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Deloitte PRIDE

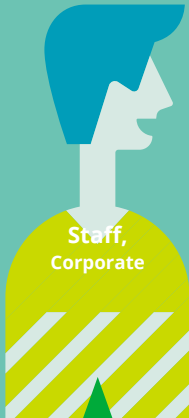
LGBT+ Inclusion / Allyship



As a member of the LGBT+ community, there has been quite a lot of transformation since I joined the firm nearly 10 years ago. It could be seen from various perspectives such as corporate systems, awareness, and mindset etc. For example, same-sex partners are also defined as spouses in the various benefit programs, and I embrace not only the benefit but also a sense of belongingness from various allyship initiatives.



As an individual who identifies as LGBT+, I feel supported by the firm in believing that my unique experiences and perspectives make a meaningful impact on our clients. Our culture recognizes the significance of what each and every one of us brings to the team, be it our technical prowess or our personalities that vary and complement one another. This culture translates into a profound mutual respect for our communities, including the LGBT+ community.



PRIDE

@ Deloitte Japan



As an ally, I would like to emphasize the importance of making the first step – which could be joining an internal ally network, participating in LGBT+ events etc. All the big societal and future change starts from one small step. As a proud ally and a parent, I will continue to empower allyship towards the world where everyone can express what they love and be their authentic self.



As someone who is transgender, I had so much anxiety before joining Deloitte Japan. But that anxiety soon disappeared. At Deloitte where there are so many colleagues with diverse values and perspectives, not just LGBT+, and where DEI is empowered in every aspect of our work, I am now proud that I am empowering my true self, and I look forward to continuing to make an impact that matters.

Leveraging our differences for the better

Striving from the Business, Thriving for the Society

#Ally #Culture #AllyNetwork #Donation

As an ally, what I like about Deloitte Japan is that there always are something going on around LGBT+ inclusion/allyship. Starting from the dialogue events with leaders, DEI newsletters and ally network, my favorite was the internal campaign called "Giving Month" which nominated one of the LGBT+ Non-Profit Organization to donate our internally-raised funds. Knowing what is happening is where the allyship starts and I am proud of our firm that enables spreading it further.

#Transgender #Transition #AdditionalPTO

When I joined Deloitte Japan in the middle of my transition, various systems such as having my preferred business name, inclusive bathroom arrangement, just to name a few, have given me a huge sense of relief. Combination of the regular Paid Time Off and additional Paid Time Off was also a big supporter for me, as it covered around 2 months of my time when I had my gender affirmation surgery overseas.

#Training #Event

Not only an all-office mandatory training, but also there are quite various opportunities to learn further such as storytelling and discussion sessions by our LGBT+ colleagues. All the contents and materials are based on societal facts and everyday situations, which enable all of us to deepen our understanding on LGBT+ and allyship holistically, whether there is anyone came out to you or not.

#Guidelines #Consultation

As an Ally and as a manager, our LGBT+ guidelines and the consultation team are big support! In fact, one of my team members who came out as an LGBT+ at a new-graduate recruiting time, is now making amazing impacts at work, through all the onboarding supports and communication.

#PRIDEIndex

I joined Deloitte Japan for continuously acquiring Gold Award over PRIDE Index* -as a proof of safe and inclusive workplace.

*PRIDE Index: The very first guideline in Japan to acknowledge LGBT+ initiatives in the workplace. Deloitte Japan has been keeping Gold Award status since 2018.



Diversity, Equity & Inclusion is core part of our vision at Deloitte Japan. In this newsletter, let's hear from some of our own members on LGBT+ inclusion.

#AllyGoodies

Amongst various novelty items hand-crafted by our own members with disabilities, rainbow candles are by far my favorite! Not only do I feel connected with my LGBT+ colleagues and ally network even when I work from home, but also their sales will go to donation for social impacts!

#SocialImpact

Deloitte Japan officially has declared to support various social impact initiatives such as marriage equality and LGBT Equality Act in Japan etc. As an individual who identifies as LGBT+, this was a clear demonstration of the firm's commitment to the LGBT+ community.

#Ally #RainbowPride #Family

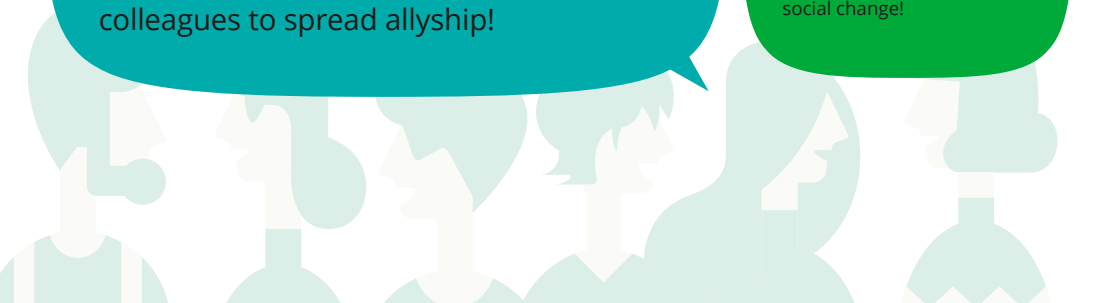
As an ally and as a parent, joining Rainbow Pride Event gave me an opportunity to start a conversation with my kids on various things. Also, our own DEI blogs and reports that are widely published help me to continue those conversation as a family.

#Community #Support #SpeakingEvent

What I am grateful the most is that all my colleagues are very supportive, and one of the things I like about our culture is that there are various choices and opportunities to tell my personal stories to my colleagues to spread allyship!

#LGBT+Education #Schools

I really enjoy LGBT+ inclusion session as a tutor, teaching the importance of allyship and inclusion to the students at various schools, as I believe it will lead to social change!



Messages from our leaders



Kenichi Kimura (he/his/him)
Deloitte Tohmatsu Group
Chief Executive Officer



Rie Okubo (ze/hir/hirs or Rie)
Deloitte Tohmatsu Group
Chief Talent Officer & DEI Leader

Deloitte Japan has been striving to create inclusive society where everyone empowers as in true selves. While it is not something we can achieve on our own, I believe our small steps and aspirational challenges will make an impact that matters to the society. Going forward, we will further empower our commitment towards DEI and LGBT+ inclusion.

We are all authentic, which means we are all different from anyone else. All those differences do matter, otherwise we would end up being someone else. In particular, the spectrum of gender is one of the most important elements of who we are. Let's all embrace and respect each difference - small or big and continue our actions towards further inclusive future!

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