



Tokyo 2020 D&I Actions

- Towards a society where everyone is free to live as who they are -

The Tokyo Organising Committee of the Olympic and Paralympic Games

1 August 2021

What is “Tokyo 2020 D&I Actions”?

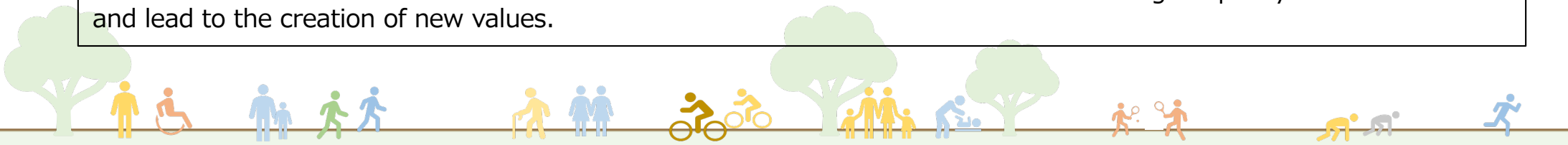
The Tokyo 2020 Games, based on one of its core concepts, Unity in Diversity, aims to help build an inclusive society through sports, where a diversity of people with diverse characteristics acknowledge, respect and value differences in others in cooperating with each other and shine as who they are.

The Tokyo 2020 Games has brought each of us an opportunity to consider necessary diversity & inclusion (D&I*) actions for our society and future, and an opportunity to pledge such own actions which should be carried on even after the Games by each of us. By taking the opportunity, we launch a movement “Tokyo 2020 D&I Actions” to promote such initiatives.

Integrated commitment and actions by athletes and many people will form driving power to transform the society. Join this movement by pledging your own actions.

***D&I (Diversity & Inclusion)**

'Diversity' means celebrating the differences of individuals, while 'Inclusion' will see people accepted and respected. Diversity can be recognised in various aspects as age or generation, ethnicity, nationality, intellectual or physical functions, impairment conditions, sex, gender identity and sexual orientation or religious beliefs as well as personal career and experiences, work style, corporate culture or lifestyle. People of diverse backgrounds can influence each other and make use of their differences each other. These interactions accelerate resolving inequality and social divide and lead to the creation of new values.



How to participate in “Tokyo 2020 D&I Actions”

- Print a “My Action” format on A4 size paper or use plain white A4 paper.
- Write down your diversity & inclusion action on format paper with a marker.
Take a selfie with your “My Action” paper and post it on social media.
- Duration: From 18 Aug. 2021 to End of December 2021
※In particular, posting right before the Paralympic Games (18 Aug. to 23 Aug.) is recommended.
※Use hashtags: #TokyoAction, #diversity, #inclusion
※You may also post your action in text.
- Any of your actions are appreciated.
You may also use examples shown in the following pages for your reference.
- Your posted actions may be used for Tokyo 2020’s public relations.

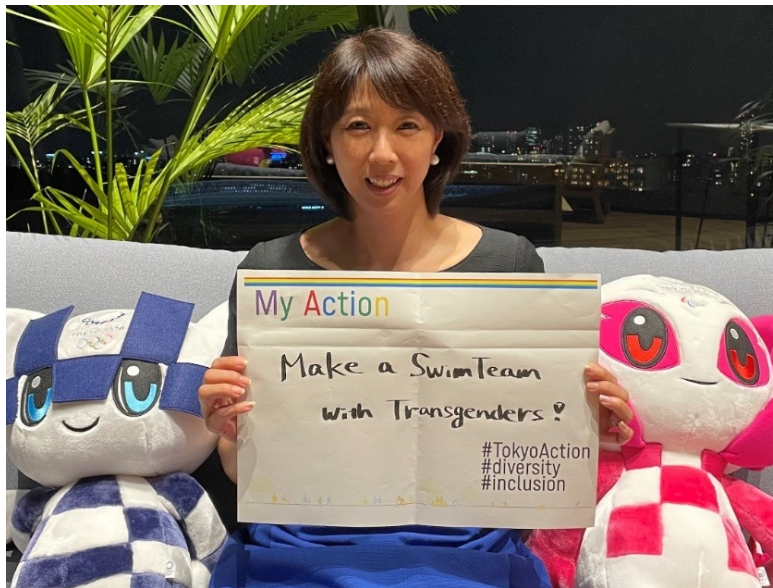


“My Action” format

English ver. (above), Japanese ver. (below)
(Data will be available separately.)

Examples of selfies with “My Action” paper

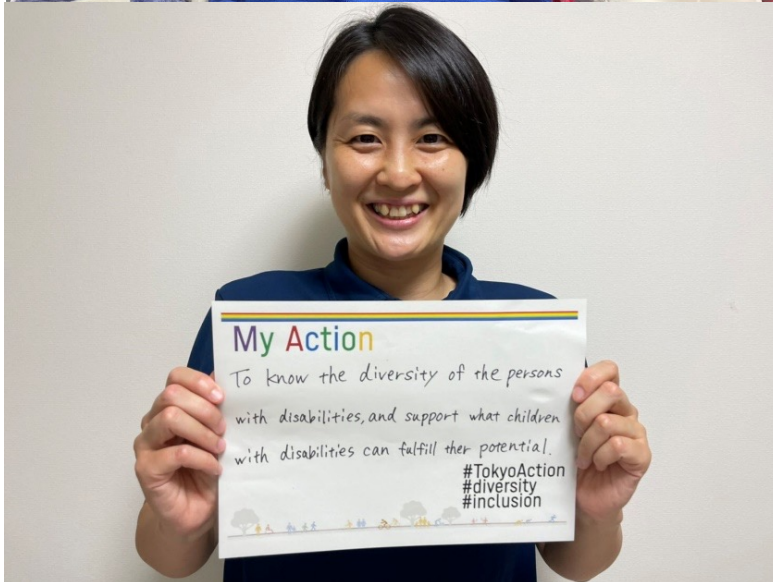
KOTANI Mikako
Tokyo 2020
Sports Director
(Olympic Artistic
Swimmer)



YAMAGUCHI
Naohide
(Paralympic
Swimmer)



SHIBATA Ai
(Olympic
Swimmer)



KAWABUCHI
Saburo
Tokyo 2020
Olympic Village
Mayor
(Olympic Soccer
Player)



"Tokyo 2020 D&I Actions" can foster our society

Make a society with universal design as a norm.

Integrate differences into a power.

See and tell somebody's "Cool!" every day.

Speak out against discrimination without closing my eyes to.

Rethink:

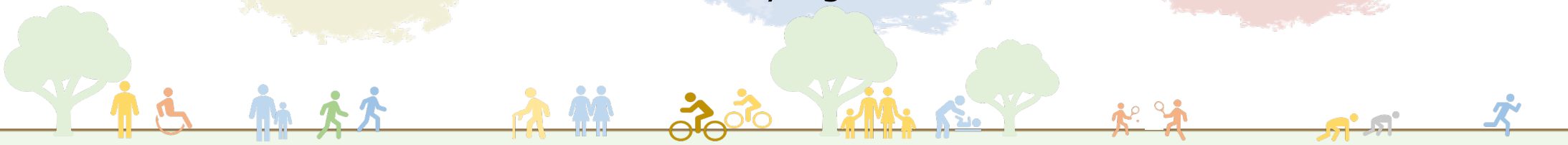
Is my message clear and understandable for people with hearing or visual impairments, or younger kids?

Does my saying make me happy if I were told it?

Say "thank you. Hello." in various languages.

Am I caught in a trap of stereotype-thinking for boys/girls?

Use easy language to give information.

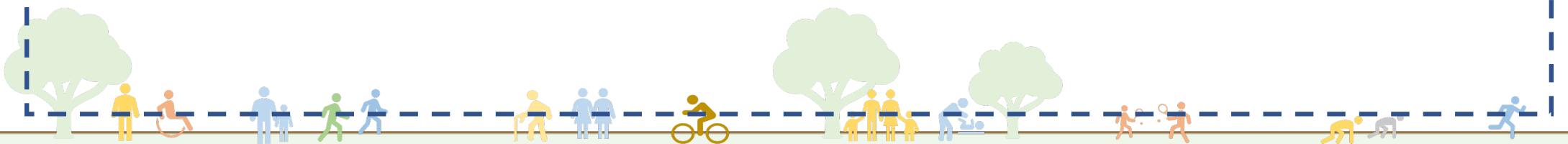


(Reference) Action examples

○ General

I will:

- Actively use words that make myself happy to others. (E.g., Thank you.)
- Avoid using stereotyped words that may exclude people who do not fit in the case. (E.g., “A regular person is supposed to...”, “It is common sense to do...”, “It is normal to do...”)
- Respect differences in others by recognising that I am also unique.
- Not ignore any form of discrimination or harassment that I have experienced or witnessed.
- Express my opinion at least once at a meeting or on other occasions, while respecting different opinions.
- Learn about unconscious bias and diversity.
- Support human rights events or diversity-themed events.
- Learn about workplace discrimination or harassment.
- Be concerned about the development of a system and a workplace environment that respect diversity of people and their personal attributes such as gender, life stages, impairments and health conditions (e.g., cancer).



(Reference) Action examples

○ Gender/ LGBTQ

- Not judge people based on gender and avoid using phrases such as “a man/woman is supposed to...” or “because you are a man/woman...”.
- Respect sexuality-related differences in all people.
- Attend training sessions to listen to LGBTQ people.
- Respect gender-neutral uniform options by not forcing men to wear trousers or women to wear a skirt.
- Have gender-balanced meetings and teams.
- Develop safe environment where women and LGBTQ athletes can play sports while feeling secure.

○ Impairment/ Physical and mental conditions

- Offer help to people with the need for support by starting with, “May I help you?”
- Not place or will remove obstacles on the tactile paving.
- Add a twist or actively use apps to assist communication with people with vision or hearing impairment and learn sign language.
- Be considerate to people with the higher need for a multifunctional toilet and an elevator, when I need to use it.
- Develop opportunity that diverse people enjoy sports together regardless of impairment.
- Support improvement of para-athletes' athletic ability.

(Reference) Action examples

○ Generations/ life stages

- Actively communicate with people from different generations in my community and in daily life.
- Not judge people based on generation or job title.
- Improve accessibility to sports which suit various life stages.
- Support career development of retired athletes.

○ Culture/ Customs/ Origins

- Make a welcoming atmosphere of communication for people who may feel left out because they do not speak my language.
- Promote cultural exchange with athletes or staff members from different countries by learning their culture, customs, languages, food culture, etc., and try to greet each other in respective languages.

