



# Unity in Diversity and Gender Equality in the Tokyo 2020 Games

The Tokyo Organising Committee of the Olympic and Paralympic Games

March 2022

# Unity in Diversity: Our journey

## Olympic Charter: Fundamental Principles of Olympism

The enjoyment of the rights and freedoms set forth in the Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.



## Tokyo 2020 Games Vision:

**“Sport has the power to change the world and our future”**

Striving for one’s personal best, accepting one another, and connecting to tomorrow.



## “Developing human resources” to achieve our Games Vision

D&I(Diversity & Inclusion)  
declaration



Organisational climate  
development



Hospitality and support  
training



Games volunteer training



# Engaging in visible initiatives

- Special website for diversity and inclusion



- An online D&I forum with Games partners



- President Hashimoto attended Generation Equality Forum by UN Women



- Exhibition panels at the Main Press Centre and the competition venues



- Dialogue between President Hashimoto and Gen Z

- Created a communication manner book based on the Games staff's experiences

# Creating movement

## Tokyo 2020 D&I Actions

Tokyo 2020, together with those involved in the Games, declared actions to leverage the unique opportunity provided by the Olympic and Paralympic Games to help transform Tokyo and Japan into a truly diverse and inclusive society for future generations.



## Tokyo 2020 D&I Actions

More than 400 athletes, people and organisations have joined the initiative, forming driving power to transform the society.

# Gender Equality in Tokyo 2020 - Sport

## The proportion of female athletes

**48%** in Olympic  
**42%** in Paralympic

## At least one female athlete

**201** of 205 NOCs\* and the Refugee team  
**140** of 161 NPCs\* and the Refugee team

\*NOC: National Olympic Committee  
NPC: National Paralympic Committee

## The number of sports and athlete quotas improved

**11** Olympic sports  
**10** Paralympic sports

## The number of mixed-gender events increased

**9 to 18\*** in Olympic  
**38 to 40\*** in Paralympic

\*Compared with Rio 2016 Games

# Gender Equality in Tokyo 2020 - Organisation

## Governance/Leadership

- Female President
- Female Vice-president of the Board for gender equality and diversity

Increasing the proportion of female Board members to 42%

Establishment of the Gender Equality Promotion Team

## Medical

Female athlete medicine in the Polyclinic in the Olympic/Paralympic Village

## Safe sport

Prohibition of sexual harassment photographing of athletes

## Portrayal

Promotion of **inclusive, gender-balanced communication** through [IOC's Portrayal Guidelines](#)

## Equal Representation

**One male and one female** in flag bearers of the Opening Ceremony

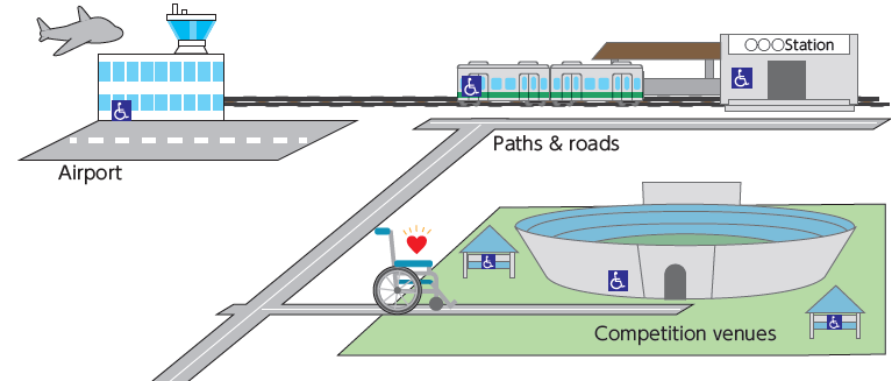
**91%** in Olympic  
**60%** in Paralympic

## Competition schedule

- Alternating the men's and women's finals
- Setting the **women's team final as the final climactic event** in five Olympic events

# Unity in Diversity at Games time

- Tokyo 2020 Accessibility Guidelines
- Multipurpose toilets, including toilet space for guide dogs
- Prayer rooms
- Uniforms for different ages, genders and nationalities
- Diversified food menus
- Robots for helping transport items and guiding spectators to their seating area
  - ⇒ With no spectators, instead created opportunities for athletes and volunteers to interact with the robots.



# Passing down our legacy

## Tokyo 2020 Gender Equality, Diversity and Inclusion Report

The report outlines Tokyo 2020's gender equality efforts and challenges in line with the 25 recommendations of the IOC Gender Equality Review Project in 2018.

We hope that our progress will be reviewed by stakeholders and sports organisations, and used to promote systematic and strategic approaches and monitoring in the future.

