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

# | The LGBT+ Acronym

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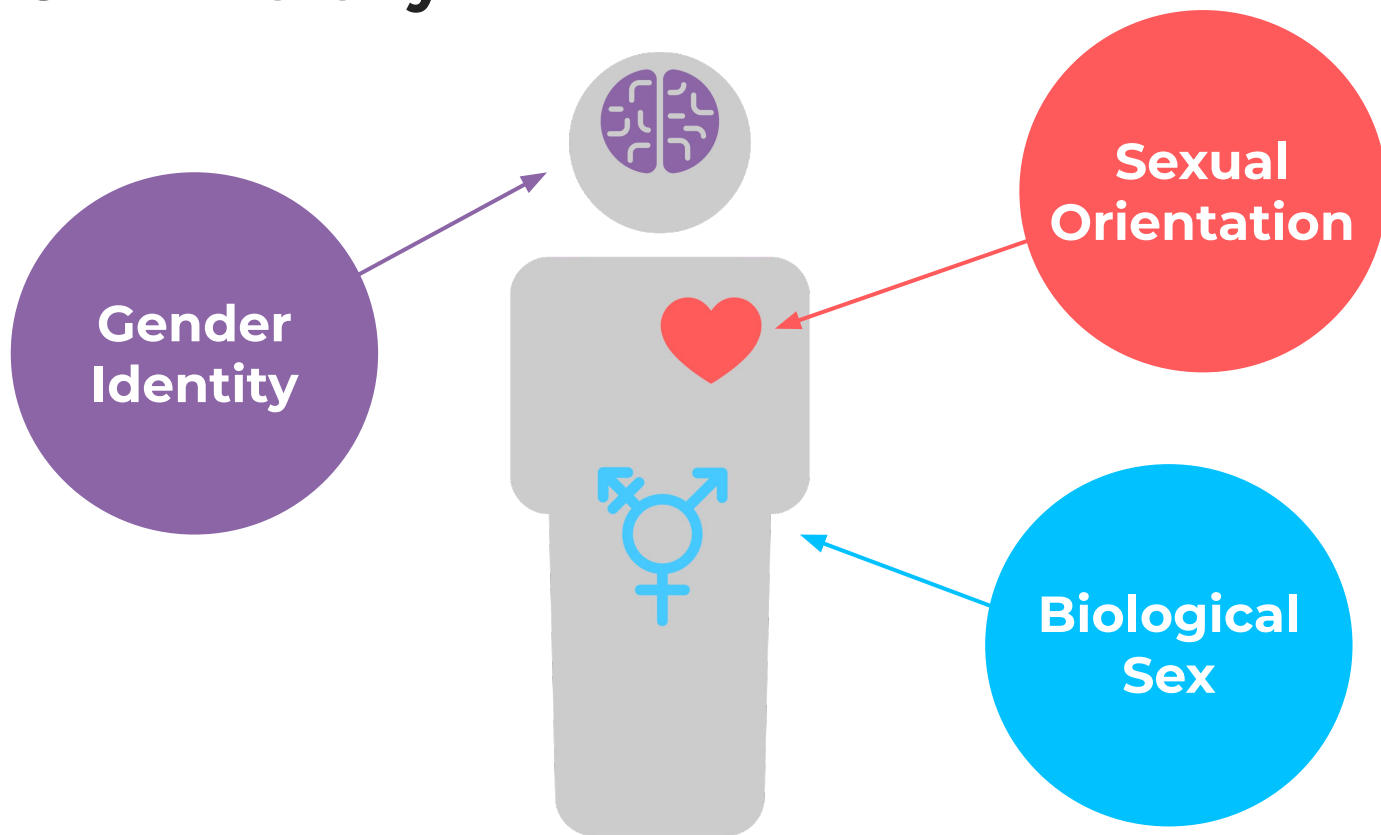
**Biological  
Sex**

**Gender  
Identity**

**Sexual  
Orientation**

# | The LGBT+ Acronym

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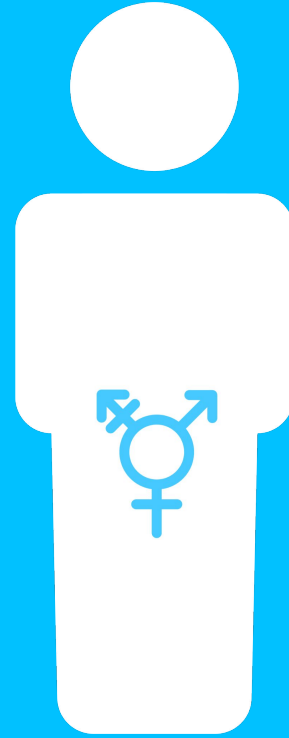




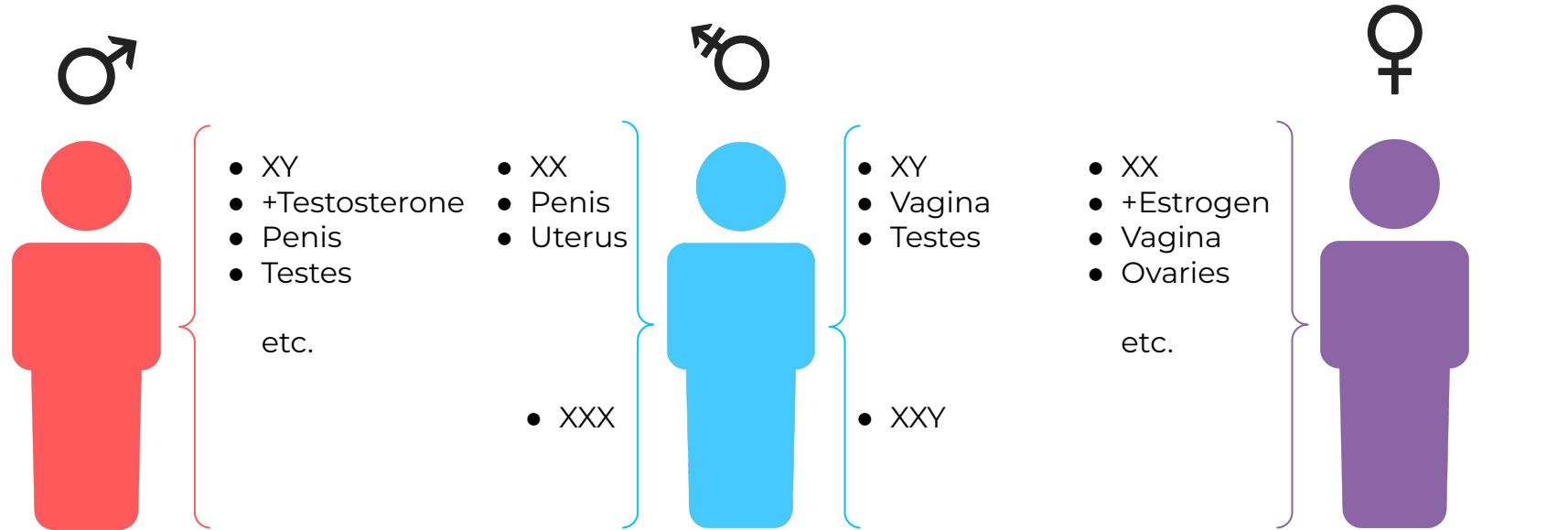
# Biological Sex

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



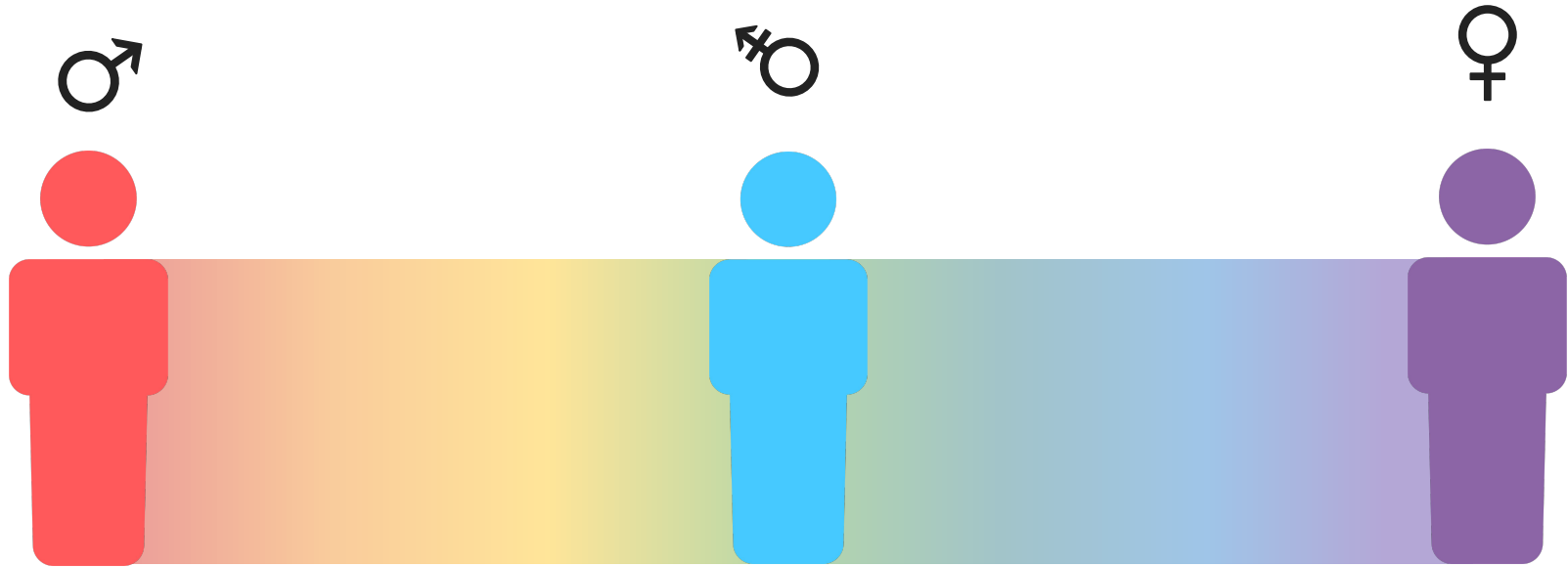
# Biological Sex



## Differences in Sex Development (DSD) (Intersex)

# | Biological Sex

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Sex can be considered a **spectrum**

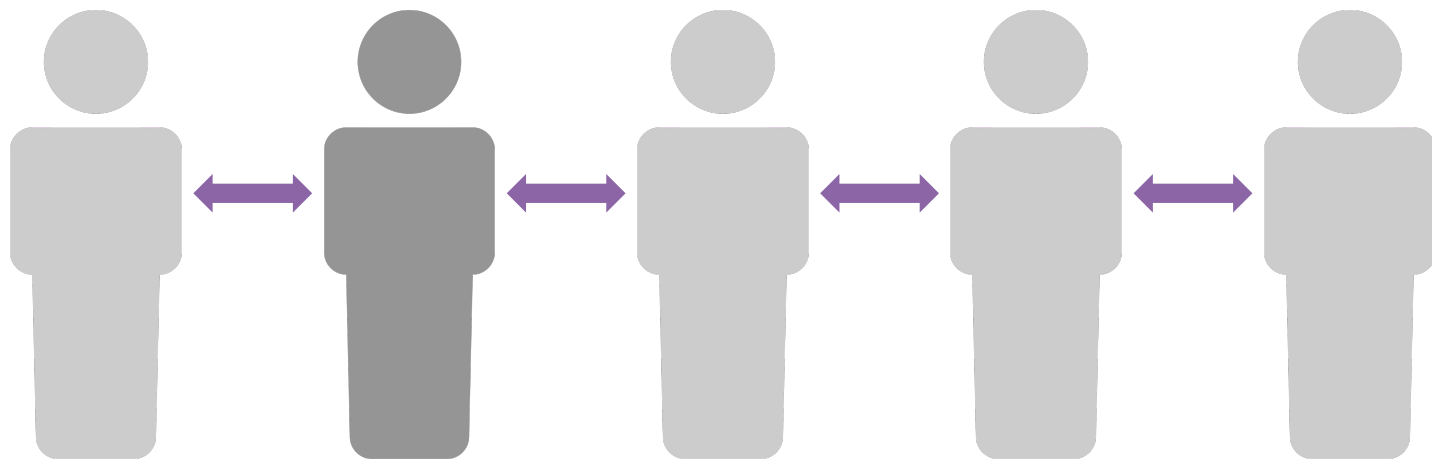
Biological sex is considered a spectrum when seeing sex as a combination of hormones, chromosomes, and other attributes as a whole.

# Gender

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

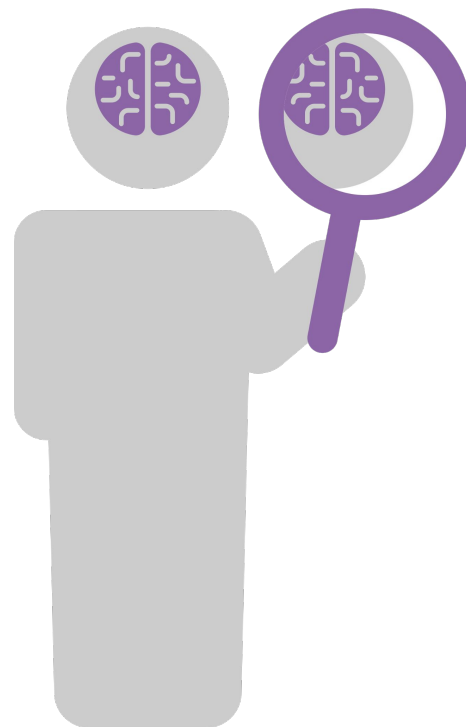




Gender **doesn't depend** on people's bodies

**Gender identity is**

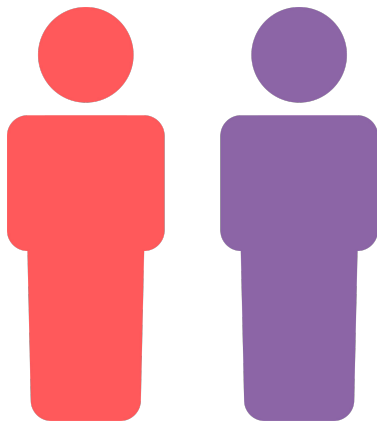
a person's own sense of  
their gender.





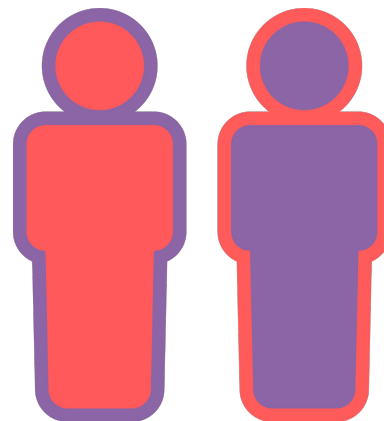
Gender identity is considered a **spectrum**

## Cisgender



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

## Transgender



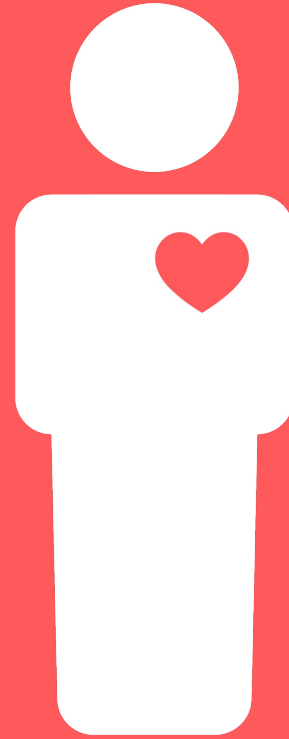
Biological sex (body) **doesn't match**  
gender identity



# Sexual Orientation

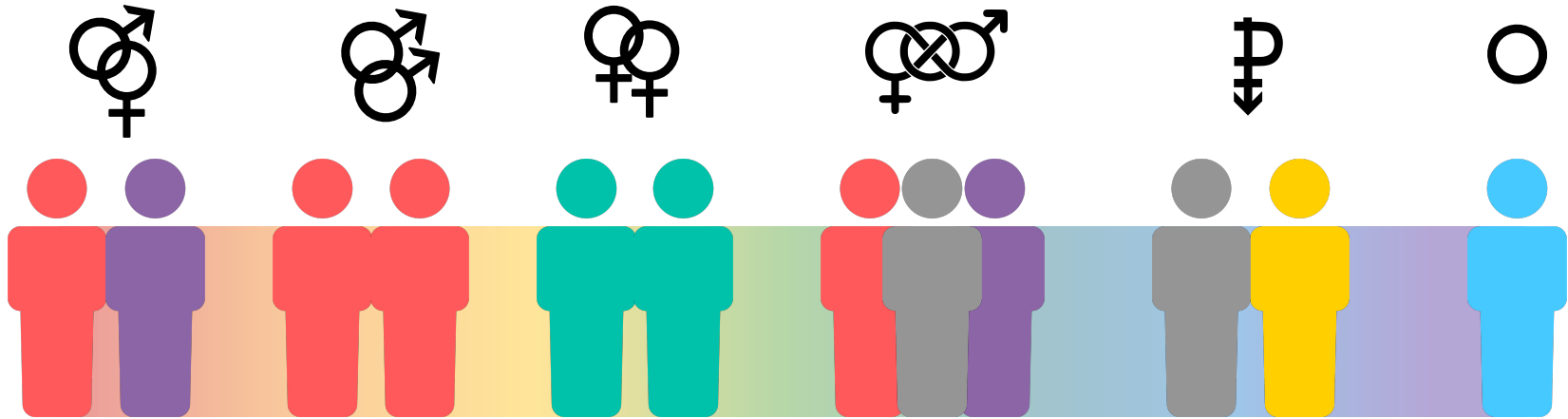
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The gender(s) someone is sexually or romantically attracted to.



# Sexual Orientation

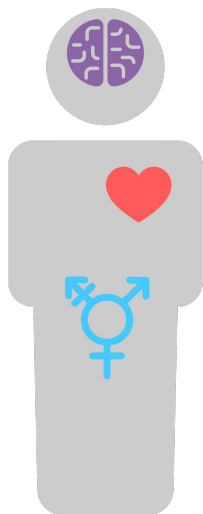
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Sexual orientation is considered a **spectrum**

## LGBT+

Sexual and gender  
diversity



### Biological Sex

The person's body



### Gender Identity

The person's own sense of their gender

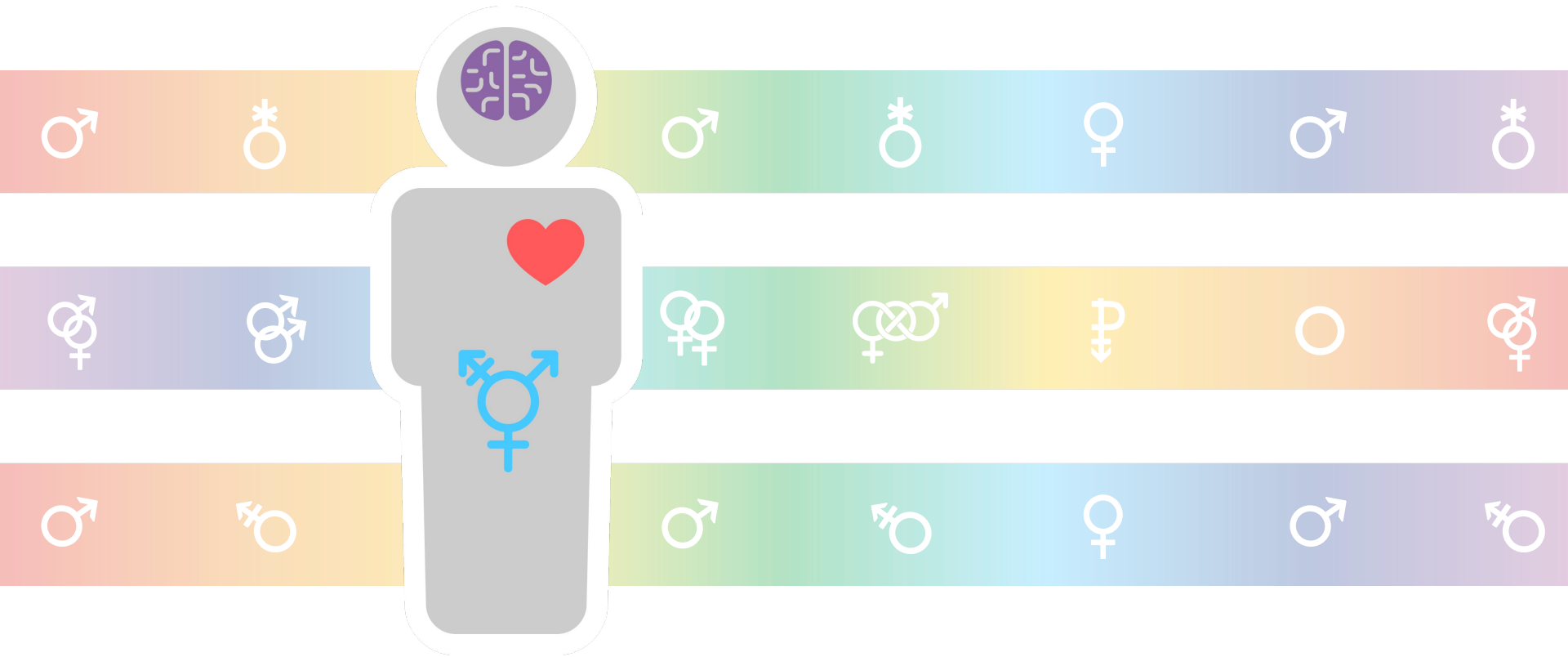


### Sexual Orientation

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**

# | Why This Matters

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# | Headquarters in Tokyo, Japan

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## (Mercari's Case)

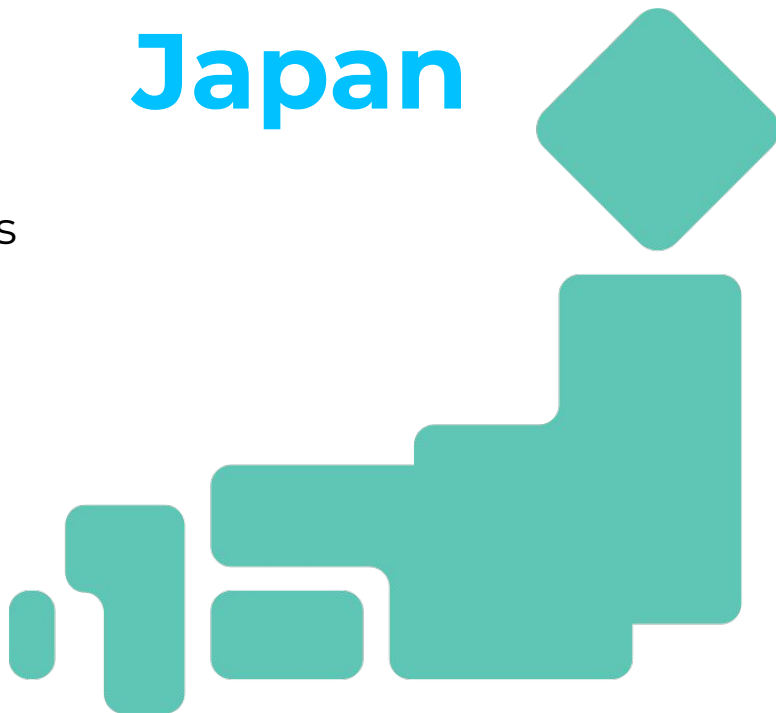
### **Equal Employment Opportunity Law**

- 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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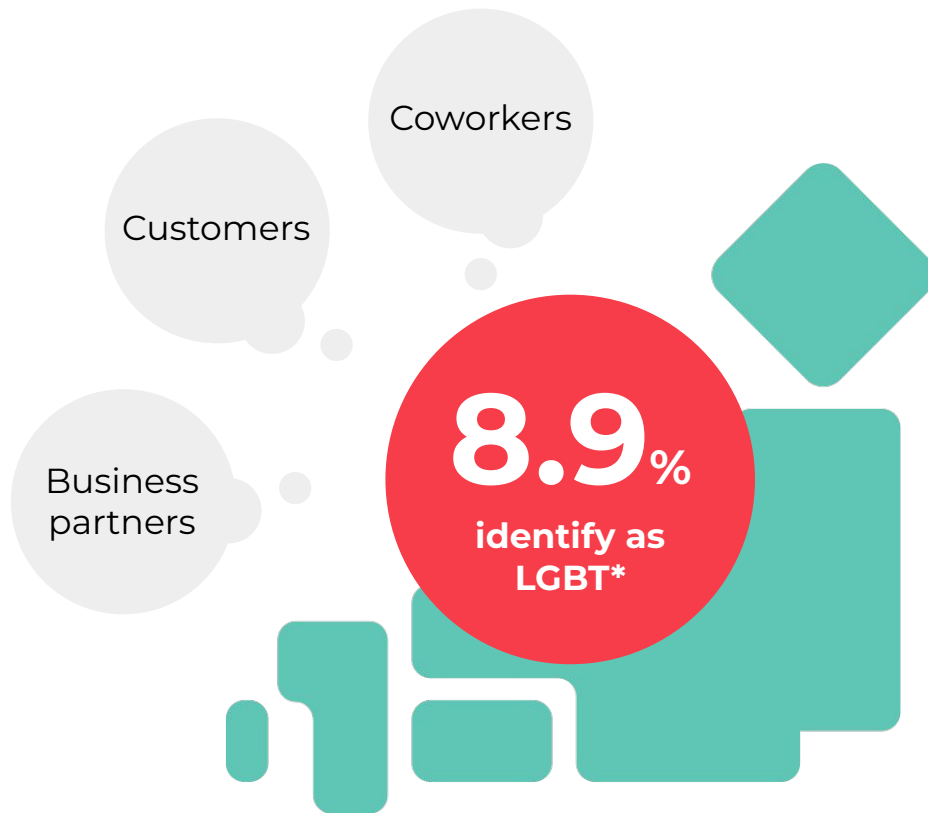
# | Importance for Everyone in the Company

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## (Mercari's Case)

### Business relations

- Always treat others with respect



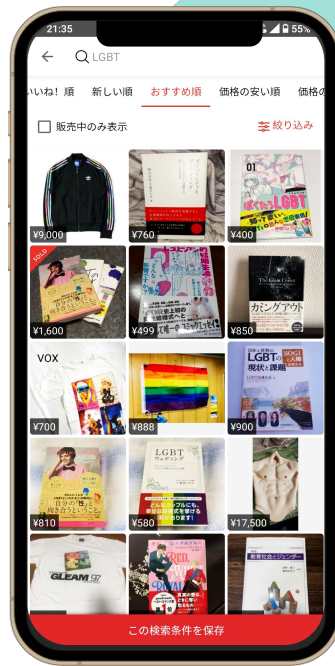
\*Source: Dentsu Diversity Lab, ["LGBTQ+ Survey 2020"](#)

# Importance for Everyone in the Company mercari

## (Mercari's Case)

### Going global

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



# | Importance for Everyone in the Company mercari

## (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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## (Mercari's Case)

### 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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