



# 2022

## S.C.P. Japan

### Annual Report

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



# Sport for Creating Pathways

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# Message

Message from S.C.P.Japan

In 2022, the society gradually regained its old lifestyle, and connections between people have increased. Also for S.C.P.Japan, it has been a year in which we have advanced to a new stage while meeting many people. The number of full-time staff has increased to three, and the number of grant organizations, companies, and cooperating organizations that work with us has also increased. We have more opportunities to collaborate with organizations and companies that have gained strong faith from the society, and we feel that the circle of our activities is steadily expanding.

**Diversity, inclusion, equity, SDGs, sustainability, rainbow...**

In recent years, as awareness for human rights and social issues have increased, governments and many companies are accelerating their efforts related to these issues. There are more and more opportunities to see such words and visions in our daily lives, such as street advertisements, TV advertisements, and social media which made social issues something more familiar than ever. On the other hand, as the social value of these efforts increases, it is not uncommon for the words and visions to slip away, resulting in activities that have lost sight of the essence and become mere formalities.

As this year passed by so quickly, we too were desperate to run with it, and at times we almost lost sight of “why we are doing it” and “where we are headed.” Furthermore, as human rights and social issues attract attention, we often hear discriminatory remarks by politicians and repulsive opinions from society which made us feel “what is a just society for all” and during those moments our goal of “Create a better future where everyone can be who they truly are” seemed like an impossible path.

Under such circumstances, we have been able to run through this year without giving up because of the genuinity of everyone involved in S.C.P. Japan who wants to change the

society for the better along with feeling hopeful watching the children who are playing and really enjoying sports while also being aware of their surroundings.

The most important thing we learned during this turbulent year was that there is no single correct answer for creating an Inclusive society - as each person has a different background, different environment, and different experiences. That's why we feel that the only way to open up a path is to have a dialogue from time to time with those who will work together from and continue to make choices that may feel right in those moments.

To always keep in mind whether the "human rights" - that all people have, are undoubtedly respected. For us, who aim to create an Inclusive society through sports, creating a sports place where the dignity of each individual is protected is essential and the foundation to all our activities. We would like to work even harder on practicing safeguarding and to make sure all the places where the activities take place are safe and secure.

**Age, gender, gender identity, sexual orientation, disability, race, ethnicity, origin, religion, economic status, etc.**

All of these individual characteristics and attributes that shape each person will not be a reason to take away from the future that the individual wants to live, and they can freely choose at their own will and walk at their own pace with a peace of mind.

Even if we can't change everything tomorrow, we would like to take care of the people we encounter, and move forward little by little. Once again, we would like to take this opportunity to thank everyone who has worked with us this past year and continue to work on “what we can do” and proceed with activities together with everyone in the coming year as well.

From all of us at S.C.P. Japan



# 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 sports.
- Develop young practitioners who can use sport for social inclusion.

## Our Approach to Creating an Inclusive Society [Create and Grow]



We must destroy the systems, rules, and social structures created by the biased values of society, and to remove prejudice, discrimination, and unconscious bias against specific people that have been created by them.

## Our Philosophy

To create an inclusive society, we start by approaching the small society that is close to us. We start with recognizing and accepting each other's differences through dialogue with people close to us. By building trust from there, the feeling of being an "important person" will grow. If that "important person" has difficulty living, we want to do what we can for that person. And if something happens to the "important person" of that "important person," we want to take care of it in the same way. This seems natural to us. We believe that is kindness. We believe that a chain of kindness will lead to a big change in society. In order to realize a society where a diverse group of people live together, we would like to pursue the "common good" which is shared through kindness that values each other.

## 01

### Play based education program

We provide co-education programs based on a participatory approach that uses sports and exercise as tools. By recognizing the differences between each individual and incorporating the experience of creating a space (creating rules) where everyone can live in richness through diversity into the exercise program, we help nurture individuals who become proactive in the development of the society.

## 02

### Trainings, Advocating and Surveys

Visualize the situations where race, nationality, gender, sexual orientation, origin, etc., become social obstacles and challenges in living their own way, and removing unconscious biases such as prejudice and discrimination that cause them. We disseminate information that encourages people to question the norm and think of new perspectives.

## 03

### Exchanges

We will provide a place where a diverse group of people can gather, both online and offline, and create opportunities for dialogue. By meeting others through exchanges and having dialogues, we become aware of our prejudices and biases and understand the truth. Learning that there are various opinions and values, one can feel that they too are also a part of diversity.

# Focus

## OUR FIVE FOCUSES

### 01 All Capabilities

We are working to promote social inclusion by creating an environment where everyone can participate in sports and enjoy it together, regardless of one's ability, disability or type of disability. And by increasing these environments, we hope to further promote social inclusion.

### 02 Women and Girls

Athletic programs for girls, financial education for soccer students, and training, lectures, and dissemination of information on gender equality.

### 03 Sexual Orientation, Gender Identity and Gender Expression

While collaborating with sports-related organizations and companies, we are creating an environment where people of all gender diversity, including LGBTQ+, can enjoy sports as they are, and disseminate information about LGBTQ+ through sports.

### 04 Safeguarding in Human Rights and Sport

Aiming to create a safe and secure sports environment that never tolerates human rights violations such as violence and harassment. We are developing training and training personnel who can spread and promote safeguarding.

### 05 International Cooperation

We are introducing our approach of creating an inclusive society through sports exchanges with people living in Japan with foreign roots. We are also building a network of organizations working to solve social issues through sports based in Asia.



# Activity Report

- All Capabilities
- Women and Girls
- All Capabilities x women and girls
- Gender Identity, Sexual Orientation, Gender Expression (SOGIE)
- Human rights and safeguarding
- International cooperation
- Exchange events   ● Other activities

Focus Type

## All Capabilities

### Collaboration project with Japan Inclusive Football Federation (JIFF)

**Signed a business consignment contract with the Japan Inclusive Football Federation (JIFF) and cooperated with JIFF on creating an inclusive sports environment.**

We supported the development of lesson plans, the operation and implementation of lessons, and the training of instructors of the JIFF Inclusive Education Program for schools. We also provided planning and implementation support for the JIFF Inclusive Football Festa held in Tama City, Tokyo on December 24th.



### Collaboration project with FC Barcelona Foundation

**Supporting all activities of FC Barcelona Foundation's "ForAllCapabilities Project" in Japan as a local partner of the FC Barcelona Foundation**

Under the FC Barcelona Foundation's "ForAllCapabilities Project," which aims to promote the social inclusion of children and young people with disabilities, we supported the instructor workshops and various events to help spread the SportNet methodology, and helped implement a play program for children and youth using the SportNet methodology.



### Happy soccer class

**A monthly exercise program in Kashiwa City, Chiba Prefecture that is targeted for toddlers to elementary school students.**

We conduct exercises and play that anyone can participate regardless of their disability, gender, economic level, or exercise experience, and learn how to play with each other despite the age and physique disparities. It is important to develop an understanding that respects both oneself and others. This project is subsidized by the Children's Dream Fund.





FocusType Women and Girls

Collaboration with Play Academy with Naomi Osaka project as a local expert organization

Commissioned by the Laureus Sports for Good Foundation to support events, coach training and public relations.

Conduct training for gender-inclusive leaders, networking to connect leaders, and development of a toolkit that leaders can easily apply in the field. Additionally, supported in celebrating International Girls Day on October 11th, with the planning and implementation of the “Girls Sports Festival 2022 Tokyo powered by Play Academy with Naomi Osaka” held in fall of 2022. We created opportunities for girls to interact while having fun through sports and play, and provided an exercise program that focused on empowering participants and teach leadership and cooperation.



©Play Academy with Naomi Osaka / Nike,Inc.

Transforming from Femininity to Your Authentic Self



Published videos of diverse female soccer players, “Transforming from Femininity to Your Authentic Self,” and create advocacy opportunities using videos

In June - Pride Month, we released a video produced with the support of ONSIDE Fund operated by Women Win and the cooperation of the women's professional soccer league WE LEAGUE and Pride House Tokyo. In October, during the halftime of the WE LEAGUE Cup Finals, the video was broadcasted on a large screen at a stadium with over 3,500 people.

Financial education through sports



Launched an empowerment program for young female athletes with Nomura Holdings. Supporting women's empowerment through financial education.

A seminar on "life planning and finance" was held for members of the Juntendo University Women's Football Club and the Japan Women's College of Physical Education Women's Soccer Club. Learning how to build assets in line with a life plan will help women become financially independent in the society. We delivered knowledge about finance to about 50 college female athletes.

FocusType All Capabilities x Women and Girls

Find Fun Sports Class



Started hosting regular sports classes for girls with disabilities

We want children who have various challenges to access sports and be able to enjoy sports as a normal thing. With the support of the Nike Community Impact Fund and the cooperation of the University of Tsukuba's Adapted Physical Education and Sports Studies Laboratory, sports classes for girls with intellectual, developmental, and mental disabilities kicked off in July and takes place once every month.

FocusType

Gender Identity, Sexual Orientation, Gender Expression (SOGIE)

S.C.P. Japan participates in the "Pride House Tokyo" consortium and is engaged in sports as a planning and management organization for Athletes' Messages team.

In the fiscal year of 2022, we received a grant from the Nippon Foundation to strengthen our activities and engage in a wider range of initiatives.

Outreach and trainings

Efforts to “transform the sports world” through LGBTQ+ training and “transmit information through sports” using sports events and competition venues

This fiscal year, we held five LGBTQ+ trainings for sports associations and others in order to create a place where everyone can enjoy sports as they are, without giving up on sports because of their gender identity or sexual orientation. Additionally, we set up LGBTQ+ booths at international sporting events and Japan national team games, and held talk events, distributed information booklets, etc., to create opportunities for many people to come into contact with LGBTQ+ information.

Kirin Challenge Cup Football Japan Men's National Team Match (June 6)  
Lipovitan D Challenge Cup 2022 Rugby Men's Japan National Team Match (July 2)  
WE LEAGUE CUP final game booth setup (October 1)



Ally Athlete training



Started the “Ally Athlete Development Project” to expand the circle of athletes who act together on LGBTQ+ issues as an ally in the sports world

Recruited current and former athletes who wish to create a sports world and society in which everyone can play an active role safely regardless of their gender identity, sexual orientation, or gender expression. And conducted a three part training between August and October for those selected. Twenty-two top athletes, including Olympians and Paralympians, completed the training and carried out outreach activities through sports competitions and LGBTQ+ training for sports organizations as "Ally Athletes."

Play based education program on gender

Providing opportunities to play sports without denying sexuality through the sports experiences

In addition to enjoying sports, we created an opportunity to naturally get to know each other's feelings by having a dialogue while re-questioning "femininity" and "masculinity" in the society and thinking about "self-identity."





## FocusType Human rights and safeguarding

### Child Safeguarding project in sports

**Started a safeguarding project to protect human rights in sports and to create a sports environment that everyone can enjoy safely and securely**

With the grant from Sumitomo Life Health Foundation, we started a project to spread and promote safeguarding in sports. In 2022, the first year of the two-year grant, we invited instructors from overseas to provide safeguarding training for people involved in sports and through that, we have developed a basic training curriculum geared to the Japanese context.



### Training for professional sports clubs and people involved in sports

**Implementing safeguarding trainings to protect human rights in sports for J-League clubs and various other sports organizations**

In cooperation with various clubs and organizations such as Fagiano Okayama Academy, which has a top team in J2, we held safeguarding training and study sessions for staff and coaches. We also supported in creating safeguarding policies that clubs and organizations are working on.



## — Other international projects

**Conduct international exchange events online. Also announced the activities of S.C.P.Japan at an international conference. We visited the headquarters of an organization working to problem solve through sports.**

Visited the headquarters of the FC Barcelona Foundation in Spain, which we have been collaborating with since the establishment of S.C.P. Japan. We exchanged opinions and views with the FC Barcelona Foundation. Also at the 8th IWG World Conference on Women and Sports held in Auckland, New Zealand, the activities of S.C.P.Japan were disseminated internationally at the German-based Discover Football session. Lastly, we had an international exchange online with Harbour Sport (Auckland, New Zealand).



## Exchange events

### BreakTalks



**Held online BreakTalks events inviting various guests and people engaged in various activities**

The four themes for 2022 were "Designing my life – Things to think about in order to live fully and be myself," "Exercising program and game-based approach (GBA)," "Trans women and sports," and "Ethical choices." In cooperation with Bridge, which supports women who play soccer to study abroad, and Coach Trust, which specializes in exercise instruction methodologies, a total of 60 people participated.

**"Let's move! Let's play! Let's have fun" held in Kanazawa City, Ishikawa Prefecture**

**Held a collaboration event with Okuwa Kodomo Shokudo in Nonoichi City, Ishikawa Prefecture**

With the cooperation of Okuwa Kodomo Shokudo, which operates a children's cafeteria once a month around Okuwa, Kanazawa City, Ishikawa Prefecture, an event was held under the theme of "exercise x food." After a walking soccer game that everyone can enjoy, regardless of gender, age, disability, or whether they are good at sports or not, we distributed lunch boxes and enjoyed a meal with the participants. This project was implemented as part of the BreakTalks.



## FocusType International cooperation

### Sport for Development Network in Asia



**Started a network for organizations that tackle social issues through sports. Through the sharing of knowledge and experience, we aim to globally disseminate our efforts in Asia.**

From 2022, we are recruiting organizations to participate in this network. Three organizations active in Cambodia, Thailand and New Zealand has confirmed as part of the founding members. We aim to globally disseminate good practices of programs that match the cultural characteristics of Asia and support the sustainable management of each organization.

### Japan x ASEAN "Gender Equality through Sports" Promotion Project



**Supporting gender equality projects through sports in 10 Southeast Asian countries. Attending international conferences and supporting the dissemination of Japan's initiatives**

Supporting communication for project promotion in collaboration with international organizations and overseas government officials, and presentation of this project at the 8th IWG World Conference on Women and Sport (Auckland, New Zealand). At the closing on the final day, members were selected as Young Voices and presented their statements together with the young leaders of each country. As a specialized organization, S.C.P.Japan supported the "Sports for Tomorrow" project on "Promotion of Gender Equality through Sports" by Juntendo University Women's Sports Research Center.



# Other activities



Received a pro bono support project from an NPO service grant. We created promotion materials with the educational pro bono support of Sumitomo Corporation's "100SEED".

For the sustainable management of our organization, we will use it as a material to explain our organization's efforts and to ask for cooperation, projects and support. In preparing the materials, we asked Sumitomo Corporation employees to participate in our organization's programs and conduct detailed interviews. We received great support, including interviews with related organizations.

## Lectures and trainings provided in 2022

In 2022, we were able to share and have a dialogue about our efforts on building an inclusive society and diversity with many people. We were able to conduct 27 lectures and training sessions in total.

January 8	NPO J Camp	March 20	Japan Society of Sport Sociology	September 12	Juntendo University Women's Sports Research Center
January 22	Chiba Prefecture	March 26	Japan Society of Physical Education, Health and Sport Sciences	September 30	Japan International Cooperation Agency (JICA)
January 26	Laureus Sports for Good Foundation	May 25	European Union National Institute	October 1	Tokyo Sports Association
January 31	Suginami Sports Public Interest Incorporated association	June 16	Women Win ONSIDE Fund	October 22	Japan International Cooperation Agency (JICA) Aomori
February 4	Tokyo Sports Association	July 12	Fagiano Okayama Academy	October 27	Association of Southeast Asian Nations (ASEAN)
February 11	Ally's Forest	July 14	WE LEAGUE	November 4	Korea Sports Promotion Foundation
February 25	Nissan Motor x Yamato Sylphid	July 28	Japan Olympic Committee	November 4	Pride House Tokyo
March 6	Ministry of Foreign Affairs JENESYS Program Youth Exchange (Rugby)	August 11	NPO J Camp	November 14	8th IWG World Conference on Women and Sports
March 19	Women Sport International	August 31	Japan Society of Physical Education, Sports and Health	December 4	NPO J Camp

## Interviews and Publications

We were published six times in the media in 2022.

Seikyo Shimbun, Mainichi Shimbun, Public Interest Industry Research Institute, “ELLE” Magazine, Monthly Magazine “Wedge,” Kaiseisha



# Everyone who supported S.C.P.Japan

## List of grant organizations (in alphabetical order)

〈ONside Fund〉

〈Children's dream fund〉

〈Sumitomo Life Health Foundation〉

住友生命健康財団

〈NIKE Community Impact Fund〉

〈The Nippon Foundation〉

〈FC Barcelona Foundation〉

## List of corporate partners (in alphabetical order)

silver partner

〈Nomura Holdings, Inc.〉

alliance partner

〈Happy lifecare, Inc.〉

support partner

〈PR TIMES, Inc.〉

〈Molten Corporation〉

## Business partners

〈Japan Inclusive Football Federation〉

〈Pride House Tokyo〉

〈Laureus Sport for Good Foundation〉

## 25 volunteers who supported us



# Finance

## Net worth statement

January 1st to December 31st, 2022

(Unit: Japanese Yen)	
Subject	Cost
( 1 )Income	
Basic asset management profit	114
Donations received	8,371,592
Business revenue	15,958,069
Subsidies received, etc.	12,573,701
Income total	36,903,476
( 2 )Expenses	
Expenses	22,259,564
Personnel expenses	11,196,199
Other expenses	11,063,365
Management fee	2,344,487
Personnel expenses	1,225,391
Other expenses	1,119,096
Total Expenses	24,604,051
Increase/Decrease in Accounts	12,299,425
General Net Asset Beginning Balance	8,504,263
General net worth at the end	20,803,688
Ending net worth	20,803,688

## Balance sheet

As of December 31, 2022

(Unit: Japanese Yen)	
Subject	Cost
I : Assets Section	
( 1 )Current assets	
Cash and deposits	21,292,441
Accounts receivable	2,134,133
Advance money	-
Accounts receivable	-
Total current assets	23,426,574
( 2 )Fixed assets	
1.Specified assets	
2.Other Fixed Assets	106,427
Total fixed assets	106,427
Assets Total	23,533,001

Subject	Cost
II :Liabilities Section	
( 1 )Current liabilities	
Accounts payable	1,855,973
Deposit	2,202,267
Total current liabilities	4,058,240
( 2 )Fixed liabilities	
Total fixed liabilities	-
Liabilities Total	4,058,240
III :Net Assets Section	
1.General Net Worth	20,803,688
Total net worth	20,803,688
Total liabilities and net worth	24,861,928

# History/Corporate Information

## History

2020	February 27	S.C.P. Japan established (corporate registration)
	July	Joined Pride House Tokyo Consortium
	August	Sports and international cooperation projects begins
	October	Collaboration with FC Barcelona Foundation beings, usage of SportNet methodology in programs beginPlay based education program through sports begins
2021	April	Projects related to sports and LGBTQ+ begins Collaboration with Japan Para-Football Federation begins
	May	Happy/Smile Soccer Class begins
	June	BreakTalks begin
	August	Support for gender equality projects through sports between Japan and ASEAN countries begin
	September	Collaboration with WE LEAGUE begins
	November	Domestic project support for the Laureus Sports for Good Foundation begin
2022	December	First regional independent project (Kanazawa City, Ishikawa Prefecture)
	May	Safeguarding program in sports begin
	June	"Find Fun Sports Class," an exercise class for girls with disabilities begin
	August	Women's empowerment projects through sports in collaboration with companies begin
	November	Introduced S.C.P.Japan's projects at the 8th IWG World Conference on Women and Sports (New Zealand)Members selected for the Young Voices

## Corporate information

Corporate name	一般社団法人S.C.P.Japan (Japanese name) Sport for Creating Pathways Japan (English name)	
location	〈Headquarters〉 1-293-4 EdogawadaiHigashi, Nagareyama City, Chiba Prefecture 270-0111	〈Office〉 445-1 Shimomigao, Noda City, Chiba Prefecture 278-0014
member	Aya Noguchi (Co-Director) 、Yuiko Inoue (Co-Director) 、Yuki Shigenami (Board Member) Sae Hashimoto、Machi Orime	



# Promise

## Our promise

We endorse the Japan Committee for UNICEF's "Children's Rights and Sports Principles" and declare that we will comply with the safeguarding policy established by the organization. In accordance with S.C.P. Japan's safeguarding regulations, we promise to conduct safeguarding training for our staff at least once a year.

Through our activities, we aim to contribute to the achievement of the Sustainable Development Goals (SDGs) set by the United Nations.

In particular, we are implementing projects related to Goals 3, 4, 5, 10 and 16.



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