

- Loren Fykes is an entrepreneur, adjunct professor in venture strategy, nonprofit founder and DEIB practitioner based in Tokyo. He designs and leads global projects in the fields of innovation and organizational transformation and has a solid track record in program management of DEIB initiatives in the APAC region. His passion for new frameworks pushed him to build the most successful platform in Japan for LGBTQIA+ entrepreneurs and professionals, Fruits in Suits Japan. As a gay, African-American, cisgender male and fluent in Japanese, he realized intersectionality was a source of strength to bring people together and bridge disparate perspectives. FinS was started to support those who didn't have 1) tools to "play the game" successfully, or 2) equal access to the best resources/financing (nor did they feel they belonged or were entitled to it). The group now has over 3,000 members, consults for several multinational companies in DEIB strategies and launched the first LGBTQ+ chamber of commerce, Pride Business Alliance Japan, an official affiliate of the NGLCC in Washington DC.

Fykes graduated with honors from Harvard University, did advanced graduate studies as a Mombusho scholar at Tokyo University and the MBA program at Australia Graduate School of Management. Fykes amassed fifteen years of experience as an investment banker and business development executive for companies such as JP Morgan Chase (formerly Jardine Fleming), MTV Networks, and Turner International, a division of Time Warner. Fykes is currently APAC Regional Program Manager for equity and inclusion at Google.