



The National Association of Japanese Canadians

**Emerging Leaders Forum
*-Final Report-***

November 2003 – Thunder Bay, Ontario



Author: Robert Bessler, Conference Co-Chair
with submissions by the ELF Committee and participants
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Emerging Leaders Forum 2003 – Agenda

Time	Description	Presenters/Facilitators
Friday		
12:00pm –	Registration and Hospitality – Wellington Room Victoria Inn 555 West Arthur Street Thunder Bay, Ontario P7E 5R5	
Saturday		
8:00 – 8:15 (Travel Time)	Depart for Conference Site – West Thunder Community Centre 915 S. Edward Street - Meet at front of hotel	
8:15 – 8:45	Hot Breakfast	
8:45-9:00	Official Welcome (5min) Opening Address (5min) Greetings and Introductions (5min)	<ul style="list-style-type: none"> • Keiko Miki – NAJC President • Robert Bessler – Conference Co-Chair • Kevin Okabe – Conference Co-Chair
9:00 – 9:45	Key Note Address by Motivational Speaker	<ul style="list-style-type: none"> • Mr. Jim Wong-Chu (Author, Community Activist, Historian, Radio Broadcaster and founding member of the Asian Canadian Writers Workshop)
9:45 – 10:00	Refreshment Break	
10:00 – 10:30	Breakout Group Discussions: Why Are You Here? - Participants outline their expectations from attending forum	<ul style="list-style-type: none"> • NEB Members - Facilitators
10:30 – 11:45	Panel Discussion: <ul style="list-style-type: none"> • An Overview of the Japanese Canadian Community in Canada • "What is the Japanese Canadian Community?" 	<ul style="list-style-type: none"> • Moderator: Robert Bessler • Art Miki, NAJC Past President (NAJC Historical Perspective) • Sid Ikeda, JCCC President (Cultural Centre Perspective) • Const. Sandra Tsuruoka, (Calgary Police Service) • Koko Kikuchi (Japanese Immigrant Perspective) • Judy Hanazawa (Social Justice/Human Rights Perspective)
11:45 – 12:15	Lunch	
12:15 – 2:00	Concurrent Skill-Based Training Seminars (Session 1) <ul style="list-style-type: none"> ○ Community-Minded Leadership ○ Strategic Planning – Foundation for the Future 	<ul style="list-style-type: none"> • Kevin Okabe and NEB Members
2:00 – 2:15	Refreshment Break	
2:15 – 4:15	Concurrent Skill-Based Training Seminars	<ul style="list-style-type: none"> • Nicole Binette, Connectors Program

Time	Description	Presenters/Facilitators
	(Session 2) <ul style="list-style-type: none"> ○ Art of Discussion, Facilitation and Idea Generation ○ Planning for Success – Project Planning and Management 	Director - Volunteer Thunder Bay!
4:15 – 5:00	Large Group Discussion: "What are some of the major issues facing our community?"	<ul style="list-style-type: none"> • Art Miki
5:00 – 5:15	Travel Time	
5:15- 6:00	Free Time	
6:00 – 9:30	Banquet - Kensington Room, Victoria Inn	<ul style="list-style-type: none"> • Mayor Ken Boshcoff of Thunder Bay 6:15 • Keiko Miki
9:30 –	Social Activity or Hospitality Room – Kensington Room, Victoria Inn	
Sunday		
7:30	Depart for Conference Site – West Thunder Community Centre	
8:00 – 8:15	Review of Saturday	<ul style="list-style-type: none"> • Robert Bessler
8:15 - 8:20	Intro Questions for Small Group Discussion: <ul style="list-style-type: none"> • "How can we face these issues as individuals and groups?" • "What role can you play?" • "What actions will be adopted to address the issues identified above?" 	KEIKO MIKI
8:20 - 8:50	Small Group Discussion	NEB - FACILITATORS
8:50 – 10:00	Large Group Discussion: <ul style="list-style-type: none"> • Reporting from Small Groups <ul style="list-style-type: none"> ◆ Action Plans • "What can the NAJC facilitate?" 	KEIKO MIKI
10:00 – 10:15	Refreshment Break	
10:15 – 11:15	Open Strategy Sessions to further develop ideas developed <ul style="list-style-type: none"> ○ National Youth Conference 2004 ○ National Mentorship Program 	<ul style="list-style-type: none"> • Angela Boyko • Kevin Okabe • NEB Member
11:15 – 11:30	Closing Remarks and Appreciation	<ul style="list-style-type: none"> • Robert Bessler
11:30 – 12:00	Lunch	
12:00 Noon	Shuttle Departs for Hotel – those delegates that have flights leaving at 1:00 PM or earlier should bring their baggage to the West Thunder Community Centre. Transportation to the airport will be arranged from the Community Centre.	
After 12:00 Noon	Free Time (visit to Art Gallery could be arranged)	

EXECUTIVE SUMMARY 概要

The 2003 NAJC Emerging Leaders Forum Report contains summaries of the conference as well as speakers references and findings of working groups.

The conference has determined that the NAJC needs to provide structural support mechanisms in order to improve lines of communication between community groups and individuals as well as governmental and nongovernmental agencies.

National task forces need to be formed in order to deal with current challenges facing the Japanese Canadian community. It was found that immigrant (Ijusha) integration into the dominant society is a highly complex issue that requires immediate support by the NAJC.

The Japanese Canadian community is comprised of highly educated and skilled people that can provide a powerful support structure for the community. The conference has determined that Japanese Canadian community needs the NAJC to act in a support capacity by establishing mechanisms, projects and programming for the coalescence of those in need with those that can provide.

2003年度新生リーダーフォーラム報告書はフォーラムの概要と各講演の要点、またグループ討論で得られた結論から構成されている。

フォーラムでは、コミュニティー団体と個人、また政府機関と非政府機関の間の情報交換や交流を促進するために全カナダ日系人協会（以下、NAJC）が構造的な支援体制を提供する必要があるとの結論に至った。

また、現在日系カナダ人が直面している問題に取り組む全国規模のプロジェクトチームの結成が必要である。特に、日本からの移住者がカナダ社会の本流にいかにとけ込むかという問題はかなり複雑でNAJCの支援が直ちに必要であることが判明した。

日系カナダ人社会は高学歴ですぐれた技術をもち、日系人社会にとってたくましい支えとなりうる人材を有している。フォーラムでは、NAJCがそのような人材とそのような人材を必要とする者とを引き合わせる仕組みを整え、プロジェクトを実行して、日系人社会を援護する必要性があると確認された。

INTRODUCTION はじめに

On June 7, 2003 the National Association of Japanese Canadians (NAJC) hosted the 2003 Emerging Leaders Forum. The forum was held to manage the transition the Japanese Canadian community has found itself in since the Redress settlement awarded by the Government of Canada in 1988. The objectives of the conference were several, the primary focus was to develop a succession management strategy aimed at closing the gaps in leadership that currently exist in the Japanese Canadian community.

The 2003 Emerging Leaders Forum (ELF) was envisioned to be a two-day gathering of existing and future leaders of the local community organizations in order to provide participants with an opportunity to discuss their views and perspectives and gain greater insight into the Japanese Canadian community. At the same time through workshops and seminars, participants would be able to enhance their leadership skills, gain an invaluable opportunity to network with established leaders from the community, provide fresh new perspectives in addressing community issues and challenges, and made it possible for participating organizations to have a sense that they are not alone in dealing with the new challenges facing the Japanese Canadian community.

Each member was encouraged to send at least two delegates from their own organization, but the conference committee emphasized the need and desire for the members to approach participants from the general Japanese Canadian community. The desire of the committee was to use this conference as a first step in a new community building initiative since the NAJC restructuring of 2003. With subsidies from the NAJC that covered the costs of transportation and accommodation, the demographic targets were specific, yet did not preclude people due to economic barriers. The targeted age groups included people from two main areas: 1) ages 18 to 30, and 2) ages 30 to 45.

The conference featured prominent guest speaker Jim Wong-Chu (Author and founder of the Asian Canadian Writers Workshop) as well as a select panel of leaders representing various demographics and perspectives on leadership such as Sandra Tsuruoka (Constable with the Calgary Police Department), Art Miki (Citizenship Court Judge and leader of the Japanese Canadian Redress Movement), Sid Ikeda (Japanese Canadian Community Association President and Community Activist in Toronto), Koko Kikuchi (Community Activist in Toronto representing Ijushanokyokai) and Judy Hanazawa (Retired Social Worker and Human Rights Activist).

INTRODUCTION はじめに

NAJCは2003年度新生リーダーフォーラム (Emerging Leaders Forum)を2003年6月7日に開催した。このフォーラムはカナダ政府とリドレス保障の合意に至った1988年以来の日系カナダ人社会の変遷に対処するべく開催されたものである。フォーラムの目的は何点かあるが、もっとも主要な点は現在日系カナダ人社会に存在するリーダーシップの差を縮めるための持続的な対応策を考察することであった。

当フォーラムは日系人社会の地域支部から現在と未来の指導者に2日間に渡り、日系カナダ人社会に対する考えを議論しより広い視野を得られる機会を提供するために企画された。またワークショップやセミナーを通して、参加者は指導者としての能力を高め、現在日系人社会で指導力を発揮している者と交流する貴重な機会を得、それから日系人社会が抱える問題に対する自分自身の斬新な意見を述べることができた。更に、フォーラムに参加した各団体が日系人社会が直面する問題への挑戦が彼ら固有のものでないと気付く機会にもなった。

NAJCの加入団体は各自最低2人の代表者を派遣するように奨励されたが、フォーラム担当委員会は参加者が各地域の日系カナダ人社会全体から選び出されることの必要性和希望を明らかにした。その意図は、このフォーラムがNAJCが再構築された2003年以来、日系人社会の発展への初めの第一歩となると考えられたからである。NAJCによって交通費と宿泊費が補助されたため参加者は絞られたが、経済的な理由による不参加は防がれた。参加者は、(1)18歳以上30歳以下と(2)30歳以上45歳以下という2つの年齢層に区分された。

フォーラムでは著名なジム・ウオンチュ氏(作家であり、アジア系カナダ人作家研究会の創設者)をはじめ、リーダーシップに対して独自の視点を持ち、バックグラウンドも様々な方々に講演して頂いた。そのパネリストの方々は、サンドラ鶴岡氏(カルガリー警察巡查)、アート三木氏(市民権判事、日系カナダ人リドレス運動統率者)、シド池田氏(日系カナダ人会会長、トロント地区社会活動家)、ココ菊池氏(移住者協会代表トロント地区社会活動家)、ジュディ花沢氏(ソーシャルワーカーを退職後、人権保護活動家)である。

BACKGROUND 背景

In 1989, during a pivotal period of infrastructure expansion and community revitalization, the National Association of Japanese Canadians (NAJC) hosted a National Leadership Conference to bring together a future generation of leaders that would provide solid direction and guidance to a reawakened community. Over the next fourteen years, this generation of leaders oversaw the construction of community centres, the development of new programs and an expansion of the involvement of grassroots Japanese Canadians in the community.

Currently, the Japanese Canadian community has become stable and self-sustaining, with a proliferation of organizations servicing the community catering to the wide-ranging needs of an increasing diverse population. In addition to a wide variety of cultural and social programming, the Japanese Canadian community organizations have been able to expand existing programs and to develop new programs addressing the following:

- Human Rights
- Social and Immigration Services
- Seniors Care
- Japanese Language Education
- History Preservation
- Youth Programming

For the past three years the NAJC has been engaged in a community consultation process designed to reflect upon the accomplishments of the past, the changing face of the community and the challenges of the future. This consultation was facilitated through the hosting of nation-wide town hall meetings and dialogue with grassroots community members. Several new challenges were identified as a result of these discussions:

- i. Diversification Challenges: Increasing diversity introduced to the community through years of intermarriage (currently in excess of 95%);
- ii. Interpretation Challenges: Differing interpretation of community needs and requirements (as fourth and fifth generation Japanese Canadians interact with first generation Japanese immigrants);
- iii. Saturation Challenges: An increasing number of organizations within the Japanese Canadian community struggling to find a niche within the community without duplicating or overlapping with the scope or mandate of other community organizations; and
- iv. Economic Challenges: An increasing number of organizations within the Japanese Canadian community struggling to balance increased programming demands against declining revenues due to funding cutbacks, a saturated fund raising environment, etc.

To respond to the current challenges identified above, a number of new program initiatives have been put forward at the local and national levels. These include:

- Strategic re-assessments of local community organizations
- Organization of cross-cultural events
- Organization of Meeting Points Conference of Japanese Canadians and Japanese Immigrants

Today, many chapter members appear to be spearheading efforts to stimulate youth involvement within their communities, and many other members of the National Association of Japanese Canadians (NAJC) have expressed an interest in getting a new group of leaders and “young people” involved with the community. The NAJC Council prior to restructuring, identified Youth as one of the three main issues facing the Japanese Canadian community and charged the National Executive Board (NEB) with developing strategies to address these concerns.

In order to meet this challenge and foster the involvement of a new generation of Japanese Canadian leaders and youth, the NAJC developed an Emerging Leaders Forum held on June 7-8, 2003 in Thunder Bay, Ontario.

日系人社会の基盤が拡大し活気が戻ってきた1989年、NAJCは全国リーダーシップ会議を開催し、蘇った日系人社会を確固たる方向に導くことができる未来の指導者たちを一同に集めた。それから14年、その世代の指導者たちはコミュニティーセンターの建設、新規プログラムの展開、日系人社会の中の草の根的存在の日系人カナダ人たちのコミュニティー活動への参加拡大といった変化を体験した。

現在、日系カナダ人社会は多様化する社会の幅広い必要性に対応できる団体の増加に助けられて、安定して自立したコミュニティーを形成するに至っている。多様な文化的社会的なプログラムの運営に加えて、日系カナダ人社会の中の団体は既存のプログラムを拡大し新規プログラムを展開してきた。新規プログラムのテーマは

- ・人権保護
- ・移住サポート
- ・高齢者ケア
- ・日本語教育
- ・歴史保存
- ・青年プログラム

である。

過去3年、NAJCは日系人社会の過去の業績と変わりゆく現状それから未来の挑戦について考察するべく日系人社会の動向を観察する役割を担ってきた。そのために各コミュニティーのメンバーが集まり対話できる集会を全国規模で主催した。こうした集会の議論から得られた問題点は、1、多様化：長年に渡る非日系人との結婚（現在95%以上）により日系人社会の多様性が増進した。

2、社会に対する考え方の相違：日系人社会に対する必要性や要求について、異なる解釈が存在する。（日系4世や5世と日本から移住してきた1世との交流）

3、存在意義：日系カナダ人社会に存在する団体の増加に伴い、他団体の活動内容と重複しないように各自の活動範囲を確保することが難しい。

4、経済的問題：資金提供の削減や資金調達団体数の過剰による獲得資金の減少により、増加するプログラムの経済的需要に応えることに苦勞している団体が増加している。

こうした問題に対応するために、地方レベルと全国レベルの双方で新しい取り組みが施行されている。それらは、

- ・地方のコミュニティー団体を戦略的に再評価する。
- ・異文化間の共同イベントを企画運営する。
- ・日系カナダ人と日本からの移住者を対象にしたミーティングポイント会議を開催する。

今日、各支部のメンバーが各自のコミュニティーの中に若者を参加させようと率先しているようだが、NAJCの他のメンバーも新しい指導者の確保と若者の参加に興味を示している。再構築前のNAJC評議会は若者の参加を日系カナダ人社会が直面する3つの大きな問題の一つと見なし、全国幹部会（NEB）にこの問題に対し戦略的な計画を立てるように要求した。

こうして、日系カナダ人の新世代の指導者と若者の参加を促す為にNAJCは2003年6月7、8日にオンタリオ州サンダーベイで新生リーダーフォーラムを開催するに至ったのである。

OPENING ADDRESS

Good morning everyone and welcome to the National Association of Japanese Canadians' 2003 Emerging Leaders Forum. Japanese Canadians have been an inherent part of the Canadian landscape for well over one hundred and twenty-five years. During times of oppression and triumph, our community has been driven by values that have shaped who we are, what we stand for and has enabled us to accomplish all that we have.

Today we are here to participate in a forum that brings together the past, present and future of our community. By the end of the conference, I hope that we are able to coalesce the discussions and workshops into a mechanism that you will be able to refer to throughout your development as leaders. Leadership is essentially about service, and whether that service is for a group of individuals or for yourself, leadership is still about the act of working for a greater good.

Being a leader is not just about the roles we play within the Japanese Canadian community, but rather what roles we play within our surrounding communities. Coming over here on the plane I took a look at the Globe and Mail... wow... talk about stories. Paul Martin... do we all know who Paul Martin is? The supposed Prime Minister-in-waiting or the Prime Minister-elect or more simply the next leader of Canada. I don't really know this guy and I don't think that many of you really know him either, yet when he assumes the Prime Ministers seat after winning the leadership race in the Federal Liberal Party, and the Governor General affirms him, Paul Martin becomes the leader of Canada. There hasn't been much that Mr. Martin has done in his past that would identify him as being anymore of a leader of Canadians than any one of you... yet he has accepted his calling and we as Canadians will stand witness to his leadership over the next several years.

In the same paper, I read about a Dr. Tak Mak... his name sounds like a McDonald's sandwich... but its not, Dr. Mak is a leader. He led a group of individuals that ended up in 1984 cloning genes for human T-cells. Because of his leadership, Dr. Mak was able to guide his team of researchers and scientists to develop a key resource that has lead to major advancements in understanding and treating diseases such as AIDS, cancer, and rheumatoid arthritis. For his leadership, Dr. Mak has received the Paul Ehrlich and Ludwig Darmstaedter Prize, Germany' most distinguished award for bio medical research.

Dr. Mak is not a leader because of what he discovered, but rather because of the fact that he was able to bring a group of people together to work towards a greater good through their trials and tribulations Dr. Mak was able to guide or lead them in a direction that resulted in his findings. Dr. Mak was a leader long before he was recognized with the award he has now received... and just the same Paul Martin will be the leader of Canada before he has actually done anything of any major significance. What makes these people leaders, is that they are able to bring people together for a common purpose, to overcome a common challenge or reach a common goal. Their ability to facilitate, to lead with principle and lead people to a common place makes them leaders.

I hope you take these couple of examples as they are... a couple of Canadians, one French and one Chinese... but both Canadian... two men that were able to listen, to share their vision and implement a means to guide people to that individual vision. Their once personal goal became a common shared vision by all.

Some questions to take with you during this weekend: What role can we as individuals play in the greater Canadian society? For that matter, what role can we play in our own community? How can we as leaders bring together the sum of all the parts? And finally, what separates us as leaders from those that follow?

I hope that we will be able to provide a context for community participation by looking at our community's role in Canadian society, current issues facing our community and sharing strategies to overcome these challenges. The NAJC needs to support our leaders and we can only do this by identifying ways in which we can support you. It is a real objective this weekend to establish a mentorship program and by the time we conclude, you will have valuable contacts from across the country and the National Office will be a central hub that will provide you with any contact you need in order to assist you in meeting your goals.

The office will also act as a networking center that will work towards connecting you and your communities to opportunities such as positions within various organizations outside the normal community groups.

It is my hope and the hope of the NAJC that after this weekend, each of you will embark on a new journey, a journey that places you at the forefront of your chosen path, armed with confidence, a clear sense of direction and the knowledge that you have the support of your peers and this organization to assist you in the challenges standing before you as leaders in your community. Leadership is more than about managing responsibility and materialistic resources, rather leadership is about human resources, it is about people and supporting those people to reach a shared vision. The question is not whether the “end justifies the means”, but rather the way in which we as leaders achieve the means and the end. Responsible leadership is part of a cycle that one day will require those of you that take on leadership roles to pass on your knowledge and experience to younger generations and others who are eager or are identified as leaders in your communities. Without this, our efforts are in vain.

Thank you for your time this morning and as I hand over the microphone to my illustrious Co-Chair, Mr. Kevin Okabe, remember, we are here to share ideas and questions... you are here to participate and we are here to support you. Thank you.

KEY NOTE ADDRESS 基調演説

Mr. Jim Wong-Chu was the Key Note Speaker for the 2003 Emerging Leaders Forum. Mr. Wong-Chu is an author, community activist, historian, radio broadcaster and the founding member of the Asian Canadian Writers Workshop. His address discussed the essential elements of leadership in terms of a philosophy and outlined an approach to leadership that was arrived at through Mr. Wong-Chu's personal experience.

Leading from the “front, middle or behind” was the centrepiece of Mr. Wong-Chu's philosophy on leadership. The following highlights the main points in his philosophy of leadership:

ジムウオンチュ氏が2003年度新生リーダーフォーラムの基調演説者を務めて下さった。ウオンチュ氏は作家であり、社会活動家である他、歴史家、ラジオパーソナリティー、アジア系カナダ人作家研究会の創設者の一人である。ウオンチュ氏は哲学的観点から指導者に必要不可欠な点について述べられ、またご自身の個人的な体験から得られた指導者に向けての指針について説明された。

ウオンチュ氏の指導者に対する考え方の中心にあるのは「前面、中間、後方」からの指導という概念である。その概念の主要な点を下記に示す。

Leading from the **FRONT** 前面からの指導：

- A person who leads from the “*FRONT*” is centred on the first person singular.
- They attempt to *stand out* and *seek acknowledgement*.
- They possess a “*founders*” mentality.
- Negative results of leading from the front:
 - A person can suffer from burnout,
 - When the leader falls, the entire initiative falls with them,
 - A person can become self-defeatist, and
 - Difficulties trusting themselves and others.
- 「前面」から指導する者は第一人称で物事を考える。
- 彼らは目立つこと、周りから認められることを試みる。
- 「創設者」たる思考方法。
- 前面から指導することの弱点
 - 燃え尽き症候群に陥る可能性がある。
 - 指導者が脱落すれば、すべての計画も失敗する。
 - 自滅してしまうことがある。
 - 互いの信頼醸成が困難。

Leading from the **MIDDLE** 中間からの指導：

- A person who leads from the “*MIDDLE*” is centred on the group.
- “*We*” is the centre of the philosophy.
- “*EGOs* must be checked at the door.”
- Judgement is based upon need and people who lead from the middle ask, “*Why do people need me?*”
- “*Delegate or die!*”
- Quality over quantity, empowerment and delegate are the central ideas of this philosophy.
- Middle leaders act as the glue of the initiative/team; acting as cohesive matter.
- “*Shepard tends the flock.*”
- Middle leaders manage selfishness.
- There is a constant need for validation; therefore the idea of “*WE*” becomes principle in accomplishing things together.
- Leading from the middle sets-up an environment that is very familiar, safe and is a happy position.

- 団体で行動することに重点をおく。
- 「我々」中心の考え方。
- 「エゴは門前で阻止されるべきである。」
- 必要性が判断の基準であり、「どうして自分が必要とされているのか？」と考える。
- 「代表者となるか死ぬか！」
- 量より質、権限を与えられ代表となることが考え方の基準。
- イニチアティブとチームワーク、団結力を重視する。
- 「羊飼いは羊の群れの番をする。」
- 利己を抑制できる。
- 真実であることが常に必要とされることから、「我々」という概念が目標達成における原点となる。
- 中間からの指導は打ち解けて、確実で、友好的な環境を作り出す。

Leading from the **BEHIND** 後方からの指導 :

- A person who leads from the “*BEHIND*” is centred solely on the mission/initiative.
- The results achieved by the people or the group is the only thing that is important; therefore, resulting in a “NO EGO” philosophy.
- Examples of people who lead from behind are: Nelson Mandela and M. Ghandi.
- Inspirational Leader.
- 「後方」から指導する者は任務とイニチアティブだけを考える。
- 人やグループによって達成された結果のみが重要で、即ち完全な「否エゴ」の哲学である。
- 事例：ネルソンマンデラ、マハトマガンジー。
- 人々をやる気にさせるように鼓舞するタイプ。

Essential Elements of Leadership 指導者に不可欠な要素

Jim Wong-Chu spoke about an environment that needs to exist in order for people to properly develop as effective and credible leaders. The reality of the environment surrounding potential and actual leaders requires that leaders must exist in an environment surrounded by people that are better than themselves.

Challenges are many, yet it is paramount that leaders have the time to lead. Being too busy is a negative not a positive. Jim Wong-Chu states that “If you’re too busy, you’re not doing your job.” Leaders must be able to view a situation from both a macroscopic and microscopic perspective. By being too busy, leaders lose perspective and are not able to consider all of the factors that may be paramount in understanding the true nature of their environment.

Listening is an essential quality of a good leader, but it does not exist as a single element by itself. Asking good questions combined with listening are elements that work cooperatively and being able to ask good questions is another essential element that only supports a leader’s ability to listen effectively. The ability of a leader to interact with people in a constructive and credible manner is imperative in not repeating past mistakes of themselves or others. “Do not make the same mistake twice,” was a message stated by Jim Wong-Chu as a summary to a leader’s effective ability to be aware of their environment and knowledgeable about the climate of that environment.

Jim Wong-Chu concluded his presentation with a final concept about leadership and leaders themselves. “*Leaders are Cultural Engineers.*” Leaders must have the ability to evolve with the changing climate of their environment while keeping mindful of both macroscopic and microscopic elements of the surrounding world. The ability to juggle, weigh and place various elements along with being a person who is approachable and is able to manage conflict and peace is essential in being a successful leader.

ジムウオンチュ氏は実力があり信頼できる指導者を養成するのに必要な環境について触れられた。それは潜在的または実際の指導者を取り巻く環境に必要なことは、その環境が指導者自身よりも優れた者たちに囲まれているということである。

問題は山積しているが、中でも最も重要なポイントは指導者たちに指導することに割く十分な時間があるかということである。多忙すぎることは前向きというよりは後ろ向きである。ジムウオンチュ氏は「忙しすぎるということは、責任を果たしてないということである。」と述べられた。指導者はマクロミクロの両方の視点で状況を観察できなければならない。忙しすぎるということは指導者がそうした視点を持ち得ておらず、状況の本質を理解するのに主要な要素をすべて考慮することができないということなのである。

他の者の話を聴くことができるということも良き指導者に不可欠な資質である。しかし、聴くという行為だけでは不完全で、加えて良い質問をすることができるという能力があってはじめて聴く能力が有効に機能するのである。また人と接する際に建設的で信頼された関係を築けるという資質も過去の過ちを繰り返さないためには絶対に必要である。ジムウオンチュ氏が指導者が周りの状況に敏感で精通しているために有効な資質についての結論として述べられたのは、「2度同じ過ちを犯さないこと。」ということであった。

ジムウオンチュ氏は指導するということと指導者自体について、究極の概念の説明でもって演説をしめくられた。「指導者は文化技師である。」指導者は周囲の状況のマクロ的ミクロ的要素に絶えず注意しながら、その環境の変化に沿って自らも進化できる能力を有しているべきである。周りの人にとって接しやすく、衝突と調和をコントロールできるといった能力と平行して、様々な要素を巧みにやりくりすることができるという能力が指導者として成功するに不可欠な要素なのである。

PANEL DISCUSSION パネルディスカッション

The panel discussion provided participants an opportunity to listen to the personal experiences of panellists and through a question and answer segment, discuss subjects that provided a foundation from which participants would be able to reference as they make future choices towards leadership roles.

Each panellist was given a 5 minute period for speeches and a 2 minute period for closing remarks. Six key areas were addressed in the panellists' speeches: 1) perspectives of leadership experience as it related to their respective arena, 2) perspectives of positive and negative leadership qualities, 3) activities that lead towards positive growth in leadership development, 4) perspectives on "required necessary experiences" attributed to leadership, 5) goal setting, and 6) words of encouragement and guidance.

参加者やパネリストの講演を通して彼らの個人的な体験を聞き、機会を得、質疑応答によってこの先の指導者としての役割を遂行するにあたり参考のできるテーマについて議論することができた。

スピーチ5分、まとめ2分という制約の中でパネリストの方々が取り上げた問題は次の6項目である。

- 1) 各パネリストの活動分野における指導者としての経験について
- 2) 指導者として適切または不適切な資質について
- 3) 指導者の養成に建設的な役割を果たすアクティビティについて
- 4) 指導者に必要とされる経験について
- 5) 目標設定
- 6) 激励の言葉

The following are key points highlighting significant areas taken from the panel presentations:
各パネリストの講演の主要なポイントは以下の通りである。

Mr. Arthur Miki (Immigration Court Judge and NAJC Past President)

- The NAJC needs to maintain a course that stays true to its values.
- First Nations communities need and request support from the Japanese Canadian community.
- During WWII the Canadian Government used dispersal as an effective tool against the Japanese Canadian Community.
- The 1988 Redress Settlement was a major effort that required devoted people working endlessly sometimes resulting in negative gains. The tireless efforts by leaders in the community, partners, groups and individuals resulted in a major success at the end of the initial campaign.

“You can't move forward unless you know where you came from.”

三木アーサー氏（市民権判事、NAJC 元会長）

- NAJCは真価に絶えず忠実でなければならない。
- ファーストネーションズコミュニティーは日系カナダ人社会の援助を必要、要請している。
- カナダ政府は第2次世界大戦時、有用な手段として日系カナダ人のコミュニティーを離散させた。
- 1988年のリドレス運動は時には不利な状況に陥りながらも人々の弛まぬ献身的サポートが必要とされた最も大きな運動であった。そして、コミュニティーの指導者やパートナー、様々な団体や個人の方々の不断の努力の結果、リドレス運動は大きな成功を納めた。

「自分がどの方向から来たのか知らない限り、前に進むことはできない。」

Mr. Sid Ikeda (JCCC President and Community Activist)

- A “MIDDLE” or “BEHIND” leader.
- Has been lead by a steady far reaching vision.
- Establishes goals for the community and then works towards those goals for the community.
- The concept of “leadership versus (led)ership”.
- Idea of visions and goals; the realization that the vision is the goal.
- Toronto Japanese Cultural centre motto, “Friendship through culture.”
- Growth is highly important, meet people and grow.
- Leaders are vision setters.
- Leaders are obligated to “pass the torch.”
- Never be afraid to join.
- Know how to give.

“You’re never too busy to be busy.”

池田シド氏 (JCCC 会長、社会活動家)

- 「中間」からの指導、「後方」からの指導。
- 確実で長期的な展望に向けて。
- コミュニティーの目標を設定し、それからコミュニティーの為にその目標に取り組む。
- 「指導者」と「指導されるもの」。
- 展望と目標：展望が目標であると認識すること。
- トロント日本文化センターのモットー：文化を通じた交流。
- 成長するということの意義の大きさ：人との出会い、成長。
- 指導者は未来予想図の設計者。
- 指導者は「たいまつを未来に受け渡す」義務がある。
- 参加することをおそれるな。
- 与えることを知る。

「人は忙しすぎると言えるほど、忙しくはなりえない。」

Constable Sandra Tsuruoka (Calgary Police Service)

- Bridging communities; it is paramount that communities take advantage of and create opportunities from which bridges can be built between different groups and communities.
- The language barrier has been a major obstacle for new immigrants in dealing with a multitude of things from utilizing services to integration issues within Canadian society.
- Self-detriment is not a justification for discrimination; self-discrimination is not acceptable.
- 3 principles to good leadership: 1) compromise, 2) sacrifice, and 3) make choices.
- A settled/stable homestead is a necessary element in developing as a good leader.
- Elements for leadership are integrity, courage, honesty, and compassion.
- Delegation is a necessary practice in successful leadership.
- Teamwork is also another important concept in good leadership.

Regarding the saying that some people are born leaders, remember that “Leaders are not born.”

鶴岡サンドラ巡査 (カルガリー警察)

- コミュニティー間に架け橋を築くこと：異なる団体やコミュニティーの間の絆を深める機会をつくり、利用することがコミュニティーの最重要課題である。
- 利用可能なサービスの活用からカナダにいかにか融合するかなど、新移住者が多くの問題に対応する中で最も苦慮しているのが言葉の壁である。
- 自らを傷つけてても差別は正当化されない。自らを差別するのは受け入れられない。
- 良き指導者の3つの原則：1) 妥協する 2) 犠牲を払う 3) 選択する

- 安定した家庭は良き指導者を育てるのに欠かせない。
- 指導者の要素：誠実、勇気、誠意、思いやり。
- 委任される経験が指導者としての成功には不可欠。
- チームワークも良き指導には重要な考え方である。

「指導者になるために生まれてくる人がいるという言い回しもあるが、生まれながらの指導者などいない。」

Mr. Koko Kikuchi (Community Activist and Japanese Immigrant Perspective)

- Immigrants face many difficulties regarding their settlement and integration into the existing society of their new country. Specifically issues surrounding the assimilation of their new language and culture and the utilization of services such as the medical system often cause great turmoil for immigrants.
- Leaders must “CARE” in order to lead and it is from this perspective that community leaders are most effective.

“Regardless of problems or difficulties, we care.”

ココ菊池氏（社会活動家、日本人移民の観点から。）

- 移住者は新しい国の社会に溶け込むにあたり多くの困難に直面するが、中でも言語や文化の融合と医療制度の利用方法を取り巻く問題は混乱を引き起こすことが多い。
- 指導者はまず「かまう」べきで、それができてこそ指導者の力が最も効果的に活かされるのである。

「問題があろうが困難に遭遇しようが、我々がそばにいる。」

Ms. Judy Hanazawa (Social Worker, Chair of NAJC Human Rights Committee and Community Activist)

- Issues facing the community:
 - Intermarriage
 - Racism
 - Working immigrant/women’s issues
- It is important to consider the larger community when looking at changes in the smaller community.

“It is important to work in areas that allow you to be self aware and critical.”

ジュディ花沢氏（ソーシャルワーカー、NAJC人権保護委員会会長、社会活動家）

- 今、日系人社会が直面している問題：
 - 非日系人との結婚
 - 人種差別
 - 働く移住者/女性の問題
- より小さなコミュニティの変化を考えると、より大きなコミュニティを考慮に入れることが大切。

「自己を意識でき、鋭い視点を持つことができる分野で活動することが重要である。」

CONCLUSION まとめ

The Emerging Leaders Forum provided the participants (originating from the Japanese Canadian Community across Canada) with the opportunity to finally bring together the emerging leaders of today with those that have lead the community for decades and are still working in the capacity of dedicated leaders within their given areas of expertise. At the end of the 2 day conference several key conclusions were realized. Firstly, that people are not necessarily born into leadership roles but are more likely chosen due to uncontrollable circumstances. Many people possess the attributes of great leaders, but due to a lack of the right circumstances, they may never have an opportunity to discover their abilities or use them at all.

Secondly, leaders must be well grounded with a strong sense of self and a vision for the future. Leaders must possess both a macroscopic and microscopic understanding of the surrounding environment in which they are expected to work. They also must be able to make adjustments in small areas with knowledge of the repercussions that those changes may have in the larger community.

Thirdly, leaders have an immense responsibility for many elements within the realm of their work. Along with this responsibility comes a tremendous amount of hard work that requires an acute sense of self limitation. Leaders delegate and work together with people and groups. Leaders lead, but without someone or something to lead, they by default are no longer leaders. Therefore, leaders must and do work effectively with others regardless of personal difficulties. The separation between good leaders and great leaders is their ability to work past personal challenges for the sake of the task at hand and the final goal.

Fourthly, it is important to remember that many of the situations that we find ourselves in at the present time have already been experienced by others in the past. As Mr. Art Miki so eloquently stated, “You can’t move forward unless you know where you came from.” This notion of past knowledge allows good leaders to become great leaders, for those that remember past mistakes and solutions to previous situations can quickly and easily overcome current and future problems with modest effort.

Finally and perhaps most importantly, the single characteristic of a great leader is the one uncontrollable ingredient in the great mixing bowl of leadership. This one element has been part of the characteristics of every great leader throughout history and that is simply that they cared. Regardless of what those past, present or future leaders cared or will care about, they do care. Without this ingredient, the final mix of leadership characteristics can only combine to produce a mediocre or perhaps even a good leader, but never a great leader. Leaders are by far not indestructible, in fact, they are very vulnerable to break down caused by stress due to an over abundance of self inflicted responsibility. Even great leaders in society fall victim to this affliction and because they care so much about everyone and everything else, they sometimes lose sight of the macroscopic perspective.

At the end of this report is a complete set of findings resulting from the small and large group consultations that took place during the conference. The participants were able to take issues from the large group discussions and formulate solutions to specific challenges. The foremost conclusion is that regardless of any solution that the groups came to, the most fundamental challenge was follow-through. There is a resounding need that the NAJC must fill in this capacity.

It is the finding of this report that the Japanese Canadian community has a tremendous need for future leaders and it is with great excitement that this conference has shown that the community has a solid base from which leaders will emerge. It is also the finding of this report that future leaders require a system of support structures in future training sessions, mentoring and opportunities. The NAJC is most credible organization to take a leading role in providing these future opportunities and establishing a system from which existing and emerging leaders can come to for support. The 2003 NAJC Emerging Leaders Forum was a tremendous success in its outset and has established a clear set of targets for projects, programming and support constructs for the community on the national stage.

当新生リーダーフォーラムを通して(全国の日系カナダ人社会からの)参加者は、長年こわたり日系人社会を統率してきた指導者や現在も高度の専門知識を活かしながら献身的に指導者としての役割を担っている指導者と将来の指導者が一同に集まる機会を体験できた。2日間に渡るフォーラムの最後に、いくつかの結論がでた。第一に、指導者は必ずしも生まれながら指導者であるわけではなく、むしろ自らの手ではコントロールできない周りの状況によって指導者に選ばれようとするべきだ。偉大な指導者としての資質を備えている人は大勢いるが、周りの環境によってはその才能を発見しにくくは完全に活かしきることがまったくできないのである。

第二に、指導者は自分自身についてのしっかりとした認識と将来の展望を土台にしているべきで、活動範囲を取り巻く環境に対してミクロマクロ両方の視点で理解しているべきである。また、小さなコミュニティで調整を試みる際にそのことがより大きなコミュニティにどのような影響を与えるかを理解できなければならない。

第三は、指導者はその任務において多くの重大な責任を負っているということだ。その責任を果たすには指導者自身の利益を限定する鋭い自覚を必要とする多くの困難な仕事に伴う。指導者は代表者であり団体の中で行動するもので、導くものがなければ指導者は指導者ではないのである。それ故、指導者は個人的な苦難にかかわらず、他の者たちとともに効果をあげることが必要である。良き指導者と偉大な指導者の違いは、個人的問題に優先していかにも彼らに託された任務と最終目標の為に働けるかという点にある。

四つ目の点は、現在の我々の状況のほとんどが過去にすでに経験されたものであると心に留めることだ。アート三木氏が述べられたように「自分がどの方向から来たのか知らない限り、前に進むことはできない。」のである。この過去から学ぶという精神は良き指導者が偉大な指導者になる鍵となる。なぜなら、過去の過ちと問題解決方法を覚えておく者は現在や未来の問題に対して効率よく迅速に対応できるからである。

最後ではあるがおそらく最も重要な点として、指導者としての資質は多数あるなかで偉大な指導者に特筆すべき一つの特徴は自らはコントロールできないものだけということである。それは歴史上のあらゆる偉大な指導者に共通する、単に「かまう」という点である。この点なしでは、指導者としての他の資質をもっているにもかかわらず良き指導者に終わってしまい、偉大な指導者には決してなれない。永遠不滅の指導者などいない。むしろ、指導者は過度の使命感や責任感によるストレスで非常に早く崩壊するものである。社会の偉大な指導者たちでさえ、この苦悩の被害者となり他の全ての物事に多大な注意を払うが故に時にはマクロの視点を見失うのである。

この報告書の末尾に、フォーラム中の大グループ議論で明らかになった点をまとめた。参加者は大グループ議論から議題を選び、その特定の問題についての解決策を明確にした。ただし最も重要な結論は、その解決策がどのようなものであっても最も基本的な課題はその問題に取り組み、遂行することにあるということだ。その点においては、NAJ Cが果たさなければならない役割は明らかだ。

この報告書を通して日系カナダ人社会は将来の指導者を養成する非常に大きな必要があることが判ったが、新しい指導者を生む確かな礎を有していることもフォーラムで明らかになったことはまことに感動的である。加えて、将来の指導者の為に研修や指導、機会を提供するサポートシステムが必要であることも判明した。このような指導者のための機会の提供やサポートシステムの構築に主導的な役割を果たすべき機関がNAJ Cである。2003年度新生リーダーフォーラムは全国の日系カナダ人社会に役立つプロジェクト企画やサポート体制の構築に対して明確な目標を設定でき、こうした取り組みの第一歩としては非常に大きな成果があった。

ANNEX 1.0 – REPORTS: THREE BIG PRIORITIES

Workshop notes from Keiko Miki's group

What should NAJC's 3 big priorities be?

- Preserve the history of JCs through museums and academia
- Get JC youth involved in anti-racism movements
- Promote and build JC arts and culture

How should these priorities be implemented?

- Through networking and conferences, more food ☺
- Advocacy through communities and educational institutions

NAJC networking, leadership, conferences and food

Networks should be established through:

- Contact lists
- Circulation of lists (web links, e-mail, list-serves, such as the Asian Canadian Writers' Workshop (ACWW) and Ricepaper's RiceBeta)
- Build upon existing networks
- Opening up communication lines
- Building morale within communities
- Information sharing and accessibility
- Building alliances with miscellaneous ethnic and First Nations groups
- Eliminating the gap between JC opinions and finding common ground

What can NAJC do to establish networks?

- Inform locals of NAJC initiatives, web sources
- Establish web discussion forums
- Solicit writers for web content/media products (contact writers through ACWW, Jim Wong-Chu)
- Tap into other organizational list serves (through Mari Sasano and Erid, who will serve as resource people and train/facilitate list serves and discussion forums) (Tentative Deadline: December 15th 2003)
- Facilitate IJUSHA Language Translation (through Yuri Nakano)

NAJC needs to market itself through its networks

- Create a catchy name for discussion board/forum
- Branding through "www.najc.ca"
- Discussion board should be the 1st tier on the NAJC web site (i.e. home page)
- Link to Nikkei Net
- Start discussion with existing local chapters
- Develop and outreach strategy plan
- Establish contacts with CEC (through Keiko Miki)
- Utilize media and other communication tools to establish external networks (e.g. Local chapter newsletters; through Jessica Chan at Ricepaper; through Yusuke Tanaka at the Nikkei Voice; through church publications; the Nikka Times; through Jaclyn Law at Jasmine Magazine)
- Establish contacts with churches, the United Church (through Rev. Murata); the Buddhist Church of Canada (through Michael Hayashi)

- Establish alliances with the ACWW (through Jim Wong-Chu)
- Establish contacts with the JCCA (Bulletin) (Through John Greenaway)
- Links with Nikkei cultural societies (through local chapter representatives, who will inform local JC cultural groups)

NAJC's short term action timeline

- Talk to Erid about using web resources in NAJC (In charge: Mari, for completion by Dec 15th 2003)
- List serve (In charge: Mari Sasano, Tak; for completion by Dec 31st 2003)
- Web discussion group (In charge: Mari Sasano, Tak; for completion by Jan 31st 2003)

ANNEX 2.0 – REPORTS: MAJOR ISSUES FACING OUR COMMUNITY

Workshop Report Compiled by Don Watanabe

Group Participants:

1. Robert Bessler (Forum co-chair; NAJC director)
2. Jocelyn Hirose (Manitoba Japanese Canadian Citizens Association)
3. Yumiko Hoyano (Edmonton Japanese Community Association)
4. Koko Kikuchi (Forum panel member; Toronto Ijusha Kyokai)
5. Keiko Kitamura (Calgary Japanese Community Association)
6. Jason Maihara (Greater Vancouver Japanese Canadian Citizens Association)
7. Tracy Matsuo (NAJC: Toronto)
8. Misato Sekita (Vancouver; graduate student – UBC)
9. Shaun Tanaka (Toronto; graduate student – Queen’s University)
10. Sandra Tsuruoka (Forum panel member; Calgary Police Service)
11. Don Watanabe (NAJC: Montreal)

1. Brainstorming

1.1 The top three issues of the group as decided by hand vote:

1. The integration of Ijusha and Japanese Canadians (6 votes).
2. Reaching/bringing back Sansei / Japanese Canadian identity (5 votes).
3. Identifying current needs in existing/changing demographics (4 votes).

1.2 Other issues receiving votes:

1. Networking across the country (2 votes).
2. Anti-racism / reverse racism within our community (1 vote).
3. Building relationships with other groups (1 vote).
4. Dealing with generation gaps (1 vote).
5. History preservation: Record experiences of elders (1 vote).
6. How to maintain youth group activities / Uninvolved youth (1 vote).
7. Japanese Canadian experience promoted in education system (1 vote).

1.3 Issues receiving no votes:

- Building bridges/forming partnerships with other organizations, Community power struggles, Funding, Identifying role models, People in organizations with own agenda/issues, Place/role of younger women within organizations, Promotion/maintenance of arts and culture.

2. Group Discussion on the integration of Ijusha and Japanese Canadians

2.1 What does “Ijusha” mean?

- Ijusha = Japanese immigrants [Meeting Point document; NAJC website, p.1].
- “Imin” refers to “abandoned people” – a negative connotation.
- “Iju” means “transplanted.”

2.2 Why is the integration of Ijusha and Japanese Canadians important?

- **Manitoba:**
 - So that the Ijusha can feel more welcomed into Canadian society.
 - The local Japanese Canadian communities can serve as a buffer and help the Ijusha in their transition into Canadian society.
 - Japanese students do not feel that they are welcomed in Winnipeg.
- **Edmonton:**
 - Ijusha would segregate from Nikkei due to differences in background and language → therefore, there was a perceived lack of commonality to which both groups could identify with.
 - Air of superiority of Japanese people with respect to culture; “we know better.”
 - Situation changes when Ijusha have Nisei offspring → these are not Japanese kids → ∴ realization of need for Nikkei community.
 - Also, the Ijusha parents – Nisei offspring dyad can lead to intergenerational conflicts.

- **Vancouver:**
 - Ijusha and Japanese Canadians do have differences (history, language, etc.) but their commonality lies in their connection to Japan.
 - Note that the first Japanese Canadian was an Ijusha.
 - Thus, is this more of a terminology problem? Rather than emphasizing differences by using two terms, can we come up with a new, more inclusive term applicable to both groups? Could “Nikkei” be such a term?

- **Calgary:**
 - Good relations between Ijusha and Japanese Canadians are important for the survival of the local communities.
 - Ijusha are our future.
 - There are many things we can teach each other.

- **Toronto:**
 - Look at Japanese Canadian history → it is applicable to and involves the Ijusha (i.e., Japanese Canadian history includes Ijusha and vice-versa).

 - The effect of small Japanese Canadian populations in various cities/towns results in an overall “watering down” of Japanese culture over time.
 - In this regard, Ijusha can provide support to the Japanese Canadians.
 - Similarly, Japanese Canadians can share their experiences and provide support to the Ijusha.

 - Future planning must be more than cosmetic; having joint events is not the singular solution to promote community development.

 - Problems occur when there is a lack of communication between groups.
 - From a historical perspective, the Issei were the dominant group resulting in intergenerational conflict with their Nisei offspring.
 - World War II changed everything; also Japanese immigration stopped at this point.
 - After the war many Nisei denied their Japanese culture and behaved as such.
 - In the meantime, there was renewed immigration from Japan.
 - This led to acrimony and conflict between Nisei and Ijusha; thus a reproduction of the divide that occurred between Issei and Nisei.
 - The Sansei are now rediscovering their culture.
 - In Toronto, there is a good relationship between Nisei and Ijusha.

- **Montreal:**
 - In Montreal, a local Meeting Point roundtable discussion in April 2003 explored this issue.
 - There was general agreement that the survival and future development of the small Montreal community depends very much on the Ijusha and Japanese Canadians working together.
 - In order to identify common ground and goals, a needs assessment study would serve this purpose.

2.3 Other two issues identified during brainstorming

- Did not have time to discuss.

3. How can we face this issue as individuals and groups?

3.1 Individual level

- **Finding ways to relate to one's grandparents** so as to understand the difficulties they endured when they first arrived in Canada and their subsequent adaptation to living in a new country.
- If we can draw parallels between our ancestors' immigrant experience (personal family experiences) and those of the Shin-Issei, this would help us better understand, appreciate, and relate to the "new" immigrant experience.
- As such, this might help create stronger links between Japanese Canadians and Ijusha.

3.2 Group level

- **Organizational integration**
 - The demographics of community boards should reflect what exists in the community.
 - In Edmonton, this is done; boards are comprised of 25% Ijusha and 75% Nikkei (Nisei and Sansei).
 - This requires recruiting people for boards in order to get proper representation from each group.
 - Also requires that the existing boards (where board membership does not reflect the community demographics) make efforts to change.
 - This should also be done at the youth group level as well.
 - Bottom line: can't have just one Ijusha on a board; it isolates the person and does not reflect the community demographics.
- In Edmonton, this has been implemented with the result that community activities are done together with both groups involved.
- Also, issues such as language barriers disappear with community involvement from both groups.
- It all begins with small joint events that develop into larger initiatives.

4. What can you do at the local level?

4.1 Montreal (Don)

- Plan to run a series of articles in the *Montreal Bulletin*, the monthly local Japanese Canadian publication, to promote community development and encourage Ijusha – Japanese Canadian cooperation.
- Articles would include an Emerging Leaders conference report, interviews with Montrealers who have done research into the history of the Japanese Canadians in Montreal, etc.
- Encourage more Ijusha representation on community boards.
- Implement a pilot needs assessment study to identify the needs and issues important for both groups. Identifying such needs and issues would serve to generate projects that would involve both Ijusha and Japanese Canadians and foster community development.
- Format of needs assessment could be modeled after the one undertaken by the Toronto NJCA.
- Don (Montreal) to work with Koko Kikuchi (Toronto) to run a pilot project in Montreal. Results would be forwarded nationally and perhaps tried in other centers, e.g., Toronto (Tracy).

4.2 Toronto (Koko)

- Run seminars for newcomers with the aim of teaching Japanese Canadian history to Ijusha, i.e., storytelling Nikkei history to Ijusha (Koko and Yusuke Tanaka).
- Point: to make Ijusha aware of Japanese Canadian history as well as make them aware that they are part of this history.
- To make Japanese Canadian history available to Ijusha in Japanese on the national NAJC website.
- Perhaps the NAJC could develop an introductory Nikkei history package.
- Also, have Japanese Canadian history seminars for Sansei and Yonsei so that they can learn about their own background.

4.3 Toronto (Tracy)

- There are no Ijusha on the local board; implement change in representation.

- Initiate a needs assessment.
- Run personal safety seminars, especially for Ijusha women.

4.4 **Calgary (Sandy)**

- Get Ijusha more involved in the Calgary community.
- As done previously, she can/will speak to Calgary community groups (e.g., Ijusha, seniors) on issues such as home and personal safety, government services (e.g., how to get a driver's license), and law enforcement.
- As well, there is a possibility that she can do this with Edmonton community groups.

ANNEX 3.0 – REPORTS: HISTORY PRESERVATION

1. Discussion Group

Reiko Tagami	Vancouver/Ottawa
Shaun Tanaka	Toronto/Kingston
Christine Seki	Toronto
Takeshi Yano	Toronto
Art Miki	Winnipeg
Kristi Judge	Thunder Bay
Yusuke Tanaka	Vancouver
Jim Wong-Chu	Vancouver

2. History Preservation.....How?.....(brainstorm)

- photos
- oral interviews
- study of archival material
- education of heritage
- books
- support to researchers
- web resource/umbrella (portal)
- relationships with existing institutions and depositories
- curriculum development

.....all of the above translate into three main themes:

a) Collections:

- photos, interviews, archives, virtual photo archives, books, films, etc.
- use electronic means to set up virtual archive
- creation of **one** main database for all material (in response to the question
- note the problems with physical collections: space required, security, access, etc. Possibilities to partner with universities and/or government.
- teach people importance of all material; *every* photo, every story is invaluable.
- organize information/identification nights in the community where people can bring in material and also look through other material in order to help identify people, places and things in photos (for one example)

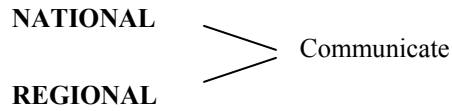
b) Education & Training:

- training of local historians in each community to identify, collect & interpret archives
- training profession cadre from JC community
- bring JC historians together
- establish local resource centers
- canvass for experts within the community

c) Outreach/Access

- on-line web portal
- interactions with historians
- information easily accessed & distributed

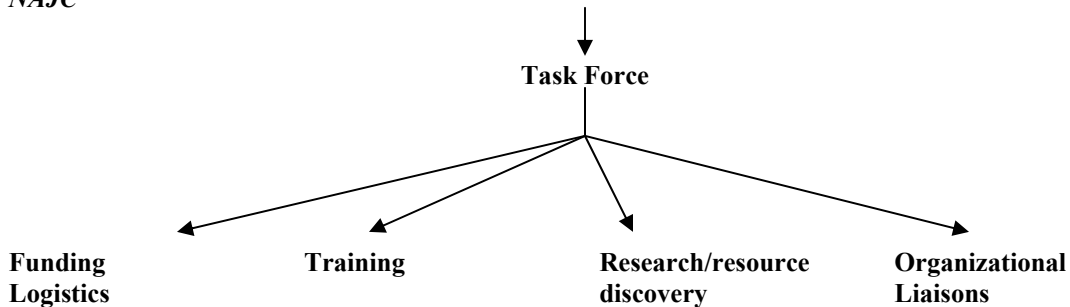
3. Creation of NATIONAL TASK FORCE



FUNDING

- **Web infrastructure** → maintaining + administering = \$\$\$ + people (editors, specialists, etc.)
- **Creation of charitable organization** (note: NAJC is NOT a charitable organization)
- **Clarification of funding/cash flow** (and sustainability issues of)
- **Research/Academic funding** – accessed by JC scholarly community
- **Government grants**

NAJC



Admin

- **Task Force determines its own structure** (i.e. under NAJC, on own, under museum, etc.) **and Terms of Reference**
 - ➔ **ELF Task Force SWAT Committee:**
 - Reiko Tagami
 - Shaun Tanaka
 - Christine Seki
 - Takeshi Yano
 - Art Miki
 - Kristi Judge
 - Yusuke Tanaka
 - Jim Wong-Chu (in consultation)

4. In summation, we would like to:

- a. preserve JC history + culture
- b. coordinate
- c. train (local level)
- d. network

- e. collect + consolidate
- f. organize
- g. provide access
- h. access funding
- i. create a national strategy

➔ **create the structural framework for heritage preservation** thru people, communication, an organizational structure and establishing roles & responsibilities ←

.....Our job now is to come up with a plan.....

ANNEX 4.0 – REPORTS: YOUTH GROUP DISCUSSIONS AND PLANNING SESSIONS

A group of us, from various parts of Canada and representing a diversity of generations of Japanese Canadians, were interested in tackling one of the three top issues, "How to maintain youth group activities". Ultimately, the goal was to get youth more involved in the community. We sat down and worked through the Action Planning guidelines from the workshop we participated in earlier to guide us through to meet our goal. Below is the initial plan from the exercise followed by a more detailed plan.

Action Planning Workshop: Planning a Local Youth Group

Objectives

- 1) form a committee
- 2) design a format
- 3) introduce NAJC and activities to local youth
- 4) work out a budget

Tasks to complete objectives

- Formation of Committee members made up of participants of Emerging Leaders Forum who formed the group that tackled the question "How to maintain youth groups activities"
- Research and determine the following> Location, Date, Time
- Seek + enlist volunteers to help with committee (empower the youth by providing an opportunity for them to take ownership)
- Send out message through newspapers, bulletins, flyers etc. and include above details
- Resources available from local JC associations, networks as well as contacts made with the participants of the Forum
- Performance indicator> an increase in the youth membership

Challenges

The definition of the term Youth is ambiguous yet limiting. There is a need to explore a name for the organization/committee that would interest youth to join and participate in. Inclusiveness is key. We also need to take into account that many youth are in a stage in life that is transient and shifting.

Motivation to participate

- Once the group gets rolling, there will be a need to set guidelines in order to determine and define various roles and responsibilities of the members
- personal contact, via phone call is important, when someone you know or met invites you or is part of the group already
- Need to define the membership so that it is inclusive
- Interests seem to always reflect the needs
- Have continuous activities to keep the interest level going and something to look forward to... not necessarily every week, but something that is regular
- Keep activities interactive> crafts, dancing, fests, cooking etc.

National Youth Network: Action Plan

Goal: To Keep Youth Connected

Objectives:

- Share resources
- Produce a contacts list
- Connect to local members
- Provide resources and ideas for activities > what works and what didn't
- Events sharing and exchange
- Do activities with respect to laws and regulations

Action Plan

Create List

Send out periodic summaries to stay in touch > each person contributing ideas as well as providing support when requested

Out reach+activities>

- Meet at café and share what we did in Thunder bay, the resources, the people we met and opportunities available
- find out the local needs and do it!
- Hold an event (in a neutral, informal and public space) invite bands, play music, have a quiz, questions etc.
- Budget and possibly get support from NAJC
- Use network mail/email
- Use Flyers
- Set-up list and contacts
- Have a contingency plan with future activities to keep them interested
- Christmas "youth" Party and do calligraphy
- BBQ, hockey, films
- Get support from community, cultural and community centres

Note: Follow-up is important

Some examples: Japanese Films, Raffle, Anime films, origami and shodo workshops, cooking sessions, anti-racism workshops etc.

Resource Booklet

As part of a Quarterly Summary (email), the members plan to put together a how-to activity that is youth related. These can be submitted when they come up etc... Hopefully when we have collected a good number these could be compiled into a Resource booklet.

There has already been a submission of a planned event that was very well received and successful. It was on the theme of Iron Chef, the popular cooking TV program. For more information please contact anyone who was in this workshop group.

What is the Japanese Canadian Community?

I participated in an interesting discussion group that consisted of a diversity of Japanese Canadians representing a variety of different regions of Canada. We began the discussion with a look at what "community" means and came up with these four descriptions;

1. Non-territorial
2. Cohesive and unified at different levels
3. Strong sense of belonging
4. Shared interest

We dug further into what the Japanese Canadian Community means and attempted to describe it in the amount of time given. As a group we discussed the following points which we felt defined the community.

- shared interest in Japanese Canadian Culture
- self identification with community
- shared heritage
- includes a diversity of people> intergenerational, multiple ethnicities and multiple nationalities
- does not depend on traditional cultural indicators such as language, geography, faith or genealogy
- embraces different forms of associations

This was not in any particular order, and had some unique and overlapping aspects that were discussed in the other groups as well.



The National Association of Japanese Canadians
全カナダ日系人協会
Emerging Leaders Forum

November 14-16, 2003
West Thunder Community Centre
915 S. Edward Street Thunder Bay, Ontario

Organizers 主催者

The National Association of Japanese Canadians 全カナダ日系人協会

National Executive Board NAJ C 理事

Keiko Miki, NAJC National President 会長
Jim Hoyano, NAJC National Treasurer 全カナダ日系人協会全国会計係
Robert Bessler, NAJC National Secretary, NAJC 全カナダ日系人協会書記
Judy Hanazawa, NAJC National Director 全カナダ日系人協会全国理事
Yumi Schoenhofer, NAJC National Director 全カナダ日系人協会全国理事
George Uyeda, NAJC National Director 全カナダ日系人協会全国理事

Member Organizations メンバー団体

Vancouver Island Japanese Canadian Society
Greater Vancouver Japanese Canadian Citizens' Association
Vernon Japanese Cultural Society
Kelowna and District Association of Japanese Canadians
Kamloops & Area Chapter of the NAJC
Edmonton Japanese Community Association
Calgary Japanese Community Association
Nikkei Cultural Society of Lethbridge & Area
Manitoba Japanese Canadian Citizens' Association
Lakehead Japanese Cultural Association
Hamilton Chapter of the NAJC
Toronto Chapter of the NAJC
Ottawa Japanese Community Association
Quebec Chapter of the NAJC

Emerging Leaders Forum Committee 全国会議運営委員会

Robert Bessler, Co-chair 委員長
NAJC National Secretary, NAJC 全カナダ日系人協会書記

Kevin Okabe, Co-chair 委員長
Board Member 役員 Calgary Japanese Community Association カルガリ一日系人会

Mitzi Murakami, Thunder Bay Coordinator 現地コーディネーター
Board Member 役員 Lakehead Japanese Community Association レークヘッド日系人会

Erid Mendoza
NAJC National Executive Administrator 全カナダ日系人協会総務担当

NAJC Vision and Mission Statements NAJCのミッションとビジョン

Mission Statement ミッション

To promote and develop a strong Japanese Canadian identity thereby strengthening local communities and the national organisation and;

To strive for equal rights and liberties for all people, particularly racial and ethnic minorities.

日系カナダ人としての強いアイデンティティーを促進、発展させることにより、地元コミュニティと全国組織を強める。
すべての人、特に人種的、民族的マイノリティーの平等の権利と自由獲得への努力。

Vision Statement ビジョン

The National Association of Japanese Canadians' vision is a strong unified community founded on diversity and committed to human rights for all, for the enrichment of Canada.

全カナダ日系人協会のビジョンは、カナダをより豊にするための、多様性に立脚し、すべての人々の人権を擁護しようとする強く統一されたコミュニティである。



NAJC Priorities Statement

To Advocate for Human Rights

- By developing a strong public voice and profile on human rights issues with priorities given to Canadian issues, group issues and aboriginal issues;
- By relating our own history to present injustices;
- By supporting groups still seeking resolution of historic wrongs;
- Through supporting and resourcing a national Human Rights Committees with proactive strategy and communications plan;
- Through active representation of NAJC views to media and public by our Executive Director;
- By attendance of the chair of national Human Rights Committee at all Council meetings;
- By Monitoring incidents of racism and human rights violations;
- By educating the JC community and general public on human rights issues;
- By liaising with other organisations in promotion of human rights; and by making vigorous representation in development of policy and legislation

To Strengthen Local Centres

- By supporting and resourcing outreach initiatives at the local level;
- By providing technical assistance, knowledge and expertise to support local activities;
- By promoting joint activities and events within and between centres;
- By facilitating local bridge-building and mediation as requested;
- By encouraging initiatives/events that attract youth;
- By assisting locals to develop a varied program of activities with a wide range of appeal; and
- By requiring funding applicants to have prior approval/support from their NAJC Organization.

To Build Bridges

- Between established and post-war Nikkei communities
- Between cultural centres and NAJC Organizations
- Between the NAJC and JC arts groups
- Between the NAJC and other national organisations
- Between the NAJC and relevant international organisations

To Strengthen Communication

- Through more democratic structures and practices
- By facilitating networking opportunities within regions and between centres
- By supporting and resourcing electronic communication between the national, executive committee members, and committee heads
- ***Through active visitation of the Executive Director and President to local centres to communicate the NAJC vision and purpose***

To Strengthen JC identity

- Through history preservation by getting our history into the school system;
- By supporting JC art and culture;
- By recognising and valuing diversity within our communities;
- By developing strong leadership in youth;
- By including non-JC spouses/partners in our activities; and
- By maintaining continuity with our heritage language and culture.
- To do effective fundraising at the national level at the local level

Key-Note Speaker

Mr. Jim Wong-Chu



Author, Community Activist, Historian, Radio Broadcaster and founding member of the Asian Canadian Writers Workshop Historian, writer and editor.

His community activism began in the mid-sixties as a part of the fledgling Asian North American movement in Canada. He witnessed and participated in the first Powell Street Festival and was published in *Inalienable Rice*, the first Asian Canadian anthology. As an editor, he helped published three anthologies of Chinese Canadian writing and poetry.

He was a co-founder of *Pender Guy*, an English-language Chinese Canadian Radio program on CFRO 102.7FM in Vancouver and was a founding member of the Asian Canadian Writers ' Workshop, an organization assisting emerging writers. The Workshop produced a newsletter which grew to become *RicePaper*, a nationally distributed Pacific Rim Asian Canadian publication.

He is currently the vice president of the Vancouver Asian Heritage Month Society. In 2003, he edited *A Brief History of Asian North America*, a unique document outlining 450 years of Asian North American history.

Panel Discussion Members

Const. Sandra Tsuruoka



Constable Sandra Tsuruoka was born and raised in Toronto Ontario, attended McMaster University in Hamilton Ontario and has been with the Calgary Police Service since 1980.

In the span of her career, she has worked as: an officer on patrol, a communications officer, a school safety officer in the elementary schools, a youth education and intervention officer in the jr. high schools and as a cultural resources liaison officer.

Mr. Art Miki



Arthur Miki has had a distinguished career as an educator and community activist. He has worked to promote improved race relations and to increase awareness of human rights issues in Canada.

Mr. Miki attended both the University of Winnipeg and the University of Manitoba receiving a graduate degree in education at the latter institution. He was an elementary school teacher and later served as principal in several schools over a period of 18 years. He retired from education in 1993.

Mr. Miki dedicated a considerable amount of time in promoting positive race relations and greater understanding between peoples. He was formerly the Vice-Chairperson of the Canadian Race Relations Foundation located in Toronto, director of the Manitoba Japanese Canadian Cultural Centre and the Winnipeg Chinese Cultural and Community Centre, treasure of the National Visible Minority Council of Labour Force Development and chair of the Manitoba Asian Heritage Month Committee.

Mr. Miki is an active leader in the Japanese Canadian Community having served as president of the National Association of Japanese Canadians from 1984-1992. He led the negotiations to achieve a just redress settlement for Japanese Canadians interned during the Second World War.

He is author of a book *Japanese Canadian Redress Legacy: A community Revitalized* published by the NAJC in January 2003.

In 1991 he received this country's highest recognition, the Order of Canada. In October 1999 he received an honorary Doctorate degree form the University of Winnipeg. Mr. Miki is currently a Citizenship Judge for Manitoba and Saskatchewan.

Mr. Koko Kikuchi

1986	Immigrated to Canada
1991-1992	Secretary of New Japanese Canadian Association of Toronto (NJCA)
1993-1998	Vice President of NJCA Toronto
1999-2002	President of NJCA Toronto
2003	NJCA Toronto Advisor

Ms. Judy Hanazawa



Recently retired from working in family and child services with the province of B. C. as a clinical supervisor/teamleader. Professional training in social work and have an MSW directly resulting from my Redress payment!

Long association with Squamish Nation and now contracted with Nation as a part time policy writer. Have 2 children, was a single parent for many years and faced hardships and certainly made parenting mistakes but feel fortunate that my children are grown, working and pursuing their goals and they are good human beings.

Interested in human rights area and involved at local and national levels for 13 years now. Would want emerging leaders and youth to support and contribute to society but also ask questions and speak out on issues of inequality and situations where people continue to face unfairness and injustices.

I think our community shows its strength in our willingness to work hard and make positive social contributions in business and the professions, etc., but we need to strengthen in other areas...challenging the status quo since we have already experienced what can happen when fear and hate are motivating forces. This is being positive and constructive too.

Mr. Sid Ikeda



Sid Kiyoshi Ikeda attended public school in Vancouver, in the Internment Camp as well as in Toronto. He continued his education at night school to obtain a First Class Chief Engineer Certificate. He had held various management jobs throughout his forty years with Eaton's and retired 1996 as the National Environment and Energy Manager. He is the owner and President of Ikeda Consultant Company. Mr. Ikeda is very active in the community and sits on board/committee of volunteer organization, currently the special ambassador for the Japanese Canadian Cultural Centre and served as its president for nine years.

He is the founder and chairman of the Japanese and Canadian Community Network Organization, founding member, former president and present director for the Canadian Multicultural Council-Asians in Ontario, former director and present member of the Rotary Club of Toronto-Forest Hill, Ontario Volunteer Business Ambassador for the Government of Ontario, Chief Fantino Advisory Council member of the Metropolitan Police, former chairman and present director for the Toronto Buddhist Church, director for the Momiji Health Care Society, director for the Canada-DPR Korea Association, member on the Judicial committee selecting Judges for the Ontario Criminal & Family Court, is a member of the Toronto Community Foundation-Council of 100.

Participating Groups 会議参加団体

British Columbia ビーシー州

- Greater Vancouver Japanese Canadian Citizens' Association グレーターバンクーバー日系市民協会
- Kamloops Chapter of the NAJC カムループス日系人会
- Vancouver Island Japanese Canadian Society バンクーバーアイランド日系人協会
- Vernon Japanese Cultural Society バーノン日系人会

Alberta アルバーター州

- Calgary Japanese Community Association カルガリー日系人会
- Calgary Police Service
- Lethbridge Nikkei Society レスブリッジ日系人会
- Edmonton Japanese Community Association エドモントン日系人会

Manitoba マニトバ州

- Manitoba Japanese Canadian Citizens' Association ウィニペッグ日系人会

Ontario オンタリオ州

- Lakehead Japanese Cultural Association レークヘッド日系人会
- Ottawa Japanese Community Association オタワ日系人会
- New Japanese Canadians Association トロント移住者協会
- Toronto Chapter of the NAJC トロント日系人会
- Hamilton Chapter of the NAJC ハミルトン日系人会

Québec ケベック州

- Quebec Chapter of the NAJC モントリオール日系人会

Others その他

- NAJC Executives NAJC 理事
- Media 新聞社
 - *NikkeiVoice*
 - *RicePaper*
 - Hiroko Bekki-Moller (FreelanceJournalist)

NAJC Emerging Leaders Forum Participants 会議参加者名簿

- **Angela Seller Boyko (Lakehead Japanese Community Association, President)**
I have been involved within the Thunder Bay Japanese Canadian community for many years and I am currently the president of the Lakehead Japanese Cultural Association. I am a happa with an English background from my father's family and Japanese ancestry from my mother's family. I am a small business owner and am married with two young children.
- **Art Miki (Forum panel-member, Former President of the NAJC)**
Art Miki is former president of the National Association of Japanese Canadians and was instrumental in achieving redress for Japanese Canadians from the federal government on September 22, 1988. He is currently a director of the Manitoba Japanese Canadian Cultural Centre, board member of the Winnipeg Chinese Community and Cultural Centre, chair of the Asian Heritage Society of Manitoba, treasurer for the Visible Minority Council on Labour Force Development and former vice chair of the Canadian Race Relations Foundation. Art is a former teacher and principal and is presently a Canadian Citizenship Judge for Manitoba and Saskatchewan.
- **Christine Seki (Hamilton Chapter of the NAJC)**
Based in Toronto, Christine Seki is a board member at the JCCC. She is also on many JCCC committees including Marketing and Programming, Fundraising, Densho, Heritage etc. She spent seven years in Japan where she represented a number of U.S. based musical artists handling licensing, promotion, and marketing.
- **Donald Watanabe (Quebec Chapter of the NAJC)**
I am a volunteer and part of the editorial collective of the Montreal Bulletin, a new executive committee member of the Montreal Japanese Canadian Cultural Centre, and an enthusiastic paddler for Isshin, the community's dragon boat team. I am completing a B.Sc. Honours Psychology degree (Concordia University) with plans to pursue graduate work in cross-cultural psychology next year.
- **Eiko Kawashima (Ottawa Japanese Community Association)**
My involvement in Ottawa Japanese Canadian community began as a board member in 1997. I enjoy teamwork at various levels, and participate annually in organizing Ottawa's largest event run by volunteers. As a local team player, attending the national Conference would be a great opportunity to expand my view of the future growth of the community.
- **Erid Mendoza (NAJC National Administrator)**
NAJC National Office
404-B Webb Place
Winnipeg, Manitoba R3B 3J4
Tel: (204) 943-2910 Fax: (204) 947-3124 Email: National@najc.ca
- **Erin McGee (Nikkei Cultural Society of Lethbridge & Area)**
I am from Lethbridge Alberta. I am in my second year in Physical Education at the University of Alberta. I would like to pursue a career as a personal trainer/aerobics instructor.
- **Geoff Miki (Manitoba Japanese Canadian Citizens Association, Vice-president)**
Presently Vice president of the Manitoba Japanese Canadian Citizens Association. Youth coordinator for Manitoba Japanese Canadian Citizens Association, Attended NAJC AGM for the past two years. Japanese pavilion adult ambassador for *Folklorama* 2003.
- **Hiroko Bekki-Moller (Media: Freelance journalist)**
I am a member of LJCA. I am from Tokyo, Japan. I am a Japanese language teacher, a translator and interpreter, a freelance Japanese Canadian newspaper reporter and mother/wife. One day, my son will Japanese Canadian Youth group, hopefully.
- **Janice (Ouchi) Buick (Vernon Japanese Cultural Society, President)**
I was born and raised in Vernon, BC. My parents, Yosh & Tomi Ouchi have lived in Vernon for many years. I've always enjoyed events with the Vernon Japanese Cultural Society and recently have volunteered my time to give something back to our community. Some of my hobbies include; wakeboarding, hiking, snowboarding, Odori & beading.
- **Jason Maihara (Greater Vancouver Japanese Canadian Citizens' Association)**
My name is Jason Isao Maihara. I am 3rd generation Japanese Canadian and have lived my entire 28 years in Vancouver. My father is Japanese Canadian and my late mother was Scottish. My wife Katsura and I have an 11 month old daughter named Hana.
- **Jessica Gin-Jade (Media: RicePaper)**
Editor of ricepaper, a national non-profit literary and arts magazine. Published quarterly, it showcases contemporary art and practices relevant to the experiences of Asian Canadian identity. ricepaper is a collaborative platform for and about Canadian writers, artists, performers and filmmakers of Asian Pacific and Southeast Asian descent. For further information, please visit www.ricepaperonline.com

▪ **Jim Hoyano (NAJC Treasurer/Director)**

I am a sansei born and raised in Alberta. I have been the Treasurer of NAJC for the last 3 years, and have been involved with the Edmonton Japanese Community Association for the last 25 years.

▪ **Jim Wong-Chu (Forum key-note speaker)**

Historian, writer and editor. His community activism began in the mid-sixties as a part of the fledgling Asian North American movement in Canada. He witnessed and participated in the first Powell Street Festival and was published in *Inalienable Rice*, the first Asian Canadian anthology. As an editor, he helped published three anthologies of Chinese Canadian writing and poetry. He was a co-founder of *Pender Guy*, an English-language Chinese Canadian Radio program on CFRO 102.7FM in Vancouver and was a founding member of the Asian Canadian Writers' Workshop, an organization assisting emerging writers. The Workshop produced a newsletter which grew to become *RicePaper*, a nationally distributed Pacific Rim Asian Canadian publication. He is currently the vice president of the Vancouver Asian Heritage Month Society. In 2003, he edited *A Brief History of Asian North America*, a unique document outlining 450 years of Asian North American history.

▪ **Jocelyn Hirose (Manitoba Japanese Canadian Citizens Association)**

Full-time student at University of Winnipeg studying environmental science, an active volunteer in the Japanese community, board member of the MJCCA focussing on the youth group with an objective to inform, educate, and involve as many individuals mainly youth and young adults.

▪ **Judy Hanazawa (Forum panel-member, NAJC Human rights committee chair/Director)**

▪ **Kari Tanaka (Nikkei Cultural Society of Lethbridge & Area)**

I live in Lethbridge, Alberta. I currently work for the Sir Alexander Galt Museum and the University of Lethbridge. I was fortunate, over the last year, to have worked closely with the Museum and the Nikkei Cultural Society in an exhibit called "Nikkei Tapestry: A History of Japanese Canadians in Southern Alberta." It was a wonderful experience for me and I look forward to learning more about how to keep young people involved in keeping our culture and history alive.

▪ **Kayla Oshiro (Vernon Japanese Cultural Society)**

I am the daughter of Darrell and Jennifer Oshiro. I have lived in Vernon, B.C. for the last 12 years. I first started to participate in VJCS when I was just a little girl. My grandfather placed a very high importance on learning about my Japanese Heritage. And now that I am older I want to take up more of an important role with the society to keep our youth interested in our culture.

▪ **Keiko Kitamura (Calgary Japanese Community Association)**

Hi, everyone. I have been in Canada for about 3 years now. I am looking forward to meeting new people and learning about other Japanese communities in Canada!

▪ **Keiko Miki (NAJC President)**

Keiko, along with her family, was interned and forcibly relocated from British Columbia to Manitoba during the Second World War. She has been active locally with the Manitoba Japanese Canadian Citizens' Association and was involved in the Japanese Canadian Redress movement in the 1980's. Keiko is the current President of the National Association of Japanese Canadians.

▪ **Kevin Okabe (Forum Co-chair, Calgary Japanese Community Association)**

Kevin has been an active member of the Japanese Canadian community at both the local and national level. He is a current member of the board of the Calgary Japanese Community Association and the Asian Heritage Foundation. He is a past member of the National Association of Japanese Canadian's Executive and the Manitoba Japanese Canadian Citizens' Association board. Kevin is also the founder of Japanese Canadian youth groups in Winnipeg and Calgary and has chaired or facilitated numerous national and local projects and events.

▪ **Koko Kikuchi (Forum panel-member, President of the Toronto Ijusha Kyokai)**

1986	Immigrated to Canada
1991-1992	Secretary of New Japanese Canadian Association of Toronto (NJCA)
1993-1998	Vice President of NJCA Toronto
1999-2002	President of NJCA Toronto
2003	NJCA Toronto Advisor

▪ **Kristi Lee Ann Fumiko Judge (née Oshimo) (Lakehead Japanese Community Association)**

After graduating from the UW School of Architecture, I eventually found my way back "home" to Thunder Bay, after being gone for 18 years. Married in 2000, my husband Michael and I have recently moved into our first home, along with our dog/daughter, Sadie. I am currently working for Salter Pilon Architects at the Thunder Bay Regional Hospital construction site.

▪ **Mari Sasano (Edmonton Japanese Community Association)**

I am a freelance writer and columnist for the Edmonton Journal, SEE Magazine, *RicePaper*, and *Broken Pencil*. On top of that, I have also worked as a videographer, as a performer of sorts (dancer/actor/model, haha) and as the bass player in a band called Mr. Relaxer. Then I eat and go to bed.

▪ **Michael Hayashi (Kamloops Chapter of the NAJC)**

Entered this specific existence on April 26th, 1965 in Thunder Bay, Ontario. After some years wandering; both geographically and philosophically, he found himself graduating from Lakehead University with a B.A./B.Ed/ (English major and biology

minor). After graduation he had the rather happy opportunity to go to Japan to study his chosen religion. After some four and a half years there, (It took him that long to convince his wife to marry him.) He graduated from Ryukoku University with a M.A. in Jodo Shinshu Theology. After a five month orientation in Richmond at Steveston Buddhist Temple; during which his first son was born in Japan, he received his first official placement to Southern Alberta. After some three and a half years in Alberta, the causes and conditions in his life took him to his current placement with the B.C. Interior Shin Buddhist Temples. For the past three years he has been making an annoyance of himself at the Kamloops, Kelowna and Vernon temples. In the end.

▪ **Mike Mori (Kamloops Chapter of the NAJC)**

I was born in Kamloops, BC, September 1964. After graduating from high school I moved to Vancouver to attend BCIT. In 1996, Anita and I were married and not wanting to raise a family in Vancouver we moved back to Kamloops where I operate my own company. We have 2 children, Alex and Erica.

▪ **Misato Sekita (Vancouver)**

Misato Sekita, Master's student, Department of Anthropology and Sociology, UBC. My research interest is in Hapa young adults of Nikkei in Vancouver and their self-identity. (misatos@interchange.ubc.ca)

▪ **Mitzi Murakami (Lakehead Japanese Community Association, Forum local-organizer)**

I am the Youth Representative of the Lakehead Japanese Cultural Association and the committee member in charge of the local facility and arrangements for the Emerging Leaders Forum. I am about to finish my business degree at Lakehead University. I have vast experience in dance both teaching and touring with "Up With People" in the 1999/2000 tour.

▪ **Nancy Ogasawara (Vancouver Island Japanese Canadian Society)**

I am a second generation Japanese Canadian from northern Vancouver Island. Perhaps as a result of not have been raised amongst ethno-racio-religious communities of any kind, I have recently felt a tremendous need to find out where I come from or more specifically what it means for me to be a Japanese Canadian in Canada. I have begun an independent research project entitled "The study of Japanese Canadian Identity in relation to the development of Japanese Canadian communities on Vancouver Island" under the Japanese Language and Culture Department at the University of Victoria. In this inquiry I hope to examine in-depth the Japanese Canadian population on the Island and the degree in which they identify with their ethnicity as Canadians of Japanese decent. I might as well be asking the question "what is the meaning of life?" for I did not anticipate the numbers of layers this term may indeed uncover. Thereby, I am grateful for this opportunity to attend and participate in the "Emerging Leaders" conference. To be able to hear and learn how this term may be defined as by other Japanese Canadians across Canada, is definitely an experience that one can never obtain from any book she may read. I wish you success and see you soon.

▪ **Nobi Nakamura (Toronto Chapter of the NAJC)**

Hi, I am Nobi Nakamura from Toronto. My involvement in an exchange program sparked a desire in me to learn about different cultures and communities. I lived in Kagoshima for three years and travelled through South East Asia. I am passionate about non-formal education, social justice issues and am always looking to meet new people and have fun!

▪ **Reiko Tagami (Vancouver)**

Yonsei, born, raised, and active in Vancouver's JC community. A performing member of Katari Taiko, and a core Powell Street Festival volunteer, I also worked for the Japanese Canadian National Museum for four years. Pursuing a master's degree in Library, Archival and Information Studies at UBC, and currently working for the National Archives of Canada.

▪ **Robert Bessler (Forum Co-chair, NAJC director)**

Robert Heinz Tanejiro Hirose Bessler is of mixed ethnic lineage originating from Japanese/German decent. Robert has been on the executive of the NAJC for 6 years and has been an active member of the Vancouver Japanese Canadian community much of his life. As a community, environmental and political activist Robert has been part of the development of his home community of Steveston, BC and has taken active roles on the boards of the National Nikkei Museum and Heritage Centre, the Ottawa Japanese Community Association, the University of British Columbia Alma Mater Society and the UBC President's Special Antidiscrimination and Advisory Panel, the Coastal Communities Conservation Society, and the Fraser River Estuary Stewardship Society. Robert has also participated as a member of Green Peace and has been an Area Manager for the Canadian Diabetes Association. A three time finalist at the Canadian National Junior Judo Championships, Robert has been an active athlete balanced by his love for music Robert has played principle trombone for the Vancouver Philharmonic Orchestra and Vancouver Folk Orchestra as well as worked as an opera supernumerary for the Vancouver Opera House. Graduating with honours from secondary school, Robert has gone on to complete a Bachelor of Music degree, a second Bachelor of Arts in Political Science degree, a Teaching English as a Second Language certification and has almost completed a third degree in Education. Robert has worked as a Ministerial Assistant to the Honourable Gordon Wilson (past BC Minister of Aboriginal Affairs), an Intelligence Analyst and a Program Officer for the Multiculturalism Human Rights Branch of Canadian Heritage.

▪ **Sandra Tsuruoka (Forum panel-member, Calgary Police Service Constable)**

Sansei, born and raised in Toronto, attended University at McMaster in Hamilton, Ontario. Sworn member with the Calgary Police Service and is in her 24th year with the Service. Presently she is a liaison officer in the Cultural Resources Unit, specifically assigned to work with the Asian Pacific communities in Calgary and has been with the Unit for 5 ½ years.

▪ **Shaun Tanaka (Toronto)**

I am a Yonsei from Toronto, Ontario. I am currently in my first year of a doctoral program in geography at Queen's university. Both my pervious and current studies focus on the effects and consequences of the wartime uprooting and dispersal on contemporary Nikkei communities.

▪ **Sid Ikeda (Forum panel-member)**

▪ **Steve Sellar (Lakehead Japanese Community Association, Vice-president)**

I was born and raised in Thunder Bay, I also attended out local university Lakehead. At Lakehead I studied engineering and am currently a practising Professional Engineer at a local firm. I have recently become a father and am enjoying the life of a family man. My involvement with the JC community was always driven by my family's participation and now that I have the ability and willingness, I look forward to being able to contribute in my own way.

▪ **Tak Yano (Hamilton Chapter of the NAJC)**

Takeshi Yano, Yonsei. Past board member of Toronto NAJC, and it's Youth and Art Committees. Part of the SSAN (Second Saturday Artist Network). Produced a video interview of Kaz Nakamura with David Fujino. Volunteer at the Hamilton CJCC, Baking pies and teaching Japanese cooking classes.

▪ **Tara Murakami (Lakehead Japanese Community Association)**

I am a member of the Lakehead Japanese Cultural Association Youth Committee. I am a fourth year concurrent education student at Lakehead University majoring in math. I have vast experience in dance both teaching and performing and was the director/performer of a vocal quintet.

▪ **Tetsuro Shigematsu (Greater Vancouver Japanese Canadian Community Association)**

I was born in London, England, educated in Montréal, and worked as a salaryman in Tokyo. A former writer for This Hour Has 22 Minutes, currently working as a broadcaster for CBC Radio. I founded the sketch comedy group Hot Sauce Posse (current cover of Rice Paper), and am cutting my first movie.

▪ **Tracy Matsuo (Toronto Chapter of the NAJC, Board member)**

▪ **Yumi Schoenhofer (NAJC Director)**

Landed immigrant from Tokyo, Japan. Living in Ottawa, Ontario since 1989. Active member of the Ottawa Japanese Community Association (OJCA), elected National executive member of the NAJC, and Chair for the 2002 NAJC national conference, "Meeting Point". Volunteer for the Immigrant and Visible Minority Women Against Abuse (IVM), Ottawa Community Immigrant Services Organization (OCISO), and Ottawa International Airport Multicultural Program. A founding member of the Ottawa No More Hiroshima/Nagasaki Campaign. Graduate from the 2002-2003 Leadership Ottawa program. Mother of a teenage daughter and a set of twin boys in 7th grade.

▪ **Yumiko Hoyano (Edmonton Japanese Community Association, President)**

President, Edmonton Japanese Community Association. Prior to becoming the EJCA president, I served on the NAJC Executive Committee for 8 years from 1992 to 2000, and the chair of the Ijusha committee. Professionally, I am a PhD Chemist, worked for Alberta Agriculture until recent retirement.

▪ **Yuri Nakano (Edmonton Japanese Community Association)**

I am a Nisei born in Calgary, Alberta, but I consider Edmonton to be my hometown. My parents came to Canada in 1970 and I am the oldest of three children. I currently work as a pastor of the Edmonton Japanese Christian Church.

▪ **Yusuke Tanaka (Media: *Nikkei Voice*)**

Japanese editor of *Nikkei Voice*, national forum for the Japanese Canadians since 1989. Translated "Bittersweet Passage" by Judge Maryka Omatsu and won Canadian Prime Minister Award for Publishing in 1994. I have been witnessing many sanseis emerging and vanishing from the scene. And so here I am to witness new waves coming out.

Nikkei Voice is a not-for-profit, national newspaper serving the Japanese community in Canada. Issued ten times a year, the paper appears in both English and Japanese and is available by subscription. Originally aimed at linking the widely scattered JCs across the country, *Nikkei Voice* was initially supported by the National Association of Japanese Canadians (NAJC). Established in December 1987 as a "National Forum for Japanese Canadians," *Nikkei Voice* grew from a redress newsletter issued by the Toronto chapter of the NAJC. This was a year before the successful redress settlement of September 1988, and the paper aided the 1980s redress campaign by reporting on the activities of the national organization. The JC Redress Foundation continued to support *Nikkei Voice* until 1997. Today the paper works independently to serve the needs of our community thanks to generous contributions from subscribers, donors and advertising.

ANNEX 6.0 – PARTICIPANT CONTACT LIST

<u>Name</u>	<u>Email</u>	<u>Telephone No.</u>
Angela Seller Boyko	aboyko@tbaytel.net	(807) 628-0222
Art Miki	Artmiki@mts.net	(204) 488-8059
Cameron Oshimo	camo_11@hotmail.com	(807) 622-8076
Christine Seki	christine@jccc.on.ca	(416) 737-5558
Donald Watanabe	don.watanabe@sympatico.ca	(514) 482-8445
Eiko Kawashima	eiko.kawashima@rogers.com	(613) 737-7806
Erid Mendoza	National@najc.ca	(204) 943-2910
Erin McGee	emcgee@ualberta.ca	(780) 913-3117
Geoff Miki	gcmiki@mts.net	(204) 477-4145
Hiroko Bekki-Moller	mollerr@shaw.ca	(807) 684-0725
Janice Buick	janice.buick@investorsgroup.com	(250) 545-3704
Jason Maihara	bbtigger@shaw.ca.	(604) 525-5795
Jim Hoyano	jkhoyano@shaw.ca	(780) 903-0347
Jim Wong Chu	jwongchu@shaw.ca	(604) 322-6616
Jocelyn Hirose	jocelynhirose@Canada.com	(204) 667-7831
Judy Hanzawa	jhanazawa@telus.net	(604) 876-9858
Kari Tanaka	ktanaka@galtmuseum.com	(403) 329-8775
Keiko Kitamura	cjamain@shaw.ca	(403) 242-4143
Kevin E Okabe	kevin.e.okabe@ca.pwc.com	(403) 509-7325
Koko Kikuchi	emishi@sympatico.ca	(416)481-5929
Kristi Judge	kristi@tbaytel.net	(807) 345-6456
Mari Sasano	mari@interbaun.com	(780) 619-9566
Michael Hayashi	Kb-temple@yahoo.ca	(250) 378-8516
Mike Mori	mikemori@nucleus.com	(250) 374-6694
Misato Sekita	misating@hotmail.com	(604) 682-8900
Mitzi Murakami	mitzic99@yahoo.com	(807) 623-1553
Nancy M. Ogasawara	nmo@uvic.ca	(250) 923-1859
Nobi Nakamura	nobiru3@yahoo.com	(416) 462-1372
Reiko Tagami	reiko@interchange.ubc.ca	(604) 521-4379
Robert Bessler	rbessler@shaw.ca	(604) 274-4000
Sandra Tsuruoka	pol2371@calgarypolice.ca	(403) 974-0535
Shaun Tanaka	7snt@qlink.queensu.ca	(613) 545-0987
Sid Ikeda	ikeda.consultants@sympatico.ca	(416) 447-0986
Steve Seller	sseller@dstgroup.com	(807) 767-6694
Takeshi Yano	sobaboy@pubzone.com	(416) 241-2719
Tara Murakami	taramurakami@hotmail.com	(807) 623-1553
Tetsuro Shigematsu	tshigematsu@hotmail.com	(604) 323-6895
Tracy Matsuo	tmatsuo@chass.utoronto.ca	(416) 533-8019
Yumiko Hoyano	yumiko@shaw.ca	(780) 437-7730
Yuri Nakano	nakanoyuri@hotmail.com	(780)437-5294
Yusuke Tanaka	nikkei1@bellnet.ca	

ANNEX 7.0 – FINANCIAL SUMMARY

Organization	Registration	Expense	
Vernon	x	\$ 627.11	
Vernon	x	\$ 627.11	
Lethbridge	x	\$ 341.42	
Lethbridge	x	\$ 344.63	
Manitoba	x	\$ 262.24	
Manitoba	x	\$ 262.24	
Edmonton			
Edmonton	x	\$ 443.06	
Edmonton	x	\$ 366.03	
Calgary	x	\$ 430.23	
Ottawa	x	\$ 382.07	
(Kingston)	x	\$ 474.10	
Kamloops	x	\$ 954.53	
Kamloops	x	\$ 954.53	
Vancouver Island	x	\$ 715.63	
(Vancouver)	x	\$ 314.67	
(Vancouver)	x		
Greater Vancouver	x	\$ 653.86	
Greater Vancouver	x	\$ 480.52	
(Vancouver)	x	\$ 394.92	
Lakehead			
Lakehead			
Lakehead			
Lakehead			
Lakehead			
Lakehead (Media)			
Hamilton	x	\$ 361.75	
Hamilton	x	\$ 361.75	
Toronto (Media)		\$ 341.42	
Toronto	x	\$ 335.00	
Toronto	x	\$ 367.10	
Montreal	x	\$ 567.03	
Co-Chair	x	\$ 430.23	
Administrator			\$ 249.40 *
NEB			\$ 262.24 *
NEB			\$ 376.73 *
NEB			\$ 501.07 *
NEB			\$ 496.94 *
NEB/Panel	x		\$ 550.44 *
Panel			
Panel		\$ 263.31	
Panel		\$ 443.28	
Panel		\$ 341.00	
Speaker		\$ 467.72	
Total		\$13,308.49	
		\$ 4,054.18	Hotel
		\$ 363.43	Transportation*
		\$ 2,877.85	Food
		\$ 240.54	Forum Booklets
		\$ 28.74	Video tapes
		\$ 137.48	Copies/paper
		\$ 300.00	Honourarium
Grand Total		\$21,310.71	

Honourarium	
\$ 50.00	Workshop leader: Gift certificate
\$ 250.00	Jim Wong Chu
\$ 300.00	

Transportation	
\$ 321.00	Shuttle bus
\$ 42.43	Local Committee travel expenses
\$ 363.43	

A \$300 donation was made to the Lakehead JCA but this was not included as an expense or on the budget but a donation from the NAJC.

•• INVOICE ••

Bill To:

NAJC
404 B Webb Place
Winnipeg, MB
R3B 3J4

NAJC Youth Leadership Forum 2003
November 14 - November 16th

Travel Expenses

Airport Parking	7.00	
Fuel	35.43	
Total Travel Expenses	<u>42.43</u>	42.43

Food/Meals(2 Breakfasts/1 Lunch/4 Breaks)

Candy/Cards	23.80	
Pancake Breakfast/Grocery	186.58	
Subs Quiznos	200.00	
Fruit	52.48	
Bread	23.30	
Juice	9.97	
Fruit/Veggie	87.69	
Drinks	43.80	
Juice	21.95	
Ham	33.61	
Food	25.00	
Total Food/Meals	<u>708.18</u>	708.18

Catered Meals

Bento Lunch(42*\$10)	420.00	
Hospitality Room	489.67	
Banquet(42*30)	1260.00	
Total Catered Meals	<u>2169.67</u>	2169.67

Supplies

Flip Chart Paper	63.20	
Flip Chart Paper/Copy	28.11	
Thank-you Cards	35.67	
Photocopies (42*5*.05)	10.50	
Total Supplies	<u>137.48</u>	137.48

Invoice Total

3057.76



National Association of Japanese Canadians (NAJC)

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The National Association of Japanese Canadians (NAJC), 404 Webb Place, Winnipeg, Manitoba, R3B 3J4, Canada
Phone: (204) 943-2910, Fax: (204) 947-3145 Email: National@najc.ca

