LEADING AND NAVIGATING TSUNAMI CULTURE ACROSS THE PACIFIC

MARCH 22, 2010
LOS ANGELES, CALIFORNIA
The Bank of Tokyo-Mitsubishi UFJ, Ltd. (BTMU) is Japan’s premier bank, with a global network spanning over 40 countries. One of the precepts of the management philosophy of Mitsubishi UFJ Financial Group (MUFG) and BTMU is to progress toward a sustainable society by assisting with development in the areas in which it operates and conducting business activities with consideration for the environment. Based on this commitment MUFG/BTMU is implementing CSR (Corporate Social Responsibility) activities in order to gain the public's trust and confidence and to be a good corporate citizen.
Dear Participants:

Welcome to the third Global Organization for Leadership and Diversity (GOLD) Symposium.

Globalization of the marketplace and workforce diversity have created waves of Tsunami culture across the Pacific. The need for better understanding of cultural influences on leadership and organizational practices has never been greater.

This year’s theme, “Leading and Navigating Tsunami Culture Across the Pacific,” aims to draw attendance from current and future corporate, business, academic, non-profit and entrepreneurial leaders who value international collaboration and wish to expand their networks through U.S. - Japan collaboration.

You will gain a wealth of knowledge, experience, and expertise from influential leaders from the U.S. and Japan speaking on topics that will address “Bridge Buildings” from three perspectives: Leadership, Diversity and Culture, and Economic Opportunities.

The symposium offers you the opportunity to learn, network, and observe different perspectives from a diverse mix of leaders who will share their insights into business advantages to succeed in a constantly changing borderless economy.

I encourage you to take the initiative to meet new colleagues and exchange ideas. It is my hope that your experience today is beneficial and rewarding.

We sincerely appreciate your attendance today in support of the GOLD Symposium. And we offer a special thank you to those who have generously helped build “a leadership bridge across the Pacific:” our corporate sponsors; our speakers, moderators and panelists; our supporting organizations; and our volunteers.

Sincerely,

Hiroko Tatebe
Founder and Executive Director
Global Organization for Leadership and Diversity

GOLD is a project of Community Partners, a 501(c)(3), non-profit organization.
At Mattel, Everyone Plays!

Mattel is proud to sponsor the 2010 GOLD Symposium.

play with passion • play together • play fair • play to grow

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8:00 - 8:30 am  **Registration and Continental Breakfast**

8:30 - 8:45 am  **Welcome and Opening Remarks**
   **Hiroko Tatebe**
   Founder and Executive Director, Global Organization for Leadership and Diversity (GOLD)

8:45 - 9:25 am  **Opening General Session**
   **“How High Can You Bounce?” Capture the Possibilities of Change!**
   **Roger Crawford**
   Best-selling Author and Award-winning Inspirational Speaker

   Have you ever heard someone say, “I’ll be a lot more optimistic when things get back to normal”? This powerful program teaches the attitudes and actions you need to bounce forward, equipped to conquer change and embrace diversity. When you see that differences are not deficits, then together we can bounce to new heights. It doesn’t mean you won’t get knocked down, but with these proven success principles, it does mean you won’t get knocked out!

   Discover how high you can bounce!
   - Focus on our similarities, not our differences
   - Dispel the myth of predictability to become a change-ready peak performer
   - Dramatically improve your personal bounce-factor to catapult above and beyond your competition
   - Equip yourself to prevail when you fail
   - Discover the secrets of resilient leadership in a diverse world

9:25  -  9:35 am  **Refreshment Break**

9:35 - 10:45 am  **Panel Discussion**
   **“Navigating Across the Pacific: Promoting Global Diversity and Women’s Initiatives”**
   **Moderator**
   **Tisa Jackson**
   Vice President, Diversity and Inclusion, Union Bank, N.A.

   **Panelists**
   **Barbara Adachi**
   National Managing Principal, Initiative for the Retention and Advancement of Women, Deloitte LLP

   **Mitsuru Claire Chino**
   Corporate Counsel, Itochu Corporation

   **Sakiko Kon**
   Director, EES Japan, Breast Care, Johnson & Johnson K.K.

   The term “diversity” does not have a globally shared meaning. The U.S. definition of “diversity” does not translate well across national and cultural boundaries. Each country and culture has its own historical context for diversity. This presentation will address the range of “Diversity & Inclusion (D&I)” and “Women’s Initiatives (WI)” undertaken by U.S. and Japanese multinationals. Panelists will explore differences in implementation strategies and share the challenges of leading and bridging different cultures to become an effective organization under the umbrella of a shared mission. The panel will offer insights into the business advantages gained through successful “D&I” and “WI” programs.
IBM is a proud sponsor of the 3rd Global Organization for Leadership and Diversity Symposium!

Congratulations to GOLD for inspiring women to become strong future leaders. Your dedication to women and global leadership creates a bridge that brings together current and future women leaders from Japan and the United States.

IBM launched our smarter planet initiatives to address global concerns about how we work and live within our communities. We appreciate your leadership in sharing opportunities with businesses to grow in a smarter planet. Find out more at ibm.com/smarterplanet
<table>
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<tr>
<th>Time</th>
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<td>10:45 - 11:00 am</td>
<td>Refreshment Break</td>
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| 11:00 - 11:30 am | Conversation with CEO  
“East Meets West: Strategy for Leading Workforce Diversity”  
Hosted by Marilyn Johnson, Vice President, Market Development, IBM Corporation  
Masaaki Tanaka  
President and Chief Executive Officer, Union Bank, N.A.  
Managing Executive Officer, The Bank of Tokyo-Mitsubishi UFJ, Ltd. (BTMU) |
| 11:30 - 12:00 pm | Bridge Builder Recognition  
For appreciation to the efforts building a leadership bridge across the Pacific  
Individual Category  
Izumi Kobayashi  
Executive Vice President,  
Multilateral Investment Guarantee Agency (MIGA), World Bank Group |
|               | Corporate Category  
Union Bank, N.A.  
The Bank of Tokyo-Mitsubishi UFJ, Ltd. |
12:00 - 1:00 pm  Networking Lunch

1:00 - 2:30 pm  Concurrent Breakout Sessions

1 The Third Age of Leadership: Diversity, Globalization and Technological Changes

Workshop Presenters

Richard Beaton, Ph.D.
Founding Partner, Marigold Associates
Principal, The Max De Pree Center for Leadership

Linda Wagener, Ph.D.
Founding Partner, Marigold Associates
Principal, The Max De Pree Center for Leadership

The world is changing and so must leadership styles. Globalization, diversity and accelerated rates of technological change require social and emotional intelligence. Leaders tend to rely upon one or two leadership styles, regardless of the situation they find themselves in. For example, while top-down decision making has its place, leaders also need skills in negotiating generational differences, ethical and cultural sensitivity, collaboration, empowerment and inclusiveness. Presenters will discuss direct, instrumental and relational styles of leadership, so you can increase your range of leadership styles. Building on the work of Peter Drucker, Max DePree and Jean Lipman-Blumen, the session will provide practical suggestions for the development of new competencies that the next generation of leaders will need to succeed in today’s diverse, globalized marketplace.

People who attend this workshop will learn to:

• Lead effectively in an organization with a broad mix of gender, age and ethnic diversity
• Recognize and maximize the capacity and abilities of their employees
• Expand their leadership style repertoire
• Lead the new generation entering the workforce
• Thrive in a changing environment, rather than be threatened by it, thus extending their career

2 Managing Diversity through Cultural Intelligence

Moderator

Peter Bye
President, MDB Group, Inc.

Panelists

Michiko Achilles
Managing Executive Officer and Head of Human Resources, Aozora Bank, Ltd.

Kimiko Horii
President, GEWEL, Japan

Graciela Meibar
Vice President, Global Sales Training and Global Diversity, Mattel, Inc.

Jerome Miller
Vice President, Diversity and Social Responsibility, Toyota Motor Sales, U.S.A., Inc.
To be globally competitive, managers need to be prepared to do business with people from all kinds of cultures, both abroad and at home. Cultural variations across and within ethnic groups and countries are more complex than ever before. Cultural intelligence is key to the success of today’s cross-culture, cross-border, cross-organization worker. The panel will discuss how to function effectively in different cultures, and how to acquire the skills that will allow you to adapt and thrive in any cultural environment.

Creating Economic Opportunities: Beyond Diversity and Corporate Social Responsibilities

Moderator
Gayla Kraetsch Hartsough, Ph.D.
President, KH Consulting Group

Panelists
Anthony Carter
Vice President and Chief Diversity Officer, Johnson & Johnson
Royanne Doi
International Counsel, Japan, Prudential Holdings of Japan, Inc.
Barbara Dyer
President and CEO, The Hitachi Foundation
Yoshimasa Takao
Director and Senior Managing Executive Officer, Sumitomo Chemical Co., Ltd.

Strategically managing “Diversity & Inclusion (D&I)” and Corporate Social Responsibilities (CSR) during tough times requires a bold and aggressive approach. When business goals are aligned with D&I and CSR initiatives, evidence shows that a win/win relationship exists between creating economic opportunities and the corporate bottom line. Panelists will introduce their concept of D&I and CSR initiatives, share “best practices” and show how they are clearly demonstrated in the behavior of the company and its employees, and showcase the successful implementation of their D&I and CSR strategies.

2:30 - 2:45 pm Refreshment Break

2:45 - 4:00 pm Panel Discussion
“Diversity in Media Content Matters: Where We Are and Where We Are Going”

Moderator
Renee White Fraser, Ph.D.
Chief Executive Officer, Fraser Communications

Panelists
Sandy Close
Founder and President, New America Media
Lori Matsukawa
News Anchor, King TV, Seattle
Gordon Tokumatsu
Emmy Award-winning Reporter, NBC 4 Los Angeles
At Johnson & Johnson, we know that everyone has a unique perspective on the world. And the more perspectives you have, the better your view will be. We know that what makes you unique makes us a better company. That’s why we’re committed to promoting diversity in the community and within our company.

Diversity is inventive.

Diversity is Johnson & Johnson

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Mass media and the related fields of advertising, telecommunications and other aspects of our “information society” are growing in importance and reach more people globally than ever in the 21st century. In addition, the media are undergoing structural change at a rapid pace that’s impacted by social media. As a result, the socio-cultural role that the media play in society has shifted.

The panel will address the current status and risks of the information society from both U.S. and Asian perspectives, share their insights about how future developments may affect media content, and explore how media content influences individuals and culture.

4:00 - 4:30 pm   **Closing Keynote**
**“From Surviving to Thriving in the New World: Women in Leadership”**
**Paula Madison**
Executive Vice President and Chief Diversity Officer, NBC Universal
Company Officer, General Electric

4:30 - 4:45 pm   **Closing Remarks**
**Hiroko Tatebe**
Founder and Executive Director, Global Organization for Leadership and Diversity

5:00 - 6:00 pm   **Networking Reception**

Edison International is proud to support the Global Organization for Leadership & Diversity 3rd GOLD Symposium and salutes its dedication to women in the Asian community.

“When you dream it, you have at least a chance at achieving it”
— Helen Zia, activist, journalist, and scholar
Roger Crawford  
_best-selling Author and Award-winning Inspirational Speaker_  
Mr. Crawford shares an unforgettable message of authentic courage, inspiring audiences to break through self-imposed limitations and achieve maximum performance. More than 5000 organizations have gained the competitive edge as they applied the proven principles necessary to conquer change and reach new levels of achievement. *Sports Illustrated* calls Mr. Crawford one of the most accomplished physically-challenged athletes in history, and his life story was included in the original _Chicken Soup for the Soul_ series. Mr. Crawford has been a guest on *Larry King Live, Good Morning America, Inside Edition* and CNBC, and has been profiled in well-known publications including *USA Today* and *Fast Company*. NBC was awarded an Emmy for a television movie that featured his accomplishments. He is an internationally acclaimed author, with his books translated into 11 languages.

Paula Madison  
Executive Vice President and Chief Diversity Officer, NBC Universal  
Company Officer, GE  
Ms. Madison, a 20-year GE veteran, was the first senior executive at NBC Universal to have diversity as her sole responsibility. Recently, she was President and General Manager of KNBC, NBC’s owned and operated station in Los Angeles, and Regional General Manager, KVEA and KWHY, Telemundo’s Los Angeles stations. Ms. Madison’s commitment to rigorous journalism has earned her numerous prestigious industry awards, including local area Emmy, Golden Mike and regional Edward R. Murrow Awards. Named one of the 75 Most Powerful African Americans in Corporate America by *Black Enterprise Magazine* and included in the *Hollywood Reporter’s* “Power 100,” Ms. Madison was also the first African-American woman to become general manager at a network-owned station in a top five market. A native of Harlem, Ms. Madison holds a Bachelors degree in History and Black Studies from Vassar College.

Sachi Koto  
Founder, Sachi Koto Communications, Inc. (SKC, Inc.)  
After more than 16 years with CNN, Ms. Koto launched a public relations and video production company: SKC, Inc. At CNN, she served as a news anchor for CNN Headline News, and an anchor for CNN Radio, CNN Airport Network, CNN International and CNN QuickCast. She also produced, wrote and anchored for Turner South, Turner Entertainment Group’s entertainment network dedicated to southern style programming. Before joining CNN, Ms. Koto worked as an anchor for Tokyo’s JCTV (Japan Cable Television) and for Nippon Hoso Kyoku (NHK) Radio, also in Tokyo. She has received many honors and awards including: _The Women Looking Ahead News Magazine_’s 100s List of the Nation’s Most Powerful and Influential Women. Ms. Koto graduated Summa Cum Laude from Reinhardt College with a BA in communications.
Michiko Achilles  
*Managing Executive Officer, Head of Human Resources*  
*Aozora Bank, Ltd.*

Ms. Achilles started her career at Fuji Xerox Learning Institute as an intercultural communication consultant and has held Human Resources positions at several global financial companies including Citibank, Morgan Stanley, Merrill Lynch and ABN Amro Securities. In 2004, she joined Sumitomo 3M and held several positions including head of Human Resources and head of Talent Management for 3M Asia Pacific. She assumed her current position in August 2008. Ms. Achilles serves as executive committee member for several business associations, including APEC Women Leaders’ Network in Japan, Women’s Summit Tokyo, and Working Women Empowerment Committee. She graduated from Sophia University with a BA in Business Administration and from the Fielding Graduate Institute with a MA in Organization Management.

Barbara Adachi  
*National Managing Principal, Initiative for the Retention & Advancement of Women, Deloitte LLP*  
*Principal, Deloitte Consulting LLP*

Ms. Adachi is the National Managing Principal for Deloitte LLP’s award-winning Women’s Initiative (WIN), working to drive marketplace growth and create a culture where the best (women and men) choose to be. She is the new national Chief Talent Officer for Human Capital Consulting. In addition, she serves on the board of Deloitte Consulting LLP. Ms. Adachi has been named one of the “100 Most Influential Women in Business” by *San Francisco Business Times* from 2003 through 2009. She was also named “Women Worth Watching in 2009” by *Profiles in Diversity* Magazine. She serves as a board member for many organizations including Girl Scouts of the USA, American Heart Association and Professional Business Women of California Advisory Council.

Rick Beaton, Ph.D.  
*Founding Partner, Marigold Associates, LLC*  
*Principal, The Max De Pree Center for Leadership*

Dr. Beaton has twenty years of experience in family business, consumer banking, non-profit management (Hong Kong), and higher education. Raised in Western Canada, Dr. Beaton has spent his adult life in diverse contexts in North America, Asia and Europe. This has given him a unique perspective on cultural, social and diversity issues related to leadership, building healthy sustainable organizations, and globalization. His educational background includes a doctoral degree from the University of Cambridge. He is a well-known consultant, author and public speaker.

Peter Bye  
*President*  
*MDB Group, Inc.*

Mr. Bye is an internationally-known leader in the fields of diversity, inclusion and executive coaching. In 2008, the Society for Human Resource Management recognized Mr. Bye as one of 100 global thought leaders in the field of Diversity & Inclusion (D&I). He is expert at planning and implementing Business-Aligned® D&I strategies, action and communication plans, websites, and employee network groups. Previously, as Corporate Diversity Director at AT&T he created the corporation’s new diversity strategy. Prior positions include: executive coach, business manager with P&L responsibility, and R&D (Bell Laboratories). Mr. Bye received his academic degrees from Cornell University and a Diversity Management Certificate from NTL Institute for Applied Behavioral Science.
Anthony P. Carter  
*Vice President, Global Diversity & Inclusion and Chief Diversity Officer*  
*Johnson & Johnson (J&J)*  
Mr. Carter is responsible for building a strategy that enhances the J&J vision to be a world class, benchmark company for diversity and inclusion, and aligning this critical business process with the corporation’s strategic business objectives. He reports directly to the Chairman & Chief Executive Officer of J&J. Mr. Carter is a professor at the New York University School of Continuing and Professional Studies graduate program. Community and professional involvement includes being a member of the Executive Committee of the Board of Visitors of Howard University, an officer of the Board of the Civic League of Greater New Brunswick, Inc., and a board member of National Medical Fellowships. Mr. Carter received a BA degree in Communications and Journalism from Fordham University.

Mitsuru Claire Chino  
*Corporate Counsel*  
*Itochu Corporation*  
Ms. Chino oversees the legal aspects of Itochu Corporation’s global investments in the energy, natural resources and chemicals industries. She also helped the company start a diversity program. Before joining Itochu, she was partner at an international law firm. The World Economic Forum recognized Ms. Chino as a “Young Global Leader” in 2005, and she was selected as one of “100 Japanese Women Recognized by the World” by *Newsweek* Japan. Most recently, she received fellowships from Yale University, the Asia Society and the U.S.-Japan Foundation. She is a member of Cornell Law School’s advisory board and President’s Council of Cornell Women. Ms. Chino teaches at Keio Law School and Hitotsubashi Business School. She graduated Cum Laude with a BA from Smith College and a JD from Cornell Law School.

Sandy Close  
*Executive Editor and Director*  
*New America Media*  
Ms. Close has served as Executive Director of Pacific News Service since 1974 where she founded *YO! Youth Outlook*, a monthly magazine of youth writing and art in 1991; and co-founded *The Beat Within*, a weekly writing journal by incarcerated youth in 1996. A graduate of The University of California at Berkeley, Ms. Close was formerly China Editor of *The Far Eastern Economic Review* (Hong Kong) and Founder of the Oakland-based *Flatlands* newspaper. Among her many awards and recognitions, in 1995, Ms. Close received a MacArthur Foundation “Genius Award” Fellowship; and in 1997, she co-produced the Academy Award-winning short documentary, *Breathing Lessons*.

Royanne Doi  
*Vice President and Legal Counsel*  
*Prudential Holdings of Japan, Inc.*  
Ms. Doi is Chief Legal Officer at The Prudential Life Insurance Company, Ltd. and also serves as Legal Counsel to Prudential Holdings of Japan, Inc., a Japan insurance holding company. She has spent more than 15 years in Japan. Previously she was Senior Regional Counsel for Asia Pacific for State Street Bank and Trust Company, covering banking, asset management, foreign exchange and securities, and before that, she served as Regional Director, ASIA for Legal/Government Affairs for CIGNA Songai/ACE Insurance, handling legal, regulatory and trade issues with a variety of industry and government officials. She graduated Magna Cum Laude, Phi Beta Kappa from Washington University in St. Louis, Missouri, and received her law degree from UCLA School of Law.
Barbara Dyer  
*President and CEO*  
The Hitachi Foundation

Ms. Dyer works as a senior advisor in the formulation and implementation of Hitachi’s North American CSR strategy. She has sharpened the Foundation’s focus on the role of business in society, with an emphasis on ameliorating poverty in America. Under Ms. Dyer’s leadership the Foundation has been instrumental in shaping two major philanthropic initiatives — Jobs to Careers with the Robert Wood Johnson Foundation and the United States Department of Labor; and the National Fund for Workforce Solutions, involving nearly 200 national, regional and local foundations. She is a graduate of Clark University and the John F. Kennedy School of Government’s Program for Senior Executives in State and Local Government.

Renee White Fraser, Ph.D.  
*Chief Executive Officer*  
Fraser Communications

Ms. Fraser, a social psychologist, founded Fraser Communications in 1992. With sales over $40 million, the company ranked #36 nationwide by *Entrepreneur Magazine* for fastest growing woman-owned businesses in the US. Clients include: Toyota, East West Bank, United Way of Greater LA, State of California’s Flex Your Power, Metropolitan Water District, California First 5, Wendy’s and Whole Foods Markets. An advocate for entrepreneurship as a catalyst to success for women and people of color, Ms. Fraser has been featured in *The New York Times*, *USA Today* and *NPR*. Ms. Fraser is the co-host of “2MinutesWith,” a daily radio talk show that offers sound advice on business success. The show is broadcast on KNX 1070 and KFWB 980, reaching approximately 2.2 million listeners each week throughout Los Angeles and Orange Counties.

Gayla Kraetsch Hartsough, Ph.D.  
*President*  
KH Consulting Group (KH)

Since 1986 Dr. Hartsough has been President of KH, a firm specializing in strategic planning, organizational design and restructuring, human resources, social responsibility initiatives, and business process reengineering. KH has served more than 200 clients in 25 states and seven countries. Previously, Dr. Hartsough was at Towers Watson and the Academy for Educational Development in Washington, D.C. She holds a BS from Northwestern University; a masters degree from Tufts University; Ph.D. and masters degrees from the University of Virginia; and a post-doctorate fellowship with the Woodrow Wilson National Fellowship. She serves various organizations including the National Association of Women Business Owners Los Angeles (Board Member); the Organization of Women Executives (former President/Board Member); Northwestern University’s Council of 100; and Earth Protect (Advisory Council).

Kimiko Horii  
*President*  
Global Enhancement of Women’s Executive Leadership (GEWEL)

In 2003, Ms. Horii founded GEWEL, a pioneer non-profit organization promoting Diversity & Inclusion (D&I) in Japanese society, through changing Japanese corporations and the culture in the workplace. As a D&I consultant, she works with Japanese corporations and offers training programs. Ms. Horii is a frequent speaker and presenter at various D&I events including the American Chamber of Commerce Japan and Community Business in Hong Kong. Ms. Horii also publishes articles on D&I promotion in Japan for Japanese business magazines and newspapers including *Nikkei*. Prior to her current position, she was the National Sales Director for Avon Products in Japan, overseeing 700 sales managers. She holds a degree in economics from the University of Tokyo.
Tisa Jackson  
**Vice President, Corporate Diversity and Inclusion**  
**Union Bank, N.A.**  
Ms. Jackson found her calling more than 17 years ago as a Diversity & Inclusion (D&I) leader. She was among “The 2010 Most Powerful and Influential Women in California” named by the California Diversity Council, recognizing 50 women for contributions in their respective fields. Throughout her career Ms. Jackson has been a key architect in the creation and transformation of D&I functions and programs within the financial services, high tech and non-profit industries for Global 100, Fortune 100 and mid-size companies including: Deloitte, Advanced Micro Devices (AMD) and the YWCA. Her work has been featured in the *Wall Street Journal* and *Diversity Journal*.

Marilyn Johnson  
**Vice President, Market Development**  
**IBM Corporation**  
Ms. Johnson is responsible for developing IBM’s strategy for and marketing to businesses owned or operated by Asians, Blacks, Hispanics, Native Americans and Women in the Americas. Her focus includes select global markets for women business owners. She has extensive management experience in sales and marketing in the information technology industry. Ms. Johnson is a graduate of John Marshall University and holds two Masters in Education degrees. She has held leadership positions in many business and professional organizations, including membership on the Executive Boards of the Council for Better Business Bureau and the Asian Pacific Islander American Scholarship Foundation.

Sakiko Kon  
**Director, Ethicon Endo-Surgery Japan (EESJ), Breast Care**  
**Johnson & Johnson K.K.**  
Ms. Kon joined Johnson and Johnson K.K. in Tokyo in 2002 to manage the company’s Women’s Health business, including Gynecare and Breast Care. Since 2009, she has been dedicated solely to the Breast Care business. In 2009, Ms. Kon was also appointed to an advisory board of a national project to encourage cancer screening among employees of corporations. She has been chair of the Women’s Leadership Initiative (WLI) of Johnson and Johnson group companies in Japan. Consisting of council member representatives from five different local J&J family companies in Japan, the purpose of WLI is to change the organization’s mindset from the grassroots level.

Lori Matsukawa  
**News Anchor**  
**King 5 TV Seattle**  
Ms. Matsukawa co-anchors KING 5 News weeknights on KING 5 and KONG TV. Her professional awards include “Communicator of the Year” from the Association for Women in Communications, Seattle Chapter (2009); a “Lifetime Achievement Award” from the Asian American Journalists Association (2006) and induction into the University of Washington Communication Department’s Alumni Hall of Fame. Active in civic and community organizations, she is President of the Board of the Japanese Cultural and Community Center of Washington. She is also a founding member of the Asian American Journalists Association Seattle Chapter. Ms. Matsukawa graduated Phi Beta Kappa with a BA in Communication from Stanford University and received an MA in Communication from the University of Washington.

Graciela G. Meibar  
**Vice President, Global Sales Training and Global Diversity**  
**Mattel, Inc.**  
Ms. Meibar is responsible for creating, launching and implementing a comprehensive Diversity & Inclusion (D&I) strategy for Mattel, Inc., a global leader in the design, manufacture and marketing of toys, with approximately $6 billion in annual sales. Her accomplishments include development of a D&I strategy tied to Mattel’s business strategies and its values. Mattel’s rich portfolio of brands is known to generations of children around the world, and includes Barbie®, Fisher-Price®, Hot Wheels® and American Girl®. With headquarters in El Segundo, California, Mattel has offices and facilities in more than 40 countries and sells its products in more than 150 nations throughout the world. Ms. Meibar holds a BA in international relations from the University of Southern California and an MBA from Pepperdine University.
Jeremy Miller  
Vice President, Diversity and Social Responsibility  
Toyota Motor Sales, U.S.A., Inc. (TMS)  
Mr. Miller oversees TMS’ far-reaching diversity strategy, serving as its most senior advisor on diversity issues and principal liaison with external diversity organizations. Before joining Toyota, he served as Vice President of Global Diversity and Community Affairs for Delta Air Lines, President of The Delta Air Lines Foundation, Vice President and Chief Diversity Officer of the InterContinental Hotels Group, and in various positions at The Coca-Cola Company. Mr. Miller earned an MBA at Atlanta University and a bachelor’s degree in economics from Savannah State College.

Yoshimasa Takao  
Director and Senior Managing Executive Officer  
Sumitomo Chemical Co., Ltd.  
Mr. Takao is responsible for directing and overseeing human resources management and development, corporate social responsibility initiatives, internal control, legal affairs, and the petrochemicals and plastics business. He has more than twenty years of extensive management experience in human resources management and development, and served as a representative of Sumitomo Chemical’s affiliate in Indonesia for four years. Mr. Takao is a member of the Working Conditions Working Group of the Labor Policy Council of the Ministry of Health, Labor and Welfare; a member of the United Nations Global Compact Working Group on the 10th Anti-Corruption Principle; and President of the Planning Department of the Committee on National Quality of Life of Nippon Keidanren, Japan Business Federation. He holds a BA in law from Osaka University.

Gordon Tokumatsu  
Emmy Award-winning Reporter  
NBC 4 Los Angeles  
Mr. Tokumatsu has covered many breaking news stories since he joined NBC4 Los Angeles in 1993. Among the more memorable, and sparking national interest, was his story about a Los Angeles Police Department officer who ticketed an elderly woman for moving too slowly in a crosswalk, instead of assisting her to cross the street. He was first to reveal the identities of the arrested men in the deadly 1997 North Hollywood bank robbery/shoot-out. He also covered the tragic Oklahoma City bombing and the 1994 Northridge earthquake. Previously as a general assignment reporter at KCRA-TV, the NBC affiliate in Sacramento, he provided sole live coverage of Hurricane Iniki from Hawaii, and his reports were aired worldwide. He dedicates much of his time to supporting Asian community events.

Linda Wagener, Ph.D.  
Founding Partner, Marigold Associates, LLC  
Principal, The Max De Pree Center for Leadership  
Dr. Wagener is a consultant in the areas of leadership assessment and development, personal and executive coaching, family dynamics and business solutions. In this capacity she brings a focus on enhanced relational communication and strength-based personality dynamics. She has 25 years of experience in consultation, teaching, administration and research in human development. A Minnesota native, Dr. Wagener received her doctorate in psychology at Clark University. She enjoys writing, public speaking and making documentary films.

3RD GLOBAL ORGANIZATION FOR LEADERSHIP AND DIVERSITY (GOLD) SYMPOSIUM
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InterContinental Los Angeles Century City is proud to support the Global Organization for Leadership and Diversity. Adjacent to Beverly Hills, InterContinental Los Angeles Century City offers convenient access to premium shopping districts including Rodeo Drive, and is located just minutes away from the beaches of Santa Monica and cultural and performing arts centers. Whether your travels bring you for business or leisure, we invite you to select InterContinental Los Angeles Century City as your home away from home!
HONORARY COMMITTEE

HONORARY COMMITTEE CHAIR
Yukiko Ogasawara
*The Japan Times*, President

HONORARY COMMITTEE

**Anthony Carter**
Johnson & Johnson, Vice President and Chief Diversity Officer

**Marilyn Johnson**
IBM Corporation, Vice President, Market Development

**Tisa Jackson**
Union Bank, N.A., Vice President, Corporate Diversity & Inclusion

**Carol Kalé**
Hitachi America, Ltd., Assistant Manager, Corporate Social Responsibility
Chief Executive for the Americas Office

**Jack Lewis**
University of Southern California, IBEAR, Marshall School of Business, Associate Dean

**Paula Madison**
NBC Universal, Executive Vice President and Chief Diversity Officer

**Graciela Meibar**
Mattel, Inc., Vice President, Global Sales Training and Global Diversity

**Jerome Miller**
Toyota Motor Sales USA, Inc., Vice President, Diversity and Social Responsibility

**Barbara J. Parsky**
Edison International, Senior Vice President, Corporate Communications
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—U.S. News and Financial Times

Classmates...in Los Angeles

HUI RONG (ROMMY) DAI, IBEAR MBA ’09
Prior to joining the IBEAR MBA, Rommy was director and head of the Wealth Management Advisory Center, UBS Securities, in Shanghai.

SURESH JEYACHANDRAN, IBEAR MBA ’09
Prior to entering the IBEAR MBA, Suresh was chief consultant, Corporate Software Engineering Center, Toshiba Corporation, in Tokyo.

PuRFULY SUPPORTS THE 2010 GOLD Symposium

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MEDIA PARTNERS

DiversityInc  The Japan Times  Diversity

SUPPORTING ORGANIZATIONS:

JAPAN

Association for Women in Finance (AWF)
Foreign Executive Women (FEW)
Global Enhancement of Women’s Executive Leadership (GEWEL)
The Japan HR Society (JHRS)

U.S.A.

Asian Pacific Exchange (APEX)
Japan America Society of Southern California (JASSC)
Japanese Chamber of Commerce of Southern California (JCCSC)
Leadership Education for Asian Pacifics, Inc. (LEAP)
National Association for Women Business Owners, Los Angeles Chapter (NAWBO-LA)
The U.S. - Japan Council (USIC)

Women in International Trade - Los Angeles (WIT-LA)
Women’s Leadership Exchange (WLE)
Women Presidents’ Organization (WPO)

PROGRAM BOOK PRINTING:

HONDA

The Power of Dreams
Our differences *make* the difference.

Our commitment to diversity at Toyota is an integral part of our success.

At Toyota, we believe continued growth toward a more inclusive culture is necessary for business success. Our customers, business partners and employees should see themselves represented in our workforce, in our marketing campaigns, in our dealerships, in the communities we serve, and the organizations we support.

toyota.com/diversity
You deserve to succeed.

At Union Bank, we believe in the power of people. It’s why we support and work with diverse business partners to foster growth. We think the term “opportunity” should apply equally to each and every one of us.

Union Bank is proud to be a sponsor and support the Global Organization for Leadership and Diversity (GOLD).

Tisa Jackson, VP, Corporate Diversity & Inclusion
(213) 236-5318
THE VISION OF GOLD

is to develop global leaders and create business and civic communities that will utilize and appreciate individual talents regardless of background.

THE MISSION OF GOLD

is to foster professional and leadership growth of current and future business and professional women by providing educational, inspirational and motivational activities and events that build leadership bridges across the Pacific.