

# Tokyo 2020 D&I Actions

## -Towards a society where everyone is free to live as who they are-

The Tokyo 2020 Games has built its Games Vision "Sport has the power to change the world and our future" on three core concepts: "achieving personal best", "unity in diversity" and "connecting to tomorrow". Our new initiative called "Tokyo 2020 D&I Actions -Towards a society where everyone is free to live as who they are-" has also been built on the vision and the three concepts.

The pandemic of Coronavirus Disease 2019 has brought a new form of social stigma and discrimination and has deepened social divides. Amidst these challenging circumstances, the Tokyo 2020 Games aims to provide opportunities for a diversity of people involved in the Games with different characteristics to utilise their unique skills and abilities for the Games while acknowledging, respecting and valuing differences in others in cooperating with each other.

Each person engaged in the Tokyo 2020 Games aims to build an inclusive society, where everyone can be true to themselves by respecting each other, without discrimination of any kind, such as race, colour, sex, sexual orientation, gender identity, impairment, language, religion, political or other opinion, national or social origin, property, birth or other status.

The Tokyo 2020 Games has brought us an opportunity to consider necessary D&I actions for our society and future, which must continue to grow even after the Games.

By taking the opportunity, we, at Tokyo 2020, pledge to take the following actions.

- We commit to share the importance of developing "a society where everyone is free to live as who they are" by continuing to engage in open dialogue and communication with diverse people, and to create a movement that involves a wide range of stakeholders and spreads its value to society.
- We commit to ensure that our initiatives for "diversity and inclusion" targeting all the people involved in the Tokyo 2020 Games are put into practice at the Games, and to ensure that everyone plays a leading role at the Games free from discrimination and harassment.
- We commit to encourage all the stakeholders to get involved in our initiatives towards "a society where everyone is free to live as who they are", while making a record of achievements and future challenges of the initiatives, so that younger generations and the future Olympic and Paralympic Movement take over and continue the initiatives to grow.
- Each of the Tokyo 2020 members, after the Tokyo 2020 Games, commits to play a role as a legacy by continuing to take actions on an individual basis towards "a society where everyone is free to live as who they are" utilising the experience and knowledge gained through the Game.

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