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The Challenge of Promoting Diversity and Inclusion in Japanese Corporations : Summary of an Awareness Survey among Management

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<Abstract>

In order to promote the Diversity and Inclusion (D&I) concept in Japanese corporations, one of the challenges is how to convince the mostly- male middle management of the importance of D&I, especially considering gender diversity as a top priority. NPO GEWEL conducted an online awareness survey and confirmed that Japanese middle management has a high level of understanding toward D&I and their commitment to taking is high, but they are lacking in demonstrating their understanding through daily action and communication with their subordinates. For detailed information, please contact info@gewel.org.

<Keywords>

diversity and inclusion, awareness survey toward D&I among middle management, understanding of necessity of D&I and personal commitment, talent development management, change management, *nendo-so* (clay layer) meaning middle management do not cascade down top management's commitment to subordinates