



Diversity, Equity & Inclusion

Deloitte Japan

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Introduction to our initiatives around Diversity, Equity & Inclusion to leverage all the differences into the strengths.

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Framework



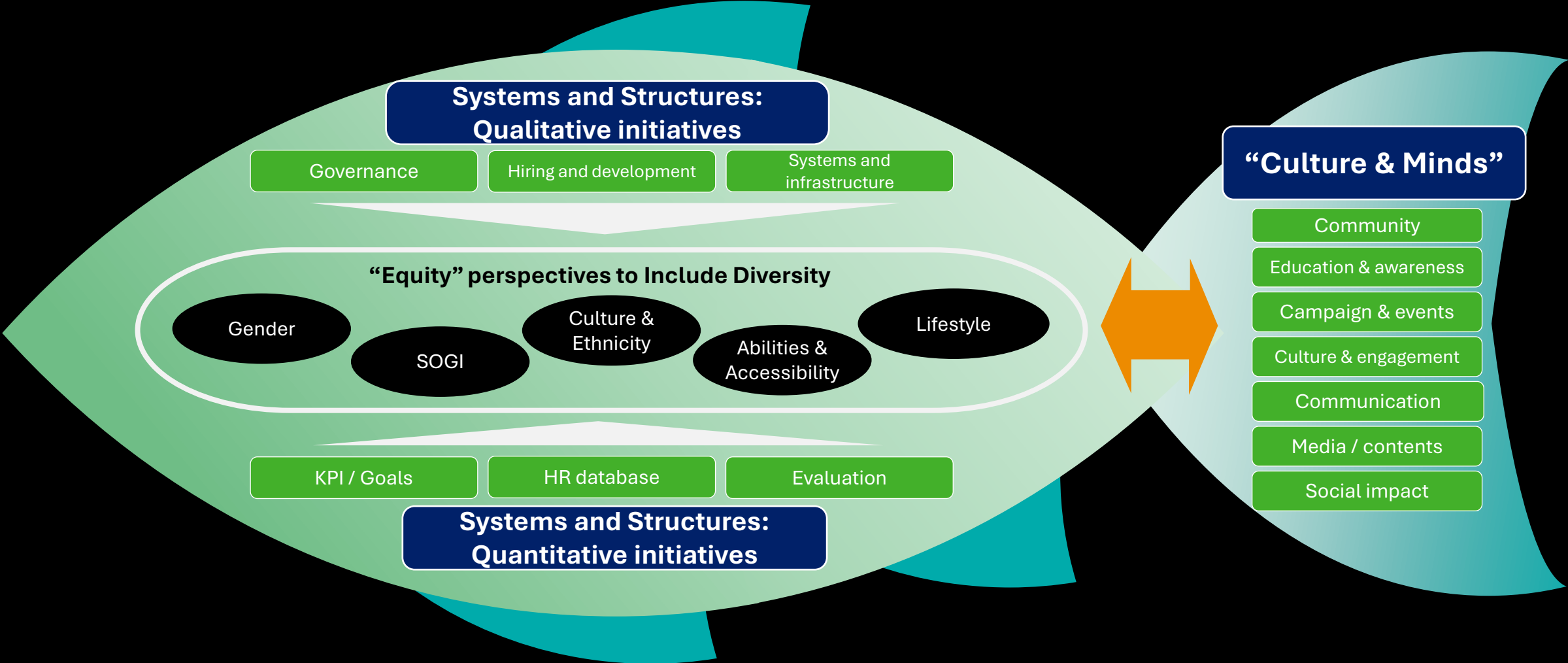
DEI is a key management strategy to create value from diverse perspectives and drive sustainable growth at Deloitte Tohmatsu Group.

Our DEI Strategy



We accelerate DEI both from "Systems and Structures" and "Culture and Minds" perspectives

DEI framework A fish needs not only a strong body but also a tail fin that provides propulsion. Systems and structures alone, such as policies and goals, are not enough –"Culture and Minds" combined, are what drives DEI to progress.



Our current focus in DEI

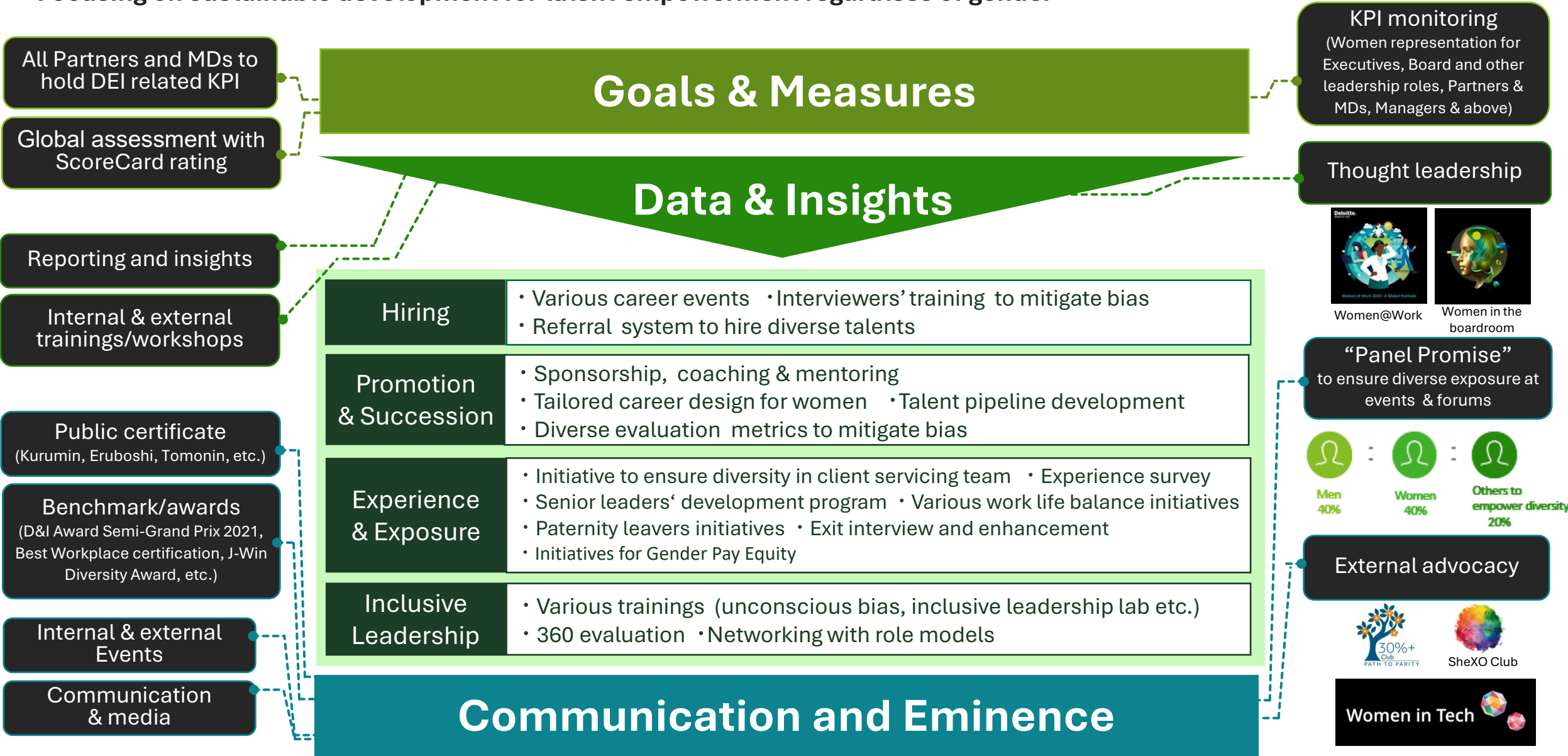


Gender Equality



Gender Equality Initiatives at Deloitte Japan

Focusing on sustainable development for talent empowerment regardless of gender

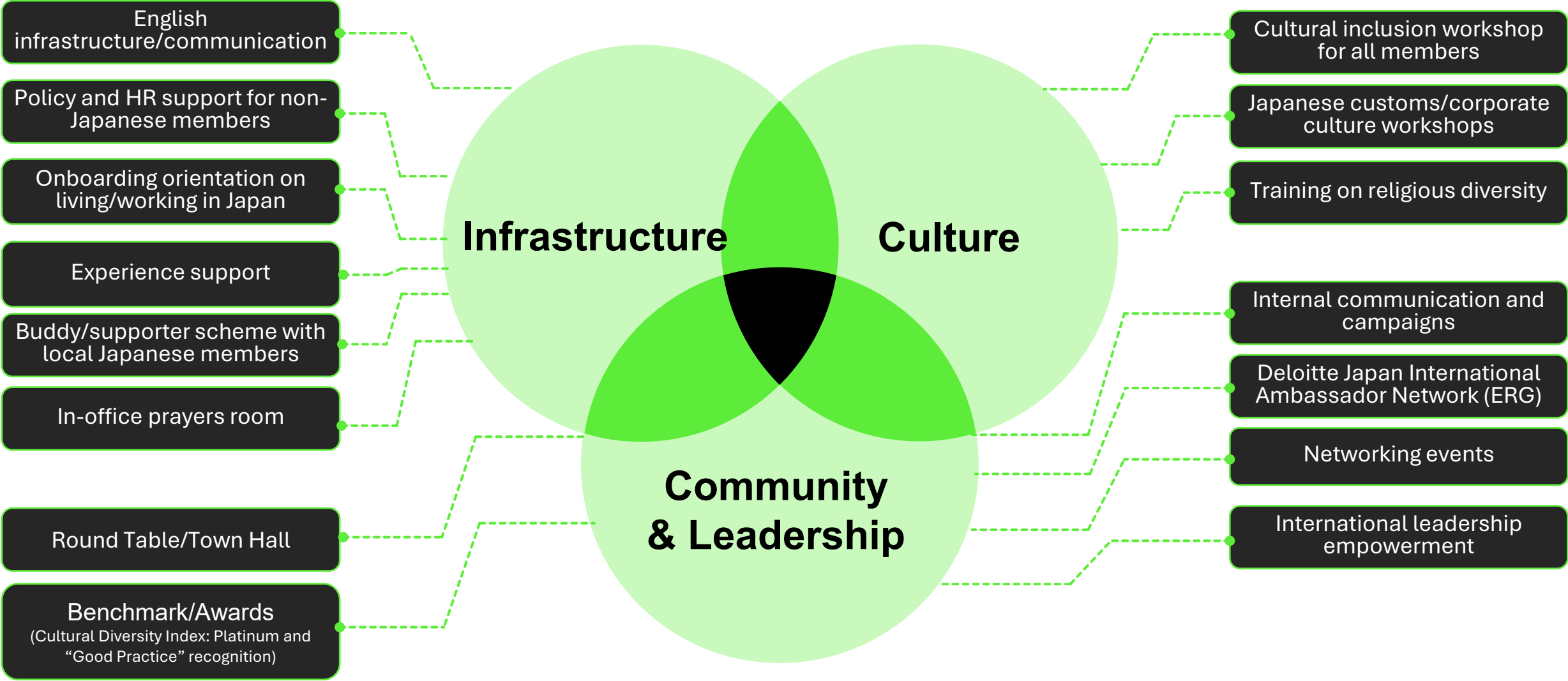


Multi Culture



Initiatives for International Members' Inclusion at Deloitte Japan

Inclusion is aimed for “Culture Add” along with “Culture Fit”



LBGT+ & Allyship



Deloitte Embassy Model is our core pillar of LGBT+ inclusion

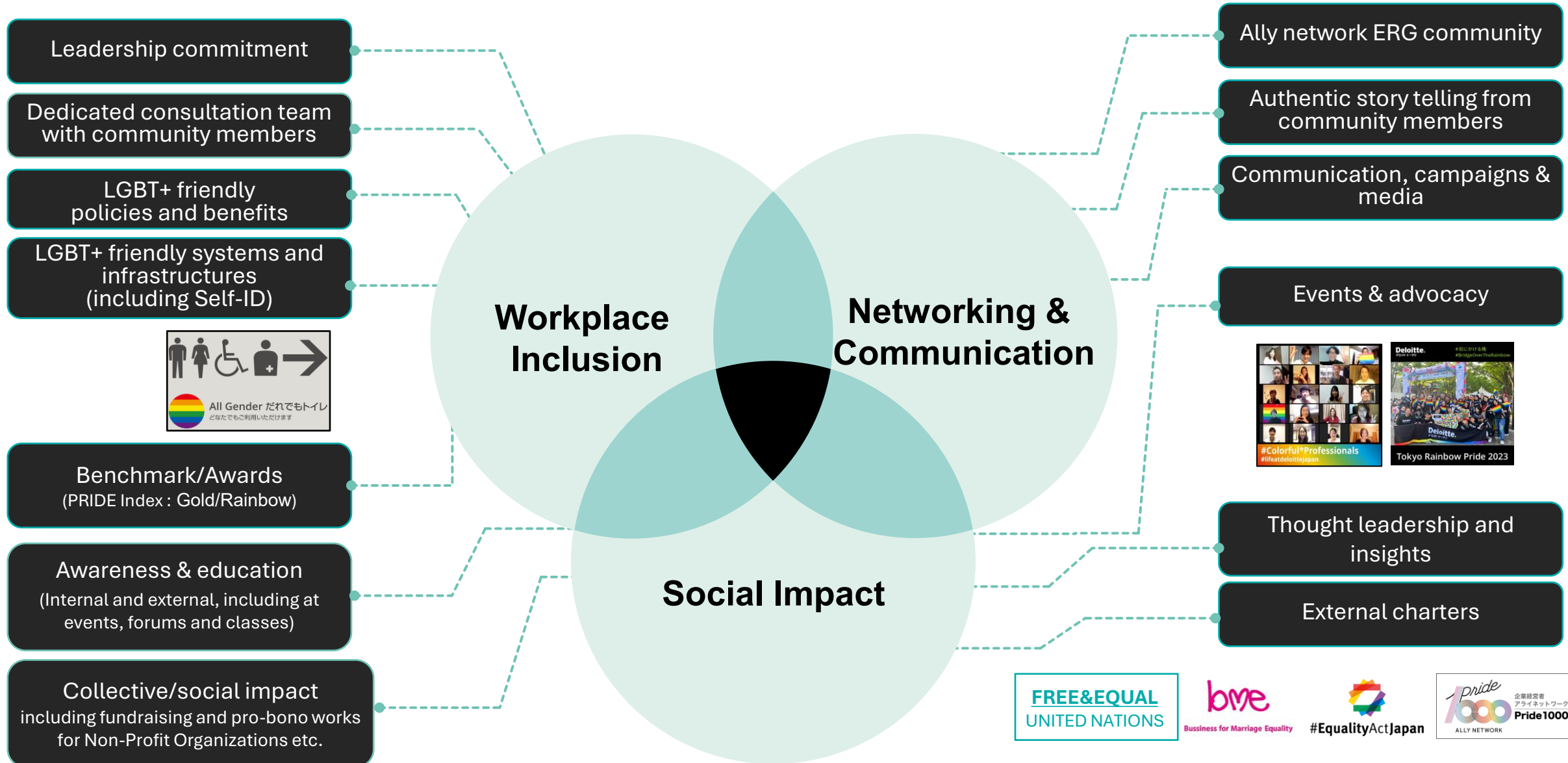
Ambassador and as a safe place



- Deloitte has adopted the ‘**Embassy Model**’ all around the world. Within the walls of Deloitte, LGBT+ inclusive policies and practices for our people are applied in all jurisdictions where we operate.
- Embassy Model means a lot, especially in the countries/regions that have been challenging for LGBT+ inclusion -from legal, practical and/or cultural perspectives. It has allowed us to articulate LGBT+ exclusion behaviors such as discriminatory actions and harassment as subject to disciplinary act, and to establish the environment for LGBT+ members who had been hesitant even just to consult/inquire about support.
- As a global organization, we truly believe the power of this Embassy Model - as a safe place to protect our members, and as a community to further develop allyship.

Allyship Initiatives at Deloitte Japan

Various initiatives based on the "Embassy Model" and the concept of "Equity"



Diverse Abilities



Empowerment of members with diverse abilities at Deloitte Japan

Based on the concept of "Diverse Abilities" rather than "Disability," we promote awareness-raising, talent/workplace development, and culture cultivation –aligned with Accessibility & Inclusion Plan at Deloitte Asia Pacific.



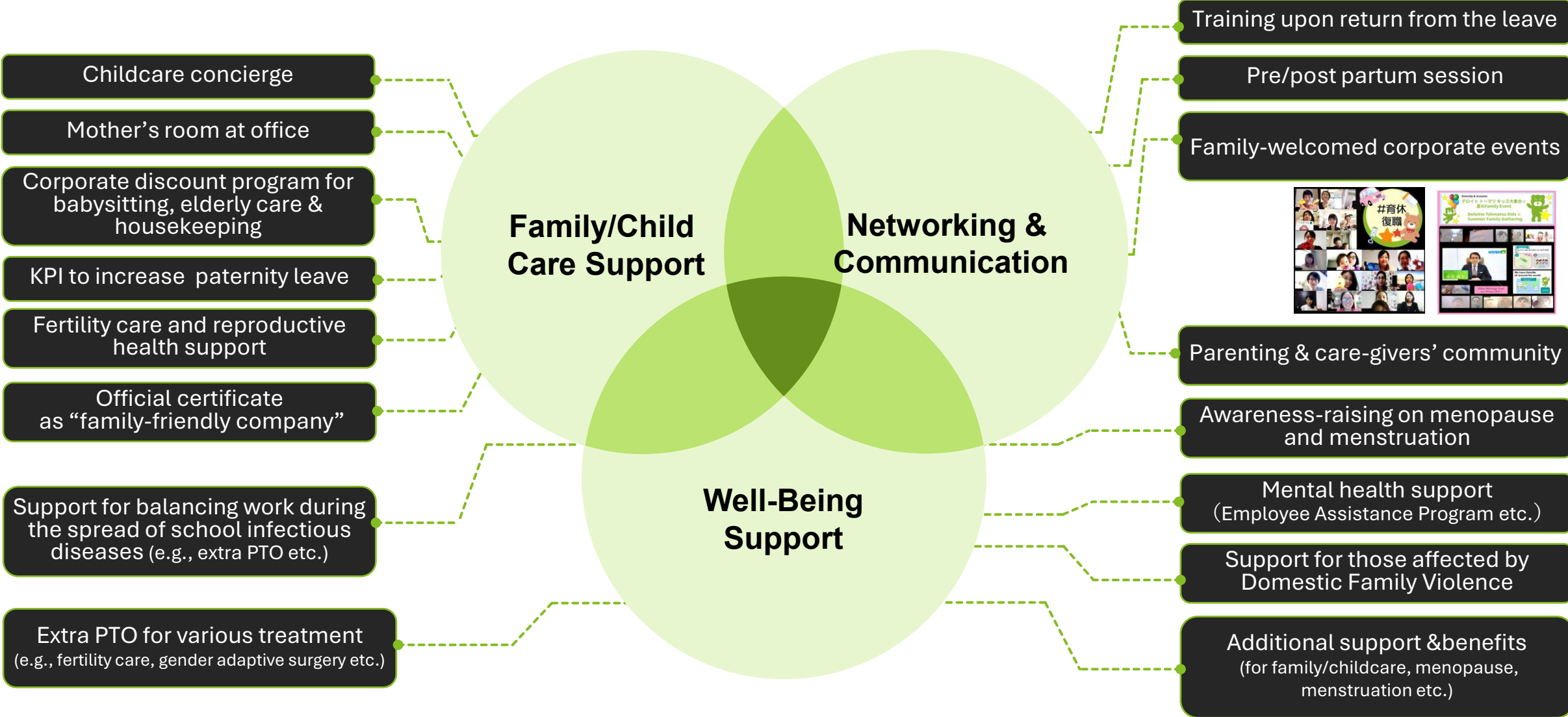
*Tohatsu Challenged Co., Ltd. was certified by the Minister of Health, Labour and Welfare as the first private company in Japan to “train-the-trainer” for workplace adaptation support staff (*job coaches*).

DEI Related Policies & Benefits



DEI-Related Policies & Benefits at Deloitte Tohmatsu Group

Ensuring “Work AND Life” –where both well-being and career development get nurtured.



External Initiatives



We collaborate with diverse stakeholders to further accelerate inclusion together.

Collaborations

We strive to create collective impacts through collaboration with diverse stakeholders in various sectors such as business, government, academia, and Non-Profit etc.

Community

Aiming to contribute to society and create a social impact unique to professional firms by leveraging our expertise, we offer a wide range of pro-bono programs, including DEI related workshops at schools and local communities.

Collective Impact

Advocacy & Sponsorship

Advocacy

We are proactively supporting various social alliances, campaigns, and sponsoring DEI related initiatives.

Insights

Through Deloitte's global network and professional expertise, we have been actively sharing our insights and suggestions to further develop inclusion in the society, via white papers, forums and conferences etc.

Social Impact

Thought Leadership



[Website](#)



[Facebook](#)



[X](#)



[LinkedIn](#)



[Instagram](#)

Our DEI initiatives have been widely recognized via awards and certifications:

Awards

D&I Award (Semi-Grand Prix, Best Workplace)
J-Win Diversity Award (Individual Award, Corporate Award)
Disability Matters Asia Pacific (Workplace Award)

Recognition by related organizations

PRIDE Index (Rainbow, Gold Certified)
Cultural Diversity Index (Platinum certified, Good Practice certified)

Official certification

Kurumin, Eruboshi, Tomonin
"Job Coach" institutions

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