




Understanding and Promoting Gender Awareness

○ Introduction

- Left-handed people: 1 in 10 individuals 
- The top 8 family names in Japan — Sato, Suzuki, Takahashi, Tanaka, Watanabe, Ito, Nakamura and Kobayashi — account for 8.69% 
- This is almost the same percentage as the LGBTQ+ population, which is 8.9% 

○ What Is “LGBTQ+”?

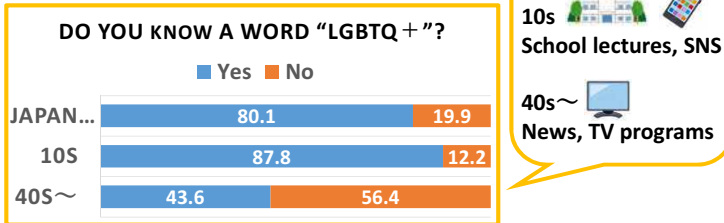
Four elements when considering sexual diversity:

1. “Legally assigned gender” at birth
2. “Gender identity”
or how the person recognizes their own gender
3. “Gender expression” or how the person socially behaves
4. “Sexual orientation”
or the gender the person is attracted to

LGBTQ+ : the entire sexual minority community

- ♀ Lesbian
- ♂ Gay
- ♀♂ Bisexual
- ♂♀ Transgender
- Queer or Questioning
- 🌈 + other sexual minorities


The awareness of LGBTQ+




The rate of coming out in workplace : only 29.7%

→because they are afraid of outing, where information about their identity is spread without their confirmation

○ Interview with Those Who Do Not Understand LGBTQ+


- Interviewees: three people in 50s to 60s 
- 1. “How much do you know about LGBTQ+?”
 - I don’t know much, no one teaches me, and there is no opportunity to talk about this topic.
 - If I don’t actively search for the information, I won’t know about it.
- 2. “What do you think about LGBTQ+ people?”
 - My thoughts change depending on my relationship with the person
 - Others: Let them free 😊
 - Friends: I consider it but won’t ask deeply. I can accept it. 😊
 - My own child: I will make an effort to accept it, but it might not be possible. I’m not sure if I can be a good parent. I want to help my child in this case, but I don’t know how to help and blame myself as a parent. 😞
- In general, this topic is taboo.
- There might be LGBTQ+ around me, but since I have never met them, I don’t believe they exist.


○ Interview with LGBTQ+ People

- Interviewees : Shimane Chokkoshi LGBTQ+ Consultation Room four members in 20s to 60s 
- 1. “Why did you decide to come out?”
 - Because hiding my self becomes mentally challenging.
 - I came out to my parents three times in total; finally accepted after the third letter. It was hard time.
 - I decided to come out after being diagnosed with gender dysphoria at a hospital
 - Coming out was necessary when my parents permitted gender changing surgery.
 - I came out my family when having a romantic partner.
- 2. “Did you experience any emotional changes after coming out?”
 - I was happy to be accepted by same-age people.
 - I was shocked because my parents worried about siblings and my future.
 - I felt lonely that I was useless living because I was unable to pass on genes.
 - I don’t feel discriminated thanks to changing the society better.
- 3. “How do you feel about people who may not understand LGBTQ+?”
 - Simply because they have never met LGBTQ+
 - Unknown things are considered fearful, and there are unconscious biases and prejudices.


○ Situation in Shimane Prefecture

A partnership oath system in October of this year 

- The first Rainbow Parade in November 25th
- The purpose is to make people aware that LGBTQ+ exist in Shimane.
- About 200 LGBTQ+ and supporters marched 2.3 km in Matsue City, heading towards Matsue Castle.
- Rainbow Marché near Matsue Castle 

An all-gender mark of barrier-free toilet Michi-no-Eki last year 

○ ALLY

- ALLY : people who are not LGBTQ+ but would like to support and stand by LGBTQ+ people. 

Three main things You can do as ALLY

1. Learn: Get basic knowledge about LGBTQ+ and listen to their voice.
2. Change: Reevaluate your own words and actions, avoiding discriminatory expressions.
3. Speak up: Join events or elections, declare yourself as ALLY.

Conclusion the society where sexual diversity is accepted as normal, the word “LGBTQ+” becomes unnecessary any more.