

一般社団法人S.C.P. Japan  
Sport for Creating Pathways Japan



# ANNUAL REPORT 2021



# CREATE A BETTER FUTURE WHERE EVERYONE CAN BE WHO THEY TRULY ARE.

It was February 2020, before the coronavirus was about to change our lives forever, S.C.P. Japan started with only three members. With the vision of **"Create a better future where everyone can be who they truly are,"** we have grown over the last two years, thanks to the support of the group members, volunteers, interns, partner organizations, and all others who have joined us on this journey. We are very grateful.

## **"Disability", "Gender Equality", "LGBTQ+", "Safeguarding" and "International Cooperation"**

As we have worked on Diversity, Equality & Inclusion (DEI) over the last two years, we wanted to make sure to promote various perspectives, rather than focusing only on one area. We held workshops to empower girls and women informing them about different perspectives on "women's empowerment" and "gender equality". We also organized exercise programs for people with disabilities, in order to make sports participation accessible and socially inclusive. We have been active in promoting greater understanding of the "LGBTQ +" communities by holding various events and workshops. We have also been working to ensure "safeguarding" is in various fields. We regard all these social challenges as a wider "human rights issue", and we continue our work to achieve the vision of diversity, equality and inclusion.

We consciously made this decision not to specialize on one topic as the modern society has become intrinsically more complex. Instead, we intentionally work in collaboration with various expert organizations in different areas. We will continue to carry out multifaceted activities to promote diversity, equality, and inclusion (DEI), as we take on complex social issues..





# CHANGE SPORTS, CHANGE SOCIETY

2021 was the second year in our journey, and it was the year that the Tokyo Olympic and Paralympic Games were held. Naturally, such large sports events attracted a great deal of attention. As an organization that uses sports to create a better society, it was an opportunity for us to think about the strengths and weaknesses of sports once again. The spread of the coronavirus has further highlighted inequalities and discrimination in society, with many people facing endless battles and tragic events. Under such circumstances, we wanted to create a place where we can deliver "hope" through sports. Through our activities, we wanted to make people feel "hopeful", thinking "today was fun", "I want to live another day", and "tomorrow will be a better day".

We believe that sports should make people happy. Sports should never incite violence or create discrimination, exclusion, or division. What has become clearer in the past year is that, while we aim to create a better society through sports, it is also necessary to change the sport itself, making it inclusive, safe and secure for everyone. That is the reason why we would like to take two different approaches; **"actions that change sports"** and **"actions that change society through sports"**.

**"Everyone, regardless of age, gender, sexual orientation, disability, race, ethnicity, origin, religion, or financial status or other circumstances, has the option to choose how they live their lives and can decide by their own will. "**

In our journey towards achieving the vision, we have been blessed with meeting many friends who share the same belief. We have been able to steadily grow, with the support from our friends and supporters. We believe that all of this is an important step into the future, and we would like to thank everyone who has supported S.C.P. Japan. We are determined to keep on moving forward, closely working and creating together with our supporters.

**S.C.P. Japan ~Sport for Creating Pathways~**

**TIME FOR**

**CHANGE**

## 04 ABOUT US

05 VISION & MISSION

06 OUR APPROACH TO CREATING AN INCLUSIVE SOCIETY

07 OUR PHILOSOPHY

08 OUR ACTIONS

## 09 OUR WORK IN 2021

10 ALL CAPABILITIES

11 WOMEN & GIRLS

12 LGBTQ+ & SOGIE

13 INTERNATIONAL COOPERATION  
HUMAN RIGHTS & SAFEGUARDING IN  
SPORT

14 BREAKTALKS & OTHERS

15 LECTURES/  
MEDIA APPEARANCES

16 OUR SUPPORTERS

17 FINANCIAL REPORT

18 OUR PROMISES



# ABOUT US

## What is S.C.P. Japan?

“Create an inclusive society through sports”



### ALL CAPABILITIES

- Implementation of inclusive educational programs through sports (FutbolNet program, etc.)
- Support and deliver a program for football for people with disabilities
- Trainings for facilitators in promoting inclusive education

### WOMEN & GIRLS

- Football clinics with professional women's football players
- Sporting events for girls
- Rugby and Gender Equality Webinar
- WE ACTION DAY / MEETING Reporting for WE League (Japanese Professional Women's Football League)



### LGBTQ+ / SOGIE

- Outreach program (ex. Pride Match)
- Interactive event with LGBTQ+ athletes as guests
- Raising LGBTQ+ Public Awareness

### INTERNATIONAL COOPERATION

- Gender equality projects through sports in 10 Southeast Asian countries
- Interactive sports event with Nigerian athletes
- Women's Empowerment Project in Zambia



### HUMAN RIGHTS & SAFEGUARDING IN SPORT

- Activities with professional football players to raise awareness on safeguarding in sport
- Game based education program to teach "Children's Rights"
- "Safeguarding" workshop and consulting for a Japanese Men's Professional Football League club



## VISION

**CREATE A BETTER FUTURE WHERE EVERYONE CAN BE WHO THEY TRULY ARE.**

## MISSION

- Explore the potential of sport for empowerment.
- Promote an inclusive society through sport.
- Develop young practitioners who can use sport for social inclusion.



# OUR APPROACH TO CREATING AN INCLUSIVE SOCIETY

## -Create and Grow-

**1**

### Meet

Create a place for people to meet.

Train and develop new leaders who "create a place where each and every one can be who they are."

## Grow

### Create Together

Work together to create a place where no one is excluded and where everyone lives in harmony.

**3**

**2**

### Dialogue

Talk to each other, notice each other's unconscious biases and prejudices, and seek the truth.

## -Breaking-

# Ending prejudice and discrimination, and creating new values

We will question the existing social systems and rules, end the prejudice, discrimination, and unconscious biases created by the structural inequalities of the society, and think about how the new society should be.



# OUR PHILOSOPHY

## -Common Good -

"Common Good" was advocated by the philosopher Michael Sandel. "Common Good" is the idea that "Justice" shall be determined by people, based on what they agree as "Good". This "Good" is not the opinion of the majority, but the moral view of love and friendship when people care and respect each other.

S.C.P.Japan would like to create a space where diverse people can spend time together, and value the "Common Good" to live in harmony while respecting each and everyone.



# OUR ACTIONS



## 1 Game-Based Education program

We offer an education program with a participatory approach that uses sports and exercise as tools. The program offers participants an experience of noticing each person's differences and making fair rules for everyone to be happy through exercises. We hope that the insight gained through the program will be helpful for individuals to be more actively involved in creating a better society.

2

## Lecture / Enlightenment / Research

We will identify social obstacles and issues for people with diverse backgrounds (race, nationality, gender, sexual orientation, origin), and work to remove unconscious bias such as prejudice and discrimination. We are raising public awareness for people to rethink the obvious.



## 3 Interaction

We will provide a place for people with diverse backgrounds to meet online and offline, and create opportunities for dialogue. Only by meeting and communicating with each other, we are made aware of our own prejudices and biases and understand the truth. Learning various opinions and values can teach us that each and every one of us is also a part of wider diversity.







# OUR WORK IN 2021



# 01 ALL CAPABILITIES

## Working with Japan Inclusive Football Federation

We have signed a service agreement with Japan Inclusive Football Federation (JIFF) in 2021 to promote diversity & inclusion and an "Inclusive society", and we have been working together on the following points throughout the year.

- Planning and providing operational support for Inclusive Football Festa event
- JIFF inclusive education program development and operational support

## Happy / Smile Football Class

Since May, we have held a monthly exercise program for kindergarten to elementary school children at Reaction Kashiwa in Kashiwa City, Chiba Prefecture. In this program, we play exercise games where anyone can participate regardless of ability/disability, gender, economic level, race, etc. It is important for us to think about the ways everyone can play happily together. We value respect for each other as well as nurturing the ability to live with others.

[Happy Football Class] May-November 2021 (5 times in total)  
[Smile Football Class] December-March 2022 (5 times in total)

## Collaboration with FC Barcelona Foundation

We have renewed our collaboration agreement with the FC Barcelona Foundation in 2021. We are promoting diversity and inclusion through the FutbolNet program developed by the FC Barcelona Foundation.

[The official FutbolNet program]

- ① In cooperation with Utsunomiya City's after-school service provider "Global Kids Method", we held a weekly program at two locations from January to December.

\* On June 17, we invited Minori Chiba, a professional football player who plays in Spain, to the program.

- ② We held the program for 9 times in total at Yokohama Campus, CLARK Memorial International High School for the students who enrolled in their Global Sports Major.

- ③ One time workshop for Nagareyama City, Sakura City, and Kanazawa City

[FutbolNet Certified Leader Follow-up]

- Visit to follow-up groups and advice
- Holding study sessions for follow-up groups





## ✕ Japan Rugby Football Union (JRFU)

We supported an online event "SDGs in Rugby! The Role of Sports for Women's Empowerment" organized by Japan Rugby Football Union (JRFU). Panelists are former Japanese national rugby players Toshiaki Hirose, Aya Nakajima, and Yuko Kusunoki from Plan International Japan, who made a great contribution to women's empowerment through football in Ghana. We discussed international cooperation through sports, gender equality and women's empowerment.



## ✕ Diversity Soccer Association

In commemoration of International Women's Day, an online streaming event "Women's Empowerment and Women's Football" was held in collaboration with Diversity Soccer Association. We had the honor to have distinguished guests; writer Tomoyuki Hoshino, football player Ami Otaki, and Professor Naofumi Suzuki of Hitotsubashi University.

## ✕ Women's Football Bridge Program

To celebrate International Women's Day, we held an online event titled "Football Girls, Be Ambitious!" on March 6th, in collaboration with Women's Football Bridge. We invited Miyuki Kobayashi and Kanae Haneishi, co-representatives of Women's Football Bridge, as guests who spoke about how the program was born and how it has supported the lives of young women.



## Japan Women's Professional Football League (WE League)

We support the "realization of a diverse society" advocated by the WE League (Japanese Professional Women's Football League). To achieve the WE League vision, we have been given the responsibility of writing reports (Japanese and English) for WE ACTION DAY (events taking place on non-match days during the season), and WE ACTION MEETING (meetings with partner companies). In 2021, we did twelve interviews in total for the WE League.

## Collaboration event with WE League club

In October, we held an inclusive event called "Smile Sports DAY!" in collaboration with JEF United Ichihara / Chiba Ladies, the Chiba Football Association for Persons with Intellectual Disability, and the Chiba "Living Together" Football Association. Five players from Chiba L participated as guests, and 20 participants gathered at ZOZOPARK HONDA FOOTBALL AREA.



## ON-SIDE FUND

We have been chosen as a project to be subsidized through "ON-SIDE Fund". "ON-SIDE Fund" is operated and implemented by a Dutch non-profit organization "Women Win". They are based in the Netherlands and promote gender equality through sports internationally. Through the initiative, we are now working on a video production that conveys the message that "people cannot be defined by gender" through the voices of various football players.

# 02 WOMEN & GIRLS

# 03 LGBTQ+/SOGIE

We have joined the Pride House Tokyo Consortium in July 2020 as the Athlete Messages team.



## The World's Out LGBTQ+ Athletes Messages

During Tokyo 2020, we exhibited portraits and messages of 19 LGBTQ+ athletes from all over the world at the Pride House Tokyo Legacy.

## Pride Match

We hold 8 Pride Matches collaborating with Japan men's rugby team, football clubs in WE LEAGUE, Nadeshiko League, and J League.

Before Tokyo 2020, we published a video "For a future where everyone can enjoy sports", which sends messages supporting LGBTQ+ by 8 athletes.

## Creation of the Guidebook

### ① SPORTS for EVERYONE -Tips for sports organizations creating an LGBTQ+ inclusive environment.

We have created it with Athlete Ally from America for sports organizations, sports clubs, and sports teams in Japan.

### ② Covering LGBTQ Athletes at the Tokyo 2020 Olympics and Paralympics

We have created this with GLAAD and Athlete Ally for media stakeholders.



## Online Events

We held LGBTQ+ online event five times, "WE ARE FRIENDS! -connecting with everyone-", in which students, mainly high school students, discussed various topic regarding LGBTQ+ with their peers.

## Webinar

After Tokyo 2020, we hold two webinars: "Thinking through the lens of diversity -For co-existence and co-prosperity of sports and business-" with EY Japan, and "The talks about money for your own life plan" with Nomura Holdings, Inc.





# 04 INTERNATIONAL COOPERATION



## ASEAN-JAPAN Cooperation in Sports

We supported planning and management for “ASEAN-JAPAN Workshop on Promoting Gender Equality in Sports”. This workshop was organized by Japan Sports Agency and ASEAN, and held by Japanese Center for Research on Women in Sport (JCRWS). 10 countries from ASEAN and Japan cooperated and held this workshop to aim at gender equality in sports with taking the Tokyo 2020 as an opportunity, and more than 70 people from various countries participated via online. Throughout the four-day workshop, they formulated each country's action plans for promoting women's participation in sports as they attempted to educate women's leaders in the next generation.



## Interaction with International Student-athletes

We visited the Nigeria House in Oyama, Tochigi, with children in an after-school daycare that is administered by our alliance partner, Happy Life Care Inc., and interacted with international student-athletes from Nigeria.

We supported the NPO cooperation project of Japan Rugby Football Union (JRFU) for the Department of Promotion and Development, and International Cooperation. We discussed important actions for safeguarding in sports with specialists, including recent trends both in Japan and abroad.



## Enforced the actions for safeguarding and human rights issues in 2021

- In September, we held “Safeguarding training” for academy staff of JEF United Ichihara / Chiba. We also advised them to create a safeguarding policy.
- Since 2021, we have provided sessions where people can learn about “human rights” and “children's rights” within exercise programs that we hold regularly.
- During the Human Rights Week in December, we held activities to raise awareness of human rights with athletes as well as a webinar with sports organizations.

**We continue working on safeguarding cooperating with various people in order to make sure that everyone can enjoy sports safely and securely.**



# 05 HUMAN RIGHTS & SAFEGUARDING IN SPORT

# 06 BreakTalks

From 2021, we started to hold an online event **“BreakTalks”** where various guests are invited to talk about their activities and perspectives. By making sure that we cherish that participants and guests consider the same theme together **“Create a better future where everyone can be who they truly are”**, we could create opportunities to engage in dialogue with various people.

We held this online event three times this year, and a total of 59 people participated. In December, we also held two offline programs as special events in Kanazawa city, Ishikawa: “Removing Limits from Girl’s Dreams” with fc-geminis Kanazawa, and “Let’s Move! Run! Enjoy!” with Kodomo Shokudo who also talked as a guest in a previous online BreakTalks.



## 【BreakTalks (Online)】

1st (June 15th) “LGBTQ+”

: Airi Murakami (a rugby player)

2nd (August 25th) “Kodomo Shokudo (Children’s Cafeteria)”

: Yuhei Doi (the owner of Okuwa Kodomo Shokudo)

3rd (October 26th) “Creating an inclusive place”

: Hidenori Hibi (a former deaf soccer player)

## 【BreakTalks (Offline)】

Special 1) “Removing Limits from Girl’s Dreams”

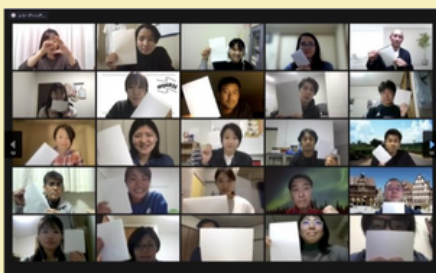
(Kanazawa city, Ishikawa)

Special 2) “Let’s Move! Run! Enjoy!”

(Kanazawa city, Ishikawa)



We held a webinar to think about skills and abilities of specialist for **“Sports for Development (SfD)”**, celebrating International Day of Sports for Development and Peace (IDSDP, April 6th).



We created S.C.P. Japan’s uniforms through a collaboration with NORABI, who produces the most ecological way of indigo dye, called “Sho-aizome” designed by Ayaki Shinada. We consider that it is also a part of the creation of an inclusive society to cherish the place we live, environment, and nature. We would like to increase people around us who cherish the environment and nature through sports.

# 07 OTHERS



# 37

## Lectures

### Main Theme for Lectures

Sports and DEI, Gender, LGBTQ+ and SOGIE, CSR, SDGs, International cooperation, Inclusive education, Inclusive society, Safeguarding, Game based education approach

---

# 10

## Published articles

## Lectures/ Media Appearances





# Our Supporters

## Those who have supported us

National Institution For Youth Education  
(Funding for Children)

The Nippon Foundation HEROs

Women Win ONSIDE Fund

Anita White Foundation

20 Individual funding

## Alliance partner

Happy Life Care Inc.

## Pro bono / Volunteer / Internship

Ruiko Inoue, Junko Uchida, Teruyuki Ogura,  
Aki Komatsu, Sara, Midori Shimizu, Shintate Kureha,  
Yoshika Suzuki, Ayaka Takahashi, Keiko Takahashi,  
Mario Takahashi, Haruna Tada, Yusaku Tamura,  
Denise Joanna Tan, Sakura Choso, Takuya Noguchi,  
Yoshiko Howells, Takako Fukushima, Asuka Fujii,  
Marisa Schlenker, MIA, Akane Mikura, Shoko Yamada,  
Haruka Yoshida, and 4 others.



We would like to create "a better future where everyone can be who they truly are," with you. We appreciate all of your support.

※To those who would like to donate as a group : [info@scpjapan.com](mailto:info@scpjapan.com)



Individual donation



# FINANCIAL REPORT

## Balance Sheet

As of December 31, 2021

(Unit: yen)			
Account	Fiscal 2021	Fiscal 2020	Fiscal 2019
<b>I . Assets</b>			
<b>1. Current assets</b>			
Total current assets	8,431,469	2,173,574	
<b>2. Non-current assets</b>			
Other non-current assets	159,559	239,217	-
Total non-current assets	159,559	239,217	-
Total assets	8,591,028	2,412,791	-
<b>II . Liabilities</b>			
<b>1. Current liabilities</b>			
Total current liabilities	86,765	14,742	-
Total liabilities	86,765	14,742	-
<b>III. Net Assets</b>			
<b>1. Unrestricted net assets</b>	8,504,263	2,398,049	-
(Allocated for restricted assets)	0	0	-
Total net assets	8,504,263	2,398,049	-
Total liabilities and net assets	8,591,028	2,412,791	-

## Statement of Activities Summary

Fiscal 2021

(Year ending December 31 2021)

(Unit: yen)			
Account	Fiscal 2021	Fiscal 2020	Fiscal 2019
<b>I . Changes in unrestricted net assets</b>			
<b>1. Operating Activities</b>			*Since there is no previous year, leave the previous year blank.
(1) Revenues and gains from operating activities			
Donation	5,281,014	2,622,432	-
Contract revenues	7,409,982	607,446	-
Grants	1,044,250	65,755	-
<b>Total revenues and gains from operating activities</b>	13,877,263	3,295,633	-
(2) Expenses and losses from operating activities			
Expenses for projects and programs	3,183,747	750,610	-
General and administrative expenses	4,587,302	146,974	-
<b>Total expenses and losses from operating activities</b>	7,771,049	897,584	-
<b>Total changes in operating activities for the year</b>	6,106,214	2,398,049	-
<b>Total changes in unrestricted net assets</b>	6,106,214	2,398,049	-
<b>Unrestricted net assets at beginning of year</b>	2,398,049	0	-
<b>Unrestricted net assets at end of year</b>	8,504,263	2,398,049	-
<b>II . Changes in restricted net assets</b>	0	0	-
<b>III. Net assets at end of year</b>	8,504,263	2,398,049	-



# OUR PROMISES

We proclaim that we will assent to “Children’s Rights in Sport Principles” and abide by their safeguarding policy. In accordance with our regulations for safeguarding, we have decided to hold a safeguarding training for our members once a year.



Through our activities, we are aiming to achieve “**Sustainable Development Goals (SDGs)**” established by the United Nations.

We especially engage in projects related to the SDGs Goal 3, Goal 4, Goal 5, Goal 10, and Goal 16.

**Organization's name**

一般社団法人S.C.P. Japan (Japanese)  
Sport for Creating Pathways Japan (English)

**Address****[Head office]**

Edogawadai Higashi 1-293-4  
Nagareyama city, Chiba, Japan

**[Serviced office]**

Shimosangao 445-1  
Noda city, Chiba, Japan

**Members**

Aya Noguchi (Co-Director)  
Yuiko Inoue (Co-Director)  
Yuki Shigenami (Board Member)  
Sae Hashimoto  
Machi Orime

**HISTORY****[2020]**

February 27: Registered in Chiba with 3 founding members  
May: Launched S.C.P. Japan Column  
July: Joined Pride House Tokyo Consortium  
August: Women' Empowerment Program in Zambia  
October: Started official FutbolNet Programs by the FC Barça Foundation

**[2021]**

March: Online event for LGBTQ+ Youth  
April: Started supporting Pride match  
May: Started Happy / Smile Soccer Class  
July: Project of Pride House Tokyo as the Athlete Messages team  
August: ASEAN-JAPAN Workshop on Promoting Gender Equality in Sports  
September: Started safeguarding project, WE ACTION Report, and 2 new members joined  
November: Made a service provider contract in the area of Sports for Development and Peace focusing on gender related project.  
December: Local program in Kanazawa city in Ishikawa

**[Contact]**

Website [JP] : <https://scpjapan.com/>  
Website [EN] : <https://scpjapan.com/en>  
Email: [info@scpjapan.com](mailto:info@scpjapan.com)  
Twitter: @scpjapan1  
Facebook: S.C.P. Japan1  
Instagram: s.c.p.japan  
note: <https://note.com/scpjapan>