



Training to promote D&I at the University of Tokyo

SOGIE Diversity

UTokyo Center for Coproduction
of Inclusion, Diversity and Equity

1. Respect for Diversity

Constant dialogue among the diverse members of the University of Tokyo community is essential to the university's commitment to respect fundamental human rights and to achieve academic excellence. **The University of Tokyo guarantees that no members of our community will be discriminated against based on race, ethnicity, nationality, sex, gender identity, sexual orientation, age, language, religion, beliefs, political or other opinions, background, property, lineage or other social position, marital status, family relationships, lifestyle, disability, health status, career, etc.**

2. Promotion of Inclusion

The University of Tokyo respects the spirit of inclusion and, in all of its activities, strives to reflect the diverse perspectives of its community. The university guarantees the opportunity for its diverse constituent members to participate in all of its activities, including decision-making processes, without being unreasonably excluded due to any attribute or background. The university also strives to ensure that not only its constituent members but all those who collaborate with the university are respected and are aware that they belong to a community that shares the principles of this statement.

Have you ever heard of SOGIE?

What is SOGIE?

SOGIE stands for Sexual Orientation, Gender Ientity and Expression.
It refers to the gender and sexual aspects of an individual.
All of us have a SOGIE.

SO GI E

Sexual Orientation

Gender Identity

Gender Expression

Goal

To gain basic knowledge of and deepen understanding for respecting SOGIE diversity, as part of our efforts to carry out the University of Tokyo Statement on Diversity & Inclusion

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1. What is SOGIE diversity?
2. Things we need to know to respect SOGIE diversity
3. Examples of when SOGIE diversity is undermined
4. How can we respect SOGIE diversity?
5. How to learn more about SOGIE diversity (reference links and consultation services)

1. What is SOGIE Diversity?

Sexual Orientation

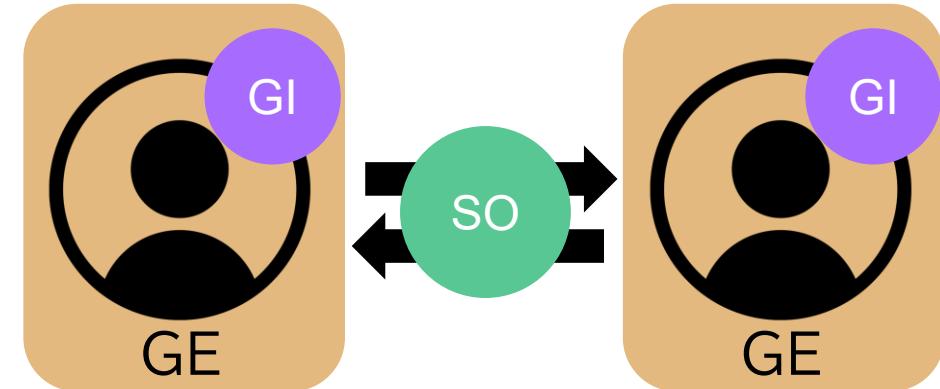
→ Who a person is romantically and/or sexually attracted to

Gender Identity

→ A personal sense of one's gender and the internal identity they maintain

Gender Expression

→ How a person expresses their gender



Everyone has a SOGIE. It is a concept that relates to everyone and to the human rights of each individual.

There are diverse types of SOGIE, which all deserve respect. But the SOGIE of some people are not being respected. Enhancing understanding and respect for SOGIE diversity will help to protect the human rights of individuals.

Sexual Orientation

A concept referring to the objects of sexual attraction

Homosexual (Lesbian, Gay): Attracted to people of the same sex as one's own identity

Heterosexual: Attracted to people of a different sex than one's own identity

Bisexual: Attracted to people of both the same and a different sex

Pansexual: Attracted to people of all genders

Asexual: Little or no sexual attraction toward others

※In some cases, the concepts of sexual and romantic orientation are separated as two different things.

Romantic orientation: A concept that indicates whether someone is romantically attracted or not, and who the objects of their romantic attraction is.

(Examples: lesbian/gay, biromantic, heteroromantic, aromantic, etc.)

Gender Identity

A concept referring to the personal sense of one's own gender and what gender one identifies with

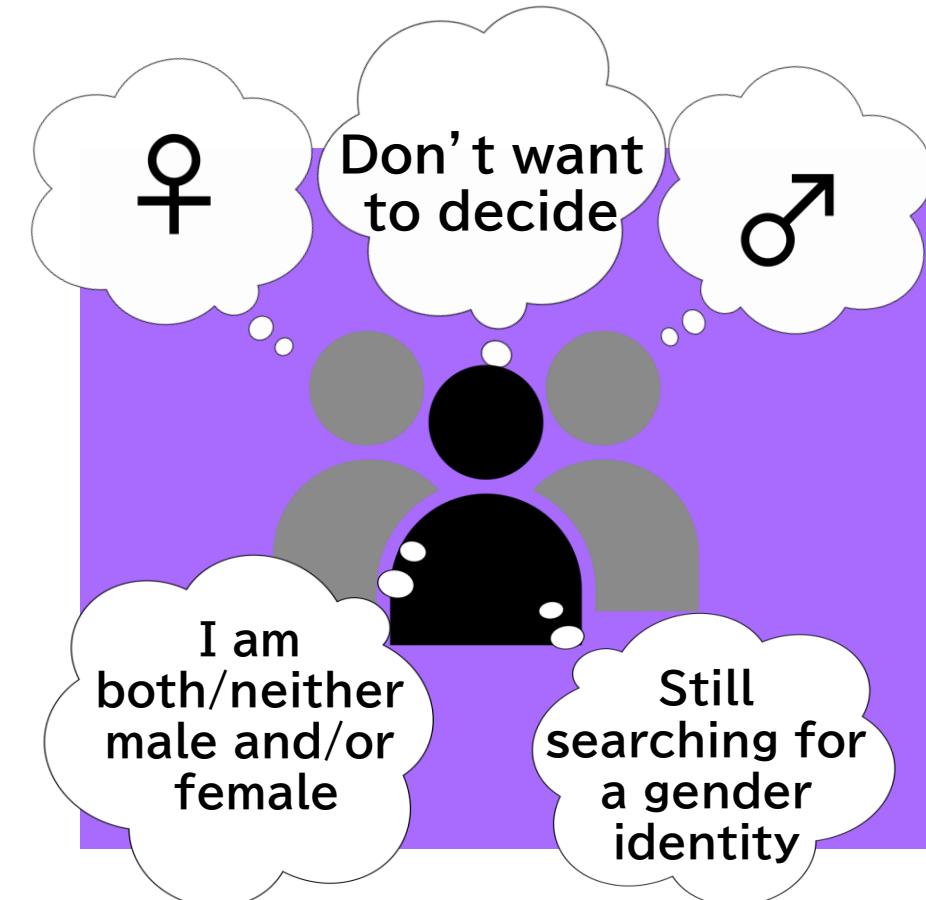
Transgender: General term describing people who feel discomfort with their assigned sex at birth (gender registered in legal documents) and who wish to live as a different gender (including people with gender dysphoria or gender incongruence)

Nonbinary: People whose gender identities are outside the gender binary of male or female (≒ Gender Queer)

Gender Fluid: A state of (or a person with) variable gender identity

Cisgender: People who have the same gender identity as their assigned sex at birth (gender registered in legal documents)

Gender Identity



Other concepts related to SOGIE

- **Questioning:** The process of exploring one's sexual orientation and/or gender identity because one is unsure of one's gender or does not want to have it fixed.
- **Queer:** Refers to the lifestyle or attitude of sexual minorities rather than their sexuality. Use of the term implies "we are NOT queer in the sense of strange or peculiar."

→ Terms such as LGBT, LGBTQ, and LGBTQ+ that refer to gender minorities represent the first letters of Lesbian, Gay, Bisexual, Transgender, and Questioning or Queer. In addition to the terms SOGI and SOGIE, LGBT(Q) is often used by members of gender minorities to express their own identity.

Gender Expression

A concept referring to how a person expresses their gender as manifested in their appearance (such as clothing, hairstyle, accessories, and makeup) as well as in their gestures, behavior, language use, name, and identity documents.

※Note: Ways of gender expression do not necessarily include elements of sexuality.



→ Gender expression may or may not correspond to the individual's gender identity. Some people incorporate their own unique gender expressions that may fall outside the cultural binary of masculine and feminine norms of the society they belong to.

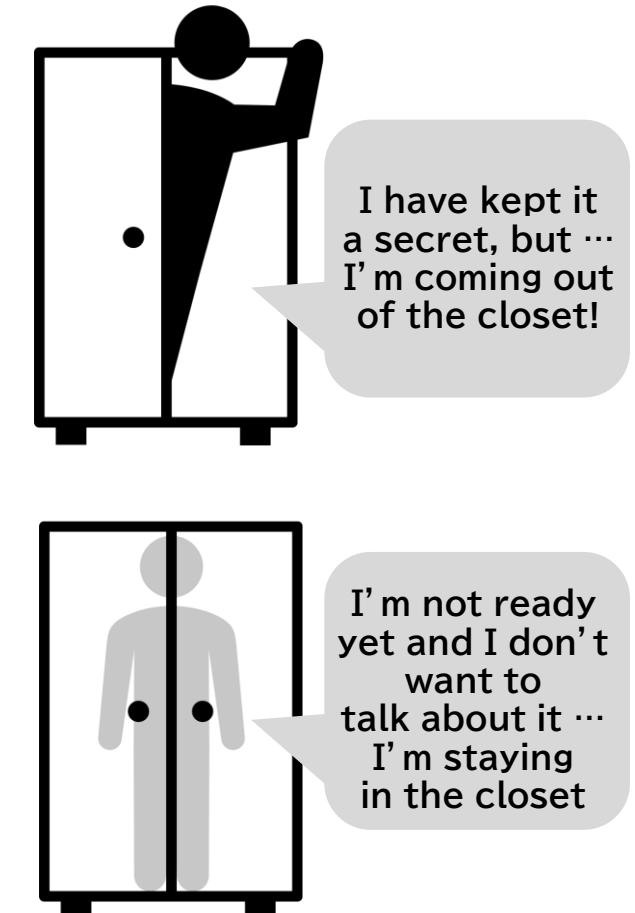
2. Things We Need to Know to Respect SOGIE Diversity

Coming out (of the closet)

LGBTQ+ person's self-disclosure of their SOGIE (sexuality)

People come out in different contexts and for various reasons, but quite often, they are forced to come out due to disadvantages caused by the gender binary views and heteronormativity of society.

Coming out is not a one-time event. Every member of a sexual minority has to constantly make a judgment call whether to do so. Whether to come out, to whom, and when are choices that the person should make as necessary and at their own discretion and should never be forced upon them by someone else.

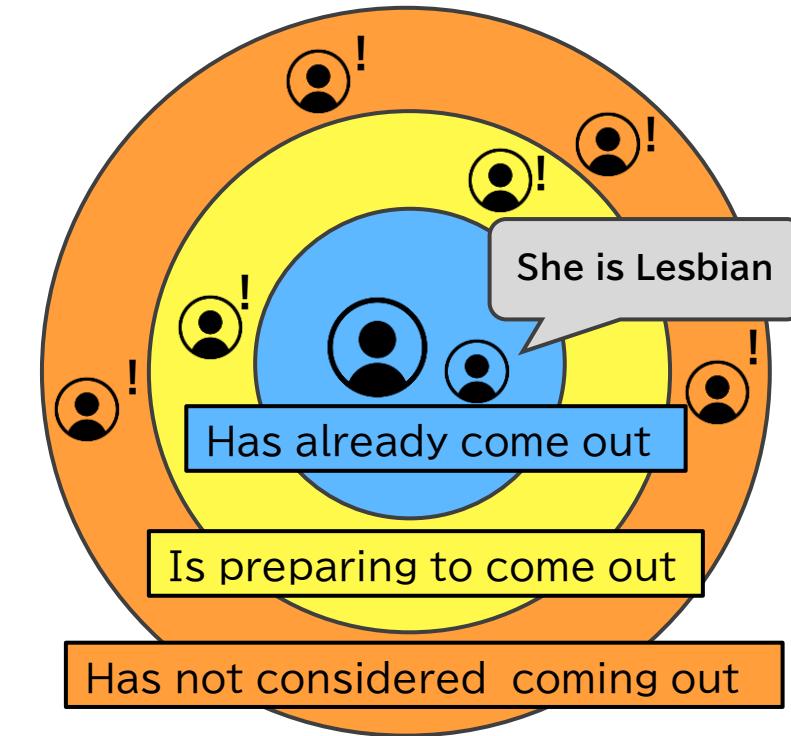


Closeted: Refers to a state where a person has not disclosed their sexual orientation or gender identity —“in the closet”

2. Things We Need to Know to Respect SOGIE Diversity

Outing

The act of revealing to others that a person is LGBTQ+, the person's SOGIE, or other sexuality-related information obtained from the person or otherwise without obtaining that person's consent.



LGBTQ+ people are always carefully selecting whom to come out to and the scope of people to share their SOGIE information with (i.e., zoning). In most cases, LGBTQ+ people decide to come out after careful consideration, based on confidence that the information will be kept a secret between themselves and the other person.

Outing is an act of betrayal. It abuses the trust of the person who shared their personal information and deeply traumatizes that person.

Outing also constitutes a violation of privacy and human rights. It goes without saying that outing can even be a matter of life and death.

3. Let's think about it through examples.



But first a word of precaution...

Trigger warning

The following slides show cases in which SOGIE diversity has been undermined.

They may remind you of a painful experience or could be upsetting. Please do not push yourself into reading them if it would be painful. Proceed at your own pace. If necessary, you can skip the case studies and go on to the next section, “How Can We Respect SOGIE Diversity?,” on Slide 16.



Case 1: Comments that may hurt

**Comments like those below may hurt others
even if you mean no harm.**

You seem close. Are you two
dating?
(addressed to people of the same
sex)

LGBTQ+?
I don't know anyone like that.
I don't mind if someone is an LGBTQ+,
but I don't want them to talk about it.
I don't want to know.

These are the kind of things
that women/men like, right?



It's a shame you don't
want a romantic relationship.

Don't you have a boy/girl
friend?
Aren't you getting married?
What about kids?

That woman/man over there!
(calling on someone based on
their appearance)

Case 2: How would you respond if someone comes out to you?

Responses like those below hurt!

I think it's a temporary thing.
You'll get over it.
(refusing to accept the confession)

I don't mind that, but don't fall in love with me.
(making presumptions, showing bias)

What?! I didn't want to know that.
(rejection)

I have no bias at all!
Speaking about gender, how do you deal with XX, ...what about YY?
(showing excessive curiosity)



Examples:

- “Thank you for trusting me. I’m glad you told me.”
- “Turn to me anytime if there is anything I can do to help.”
- “I see. That doesn’t change how I feel about you. You are you and nothing else.”
- “Let’s talk about love when you find a partner! / Introduce me to your partner when you have one!”
- “I want to learn more about these things so that I won’t hurt you out of ignorance.”

How should we respond?

There's no one-size-fits-all response, because the background and purpose of coming out are different depending on the person and what may be a pleasant or reassuring response.

What can be said to be common to everyone who comes out is that **the person has spent a lot of time thinking about it over and over again, and that it took a lot of courage to talk about it.**

You should be aware that **the person’s faith and trust in you underlie their confession and you should respond as appropriate according to your relationship with that person.**

For reference, below are a few examples of responses that actually made LGBTQ+ people feel reassured or happy.

Case 3: Outing someone without their consent



I thought that the person's SOGIE was not a secret because they told me about it, so I talked about it with someone else.

I thought that the person was not hiding that they are LGBTQ+, since they had shared the information with members of their student club, seminar, etc. That's why I talked about it to another person who was not part of the same club, seminar, university, etc., without obtaining their consent.

A member of my family told me that they were LGBTQ+. I mentioned it to a friend of mine who had no direct connection with them.

I took a photo at an LGBTQ+ event where many LGBTQ+ people gather. I posted the photo on my social media account without hiding the faces of the people who were visible in the background.

The above acts are unwanted outing!

An outing is not something that occurs only between people who are and are not LGBTQ+. When an LGBTQ+ person talks about another LGBTQ+ person or posts a photo or information on their social media account without obtaining the other's explicit consent, it may well be deemed as an outing.

4. How Can We Respect SOGIE Diversity?



(1) Become aware of your unconscious bias and update your knowledge

Not only words deliberately aimed at causing discomfort to others, but those uttered without a harmful intention may all too often hurt members of the LGBTQ community and other minority people. **Such verbal, behavioral, or environmental expressions of derogation, whether intentional or unintentional, in everyday life targeted at certain individuals or groups that make the target feel uncomfortable or unpleasant are called microaggressions** (Sue, 2020). Microaggressions are often rooted in unconscious bias.

Unconscious bias is shaped by experience and by what people have heard and seen in the past, reflecting how the brain works to perceive and interpret everything from objects to situations based on learned associations. No one is free of unconscious bias. It is difficult to recognize by oneself because it's unconscious, but it automatically comes into play when one tries to perceive something and it affects our behavior and decision making (Amarette Filut et al., 2018). Becoming aware of one's unconscious bias leads to reflecting on one's own mindset, tendencies, and everyday behavior, thereby reducing acts of microaggression.

To become conscious of things you do unconsciously, **it is important to re-examine your thoughts and values**. It may be that you can't get rid of your unconscious bias because of a lack of knowledge. **Updating your knowledge also helps to avoid hurting others.**

4. How Can We Respect SOGIE Diversity?



(2) Interact with others as individuals, not as members of groups or categories based on their attributes

Do not judge others based on their attributes or category, and do not impose your own views and values about those attributes and categories. It is important to build interpersonal relationships as an individual interacting with another individual, based on the understanding that people are different.

Comments that stem from assumptions and stereotyping of SOGIE can be deemed to be discrimination or prejudice, even if they were meant as compliments or had other positive intentions.

Examples: “Gay people are fashionable.” “Being bisexual is an advantage, since you’ve got a larger pool to choose from.” “Don’t worry. You look like a person of the gender you identify with [said to a transgender person].”

4. How Can We Respect SOGIE Diversity?



(3) Think about it as your own problem, not as a binary issue between LGBTQ+ and others

Too often, we think of diversity issues as other people's problems, not our own. In other words, people tend to think "I know there are minority people, but what's that got to do with me?"

To deepen our understanding about diversity, it helps to approach the issue as a problem of your own or of someone close to you, rather than as an issue of majority versus minority.

This approach provides hints for building relationships and an environment where everyone can feel safe and secure. As a result, it brings us closer to a more inclusive society that leaves no one behind.

4. How Can We Respect SOGIE Diversity?



(4) When you are worried or don't understand something, find a person or a place where you can talk about it.

When you are afraid you might unknowingly hurt someone or you are unsure of what to do and are having difficulty deciding alone, don't keep the problem to yourself. It is important to find a person or a place where you can talk about it.

For example...

It may be difficult to decide alone how to respond to the following situations:

- When someone comes out to you
- When you learn that someone you know or is close to you is outing another person (i.e., disclosing someone's SOGIE without that person's consent)
- When you learn that a person is LGBTQ+, but that person has not directly come out to you



When you consult others, you need to be prudent in choosing whom to talk to and where to discuss the matter to avoid unintentionally outing someone. You can also turn to on-campus professional counselors bound by confidentiality obligations.
(For information on counselling/support services available on campus, please refer to the 'Action Guidelines for Students on Sexual Orientation and Gender Identity Diversity at the University of Tokyo'.)

4. How Can We Respect SOGIE Diversity?



(4) When you are worried or don't understand something, find a person or a place where you can talk about it.

The basic premise is that the university authorities should ensure an environment where everyone is respected and protected from the violation of their rights, and that all members of the university community should be aware of respecting diversity. Unfortunately, however, some LGBTQ+ people may still experience undue embarrassment and have their rights undermined.

The following four actions are said to help LGBTQ+ people protect their rights



**Say clearly
“No” or “Stop that.”**



When someone says or does something that hurts you, record it in as much detail as possible.
(Take a screenshot, take notes, etc.)



Move away from unpleasant people and situations and stay in places where you can feel safe.



Don't keep the problem to yourself. Talk to someone you can trust in a safe environment.

5. How to Learn More about SOGIE Diversity (reference links and consultation services)



● Reference Links

- University of Tokyo. (2024). Guidelines for Students on Diversity of Sexual Orientation and Gender Identity at the University of Tokyo. (<https://www.u-tokyo.ac.jp/content/400232570.pdf>)
- AY2023 Gender Equity Training "Understanding Our Own Biases" (https://tv.he.u-tokyo.ac.jp/course/12123/?interface_language=en)
- From the Office for Gender Equity to freshmen students 2024 (<https://tv.he.u-tokyo.ac.jp/lecture/6053/>)

References

- Derald Wing Sue. (2020). Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation. (Microaggressions Research Group, Trans.) Akashi Shoten.
- Amarette Filut, Anna Kaats, and Molly Carnes. (2018). The Impact of Unconscious Bias on Women's Career Advancement (Hisako Otsubo, Junko Tanaka, Trans.). The SASAKAWA Peace Foundation. <https://www.spf.org/global-data/2018070319201159.pdf>
- University of Tokyo. (2024). Guidelines for Students on Diversity of Sexual Orientation and Gender Identity at the University of Tokyo. <https://www.u-tokyo.ac.jp/content/400232570.pdf>
- “Words I was happy to hear when I came out” based on experiences of LGBTQ+ people—Let’s think beyond gender—NHK Minna de Plus:
<https://www.nhk.or.jp/minplus/0029/topic141.html>
- Hideki Sunagawa. (2018) *Coming Out*. Asahi Shimbun Publications.

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IncluDE is looking forward to your opinions and feedback regarding the training. Please respond via the QR code or the provided link. (Time required to answer: approximately 5 minutes)



Here is the link:

<https://forms.office.com/r/tzxp8m77nB>