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Pride E-Learning

LGBT+ Training Materials

Diversity & Inclusion Pride@Mercari





Help you better understand the LGBT+ community and promote D&I

Pop Quiz!



- What's the difference between **sex**, **gender**, and **sexual orientation**?
- Why does this **matter** for your company?

The LGBT+ Acronym

| The LGBT+ Acronym

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Lesbian

Gay

Bisexual

Transgender

Queer/Questioning

Intersex

Asexual

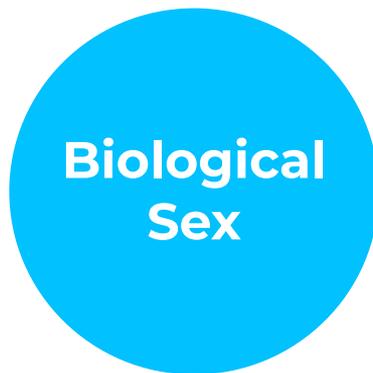
Ally

+

The LGBT+ Acronym

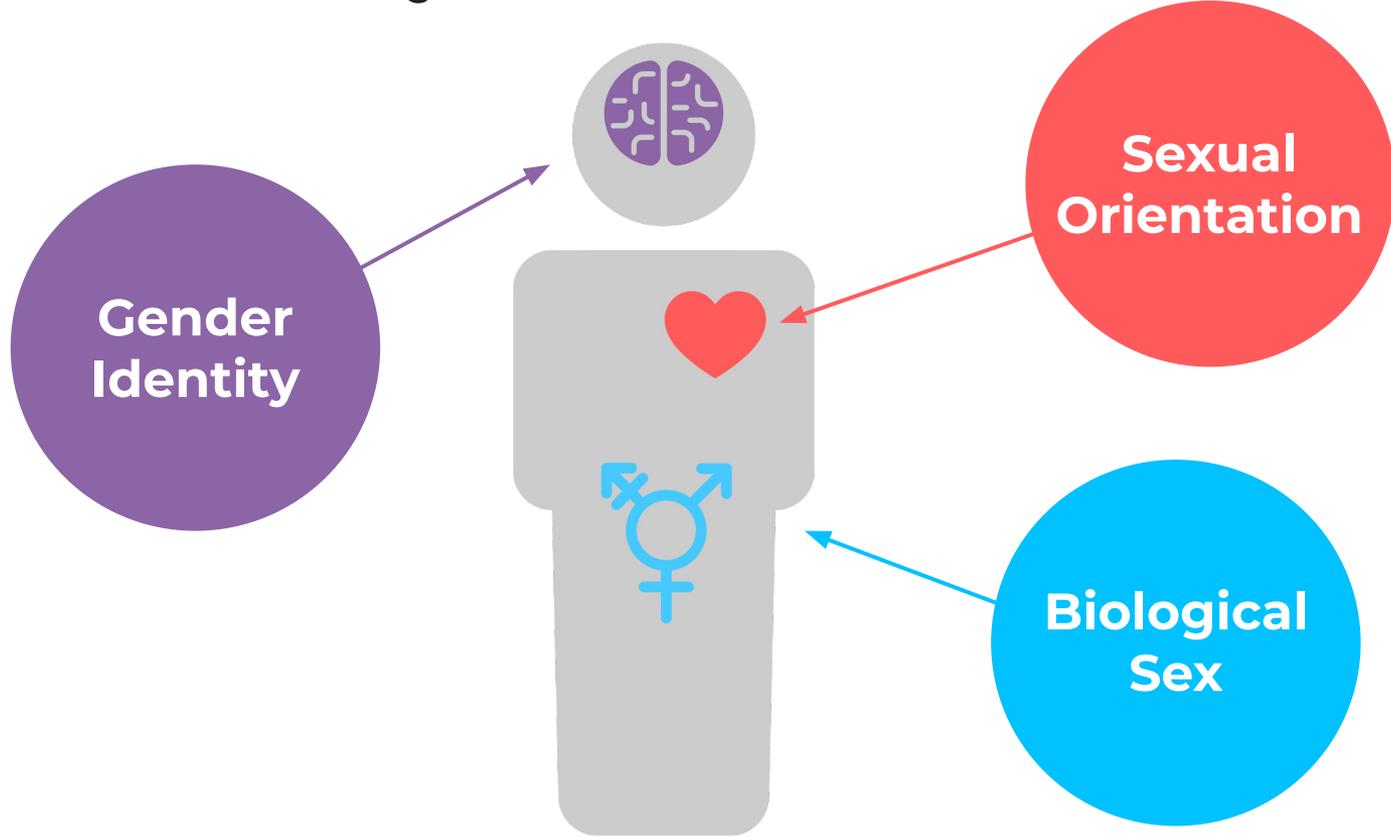
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- L**esbian
- G**ay
- B**isexual
- T**ransgender
- Q**ueer/Questioning
- I**ntersex
- A**sexual
- A**lly
- +**



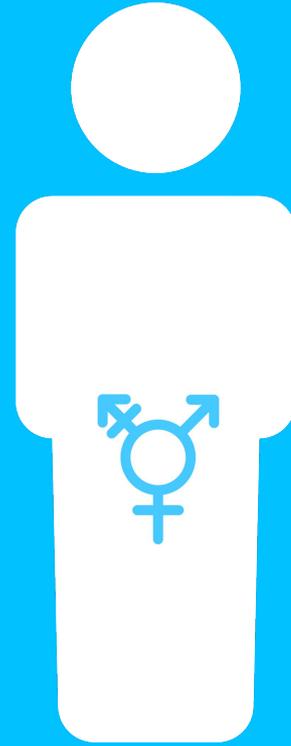
The LGBT+ Acronym

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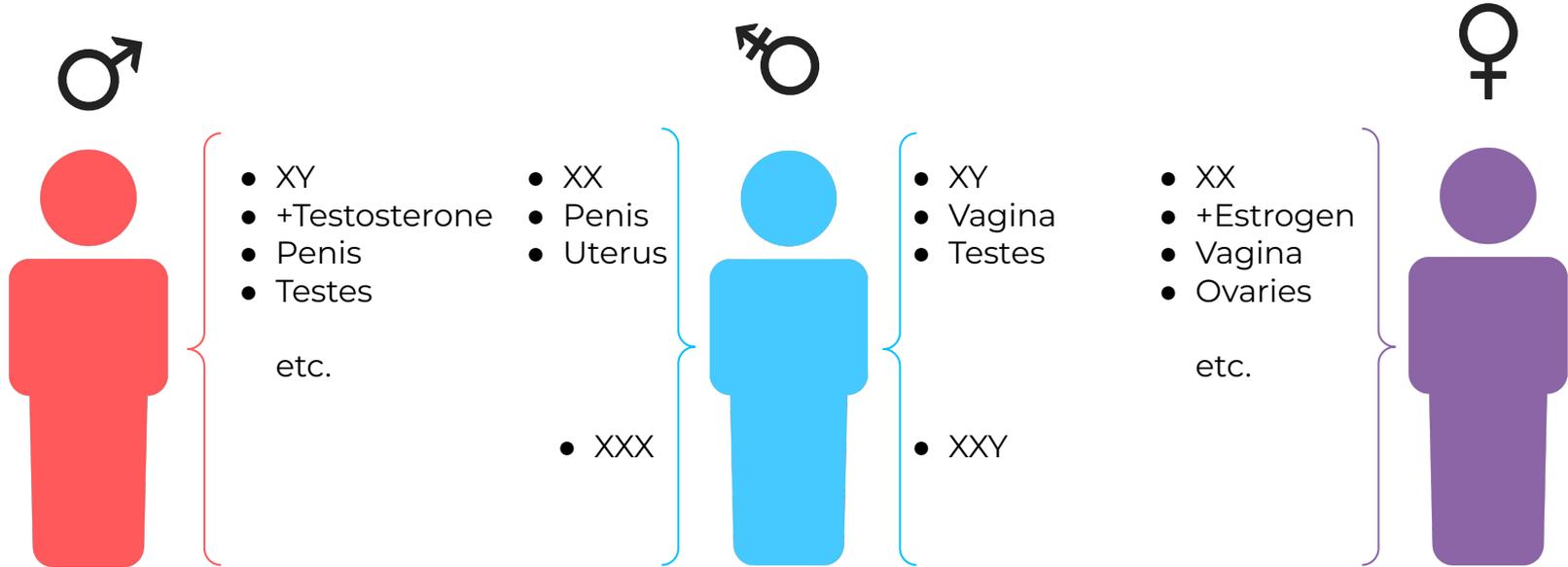
Biological Sex

The anatomical, genetic, or physical attributes of a person.



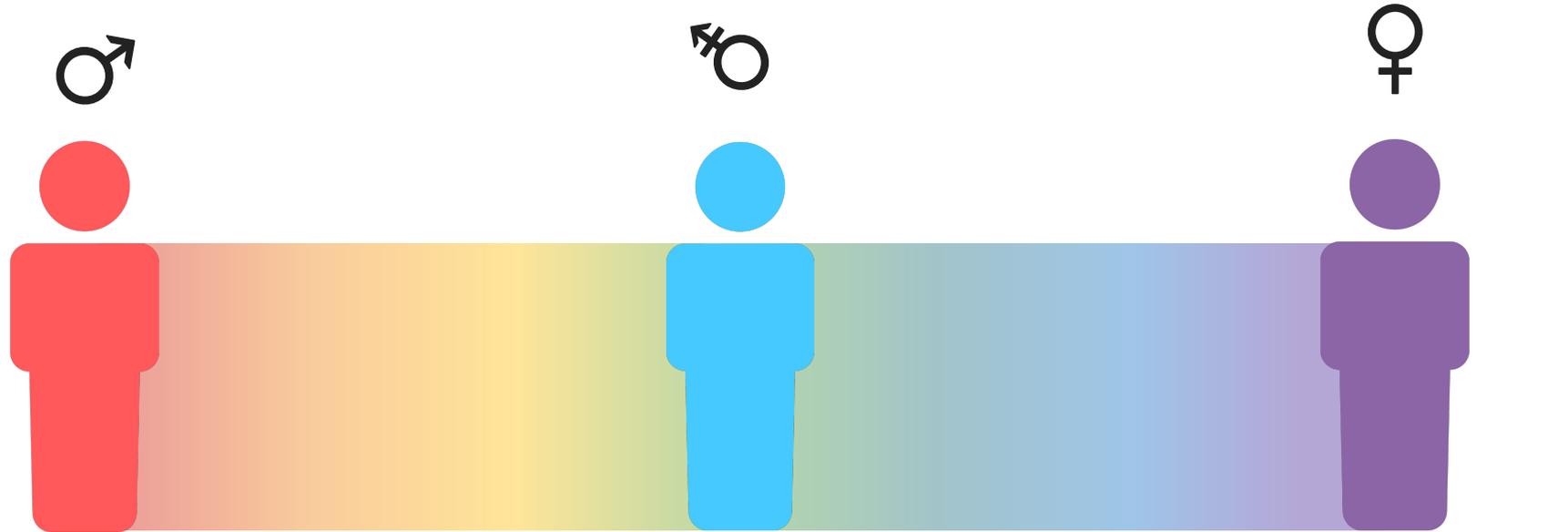
Biological Sex

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Differences in Sex Development (DSD) (Intersex)

Biological Sex



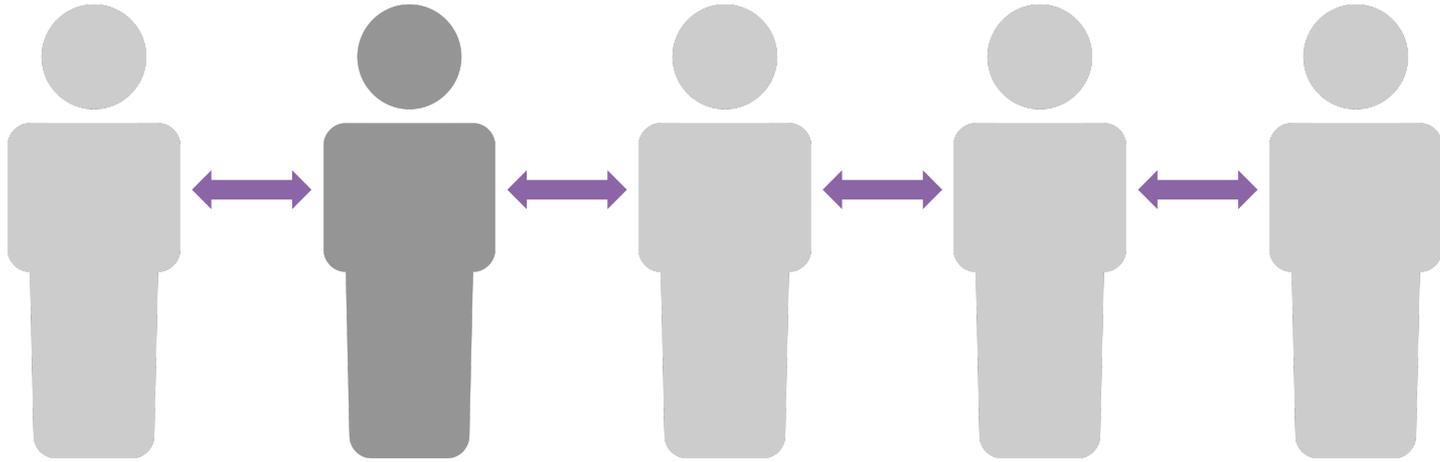
Sex can be considered a **spectrum**

Biological sex is considered a spectrum when seeing sex as a combination of hormones, chromosomes, and other attributes as a whole.

Gender

The range of characteristics/roles associated with masculinity or femininity or otherwise.





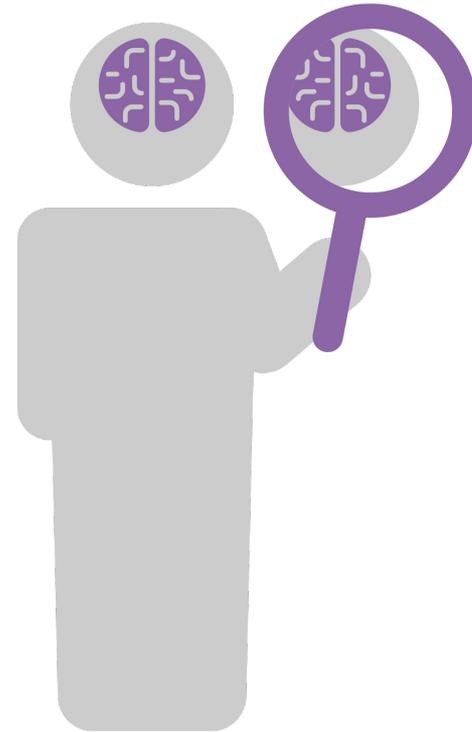
Gender **doesn't depend** on people's bodies

| Gender Identity

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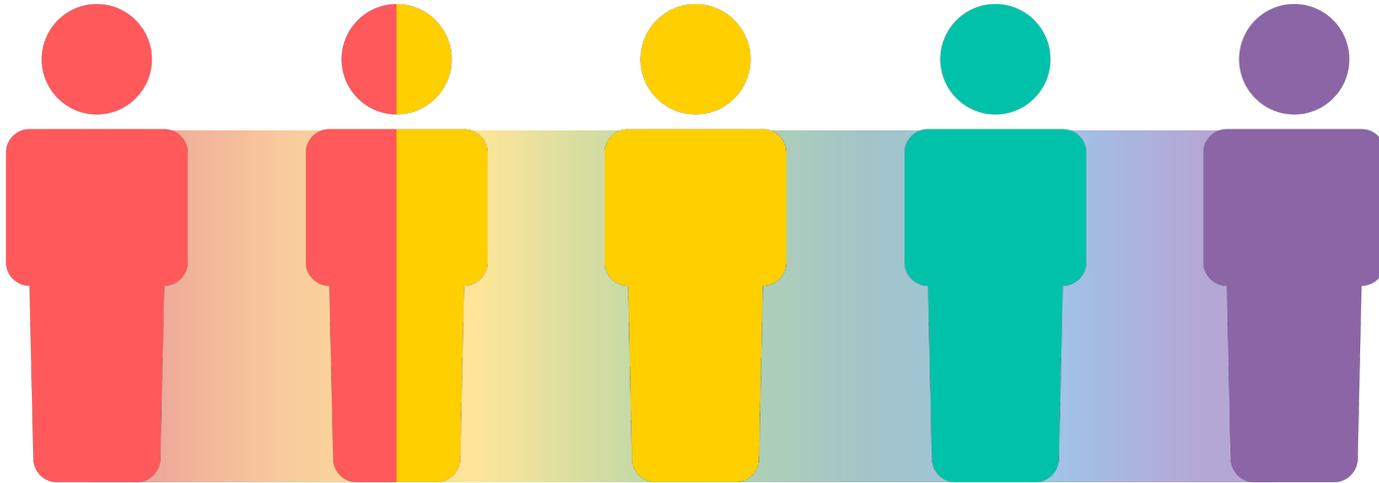
Gender identity is

a person's own sense of their gender.



Gender Identity

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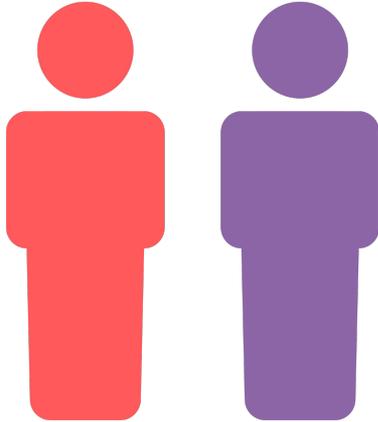


Gender identity is considered a **spectrum**

| Gender Identity

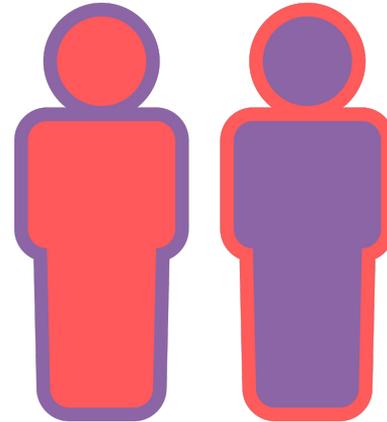
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Cisgender



Biological sex (body) **matches**
gender identity

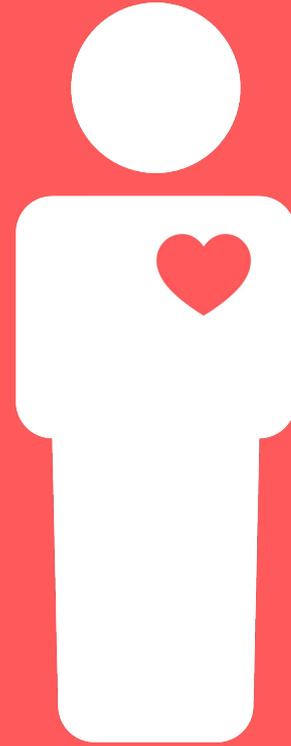
Transgender



Biological sex (body) **doesn't match**
gender identity

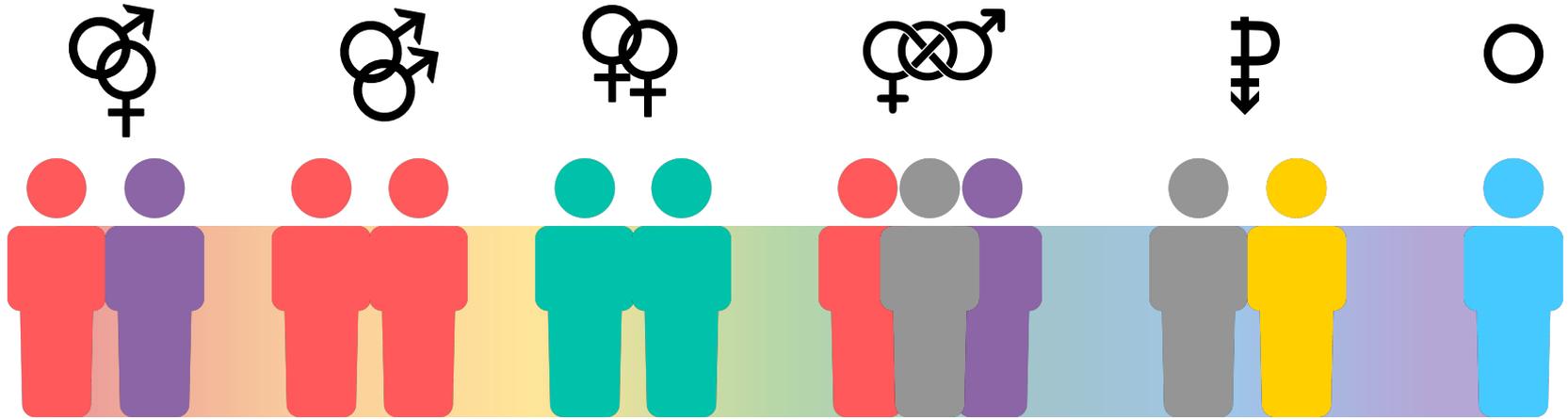
Sexual Orientation

The gender(s) someone is sexually or romantically attracted to.



Sexual Orientation

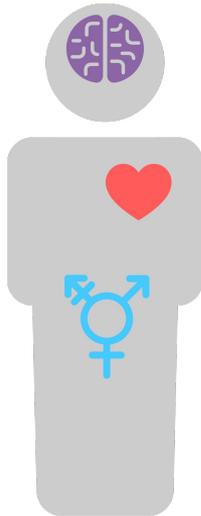
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Sexual orientation is considered a **spectrum**

LGBT+

Sexual and gender diversity



Biological Sex

The person's body



Gender Identity

The person's own sense of their gender

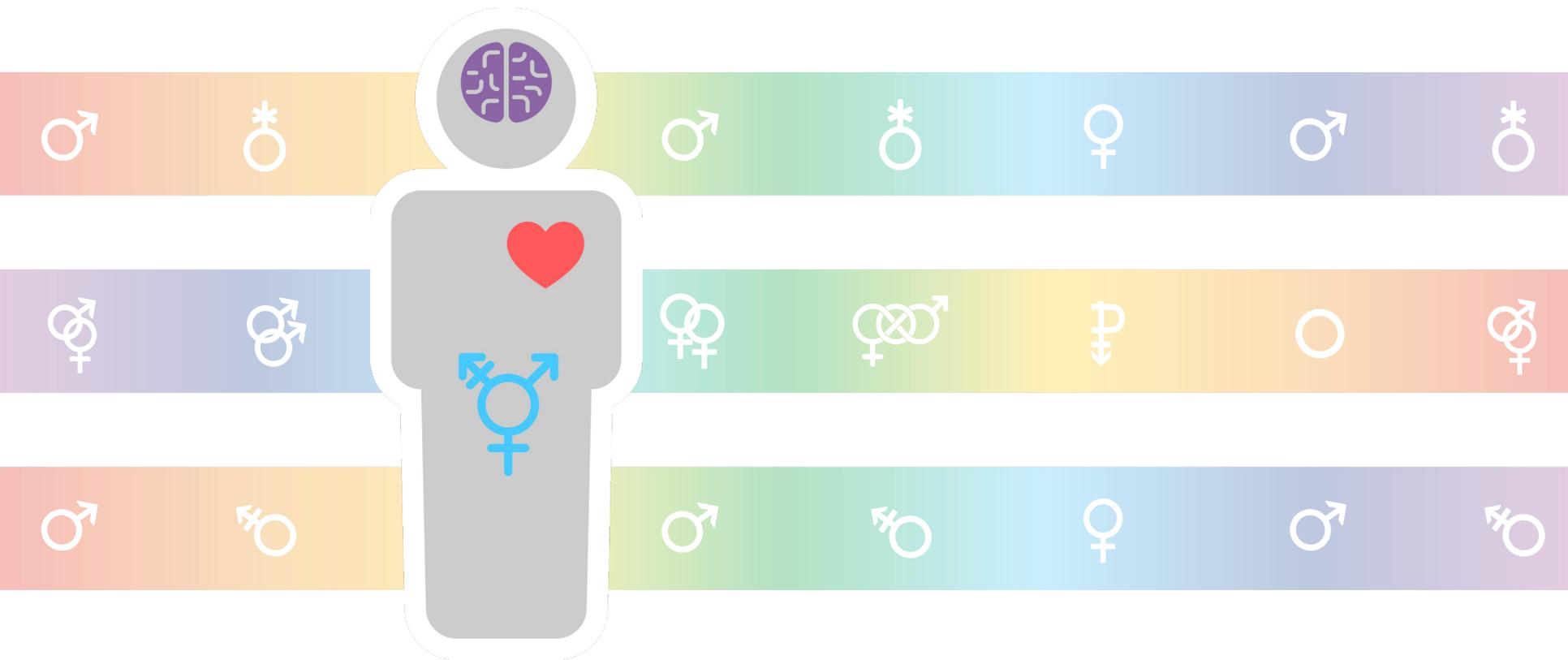


Sexual Orientation

The gender(s) the person is attracted to

Recap

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Why This Matters: Mercari's Case

Why This Matters

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▶ Mercari's Case

Headquarters in
Tokyo, Japan

Importance for
Everyone in the
Company

Support for the
LGBT+
Community

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| Headquarters in Tokyo, Japan

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(Mercari's Case)

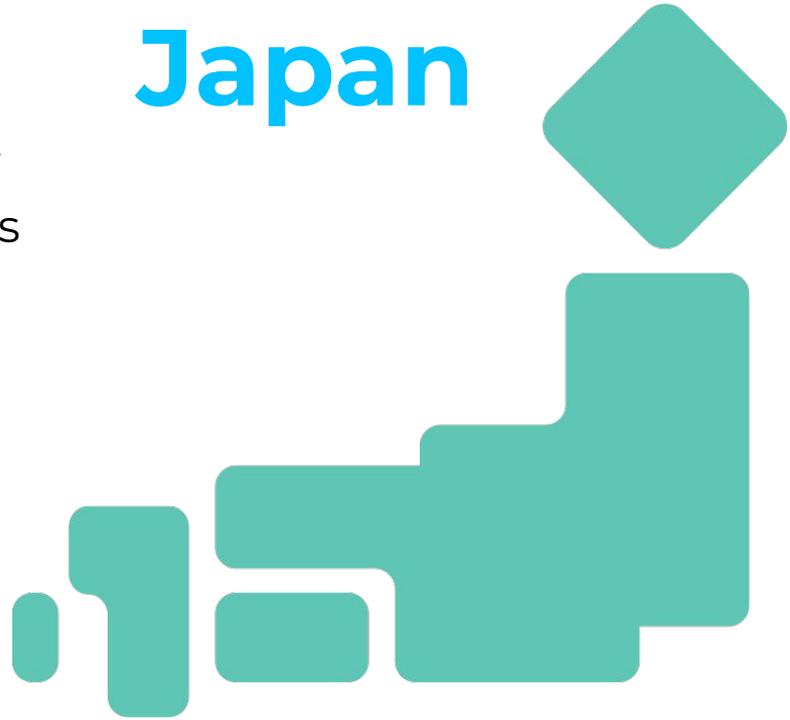
Equal Employment Opportunity Law

- Sexual harassment applies in cases where both individuals are of the same sex/gender

Power Harassment Prevention Law

- Recognizes SOGI harassment
- Includes **outing** others

Japan



| Headquarters in Tokyo, Japan

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(Mercari's Case)

- Ordinance **prohibiting discrimination** against LGBT+ individuals
- Same-sex partnerships

Tokyo



Why This Matters

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▶ Mercari's Case

Headquarters in
Tokyo, Japan

Importance for
Everyone in the
Company

Support for the
LGBT+
Community

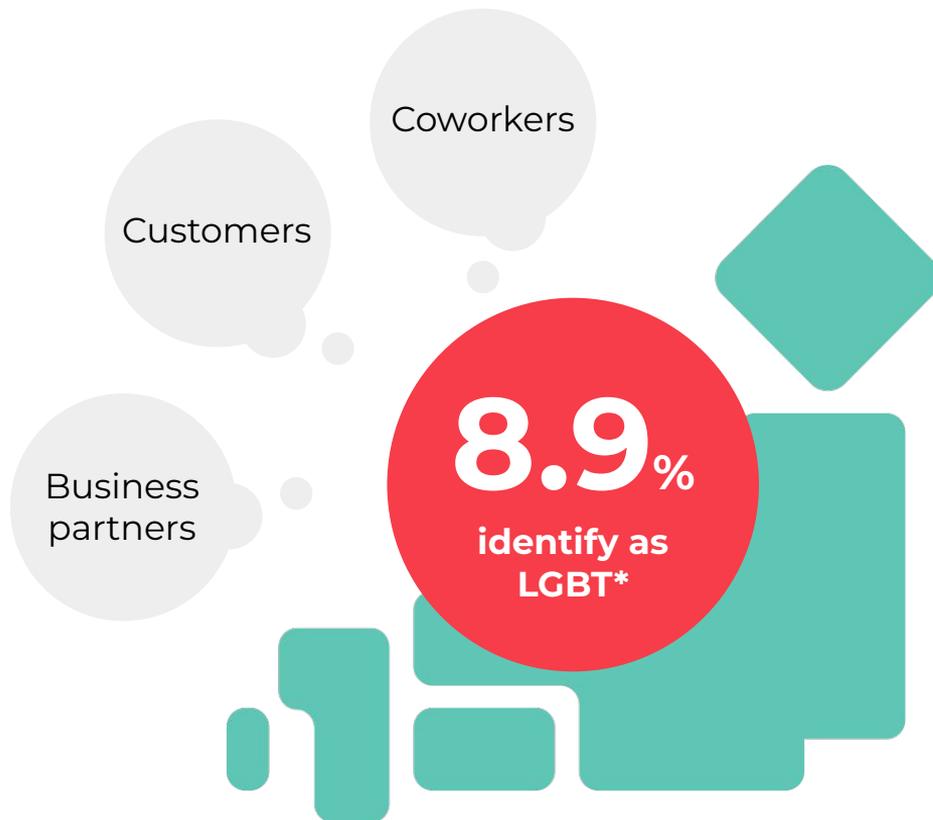
Importance for Everyone in the Company

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(Mercari's Case)

Business relations

- Always treat others with respect



*Source: Dentsu Diversity Lab, ["LGBTQ+ Survey 2020"](#)

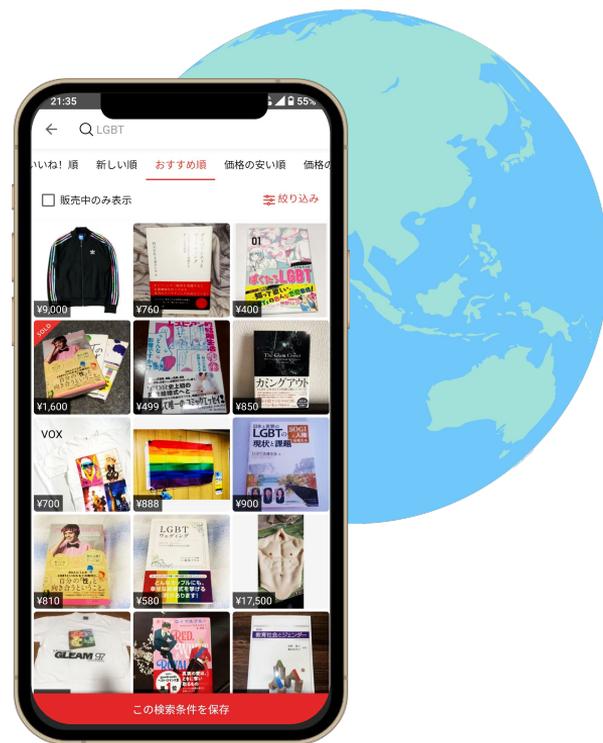
Importance for Everyone in the Company

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(Mercari's Case)

Going global

- Global LGBT+ consumers
- Global LGBT+ laws
 - Worldwide investors
 - ESG
 - Support for business trips



Importance for Everyone in the Company

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(Mercari's Case)

Inclusive teams make **better decisions up to 87%** of the time*

Improved productivity

- Psychological safety
- Talent attraction/retention



*Forbes "[Diversity + Inclusion = Better Decision Making At Work](#)".
White Paper [here](#).

Why This Matters

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▶ Mercari's Case

Headquarters in
Tokyo, Japan

Importance for
Everyone in the
Company

Support for the
LGBT+
Community

Support for the LGBT+ Community

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Internal regulations

- Sexual, power, and SOGI harassment policies

Equal benefits for LGBT+ employees

- **Merci Box**
 - Nursing care and childcare leave
 - Childbirth leave/allowance
 - Support for fertility treatments
 - Congratulatory leave/money
 - Relocation allowance

and more!



| Support for the LGBT+ Community

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(Mercari's Case)

Mercari supports the LGBT+ community

- Pride@Mercari Community
- D&I initiatives
- LGBT+ Help Desk



**Let's look at the questions from the
beginning one more time!**

| Now you know these answers!

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- What's the difference between **sex**, **gender**, and **sexual orientation**?
- Why does this **matter** for your company?

We must respect sexual and gender diversity



Thank you!

Diversity & Inclusion

Pride@Mercari

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