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Otsuka
people creating
new products
for better health
worldwide

Promoting Women Leadership & Diversity in Science & Energy



(left to right) Moderator: Kellina M. Craig-Henderson, Ph.D., Dir., National Science Foundation Tokyo Regional Office; (panelists) Naoko Yamazaki, Member of the space policy committee, Former JAXA Astronaut; Carol Kessler, Chair, Nonproliferation & National Security Dept.; Yoshie Komuro, CEO, Work Life Balance Co., Ltd.; Lesley A. Field, Deputy Admin. for Federal Procurement Policy, the White House; Yumiko Jouzuka, Director General of Cabinet Bureau of Personnel Affairs; Margot Carrington, Minister-Counselor, Public Affairs, US Embassy Japan; Akiko Ryu Innes-Taylor, Senior Operating Officer, Otsuka Pharm., Co., Ltd. (right box) U.S. Ambassador Caroline Kennedy

Discussion among Japanese and American female leaders

Otsuka Pharmaceutical's Senior Operating Officer, Ms. Akiko Ryu Innes-Taylor was one of the panelists invited to speak at a symposium to further the idea of nurturing women leadership and diversity in the science and energy fields. The event provided an opportunity for American and Japanese women in leadership positions to compare and contrast diversity and promotion policies and share experiences on leading change to build skilled, diverse workforces.

U.S. Ambassador Caroline Kennedy, who is the first female U.S. Ambassador to Japan said in her opening speech that such conversations are important to encourage children, especially girls, from a young age to explore sciences,

“Many hard problems facing our world today need creative ideas from policy makers, engineers, and scientists: clean energy to power our homes and our economy, new medicines to fight disease and ease suffering, and better farming methods to end world hunger. If we want to reach our goals in these areas, we need the best energies and skills of women and men, working together.”

Having the largest gender gap in the world¹, in Japan forty percent of Japanese women do not work, a much higher number than other developed countries.



Otsuka Pharmaceutical's Senior Operating Officer, Akiko Ryu Innes-Taylor

In response to a question from the audience on how to navigate a society that is dominated by men, Ms. Innes-Taylor shared that women must win both men and women allies to fight for their causes. "Finding something you are passionate and curious about is important. And just as important is to find a partner who supports your career. To succeed, you need help, one cannot do it on her own."

Otsuka Pharmaceutical opened two day care centers for its employees, as shortage of day care spots and long waiting lists have discouraged many women in rejoining the workforce after giving birth.

Because workplace environments that encourage diversity and create leadership opportunities for male and female employees are important for Japan's continuing economic recovery, many attendees found the symposium to be helpful to connect people who want to see change in Japan.



The floor was opened for questions from the audience for the panelists

¹World Economic Forum: "The Global Gender Gap Report 2013"