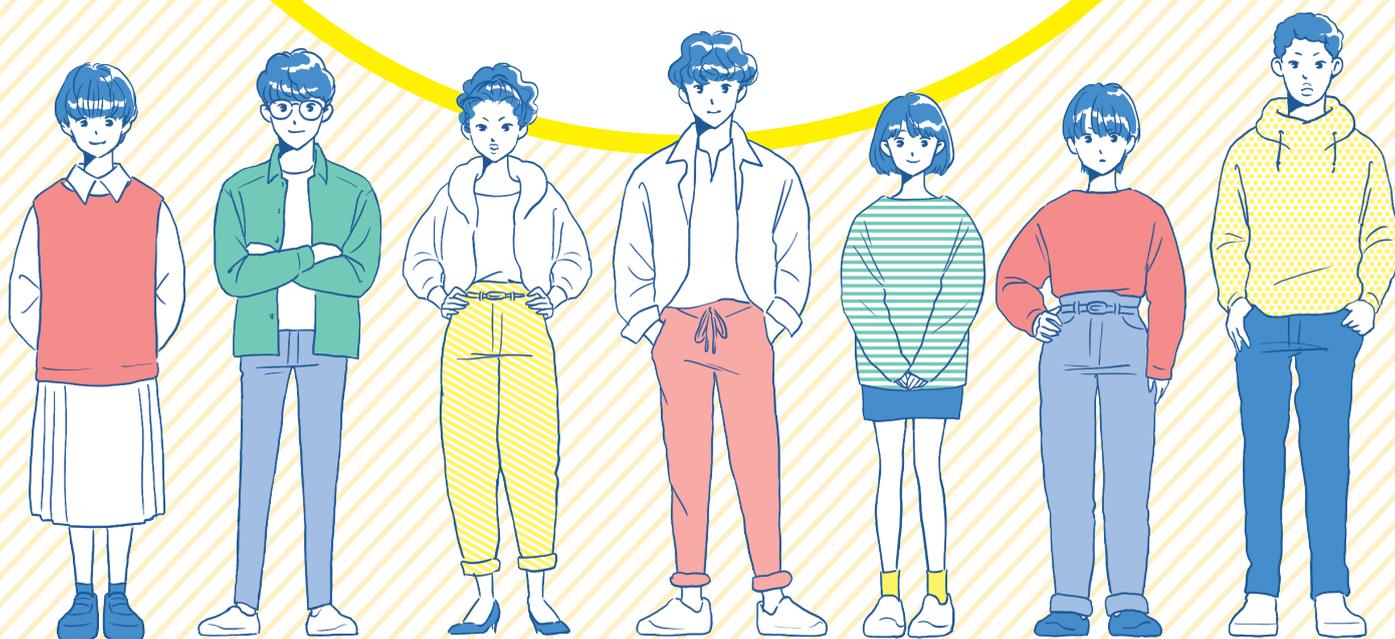


Guide to Gender and Sexual Diversity

**Doshisha University Student
Support Services Center**

Division of Student Diversity and Accessibility Support



Doshisha University Diversity Statement

Joseph Hardy Neesima founded Doshisha University on the principle of “the education of conscience” : in other words, the ultimate goal of a Doshisha education was to be the cultivation of “human beings who may be called the conscience of the nation.”

The original meaning of the word “conscience” is “to know together.” Accordingly, an “education of conscience” strives to create an open and diverse campus environment where members of the university community are given opportunities to learn about each other’s different values and perspectives, deepen mutual understanding, and develop a mindset of respecting and caring about each other. This idea is reflected in the words of Neesima in his address on the occasion of the 10th anniversary of the founding of the University: “each and every person is precious.”

Honoring this founding spirit and history, and with the aim of developing in the members of our university community the ability to understand and coexist with others who are the products of different backgrounds and values in order to develop new creative ideas out of such differences, we promote diversity through the the following initiatives:

1. Aiming to promote a campus environment where members of the university community coming from diverse backgrounds can learn and work together, regardless of nationality, gender, disability status, sexual orientation, gender identity, language, culture, religion, ideas, and beliefs.
2. Aiming to create an inclusive environment that ensures equal opportunity for all members of the diverse Doshisha community to fully demonstrate their individual abilities in education, research and other areas of activity.
3. Providing systematic support to those who require reasonable accommodation, and in so doing, promoting the development of understanding of the necessity of removing social barriers.
4. Promoting activities to raise awareness of the importance of diversity so as to cultivate individuals with a mindset that respects the human rights of every person.

Doshisha University

Toward a campus where everyone can shine as themselves

Aren’t you thinking “I might be the only one who feels distressed about such a thing,” or “I have never met anyone who is LGBTQ” ?

A variety of surveys have revealed that the number of people who are LGBTQ is larger than expected. You might think “there aren’t any around me,” but it is only because many LGBTQ people haven’t “come out” yet, ” We would like you to know that there are probably students near you who are secretly struggling about their own sexuality, being hurt by casual actions and remarks of others, or scared of being “found out.”

In 2021, we established the Division of Student Diversity and Accessibility Support (SDA Division) to serve as the hub to make Doshisha University a place where students with diverse sexual orientation and gender diversity (SOGI) can “shine as themselves.” If you have any troubles or concerns about your sexuality, feeling “maybe I’m different from others” or “I want to talk to someone about my feelings,” or about your coursework or student life in general, do not hesitate to contact the SDA Division. Students who are interested in learning more, and together with others, about SOGI are also welcome at our office.

The issue of gender and sexuality is not only relevant to a few, but to all individuals. It is our hope that each student will take part in our effort to create a diverse and inclusive campus by respecting each other’s individuality, and that our campus will be a place where all students can “shine as themselves.”

SAKATA Mamiko
Director, Division of Student Diversity and Accessibility Support

What we do at the Division of Student Diversity and Accessibility Support

Doshisha University established the Division of Student Diversity and Accessibility Support (hereinafter the SDA Division) in April 2021.

The SDA Division serves to promote the university-wide cooperative framework in order to ensure that students with physical, mental or developmental disabilities or diverse genders, sexual orientations or gender identities are given necessary and appropriate support and opportunities, and to encourage all students to coexist with mutual respect for each other’s diverse personalities and individuality.

In addition to providing consultation and advice on a diverse range of concerns of students, the SDA Division is committed to making recommendations concerning appropriate environmental adjustments as well as facilities and equipment for the promotion of diversity, and to providing training and education to foster understanding of the concept of diversity. If you have problems or concerns like below, feel free to visit our office.

Examples of problems

Difficulties, inconvenience, worries and concerns in coursework or student life in general, arising from your sexual orientation (which gender you are attracted to) or gender identity (your self-perceived gender)

“I don’t know who to consult about things like room assignment for a seminar study camp.”

Anxiety and worries about your sexual orientation or gender identity

“There seems to be something different about me.”

Psychological issues arising from your sexual orientation or gender identity

“I spoke to my family about my gender identity, but they didn’t accept me.”

Consultation about harassment based on sexual orientation or gender identity

“A friend of mine has outed me and is harassing me about my sexual orientation.”

Contact

Direct number for SOGI-related matters **0774-65-7413**

Division of Student Diversity and Accessibility Support (Kyotanabe): Seishinkan Building 1st floor

Division of Student Diversity and Accessibility Support (Imadegawa): Kambaikan Building 1st floor



SOGI Counseling
Reservation Form

If you wish to consult a counselor, it is highly recommended that you make an appointment in advance via the counseling reservation form on the left. Please rest assured that your privacy will be protected.

Understanding Gender and Sexual Diversity

Physical Sex

The anatomical/biological state of one's body

Gender Identity

How one identifies their own gender

Gender Expression

How one expresses their own gender through clothing, language and so on

Sexual Orientation

To which gender one is romantically and / or sexually attracted

SOGI and LGBTQ

SOGI is the acronym of Sexual Orientation and Gender Identity. SO stands for Sexual Orientation (which gender one is attracted to), and GI for Gender Identity (how one identifies their own gender).

Sexual orientation and gender identity are the concept relevant to all individuals. LGBTQ is an initialism that stands for Lesbian, Gay, Bisexual, Transgender and Questioning / Queer.

Lesbian : A woman who is attracted to other women.

Gay : A man who is attracted to other men.

Bisexual : Someone who is attracted to both men and women

Transgender : Someone who wants to live as a gender that is different from the sex assigned them at birth

Questioning : Someone who is questioning their own sexual orientation or gender identity

Various sexualities other than LGBTQ

Xgender : Someone who cannot or does not identify themselves as male or female

Heterosexual : Someone who is attracted to the opposite sex

Cisgender : Someone whose gender identity is the same as their physical sex

Aromantic : Someone who does not feel romantic attraction to others

Asexual : Someone who does not feel sexual attraction to others

Think before You Speak

The lack of understanding of people around you sometimes makes your life a difficult one. If you accidentally say or do something that is inappropriate to someone, apologize and correct yourself "right there" and "right away."

01

Use gender-neutral honorifics when addressing people.



02

Discriminatory behavior and language, mocking, and odd expression are all considered SOGI harassment. In addition to not committing SOGI harassment yourself, it is also important to point out when you witness an act of SOGI harassment.



03

DO NOT out someone's SOGI without their permission or gossip about someone's SOGI. It is never acceptable even if the person has come out to you about their SOGI.



04

Always speak under the assumption that an LGBTQ person is present.



07

Eliminate gender biases (prejudices that men and women should behave in certain ways) as seen in phrases like "Be a man, be strong" and "Behave like a woman."



05

Do not assume a person's gender or sexuality by their appearance.

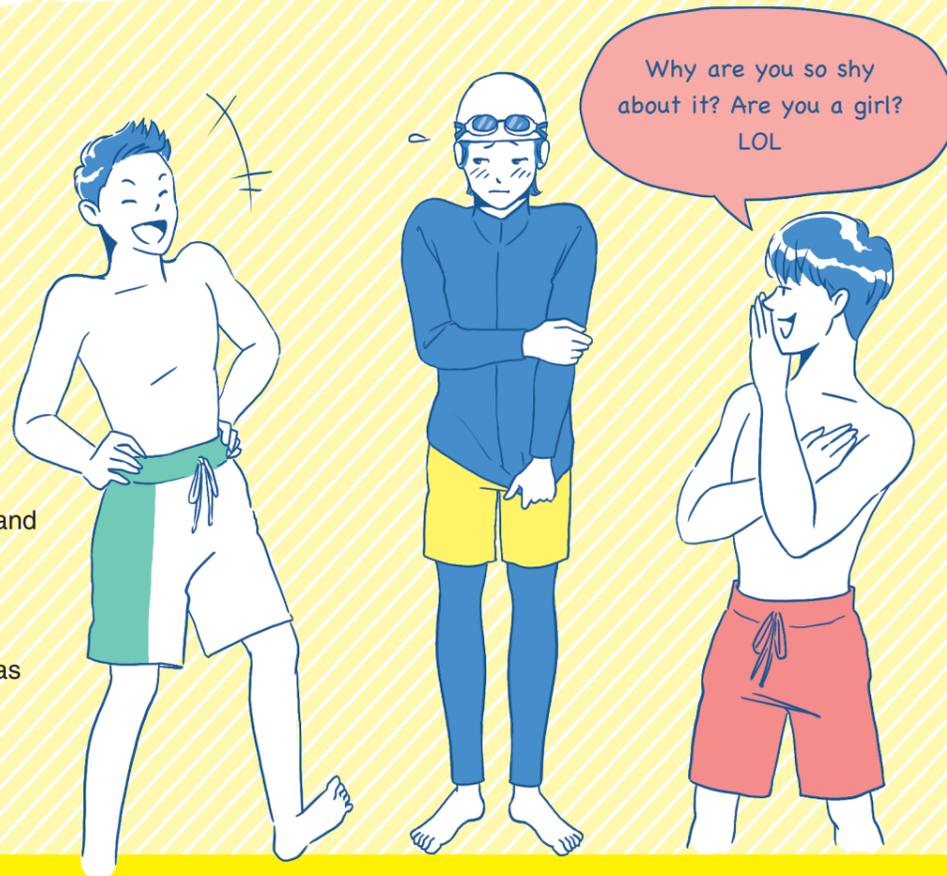


08

Do not assume that people only date the opposite sex. Some people don't feel romantic attraction to anyone.

06

Avoid gestures, language and behavior that are discriminatory towards homosexuals and transgender people, such as placing your hand on the opposite cheek.



Even if you have no intention of discriminating, your casual remarks might be creating discomfort for someone.

In recent years, a concept called "intersectionality" has become known, in which attributes that create differences in individuals, such as gender, sexual orientation, gender identity, race, nationality and presence or absence of disability, are explained as being intertwined and intersected rather than existing independently. To realize a diverse and inclusive campus, we should all have an intersectional perspective to understand and respect our diverse values and individual identities.

Counseling Services

If you feel like talking to someone about yourself..

On Campus

Division of Student Diversity and Accessibility Support (SDA Division)

The SDA Division provides consultation on questions, discomfort and concerns related to gender and sexuality.

TEL.0774-65-7413 (SOGI Direct Number
You can call anonymously.)

Counseling Reservation Form

<https://forms.office.com/r/hQzA2vYaU2>



SOGI Counseling
Reservation Form

Counseling Center

The Counseling Center is for students in need of psychological consultation, including SOGI-related matters. Counseling is by appointment only. Please call or visit the Center to make a reservation.

Imadegawa Campus TEL.075-251-3275 Kyotanabe Campus TEL.0774-65-7415

<https://www.doshisha.ac.jp/students/healthcare/counseling.html>



Campus Harassment Counselors

If you have been subjected to harassment including those based on SOGI, you may also seek help here.

<https://www.doshisha.ac.jp/students/healthcare/harassment.html>



Center for Christian Culture

You can consult the Chaplain at the Center for Christian Culture about your life and other issues.

<http://www.christian-center.jp>



Off Campus

Yorisoi Hotline

One of their lines is specialized for issues such as gender dysphoria and homosexuality. Follow the voice guidance and press 4.

TEL.0120-279-338

<https://www.since2011.net/yorisoi/n4>



QWARC

A resource center for people of diverse sexualities and genders including LGBT, people around them, and women in general. Responds to concerns related to LGBTQ.

<https://qwrc.jimdofree.com>



References and Websites

- Kyoto Prefecture / "Gender and Sexual Diversity, Human Rights" published in April 2021
- Kyoto City / "Diversity : Workplace Environment from an LGBT Perspective" Published in October 2020
- Waseda University / "Guide to Consideration and Accommodation for LGBTQ+ Students (for faculty and staff)" published in March 2021
- Ministry of Justice / "Website Promoting Human Rights of LGBTQ People" <https://www.moj.go.jp/JINKEN/LGBT/index.html>

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This publication uses universal design fonts for readability, to allow more people to access information based on the idea of "universal design (UD)."