

Time	H341	H342	H343	H344	Time
9:00-9:30	Registration Opens				9:00-9:30
9:30-9:45	Opening Remarks H321 Prof. Yoshiki Shinohara, Ritsumeikan Asia Pacific University (APU)				9:30-9:45
9:45-11:15	Plenary H321 Cultivating Inclusive Thought in the Japanese Education System President Hiroshi Yoneyama, Ritsumeikan Asia Pacific University (APU) Prof. Miki Horie, Ritsumeikan University Prof. Yoshiki Shinohara, Ritsumeikan Asia Pacific University (APU)				9:45-11:15
11:15 - 12:45	Lunch Break				11:15 - 12:45
12:45-13:45	Keynote 1 H321 Intersection of Inclusion & Sustainability Dr. Heekyung (Jo) Min, EVP, Head of CJ Social Responsibility				12:45-13:45 Keynote 1
13:45-14:00	15 min Break				13:45-14:00
14:00-15:30	Concurrent Session 1-1 What Institutional Theory and Thai Trans* Leaders can Teach us about Transforming DEI for Everyone Dr. Drew B. Mallory Inclusion and/or Sustainability: How to Create a Sustainable Constitution in a Diverse Society? Dr. Andy Omara Unlocking Potential: Digital Technology and Women's Participation in Smallholder Farming. Mr. Pascal Muromba Psychological Capital and Depression among Thai Young Adults Ms. Thitaporn Kaewboonchoo	Concurrent Session 1-2 Sustainable Development of Family Firms on the example of the hotel industry in Japan Prof. Yoshiki Shinohara CSR peer imitation, investment horizon heterogeneity, and firm-value Prof. Wei-Hsien Li Navigating Change in University Settings: The Role of Leader Motivating Language, Psychological Safety, and Change Engagement Dr. Fee Yean Tan Sustaining the inclusion of the bi-lingual Hybrid manager within Japan-based intercultural workplaces Dr. Rolf Dieter Schlunze	Concurrent Session 1-3 Governing Indonesia's Government Guarantees: An Effort Towards Sustainable Infrastructure Development Ms. Theresia Averina Florentina, Mr. Muhammad Jibril Evaluating how educational psychology can be utilized to develop engaging lectures in Japanese universities during the post-COVID-19 era. Ms. Thu Ngoc Minh Phan Pacific Knowledge Systems: A Catalyst for Inclusive and Sustainable Practices Mr. M Saiham Hossain Identification of Strategic Business Use Cases for Inclusive Deployment of Artificial Intelligence in Developing Countries Mr. Farhan Istesham	Panel Session 1 Fostering Partnerships for a Sustainable Future: Bridging Higher Education and Business Corporations Prof. Peter Roux (Chair) Prof. Faezeh Mahichi Prof. Shunso Tsukada Mr. Takahide Suetsugu	14:00-15:30 Session 1
15:30-15:45	15 min Break				15:30-15:45
15:45-17:15	Concurrent Session 2-1 Fingertalk (B): Breaking the Silence and Empowering Special Needs Prof. Pajaree Ackaradejruangsri The Sustainability, inclusiveness, integration for University support services (SiiUss) Course – a collaboration between the University of the Philippines Diliman and Karolinska Institutet Ms. Noelle Camilla R. Rivera, Ms. Karen Gustafsson Students of Global Citizenship Education and Experiential Learning through the One Village One Product (OVOP) rural development project in Issyk-Kul, Kyrgyzstan Ms. Yumi Takahashi	Concurrent Session 2-2 *Japanese Session 中国BL・プロマンス作品に見られるセクシュアリティと検閲ロジック Dr. Mi Erin Zhou 日本は複数国籍を禁じているのか？ Ms. Yuri Kondo 社会契約理論による憲法解釈が開く可能性～国籍はく奪条項違憲訴訟から考える Mr. Teruo Naka	Concurrent Session 2-3 ESG and Organizational Performance: What is the Relationship? Prof. Lai Wan Hooi Preparedness of the 4IR through Inclusive Human Capital Development of Bangladesh: Lessons from Japan Dr. Md Jahangir Alam Analysis of Housing Location for dual-earner households in the Tokyo Metropolitan Area Prof. Akiko Sakanishi Reconsidering the principle of organizational ecology Prof. Yukari Mizuno	Panel Session 2 Comparative research on Diversity, Inclusion, and Sustainability between Islamic and non-Islamic countries Dr. Toshitsugu Otake (Chair) Dr. Hebatallah Badawy Dr. Mahmoud Moustafa Otaify Dr. Hanan Amin Mohamed	15:45-17:15 Session 2
17:15-17:45	30 min Break				17:15-17:45
17:45-20:00	Reception Dinner OIC FOOD PARK on 1st floor				17:45-20:00

Time	H341	H342	H343	H344	Time
9:10-9:40	Registration Opens				9:10-9:40
9:40-9:45	Opening Remarks H321 Prof. Yoshiki Shinohara, Ritsumeikan Asia Pacific University (APU)				9:40-9:45
9:45-10:45	Keynote 2 H321 Paradoxical leadership for inclusion and sustainability Prof. Tomoki Sekiguchi, Vice Dean, Graduate School of Management, Kyoto University				9:45-10:45 Keynote 2
10:45 - 11:00	15 min Break				10:45 - 11:00
11:00-12:30 Session 3	Concurrent Session 3-1 Sun-crea: Fostering Sustainability and Inclusion in the Japanese Hospitality Industry – A Journey Toward the Heart of Ametsuchi Dr. Tomoyuki Ozawa Analysis of Starbucks Japan’s Human Resource Management Issues: Using the autoethnography of Foreign Workers Dr. Yaguang Yan How Institutions Shape the Effects of Cooperatives on their Members Dr. Madeg Le Guernic Ethicality Stereotypes of Fast and Slow Business Models and the Effect of B Corp Certification Prof. Lailani Alcantara	Concurrent Session 3-2 Exploring gamification theory and practice for cultivating diversity and inclusion in classrooms Dr. Santiago Ruiz-Navas Integrating Service-Learning in General Education Modules: A Strategy for Enhancing Student Awareness of Social Inclusiveness Dr. Chi Ming Victor Chan Initiating Activities in Student Mobility Advocating Sustainability and Inclusion: The Case of the University of the Philippines Office of International Linkages Diliman Dr. Ronel Ortil Laranjo	Concurrent Session 3-3 Reconsidering the Sustainability of Japan-Bangladesh Bilateral Relationship inclusive of new dimensional Geopolitics in Southeast Asia Mr. Razvee Ahmed The influence of renewable energy consumption in mitigating environmental degradation in Somalia Ms. Farhia Hassan Mohamed The empowerment of Asia's agricultural sector for carbon trading: towards an inclusive carbon market Mr. Nicholas Aurelius Karosta Sustain Sip: Revitalizing Fiji's Tourist Experience to Promote PET Bottle Reuse Through Strategic Water Refilling Station Mr. Abdullah Imam Shafi	Panel Session 3 What’s Missing? Reimagining Student Leadership Development Programs in Japanese Higher Education Prof. Momo Waguri (Chair) Dr. Rie Okamura Dr. Michiko Izumitani Dr. Ayako Koyama Dr. Toru Kawai	11:00-12:30 Session 3
12:30-14:00	Lunch Break				12:30-14:00
14:00-15:00 Keynote 3	Keynote 3 H321 Building an inclusive and respectful workplace for sustainability Prof. Sandy Lim, Director of NUS Care Unit (NCU) in the Office of the Senior Deputy President and Provost & Associate Professor in NUS Business School at the National University of Singapore				14:00-15:00 Keynote 3
15:00-15:15	30 min Break				15:00-15:15
15:15-16:45 Session 4	Concurrent Session 4-1 Sanpo-yoshi, top management personal values, and ESG performance Dr. Tomoyuki Ozawa Unraveling Legal Barriers: Exploring Women’s Access to Justice in Indonesia and Lessons for Asian Contexts Dr. Herliana Herliana Workplace Discrimination in Japan: Experiences of Highly Skilled Immigrant Workers Ms. Shyamolie Katyal Do foreign-born executives impact local firms’ innovation and inclusivity orientations? Evidence from Japan Prof. Pengda Fan, Prof. Lailani Alcantara	Concurrent Session 4-2 Cross-over effects of job autonomy and working time on mental distress among dual-earner couples: A longitudinal dyadic analysis Dr. Senhu Wang Ius Constituendum of Midwife Regulation in Indonesia Dr. Antari Inaka Turingsih Establishment of Water Supply Facilities by Aid Agencies in Southwestern Coastal Bangladesh: Uneven Distribution and Influence of Socio-economically Advantaged People Dr. Shota Yamada			15:15-16:45 Session 4