

Highlighting Kyowa Kirin's initiatives across regions for PRIDE MONTH 2024



PRIDE MONTH is Celebrated in June Annually

Originally sparked by the Stonewall riots of 1969 in New York City, the Pride movement subsequently spread across America, and then, it has become a globally recognised phenomenon. Pride month is an opportunity to celebrate and commemorate lesbian, gay, bisexual, transgender and queer communities, which make up around 9% of the Global populationⁱ. Kyowa Kirin is engaged in LGBTQ+ initiatives worldwide. In this article, we will introduce some of these initiatives.

North America and EMEA

In Princeton, NJ, our North American base, employees participated in the Princeton PRIDE parade. Our, La Jolla, CA, employees look forward to participating in the annual San Diego PRIDE parade. The ERG (Employee Resource Group) in Kyowa Kirin North America held several fun and educational events as well. They launched a munch n' learn series with a session entitled "10 Years of Hope: Reversing inequities for HIV-positive organ donors and recipients" aimed at educating colleagues on the healthcare disparities that exist within the LGBTQ+ population and will close out the month with PRIDE trivia and a prepare-your-own rainbow candy bag event.



Activities in North Americaⁱⁱ

Within the EMEA region, every year colleagues from Kyowa Kirin International (EMEA) demonstrate their commitment to the LGBTQ+ community in August by participating in Brighton pride. The day consists of music, dancing and parading the streets of Brighton (UK), showcasing a drive for raising equality for the LGBTQ+ community.

Moreover, ERG groups spanning across Europe and North America plan regional activities to commemorate National Coming Out Day in October.

Japan

The largest LGBTQ+ event in Japan, *Tokyo Rainbow Pride*, takes place every year in April. Kyowa Kirin has participated in this event for the past two years by hosting booths and joining the parade. They also held an internal online session to share their experience with various employees in June. Such efforts have had a positive impact on the other sites in Japan, and this year volunteers from the Ube Plant (Ube City, Yamaguchi Prefecture) took part in the Pride Event held in Yamaguchi Prefecture.



Tokyo Rainbow Parade 2024ⁱⁱⁱ

Global

In 2022, we were proud for Kyowa Kirin to be awarded ‘Gold’ in the ‘Pride Index’, an index developed by the private association ‘Work with Pride’, which evaluates the efforts of companies and organisations regarding LGBTQ+ and other sexual minorities.



Continuing our commitment to drive initiatives forward by promoting diversity in the workplace

Our diversity is our strength: by creating a safe space which is welcoming to all, we are able to harness brilliant minds and kind hearts from all walks of life. When we acknowledge and embrace our differences, it allows us to learn, grow and move forward together as a stronger team.

At Kyowa Kirin, we embrace and proactively promote diversity, equity and inclusion in the workplace as an embodiment of our Core values: commitment to life, innovation, integrity and teamwork/Wa.

Reference:

ⁱ Ipsos. LGBTQ+ Pride 2023. <https://www.ipsos.com/sites/default/files/ct/news/documents/2023-05/Ipsos%20LGBT%2B%20Pride%202023%20Global%20Survey%20Report%20-%20rev.pdf> Last accessed: May 2024

ⁱⁱ Kyowa Kirin North America official X post. https://x.com/KyowaKirin_US/status/1806844652126953473

Last accessed: Aug 2024

ⁱⁱⁱ Kyowa Kirin official X post. https://x.com/KyowaKirin_JP/status/1802976406315614555

Last accessed: Aug 2024