the maximum number of meetings and participants as well as the maximum duration across tiered subscription plans. These are a few popular standalone options that work well for both in-house and customer meetings.

Zoom has quickly become a platform of choice for consumers and businesses alike. Why? It's simple, reliable and offers an attractive free plan. Be sure to follow good security practices though, as they scramble to fix widely publicized privacy and security shortcomings.

BlueJeans continues to build its reputation as a leading innovator. Their Smart Meeting technology lets participants link comments, actions and decisions within the actual video recording and later watch a time-saving highlights video for context.

WebEx, owned by Cisco Systems Inc., has long been a dominant enterprise brand with a broad feature set. As Cisco broadens its sights to collaboration platforms such as Slack and

Microsoft Teams, it is also promoting a generous free WebEx tier that competes well with Zoom.

## GO VIRTUAL

Shifting from face-to-face to virtual meetings need not feel socially awkward. Hosts can fill a broader role as meeting facilitator that goes beyond just managing agendas and action items. Set the right tone by introducing call participants, adding casual chat time and drawing quiet people into the discussion.

As a participant, you can contribute to a productive meeting and promote your personal brand by following a few online tips along with standard meeting room etiquette.

- Check your technical setup so you're ready to join the meeting on time — especially if you're using new software
- Stay focused by closing other applications and disabling email and news alerts.
- Unless room noise is a real problem, stay unmuted so you can immediately share feedback in the natural conversation flow

Video conferencing has quickly become indispensable for business. Whether traditional company practices and cultures are reshaped for the long term remains to be seen. Certainly, over the short term, professionals working in Japan should embrace these communication tools to maintain personal relationships and drive projects forward during these tough times. 🍁

## STRIVE FOR A PROFESSIONAL ENVIRONMENT BY:

- ▶ Reducing distractions in the camera background
- ▶ Buying a proper headset to limit background noise
- ▶ Adding bright lights so people can see you clearly
- ▶ Advising family members when you plan to use a shared space

# FUTURE PROOF

Six views on making stronger societies

By Alec Jordan

If one thing is certain in these uncertain times, it's that our resilience will be tested in ways that we have only just begun to imagine. However, as our social, political and employment systems are being challenged by the Covid-19 crisis, we are also in a position to learn how to adapt and improve those very systems. The improvements can not only help us face future pandemics, but also pressing concerns such as climate change and social inequalities. With this in mind, we spoke with six specialists in Canada and Japan, in fields ranging from health governance and climate change to political science and disaster-related risk reduction, to gain a deeper sense of what we need to meet the challenges of today and tomorrow.

## What work system weaknesses is the Covid-19 crisis revealing?

Lack of preparedness. Our economies focus so strongly on short-term goals and needs that it's too easy to dismiss longer-term risks. For instance, in Ontario, one of the first things our new conservative premier did was cut the public health budgets (as well as minimum wage and legal aid). These funds seemed expendable and non-urgent. And it caught us flat-footed. Ontario now lags behind all other provinces for Covid testing, for instance.

## What can or should be done now to address these weaknesses?

We need to start thinking of the wealth of our country as tied to the health of our country. This means stronger consideration of working conditions for all. This is a context where income inequality has been growing; blue-collar jobs have been hollowing out amidst growing robotization. We have been left with knowledge workers at one end [of the workforce] and low-wage service workers at the other end. In the immediate situation, we have seen the federal government step up with income support for a wide range of workers, which is commendable. We have seen landlords give rent holidays. Basically, in the short term this is a time to share the wealth. Those who have more need to share with those in need.

## How might sharing economy gigs be affected by the crisis?

The food delivery business is busier than ever. People are still taking Uber. But in general, this crisis is revealing the extent of our vulnerable population. It is interesting that the Canada Emergency Response Benefit (CERB) covers self-employed workers — this is a recognition that our social safety net, which has been geared to traditional workers, now also needs to protect our independent workers, such as gig workers. It is problematic though, that the gig employers have their contingent of workers protected by CERB without ever having paid a penny into employment insurance, pension plans, etc. as other employers would have done. Gig employers continue to get a free ride. That is not a fair arrangement and needs to change.

## ELLEN MACEACHEN

Co-Director  
Centre for Research on Work Disability Policy  
Associate Professor  
University of Waterloo, Ontario





### How we can improve work systems to prepare for future crises?

There's increasing talk of a basic income. The reality has been that, with technological developments and robotization, we don't have enough work for all Canadians and the job market will continue to change radically. A basic income would give people breathing space to upgrade their education or start a new business. It would also relieve us of a huge bureaucracy that has to check eligibility for this and that and monitor whether people are actively seeking employment. So that's one potential "lesson."

Another relates to public health. We'll have a much keener appreciation for public health and the need to prepare for potential illness. We may even

come away from this with a third lesson related to the environment. Like the pandemic, [initially] it seemed fairly invisible, non-urgent. We might take it more seriously now.

## We need to start thinking of the wealth of our country as tied to the health of our country.



**KELLEY LEE**

Professor  
Canada Research Chair Tier I Health Sciences  
Simon Fraser University, British Columbia

### What global health governance weaknesses is Covid-19 revealing?

The first is the failure of most countries to invest sufficiently in high-functioning public health systems. The alarm bells have been sounding for decades, to be frank, about the need to establish core capacities, as set out in the International Health Regulations, to conduct disease surveillance and reporting. In addition, all countries need robust public health systems, capable of swinging into action to control major outbreaks when they occur. What we are finding around the world is that most countries have not invested nearly enough.

The second weakness is the failure to build up, rather than weaken, the World Health Organization (WHO). Again, the alarm bells have been ringing for a long time about insufficient resources and the need for greater authority to lead and coordinate a global pandemic response. The WHO has been starved of resources and politically marginalized for decades. It seems terribly unfair to now call on the WHO officials to do all sorts of things it has not been given the power or resources to do.

### How has globalization outpaced our public institutions?

Globalization since the 1990s has connected societies across the world to an unprecedented degree. Much of this has been driven by economic globalization — companies competing through increasing economies of scale, expanding into emerging markets through trade and investment,

building global value chains, reducing labour costs and so on. What we have failed to do, alongside this rapid change, is make sure that we invest sufficiently in social and environmental protections along the way.

The longstanding belief is that we need to reduce the state and let the market drive globalization. What advocates of markets fail to realize is that we cannot have strong markets without strong states. They operate together. It is like building a house on sand. Without a solid societal foundation, a crisis such as Covid-19 comes along and washes away that foundation. If we want to ensure the success of private companies amid economic globalization, we have to also build strong public institutions.

### Do any remedies not cause nations to retreat?

There is a real risk that some countries will want to retreat behind their borders after this pandemic subsides for fear of being vulnerable to future outbreaks. This would be a mistake. It is not that interconnectedness per se is bad, but that we have neglected to create the public institutions needed to manage the risks arising from being interconnected. It is this failing that we need to fix, through increased global cooperation, not less. We can do this by explaining to people why Covid-19 occurred and what collective action we all need to engage in to reduce future risks.

### Do you have any advice for our readers?

For the longer term, I would encourage your readers to reflect on how they might become part of the solution to reduce the risk of a future crisis. What commitment might you make to how you live your life, or how you conduct your business? It might mean integrating health impact assessment into your business strategies, or creating a scholarship for a public health student. It might mean using teleconferencing more in your company and reducing the need to fly about the world less. Or it might simply mean filing your tax return with a different attitude. How might you contribute to solidifying the key foundations of society that we will rebuild once this pandemic is over?

**There is a real risk that some countries will want to retreat behind their borders after this pandemic subsides for fear of being vulnerable to future outbreaks.**

## TOVE KINOOKA

Director and Co-founder  
Global Perspectives Japan



### What challenges has Covid-19 presented your clients' businesses?

One thing that they really are struggling with in general — and I think this is common to many companies — is just keeping people engaged and motivated. Some companies are finding it easier than others — particularly tech companies. For them, it was not an issue. They had the equipment, they had the knowhow and everyone's used to using online systems, so they could adjust fairly easily to working from home. Others are finding that a lot harder, I think.

One person I spoke to recently, who works at a large Japanese corporation, described it to me as a process of organizational un-learning, which I thought was a really interesting way of looking at it. All of a sudden, the way they usually do things can't continue. And people are having to forget everything they know and do things completely differently.

### How can teleworking team members communicate effectively?

I think it's about keeping the personal connection, because if everything is online it can be very easy to assume that we can just email and say — "Can you do this?" Or, "Have you done that?" — and that's enough. But we should not underestimate how it affects trust to actually see somebody's face and talk to them, just to check in. And you know, I do this in my own company, we're tiny, but we just check in and we go, "How is everybody?" You know, just how are things in general, not workwise.

Actually, just maintaining that personal connection ... I think we need to remind ourselves that this is first and foremost a human crisis. And leaders really need to make sure — particularly in times like this — that their teams are feeling supported as people, and are not just regarded as people who produce results for the team.

### What are some ways companies can "future proof" themselves?

Every company needs to be saying, "What is our business continuity plan? If something like this happens, what is our first step — who does what?"

## Every company needs to be saying, "What is our business continuity plan?"

Bigger companies are usually better at that because it's part of the structure. Smaller companies often don't think about that — we just tend to hope that it would never happen. So having a plan in place is one thing and building resilience within the organization itself is another. And by that I mean the mindset; that people learn to work with uncertainty, take risks and deal with failure. This way, they're not stuck in one mode of doing things, and are better able to adapt.

As leaders, we need to learn to be open to that, and say, "Look, we don't know if this is going to work, but we're going to try it. And if it doesn't, we're going to use it as a learning point and we're going to try something different." Building in that mindset is something that can help you in any kind of change situation.

## AKIKO DOMOTO

President  
Japan Women's Network for Disaster Risk Reduction  
Former governor of Chiba Prefecture and W20 Advisor



### How did you help foster more resilient communities as governor?

One of the most important contributions was shifting to a participatory framework for policymaking that aimed to include the voices of prefectural residents. This gave them access to public information and fostered greater transparency. We encouraged the participation of prefectural residents and helped ensure accountability and responsiveness in our policymaking. I believe that this moved the prefecture away from "top down" government and fostered a more grassroots, bottom-up approach.

### Do you feel that Japan has become more resilient over the years?

Resilience is a challenging word to translate into Japanese and to really capture the image it conveys in English. I think we have to look



## We are also moving backwards in terms of our efforts to include other diverse perspectives that would strengthen our society, such as people with disabilities and the views of foreigners.

back to the history of the Meiji period and how those deep roots have been carried forward. The first problem we can observe is the perpetuation of a very patriarchal societal structure. People talk about gender equality and the equal participation of men and women, but in fact, it has not been implemented. When I was governor, all of the top companies, the big companies in Japan were all male-dominated in their leadership. Women were mostly absent. When I arrived as governor, I was the only woman in that space. Small companies had a few women who managed to move further up in the hierarchy, but most companies were still very male dominated. Likewise, in the Diet and among senior bureaucrats, those spaces are very male dominated. This imbalance is not only in politics and the most influential companies, it is also still present within the family. I think that's a key reason that Japanese society is actually not very resilient. Perhaps one sphere where there is perhaps less discrimination is within the field of education. There are many very high-performing, talented women in education, but their talents and genius are still not being amply invested to benefit society.

We are definitely not using the full talents of the Japanese if we keep failing to honour women's talents. We would be a much stronger, more resilient country if we solved the various forms of discrimination limiting women's ability to contribute their talents fully. We are also moving backwards in terms of our efforts to include other diverse perspectives that would strengthen our society, such as people with disabilities and the views of foreigners.

### How can we develop a globalized culture of resilience?

Global cooperation is at its most important phase right now. In order to defeat this pandemic, we cannot solve it in isolation of other countries. We need international leaders to really step up and build awareness around the collective nature of this struggle. We are not seeing as many top leaders with the qualities of leadership to really act in this critical way to inspire and mobilize populations towards a common vision. We have a population of about 7 billion, and we need every individual to become consciously aware of these challenges and how we can move forward collectively. We need all individuals to stand up and hear this call to action to protect their own lives, and the fates of their communities. That is what needs to happen for us to overcome this challenge. This struggle is one of humanity working together against a pandemic.



**JACKIE F. STEELE**

Founder, enjoi Diversity & Innovation Consulting  
Governor, Canadian Chamber of Commerce in Japan  
Political Scientist and Visiting Researcher and Lecturer,  
Sophia University

### Do lessons from the Tohoku triple disaster apply to Covid-19?

Many diversity and equality gaps were exposed over the past nine years of post-311 reconstruction. Had they been structurally addressed through effective law reform, Japanese society would have been much better positioned to face this pandemic. Unfortunately, law reforms since 2011 have been piecemeal in their approach and have not substantially eliminated status-based inequities that now further exacerbate the precarity of more economically vulnerable households. By comparison with Canadian policy-making, evidence-based policy-making for diversity and equity is still underdeveloped.

As with democratic self-government, resilience is a collective concept. While elected leaders are trying to signal more inclusion, they have also lacked sufficient political will to ensure law reforms that support diverse households (including common law and same-sex couples, single parents, irregular workers, dual working / homeschooling parents and entrepreneurs); those households are more vulnerable during this pandemic. Democracy is only a safety net in times of crisis, if it was already a viable safety net for all households in normal times.

### What challenges does Japan face in creating resilient societies?

Within a Machiavellian worldview, laws without teeth are not meaningful statecraft. Public policies for women's equality and the inclusion of diversity have not kept up with social evolution in Japan. Womenomics and the 2016 law aims at women's economic empowerment as good for the GDP and the bottom line. It offers a minimalist utilitarian logic that lacks a roadmap for democratic evolution and implementation in practice. Laws are ineffective if there are no mechanisms holding leaders accountable.

Similarly, the response to get more women into electoral politics was a new 2018 law that "encourages" political parties to recruit equal numbers of women and men, and yet the law has no compliance mechanism. The international research on women and politics shows that it takes a real threat of legal or financial consequence to motivate male elites to make their recruitment pipelines include diverse talent.

It is easier to recruit from the old boys' clubs. Independent-minded women and men are less predictable and loyalty is what is most rewarded in politics. The 2020 elections held after the adoption of the new 2019 gender parity law resulted in no improvement. Disappointingly, the LDP were among the worst offenders, and yet they could have unilaterally raised Japan's 2021 World Economic Forum Gender Gap Index performance had they complied with their own law.

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## As with democratic self-government, resilience is a collective concept.

### How can resilience be strengthened and encouraged?

Resilience is a collective practice. We need leaders to design diversity and solidarity into the DNA of our parliaments, liberal market organizations, and capitalist practices of socio-economic cooperation. In 2020, the retention of global talent and women's talent is an ongoing hurdle. Some corporate leaders are changing the structures that consciously discriminate against those who do not fit the 1950s "Japanese male breadwinner with housewife" assumptions of the lifetime employment system. Japanese companies have a pivotal window of opportunity to embrace the diversity of the talent pool to unleash innovation and employee wellbeing.

Japanese citizenship is also at a crossroads. It could be re-invented to include gender equality and multicultural diversity. This would drive freedom, innovation and inter-group solidarity, all keys to democratic and economic resilience for the Reiwa era. It will take diligent caregiving by political and economic elites for at least two decades, but of all societies, I think Japan is best equipped to usher in structural changes quickly to regain a competitive global edge by building a more inclusive and global-minded liberal democracy.

Like bio-diversity, social diversity coupled with the power of radical individuality is what fuels the creative adaptation of human societies. Creating a sustainable space of togetherness on Earth must become our singular focus. It must become a collective project that inspires to action all the way to the grassroots. Great democracies and resilient cultures are not improvised; they are carefully curated and consciously built upon practices of individual freedom, respect for diversity and social solidarity.



**ANNE McDONALD**

Professor, Sophia University Graduate School of Global Environmental Studies  
Project Professor, Keio University Faculty of Economics  
SAG Member, UN Food and Agriculture Organization (FAO) GIAHS Programme

### How long before the world daily confronts climate change?

We're already there. The last decade was the warmest ever recorded and the aggregate cost of disasters related to climate change in those years was US\$840 billion, or an average of US\$84 billion a year. Further, if we turn our attention to the challenges posed to human health and security, in 2019 disasters such as flooding, cyclones and other extreme weather events displaced approximately 24.5 million people in 140 countries. Climate change is not a future possibility, but a living reality that requires urgent action.

### Is anything being done to improve the situation?

For the past 25 years I've been working with field-based researchers, government officials and community leaders in agriculture and fisheries in Japan and more recently with the UN FAO on identifying the challenges that climate change is posing to food production, particularly among small-scale farmers and fisher communities who are among the more vulnerable to the adverse impacts of climate change and biodiversity loss.

Though the challenges are daunting, there is also a lot of inspiring collaborative work on the ground among multiple stakeholders. For example, in Japan every prefecture has research stations that work directly with farmers and fisherpeople. Agricultural stations are working to develop new crop varieties that will hopefully be more resilient. They're not only looking to science for potential solutions, but are trying to draw on traditional resource management practices that might reduce risks and contribute to dynamic adaptive management needs. There is a wealth of diverse knowledge sets and seeing these being integrated into practice and policy gives me hope for the future.

When I think of Canada and Japan, it has been exciting to see our two countries come together as global leaders of marine environmental initiatives, such as those focused on marine debris and the blue economy. The ocean makes up 70 per cent of planet Earth. If we can tap into the estimated US\$24 trillion of the ocean's assets in an environmentally sound way, we might charter new frontiers of global sustainability. The blue economy is expected to grow at twice the rate of the mainstream economy by 2030, so with Canada and Japan leading this I believe we could initiate the paradigm shift needed to combat climate change and its myriad of challenges.

### How do you recommend our readers deal with this crisis?

Unfortunately, there are no silver bullet answers in times of crisis. With uncertainty as the new norm of daily life, for better or worse, we will need to change our mindsets to the new norm of not knowing how things will pan out. Not being able to "read the future" should not be a reason for inaction, but all the more incentive to become informed global citizens and positive actors of change. 🍁

**We will need to change our mindsets to the new norm of not knowing how things will pan out.**

# CBC IN SKILL SHARE

Enduring project links bilateral media

By Alec Jordan

**Canada-Japan ties extend beyond the powerful connection of trade pacts. There is also a wealth of strong cultural and other bonds.**

One of them is the relationship that exists between the Canadian Broadcasting Corporation (CBC) and Nippon Hoso Kyokai (NHK). For more than two decades, NHK has been recruiting mid-career CBC journalists to work with them for stints of two to four years. During this time, they go on leave from CBC and become NHK employees, afterwards returning to their former positions.

The title for these visiting journalists has changed over the years; once called specialists, they are now known as consulting producers. Their responsibilities vary from helping revise scripts and providing vocal coaching, to going out on location and covering stories. While they work full time for NHK, they can also file stories, as freelancers, about Japan for CBC.

## HAVE WORDS, WILL TRAVEL

Greg Reaume, managing editor at CBC News, is in charge of the program from CBC's side. He explained that, when there are new openings, NHK notifies CBC, which puts out an announcement regarding applying for the program. After having lodged their initial applications, successful candidates take tests that include script rewriting and general knowledge about Japan and Asia. Then they are interviewed in person by NHK staff who visit Toronto.

Reaume said that the program gives CBC journalists the rare chance to work overseas: "We have a lot of staff that like the lure of working in foreign bureaus, but we don't have that many foreign bureaus or opportunities to work abroad. So a lot of our staff find the idea of going and working in Japan — notwithstanding all the challenges — quite appealing. From our point of view, it's a great outlet."

Given the distance involved, Reaume is impressed by NHK's dedication in coming to Toronto to do the interviews in person. "They

always make a point of coming; I'm kind of surprised. I would have thought that it's quite expensive, and you could do it remotely these days. But they take it very seriously and they want to actually meet with the candidates and make their assessment that way."

He explains that NHK is looking for a mix of qualities in the journalists that they choose: "They want people who are smart — great journalists who are responsible. They also want people who communicate very well and get along well with people, because I think they're well aware that Japan is a very different kind of cultural setting. There are patterns of behaviour



**Greg Reaume**  
Managing editor  
at CBC News

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**"I think that the reason why Canada has this partnership with Japan is that we feel some similarities ... we have this kind of polite kinship."**



you need to become familiar with and adapt to. So they're looking for people who have that kind of natural cultural sensitivity when they interview them. But by the same token, they want people who are after this kind of adventure."

Reaume believes that the success of the program is based on the quality of the CBC journalists and the sense of trust that has developed over the years: "It's mutually beneficial. That's why it's survived for quite a long time now and I think it's going to carry on. NHK really appreciates Canadian journalists. I think they trust us, and they think that our journalists are well trained. And, quite honestly, I think our Canadian journalists do travel well. They are open to new cultural experiences. They are flexible."

### FRESH ANGLE

Minori Takao, a news anchor at NHK, has been working with CBC journalists since 1995, when she anchored her first radio news program alongside a CBC co-host. She explained that the program dates back to the time when NHK World-Japan only broadcast on shortwave radio, and began as a response to the needs of the anchor group. In the 1990s, NHK anchors were all Japanese, and required coaching to help them read the news in English.

She said that NHK has always sought out journalists who can work in a fast-paced environment: "We look for people who are good at handling breaking news because our newsroom operates round the clock and we need to be on our toes all the time."

She added that, along with their journalistic skills, the consulting producers' fresh outlook also helps NHK frame its stories more appropriately for global audiences. "The CBC specialists have helped to bring different perspectives to news and other stories that happen in Japan or other parts of Asia. They ask questions about topics



**Minori Takao**  
News anchor  
at NHK

that may be obvious to an Asian person but not to people outside of the Asian region."

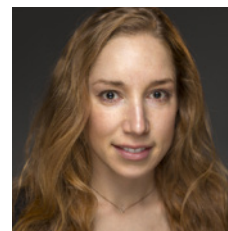
### STRIKE RIGHT BALANCE

One of the four current consulting producers from Canada is Katie Starr, who is originally from Cambridge, Ontario. She was at CBC Ottawa for four years before coming to work at NHK, and has been here for a year.

As she explained, her responsibilities are varied: "We help out with everything; we oversee a lot of the newscasts and the line-up, and we basically give advice to anybody on anything. Specifically, we'll work on projects and certain stories and help develop a structure. We teach a lot of journalism workshops, for NHK domestic journalists, about Western storytelling in a broadcast news tradition."

She said that she notices two major differences between the styles of Japanese and Canadian journalism. "One is that North American journalism uses much more context. We really spell everything out for the viewer back in Canada. Whereas in Japanese broadcasts, so much of it is implied. They believe the audience already understand things, so they don't need to talk down to them."

"I'm learning Japanese right now and I think this difference is partially linguistic," she added. "You don't need to give a lot of context because there's just so much implied in the language, whereas with English, you have



**Katie Starr**  
Consulting producer  
at NHK

to say everything and be extremely blunt and make sure that people understand, because we have a low-context language.

"Another difference that I think they can struggle with, and which we try to really lay that groundwork on, is short and snappy journalism. They tend to play really long sound bites. And I think that's the domestic Japanese tradition. They'll easily have a one-minute-long sound bite of [Prime Minister Shinzo] Abe. Whereas in Canada, back in Ottawa, I worked on a television show, and it was always about the seven-second sound bite."

Despite these differences, though, Starr sees her job as one of striking a balance. "We're not here to tell them our way is the best way. We really want a compromise, where everyone feels comfortable, although being pushed slightly out of their comfort zones. And we are coming up with a broadcast that is more along the lines of Western traditions. But we are very respectful of the Japanese tradition as well, and understand that there's no wrong way or right way."

She also remarked on the interest that her colleagues show in her take on world news stories. "I noticed people at work are really interested in asking questions like, 'Oh, what do Canadians think about this?' As a Canadian, we kind of get overshadowed by the United States. But [Japanese] are very much interested in the Canadian perspective on the news."

### POLITE KINSHIP

Elyse Skura is another consulting producer currently at NHK. She grew up in Toronto and had worked at CBC for seven years — including three years in Iqaluit, Nunavut — before coming to NHK. Like Starr, Skura has also been at NHK for a year.

Coming from experiences where newsrooms could be much smaller, Skura is struck by the number of people who are involved in the production of a story. "One big difference [between CBC and NHK] is how many people are involved in decision-making. And you do see that on a day-to-day basis, which is surprising at first, because it seems to take longer to make a decision. But it's really interesting in a news capacity, because you get so many different people and perspectives talking about a story."





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Like her colleague, she sees areas where the NHK team can improve as far as Western journalistic approaches go. However, she feels that the ideas that they are sharing are filtering throughout the newsroom. “It really depends on the person because one of the things with the newsroom is that, often, there are new people who come in everywhere. Of course, there are those people who’ve only ever worked in another Japanese newsroom. So with them you’re starting from scratch. But even then it gets easier because there are so many people in the newsroom that are already familiar with the concepts we’re using and understand — so they themselves are passing along that knowledge and helping make our job easier.”

Skura believes that there’s a natural affinity between her and Japanese colleagues, which ranges from personal temperament to preferences in news style: “I think that the reason why Canada has this partnership with Japan is that we feel some similarities ... we have this kind of polite kinship. And I can’t think of a society that feels as different from Japan as the US, for example — it’s much more in your face. So definitely, I feel like when I’m talking to them about stories, I might show them an American example, and I’ll show them a Canadian example. They’ll see so much more in the Canadian example ... it seems like it just feels a little more comfortable for them.”

Of course, part of Skura’s job is to bring a Western perspective to the newsroom, but a particularly Japanese element of work culture



**Elyse Skura**  
Consulting producer  
at NHK

has made a major impression on her. “I love going to work. And when I finish my work every day, I go to every person that I’ve worked with that day and say, *o-tsukaresama deshita!* I can’t imagine working in Canada and going to every person I work with and saying, ‘good job today.’ Having that moment of gratitude is beautiful.”

### STAYING ON

Some of the consulting producers decide to stay in Japan after their stints end. One of them is Marc Carpentier, who first came to work as a specialist at NHK in 2000. He was with Radio Canada in Vancouver for 10 years before coming to Japan.

Over his time with the broadcaster, he’s seen the focus of NHK World shift from shortwave radio to TV broadcasts, and the audience of NHK World change over the years, from Japanese people living abroad to global audiences.

Since deciding to stay on with NHK, he has worked in a number of different capacities, advising in the newsroom, rewriting stories,



**Marc Carpentier**  
Broadcast media  
specialist

assisting the PR department and training announcers. He has also reported for NHK World News, produced material for non-news programs on NHK World, and been a writer, host and adviser for a documentary series called *J-Tech*, which focused on developments in Japanese technology. Currently, he trains NHK World anchors and reporters in vocal delivery.

Carpentier looks back fondly to his time as a specialist, seeing it as an introduction to life in this country. “I enjoyed living in Japan, and [staying on] was an opportunity for me to learn how to live on my own, independently, in Japan. You know, I had come as a specialist on invitation by NHK and so I was very much supported by NHK in everything I did, and it was wonderful because, when we come here for the first time, we have no experience of life in Japan. Getting around at first is a bit challenging, to put it mildly. At the end of those four years, I became independent, but I had enough experience from my time that I was very eager to keep living in Japan and learn how to swim on my own. I pursued it and the longer you stay here, the more difficult it is to leave.” 🍁



**“We really want a compromise, where everyone feels comfortable, although being pushed slightly out of their comfort zones.”**





# SAMURAI SPIRIT

Canada's first female judo champion,  
Christa Deguchi, has her sights set on 2021 gold

By Nina Oiki

Christa Deguchi is an unassuming world champion. Off the mat, she is quiet, polite and loves animals. But despite this serene exterior, she is a fierce competitor. She is the first Canadian woman to receive a medal at a judo world championship, having been awarded a bronze in the under 57kg category at the 2018 World Judo Championships in Baku, Azerbaijan. Since then, she has gone from strength to strength.

After Deguchi followed this triumph by taking gold at the Judo Grand Slam in Ekaterinburg, Russia, in March last year, she became Canada's first-ever judo world champion. Then she defeated the world's number one — Japan's Tsukasa Yoshida — to claim the under 57kg title in August at the World Championships in Tokyo.

Born in the town of Shiojiri, Nagano Prefecture, the 24-year-old showed potential from an early age, winning international titles and standing out as one of the most exciting talents in Japan. At the beginning of her career, she competed for the country of her birth, but her father being Canadian, she was eligible to represent Canada. This she has done since 2017. She currently lives and trains in Yamanashi Prefecture, but previously trained in Montréal, at the Judo Canada National Training Centre.

Deguchi is a strong contender for the Tokyo 2020 Olympic and Paralympic Games, and considering her background, that competition will be most meaningful for her. To learn more about her background, the differences she sees between judo in Canada and Japan, as well as the effects that the Covid-19 crisis has had on her training regimen, *The Canadian* spoke with her on Skype.

## Tell us about yourself, and how you started judo?

I took up judo when I was just three, and I've been practicing judo for more than 20 years. I first started training at the Seishinkan Dojo in Nagano. My grandmother was a hairdresser who counted a prominent local judo master among her regular clients. He came in to get his hair cut and scouted me. That is when my judo career started. My mother loves judo, so I still remember she was really happy to see me doing it. I used to love going to the *dojo* as a child, making new friends and playing with them there. I still live and train in Japan, overseeing my own schedule with the help of my former university [Yamanashi Gakuin University] coaches.

## What is your impression of Canada?

Canada is my father's home country, so I used to visit my grandmother there when I was a child, and still remember playing in the snow. Because I grew up in Japan, at first I felt some cultural differences when I was in Canada. Judo, of





My goal is to hold up a gold medal for Canada in Tokyo next year.



course, is not a sport that many Canadians think about. While judo is part of the culture in Japan, in Canada it is a foreign sport, even though people there love it and have respect for Japanese culture.

My father is from Winnipeg, Manitoba, and my mother is from Nagano. She used to live in the United States, where she learned English. My father teaches English at a Japanese junior high school. When I was a child, I spoke English only with my father. So it took me a while to get used to speaking and communicating in English with my coaches and teammates in Canada.

They are all in Montréal, which is one of the most diverse cities in the world. You can walk from one neighbourhood to another and feel as though you are in a different city. I think that Montréal has a lot to offer everyone. Whoever you are and wherever you come from, the people will welcome you in a very warm and friendly way; they are very open-minded. My coaches and teammates are always cheering for me, and that makes me even more competitive.

#### What is your impression of judo in Canada?

At first, I had to get used to the Canadian judo culture. Having grown up in Japanese judo's strict, ascetic culture, which places importance on seniority, I still remember being surprised to see the free and easy environment in which Canadian team members practiced. For instance, my teammates wear makeup and earrings during practice, which would be unthinkable in Japan.

I find the attitude of Canadian coaches toward us are also very different. They don't

scold us but, instead, make suggestions. Initially, I sometimes felt stressed because of the cultural differences, but soon realized the importance of judo in Canada. I was impressed by my coaches and teammates' love of the sport, and their outgoing approach. I was surprised because, in a way, I had felt obliged to take it up. And when I represented Judo Japan, winning was a must. I remember always thinking, "What am I going to do if I lose?"

After losing in the semifinals at the World Championships in Baku, I won the third-place match to claim the bronze medal. I left the mat with feelings of disappointment because I had missed out on the gold, yet after the game, my coach was happy to see me — something I had not expected. That made me think, "Why am I not satisfied with being the third-best *judoka* [judo practitioner] in the world?"

Experiences such as those with Team Canada have changed my mindset. Now I feel much happier, knowing that there are people who are happy with me as I am. That gives me the motivation to keep going.

#### What inspired you to compete for Canada?

In 2017, I switched to representing Canada, instead of the country where I was born and raised. Actually, I was first contacted by Team

Canada in 2012 before I started competing for Japan. But at that time, I chose to represent Japan.

Team Canada contacted me a few times over the years, and finally I decided to switch. As countries are limited to one athlete per weight category in the most important competitions, I was well aware that Team Canada gave me the best chance of consistently making the squad. It was a big decision for me, but I am proud to be a pioneer for judo in Canada. The most important thing that I have learned from Team Canada is this: I should enjoy judo and do the best I can, no matter what the results.

I will keep this in mind as I reach for my dream — winning the gold medal at the Tokyo 2020 Olympic and Paralympic Games as a Canadian national. This is what I can do to give back to Canada for having accepted me.

#### What do you like about judo in Japan?

Judo in Japan is part of the culture and a popular sport for children. It is often regarded as an important part of their moral education. Judo places great emphasis on ethics and morality in its training. It is a path to the most effective use of both physical and spiritual strength. As you train in attacking and defending, you refine your body and soul; this helps you make the spiritual essence of judo a part of your very being. It

As you train in attacking and defending, you refine your body and soul





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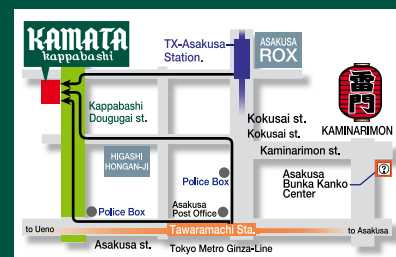
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is very difficult for Canadian *judoka* to fully understand this culture. However, I believe it is possible to teach them.

For example, Georges St-Pierre, who is one of the athletes I most look up to, respects this culture. St-Pierre, from Québec, is one of the greatest mixed martial arts competitors of all time and a karate black belt. He showed people in Canada what *bushido* (the way of the warrior) really means at many of his matches. The stronger you become, the more the spirit and attitude of judo must be maintained. Those who practice judo should always consider whether their conduct toward others is creating any sense of disharmony. The spirit of judo is rooted in having respect for others, and not creating tension between people. I would be truly happy if people in Canada were to share in the basic judo tradition: starting with a bow and ending with a bow. Judo is more than just a sport, and this is very, very important.

### Has the Covid-19 situation disrupted your momentum?

After winning the recent competition [the Paris Grand Slam in February], I was confident that I was on the right track. Now I am trying to address my weak points. I'm now based in Yamanashi Prefecture, where the only shops open are those considered essential, such as supermarkets and pharmacies. We are strongly urged to remain indoors unless it is necessary to go out. The last time I was able to practice judo was about a month ago. I haven't gone this long without wearing my judo uniform for a very long time.

Right now, our training center is closed, along with all *dojos* and gyms, making it impossi-

ble to practice. These conditions have made training very different to that under normal circumstances. But I am taking a positive attitude and trying to establish some structure in my days. I'm asking my coaches in Canada for advice, and sticking to a routine of one or two physical training sessions per day. Body weight training and jogging are two things I can do right now. I believe in myself and I know I can be stronger in a year.

In addition, I have decided to spend this time investigating topics that could complement my judo, but which I never had time to dive into before. Reading books and watching videos on nutrition and fitness, for example, are some of the things that fill my days. Other than that, I am relaxing and managing to stay calm about the current situation by reminding myself that it is only temporary. I love animals, so when I am at home, I often play with my cats, Tuna and

Mayo. I have spent countless hours laughing the day's stress away while watching my cats jumping and playing around.

### What are your thoughts about the Olympics being postponed?

Prior to the lockdown, I was confident in my ability to be ready in time for Tokyo 2020. But, given the disruption to my training that Covid-19 is causing, I would have needed more time to fully restore the level of physical strength, conditioning and quality of judo needed to do well. However, the postponement of the Games until 2021 will give me the necessary time to recover from this unfortunate disruption. Judo is my life. I cannot imagine it without judo — or what I would be doing if I were not a *judoka* today. I aim to live up to the spirit of *bushido*. My goal is to hold up a gold medal for Canada in Tokyo next year. 🍁





# MAPLE LEAF GALA

PHOTOS: LIFE.14

Held at the Embassy of Canada to Japan in Tokyo, the 40th Maple Leaf Gala was a chance for the Canadian Chamber of Commerce in Japan (CCCJ) community to gather and celebrate everything that makes it such a dynamic, diverse and inclusive chamber. Guests gathered at the sold-out event to enjoy a fabulous multi-course meal, a plentiful selection of wines, lively entertainment and great auction prizes.

The Gala is the CCCJ's signature event, and it gives the chamber a stage to show just how unique it is. We hope that this selection of moments from the evening brings back fond memories and makes you think about the events to come in the CCCJ's future. 🍁











# Raise the Good in Food



**MAPLE LEAF FOODS JAPAN INC.**

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2-3-17 Toranomon, Minato-ku, Tokyo  
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# HELP IN FIGHT AGAINST COVID-19

Whether you're a freelancer, a business owner or a concerned member of the community, we hope you find this listing of government support programs and subsidies helpful.

Services are provided in Japanese language only unless otherwise stated.

## Tokyo Employment Service Center for Foreigners

A public employment office specializing in providing job counseling and placement services for foreigners seeking employment in Japan. The center is run by the Ministry of Health, Labour and Welfare.

[jsite.mhlw.go.jp/tokyo-foreigner/english.html](https://jsite.mhlw.go.jp/tokyo-foreigner/english.html)

## English Updates from Governor Koike

Tokyo Governor Yuriko Koike puts out weekly English video updates about coronavirus on Tokyo's YouTube channel at 19:15 on Fridays.

[www.youtube.com/user/tokyo](https://www.youtube.com/user/tokyo)

## Tokyo Metropolitan Government Covid-19 Support Center for Foreign Residents

Assistance for foreign residents in Tokyo dealing with the effects of the coronavirus. Service available in 14 languages.

[www.metro.tokyo.lg.jp/tosei/hodohappyo/press/2020/04/16/11.html](https://www.metro.tokyo.lg.jp/tosei/hodohappyo/press/2020/04/16/11.html)

## Tokyo Office of Governor for Policy Planning Covid-19 Resource Center

This site contains a listing of contact details for requesting grace periods for a variety of business expenses, from utilities to loans. It also has resources for emergency loans and financing, as well as consultation and counseling for small business owners.

[www.seisakukikaku.metro.tokyo.lg.jp/information/corona-support-corporation.html](https://www.seisakukikaku.metro.tokyo.lg.jp/information/corona-support-corporation.html)

## Tokyo Industrial Labor Bureau

Cash flow support for sole proprietors and freelancers.

[www.sangyo-rodo.metro.tokyo.jp/attention/2020/0305\\_13201.html](https://www.sangyo-rodo.metro.tokyo.jp/attention/2020/0305_13201.html)

## Tokyo Metropolitan Small and Medium Enterprise Support Center

Management for sole proprietors and freelancers.

[www.tokyo-kosha.or.jp/support/shien/soudan/corona.html](https://www.tokyo-kosha.or.jp/support/shien/soudan/corona.html)

## Tokyo Hataraku Net

Training subsidy for SMEs in industries that include restaurants, retail, wholesale and service.

[www.hataraku.metro.tokyo.lg.jp/kansensyo/e-learning/](https://www.hataraku.metro.tokyo.lg.jp/kansensyo/e-learning/)

## Tokyo Metropolitan Government Infection Spread Prevention Cooperation Fund

This fund is available for Tokyo-based SMEs that are stopping business to help stop the spread of Covid-19. Applications must be received by June 19.

[www.tokyo-kyugyo.com](https://www.tokyo-kyugyo.com)

## Bureau of Citizen and Cultural Affairs — Ale for Art Tokyo Project

Have a great idea for video content? Artists, musicians and performers can submit their clips to receive up to ¥100,000 per contributor.

[www.seikatubunka.metro.tokyo.lg.jp/bunka/katsu\\_shien/0000001441.html](https://www.seikatubunka.metro.tokyo.lg.jp/bunka/katsu_shien/0000001441.html)

## Ministry of Health, Labour and Welfare Employment Adjustment Subsidy

Monetary assistance designed to help companies continue to keep their teams employed.

[www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou\\_roudou/koyou/kyufukin/pageL07.html](https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/koyou/kyufukin/pageL07.html)

## Ministry of Economy, Trade and Industry Subsidy Program

Applications information for business financial support.

[www.meti.go.jp/press/2020/04/20200427003/20200427003.html](https://www.meti.go.jp/press/2020/04/20200427003/20200427003.html)

## Grant for Tokyo restaurants converting to takeout and delivery.

[www.tokyo-kosha.or.jp/support/josei/jigyo/conversion.html](https://www.tokyo-kosha.or.jp/support/josei/jigyo/conversion.html)

# The Canadian Chamber of Commerce in Japan welcomes our newest members

## SMALL BUSINESS



### Eric Michael Cole

#### Cole and Company

After having been in Japan for 30 years, many of which have been spent in the good company of fellow Canadians, the time has finally come for me to join the Canadian Chamber of Commerce in Japan (CCCJ). I own and manage Cole and Company, a Japan-based, boutique executive search company specializing in servicing foreign-affiliated businesses in the consumer goods and services industry sectors.

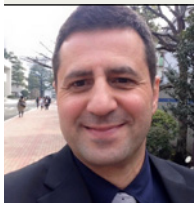
## INDIVIDUALS



### Dan Geronazzo

#### Freelance Consultant

I am a Canadian from Victoria, British Columbia, and I came to Japan as an English teacher shortly after graduating from the University of Toronto. I have spent my entire career in Japan, working for pharmaceutical companies such as Schering Plough and Merck in marketing, research and strategy development. I now work as a freelance consultant, helping to implement global marketing research projects in Japan. My motivation for joining the CCCJ is a desire to meet new people and expand my business contacts in the foreign community.



### Nino Popa

#### ActiveApply

I am a Canadian of Romanian origin with a background in the software industry. My professional experience includes working in engineering and business roles for multinational organizations in Vancouver and Tokyo. I'm also the founder of a software company providing SaaS recruitment management solutions for multinational businesses and educational organizations. I've lived in Tokyo since 2007. I look forward to connecting with fellow Canadians and getting involved with the globally minded business community in Japan — especially in the area of technology and investment.

## YOUNG PROFESSIONAL



### Bertram Oba

#### FleishmanHillard Japan

I am a communications professional with FleishmanHillard Japan and a McGill University MBA class of 2022 candidate. Growing up with Japanese-Canadian heritage, I have always had a strong bond with both countries. Currently working in global reputation management, I enjoy connecting local and global companies through communications. The CCCJ is an ideal organization for fostering such connections. I am excited about joining the chamber community, and I hope we meet soon.



## SUSTAINING MEMBERS

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# INVISIBLE ENEMY

In 1918, Japanese–Canadians came together to battle another pandemic

By Tim Hornyak

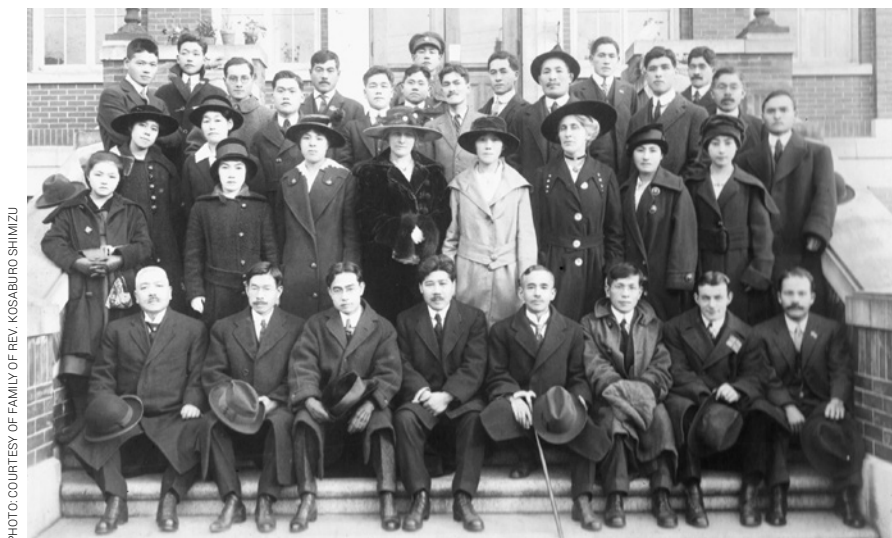


PHOTO COURTESY OF FAMILY OF REV. KOSABURO SHIMIZU  
Vancouver's Spanish flu hospital volunteers: Rev. Kosaburo Shimizu (top, 5th right); Yasumo Akagawa (light-colour coat); Rev. Yoshimitsu Akagawa (bottom, 4th left); Dr. Kozo Shimotakahara (3rd right)

**Covid-19 has turned the world upside down. With widespread lockdowns, economies impacted and more than 130,000 deaths and two million infections around the globe, it seems we've entered a whole new reality.**

But just over a century ago, the world was overtaken by another pandemic, and it proved far more deadly. It also tested a community of Japanese–Canadians in British Columbia.

The Spanish flu erupted in 1918, the final year of World War I, and eventually killed an estimated 50 million people worldwide. It first struck in spring 1918. And in the fall it hit a second time, with a mutation that proved even more contagious and deadly. Soldiers returning from the front via eastern Canada brought the virus to British Columbia, and Vancouver saw its first death on October 10. Eight days later, the city had an estimated 900 cases and 32 deaths.

## THE SCHOOL HOSPITAL

Japanese–Canadians weren't spared. City hospitals were already short of doctors and nurses because they were in the battlefields of Europe, so community members banded together to help care for the sick. Born in Miyagi Prefecture in 1894, Tsune Yatabe was one of those who joined this community effort.

A memoir Yatabe wrote in the 1950s and deposited with Library and Archives Canada describes how Yoshimitsu Akagawa, a pastor at the city's Japanese Methodist church, set up a field hospital at Lord Strathcona Elementary School for people of Japanese origin. As coughing, feverish patients began streaming in, doctors — including Kozo Shimotakahara, the first Japanese–Canadian physician — cared for them with the rudimentary equipment and medicine available at the time. The doctors were supported by nurses, including Akagawa's wife Yasuno.

**"I had never seen a dead body before I worked in the hospital, but there I saw many bodies every day."**

Volunteers also played an important role in caring for patients at the school. People in Yatabe's circle wanted to help, but they feared becoming infected with the virus. When Yatabe's husband went to the school to volunteer, he was told they wanted women to serve as nurses. After Yatabe herself volunteered, two of her friends followed. Soon they were working in the school's kitchen and tending patients.

"I had never seen a dead body before I worked in the hospital, but there I saw many bodies every day," Yatabe recalls in her memoir. "The funeral parlour was too busy to remove the bodies immediately, so the bodies were left on the beds."

The staff witnessed other incredible scenes. One couple arrived at the hospital, both otherwise healthy and the wife pregnant. Three days later they were dead, leaving behind another child. Another pregnant woman gave birth while at the hospital.

Eventually, Yatabe herself was infected. She was hospitalized at Strathcona. Then her husband and 18-month-old son became ill and

joined her. Delirious with fever, Yatabe had an unusual vision: "I was overwhelmed when I saw my father standing at the hospital gate, wearing fine clothing. I spoke to him in my dream."

## STRANGE TO BE ALIVE

Her husband and son were released after a few days, but Yatabe's condition worsened. Doctors feared the worst, and proposed moving her to a different hospital. Learning that she hadn't much longer to live, former patients visited to pay their last respects.

Then, a miracle. Yatabe's fever suddenly disappeared. She was allowed to convalesce in the school, one of only two remaining patients; the epidemic had peaked and most staff had left. One day, the other woman in Yatabe's room called the nurses for help but no one came. She began to cry. In an example of her perseverance and compassion, Yatabe got out of bed and crawled to the nursing station to find someone.

"I later learned the reason why no one came to our room. Later that night, it became very noisy outside," wrote Yatabe. "News from the battlefield often came to the hospital, and the three staff members were excited to hear the news about the end of the war. Many people were honking their car horns and making celebratory noises. I was allowed to return home on that exciting day. I was in a car decorated with flags from different countries. It was November 11, 1918, an historic day for not only the world but also for me. As I had been about to die three days before, it felt strange to be alive. At the same time, I felt very sorry for many friends who had lost their lives to the Spanish flu."

Tsune Yatabe eventually settled in Toronto and died in 1984. Her granddaughter Susan Yatabe has researched and written extensively about Japanese–Canadian history. 🍁





CANADIAN CHAMBER OF COMMERCE JAPAN  
CHAMBRE DE COMMERCE DU CANADA AU JAPON

## GET CONNECTED JOIN US TODAY!

The CCCJ is a member-driven, not-for-profit organization that connects the **Canada-Japan business community**. We hold approximately 30 events annually, through which you'll gain the opportunity to:

- Hear from Canadian and Japanese business leaders, **innovators**, and visiting government officials
- Contribute to advocacy-related initiatives
- Establish and **develop your business network**



### Event Program

Connect with other professionals in the Canada-Japan business community, reap the rewards of collaboration and have a great time doing it!



### Business News

We have a quarterly publication, *The Canadian*, and a weekly Canada-Japan Newsletter that provide you with bilateral business updates and a list of great upcoming events!



### Our Committees

Are you interested in having a hands-on role in developing the Canada-Japan business community? Our committees achieve positive outcomes across industries, and are just waiting for you to sign up.



## Associate Membership

The **CCCJ** excitedly encourages young professionals interested in the Canada-Japan business community to explore our **Associate Membership** offering. For just ¥5,000 you will get access to the Chamber's many resources, including CCCJ events and *The Canadian*.

## What Our Members Say

"The atmosphere of the CCCJ makes me feel at home, and members are **warm and friendly**. Attending CCCJ events gave me the opportunity to not only meet **business contacts** but also **lifelong friends**. I'm confident that joining the CCCJ will widen your views."

—Yuko Sudoh, member since 2011



Visit [CCCJ.OR.JP](http://CCCJ.OR.JP) for more info!

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**Aiming to join Asia League - Stay Tuned!**

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