

Diversity is more than counting, and more than women

Looking at diversity from a broad
perspective

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Ronni Alexander
Professor Emerita
Kobe University
alexroni(at)kobe-u.ac.jp

Diversity is very complex!

- Identity
- Social categories
- Sex/gender/sexuality
- Inclusion
- Intersectionality

Content

Part 1: Personal identity

A little bit about me

Popoki, peace and identity

Thinking about ourselves

Part 2: Social identity

Social identity

Identity and gender

Intersectionality

Part 3: What would you do?

How diverse are we?

- Do you prefer baseball or soccer?
- Are you from Kansai? Kanto? Okinawa? Outside of Japan?
- Is COVID-19 over?

A bit about me

Field: Peace studies, international relations

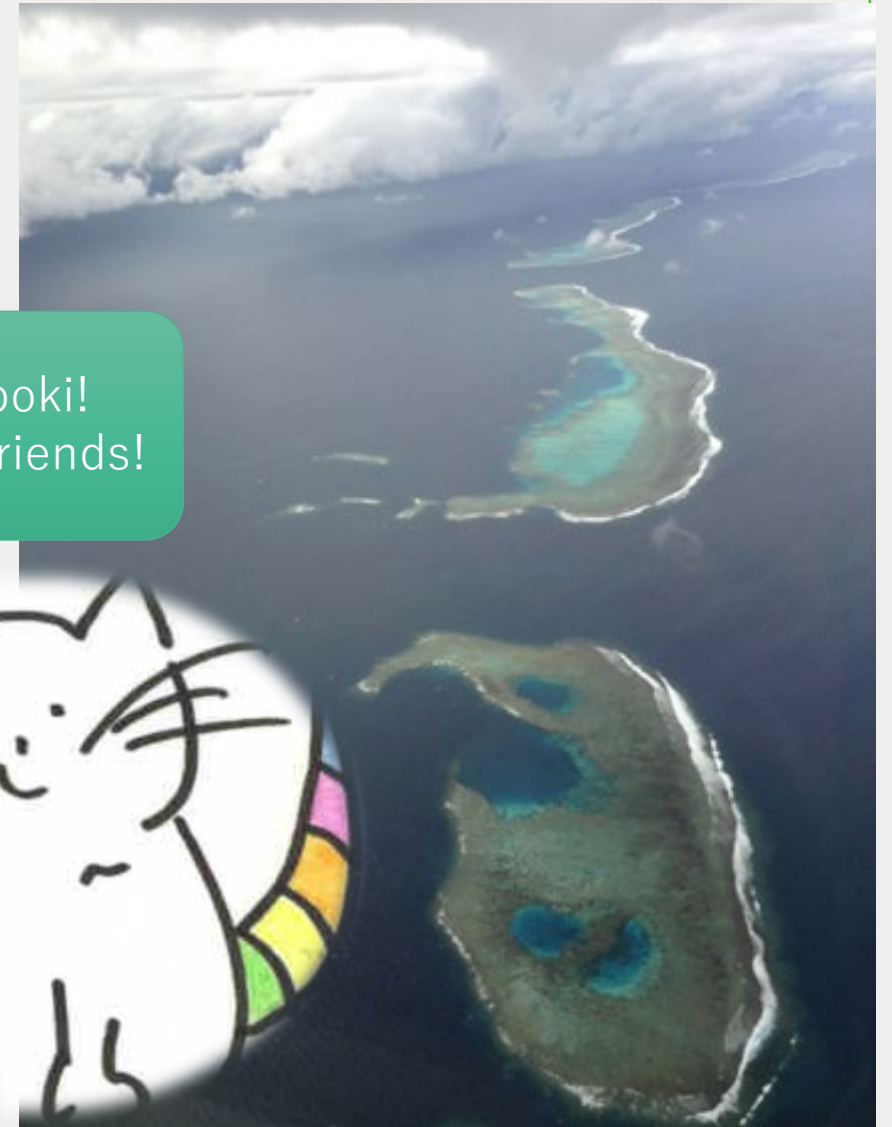
Work areas: Peace research, peace education, peace action

Theme: How can all living things feel safe and be at peace?

Topics: Pacific islands, security/safety, gender, militarization, decolonization, stories, art

Methods: Action-based research, stories, narrative, art.
Popoki Peace Project

I'm Popoki!
Let's be friends!



Popoki Peace Project

- **Stories are for everyone!**
- They allow us to imagine things differently
- Social change requires changing how we imagine things: storyworld
- Popoki: use of the whole body, the senses, emotions, non-verbal modes of communication
- Popoki is not bound by human relations and relationships

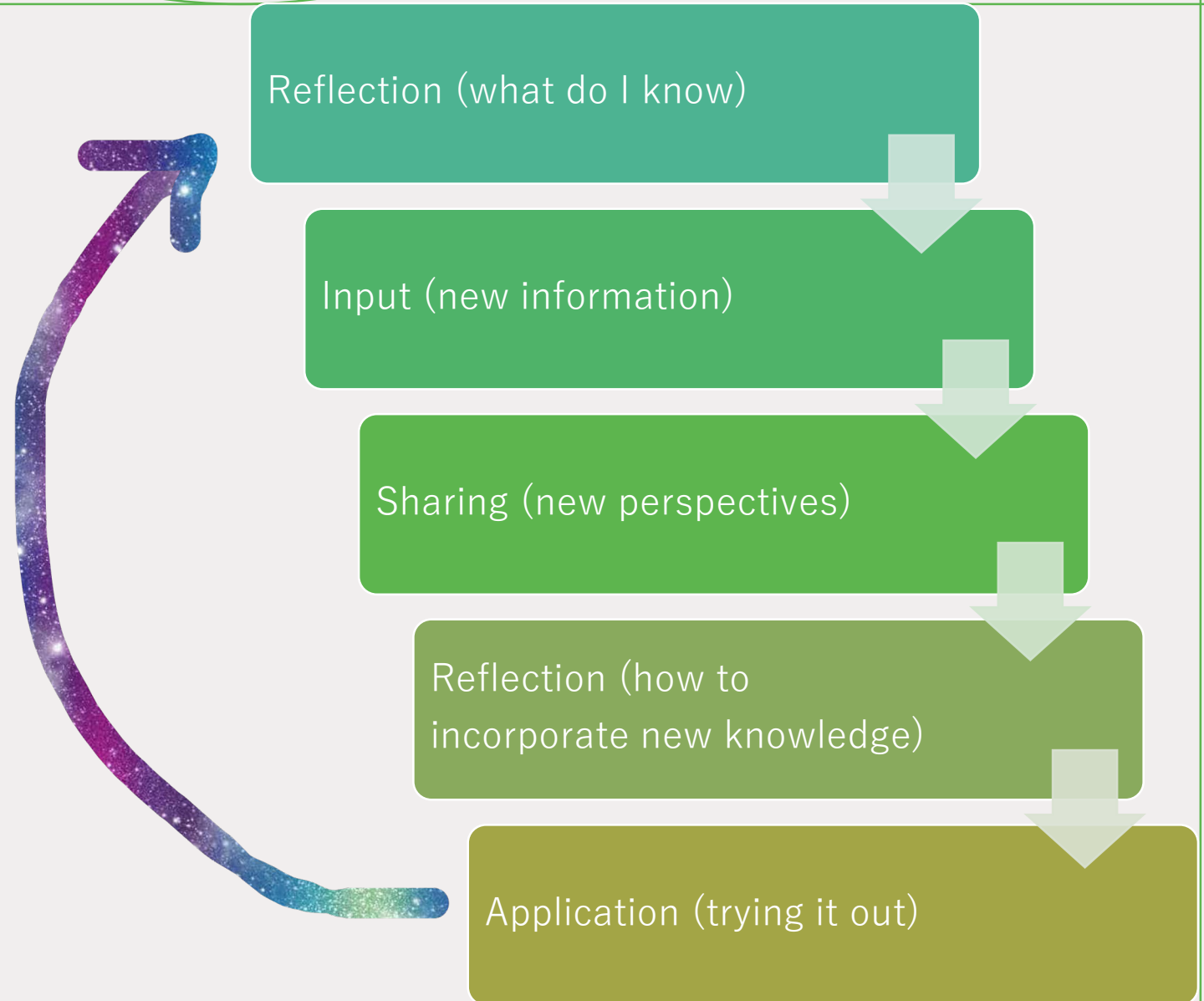


Diversity is a stop on the way to creating peace

- Absence of violence
- Global justice and respect for human rights
- Respect for the dignity and well-being of all living and natural things
- Each person has opportunities to live to their full potential
- Culture of peace that encompasses the entire earth



Cycle of learning





Popoki has some questions that might help you clarify your own position regarding diversity and peace!

From *Popoki, What Color is Peace?* & *Popoki, What Color is Genki* (Epic)

へいわ いろ
平和って なに色？

あか
赤ちゃんのとき

ポーポキの目は まっ青
うみ ひろ そら
海のように 広い空のように…

へいわ あおいろ
平和って青色かもしれませんね



What color is peace?

When Popoki was a kitten, he had bright blue eyes.
Blue like the ocean, or the sky on a clear day.

I wonder if the color of peace is blue.

ポーポキは ^う生まれてすぐ ^{こうえん}公園の ^{ばこ}ごみ箱に ^す捨てられました
さいわい ^でロニーと ^あ出会って ^つ連れて ^{かえ}帰ってもらいました
いのちを ^{そまつ}粗末にする ^{しゃかい}社会は ^{へいわ}平和な ^{しゃかい}社会？

Soon after Popoki was born, he was
thrown away in a trash can in a park.
Fortunately, he met Ronni and she
took him home with her.

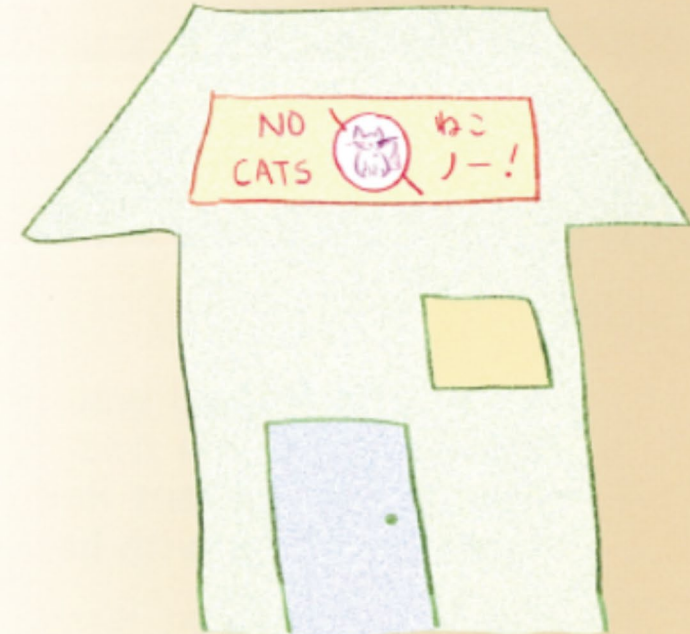
Can a society that disregards
living things be peaceful?



ポーポキが来たとき ロニーは
 ねこを 飼^かってはいけないアパートに 住^すんでいました
 ロニーは 家主^{やぬし}さんに お願^{ねが}いして
 ポーポキと一緒^{いっしょ}に 住^すむことを 許^{ゆる}してもらいました
 住^すみたいところに 住^すむことができるのは 平和^{へいわ}?



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When Popoki first arrived, cats were not allowed
 in Ronni's apartment building.
 Ronni asked the building's owner,
 and Popoki was given permission to stay.

Is peace being able to live where you want to live?

ちか がつこう から、こどもたちのこえが聞こえてきました。
 ポーポキは、学校に行くとき元気がなくなるイヌ兄さんのことを思い出しました。
 イヌ兄さんは、生まれたときから毛は黄緑、目はピンク。いつもサングラスをかけています。
 彼は、みんなとちがう毛の色や目の色をからかわれ、よく泣かされます。
 あなたの毛が黄緑で目がピンク色だったら、元気に学校に通える？
 学校にいろいろな人がいるのは、平和？



Popoki could hear the voices of children playing in a nearby schoolyard.
 The sound made him think about Brother Dog, who loses his *genki* when he goes to school.
 Brother Dog was born with lime green fur and pink eyes, and he always wears sun glasses.
 At school, everyone teases him because he is different, and often they make him cry.
 If you had lime green fur and pink eyes, could you be *genki* at school?
 Is peace having lots of diverse people in your school?

冬になると 寒がりのポーポキは たっぷり食べて
 ホットカーペットで くつろぎます
 おなかをすかせたポーポキの仲間^{なかま}は ふるえながら
 公園^{こうえん}で春を待ちます^{はる}

あなたの平和^{へいわ}は ほかの人の平和^{ひと へいわ}と関係^{かんけい}がありますか？
 相手^{あいて}が平和^{へいわ}でないとき あなたは 平和^{へいわ}になれる？



Popoki hates the cold. In winter, he stays indoors eating and sitting on his heated carpet, toasty and warm.

Popoki's friends in the park are hungry and cold. They sit shivering, waiting for spring.

Is your peace related to the peace of others?
 Can you have peace if others do not?





*Next, let's think
about our
everyday lives...*

We may not be aware of it, but our own gender, nationality or other aspects of identity, and that of others, affects many aspects of our everyday lives.



In each photo, does your own gender and/or other aspects of your identity, or by that of others, matter?



When you look at the photos, please imagine that: :

You are alone

You are with a
friend

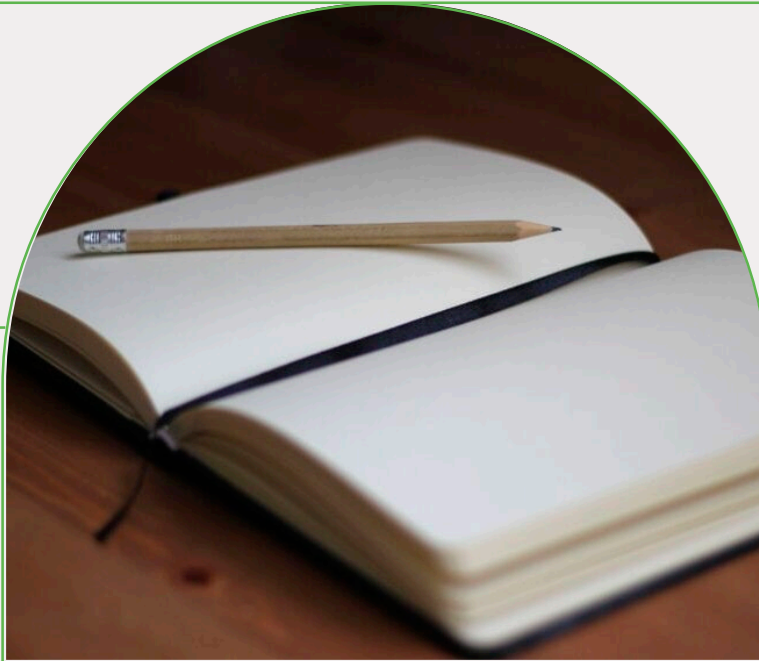
You are with
someone you want
to impress

You are with your
family

Choosing a seat on a train

ロニー・アレキサンダー

Choosing a book



Choosing what to order at a cafe



Attending a party

ロニー・アレキサンダー

指定避難



室蘭市

こ

2023/2/6

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Going to an evacuation shelter

ロニー・アレキサンダー

Feeling lonely

ロニー・アレキサンダー

Here's my response

Train: gender

Book: ????

Café: ????

Party: ethnicity,
gender

Evacuation
Shelter: ethnicity,
gender

Lonely: ethnicity,
sexuality, gender

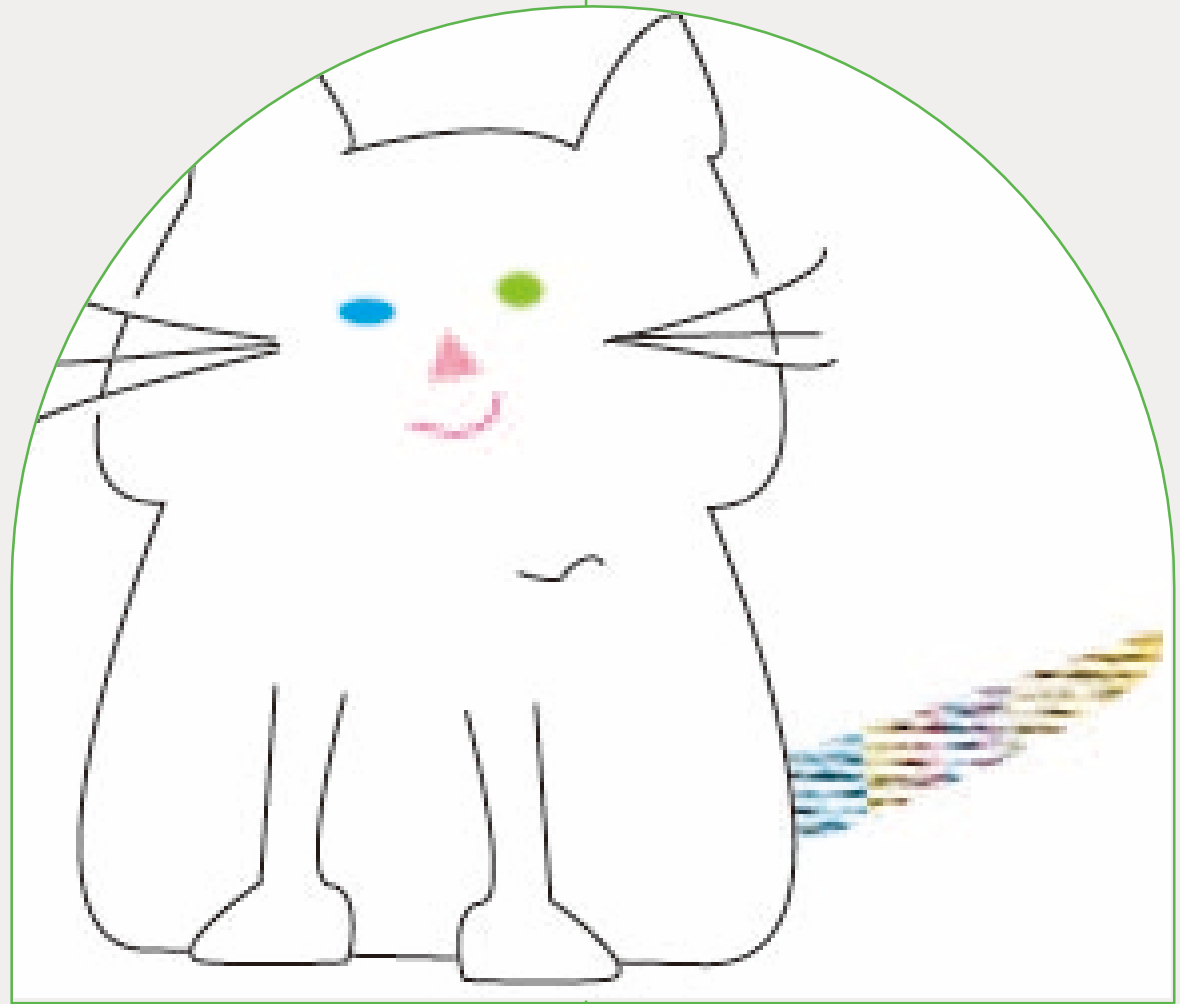
Diversity = Equality?

Diversity is based on social categories (categories of difference)

Does diversity mean equality for everyone?

Does equality mean everyone is the same, or is treated in the same way?

Some say diversity is a way to avoid equality





How much difference is
acceptable?
Veils in class?
Campus meditation
room?



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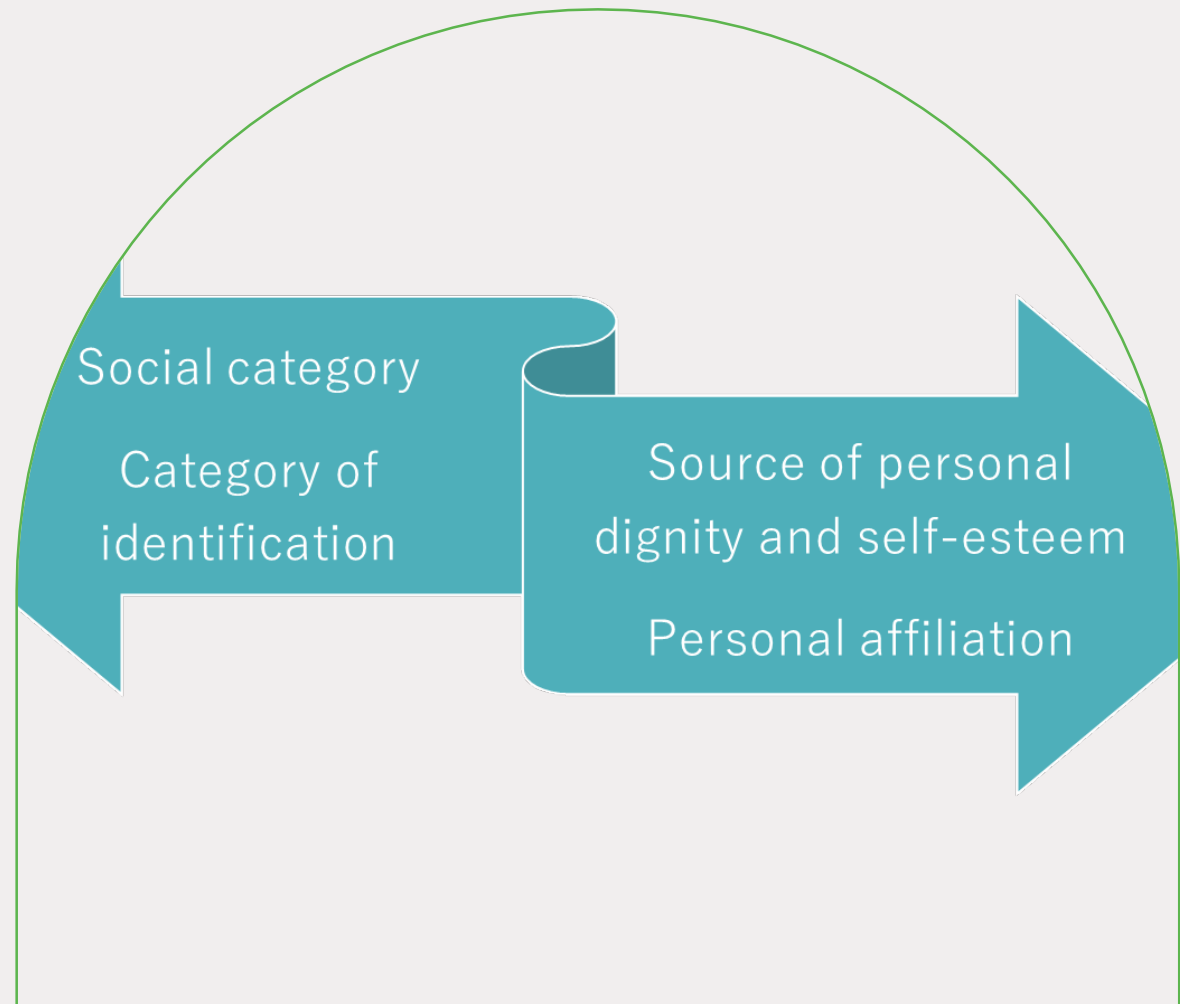
Equality and Equity

- Not only equality of opportunity
- Equity takes history, oppression, difference into account
- Equity changes the circumstances, not the person – is this enough? Who decides?
- Whose equity is most important and to what degree?



Categories of identity

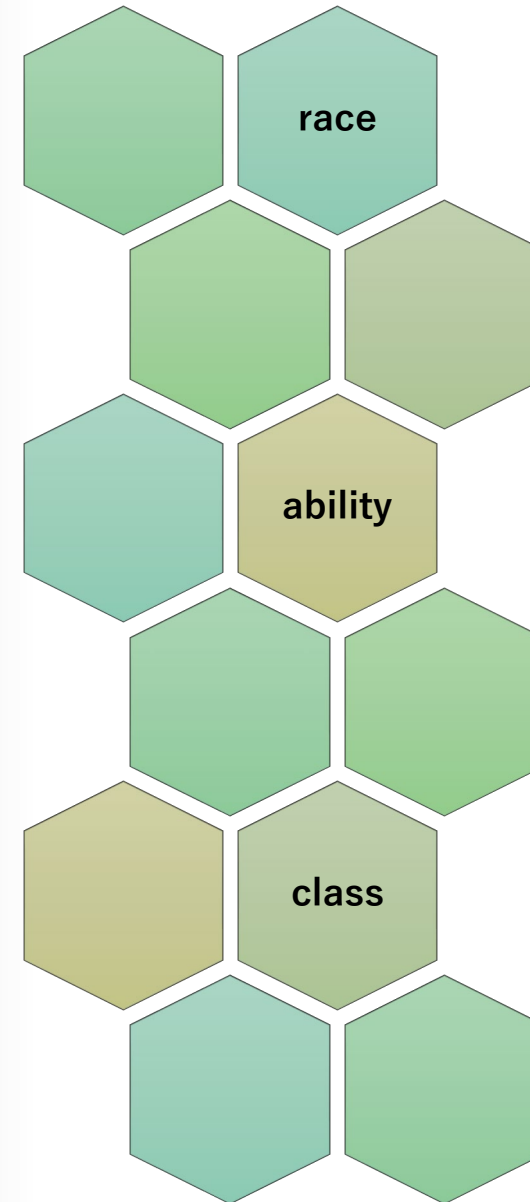
- Categories of identity are socially constructed
- They are meaningful because we make them so
- Categories of identity are based on binaries – we/them
- Binaries are based on exclusion – we/not us



Race and gender are socially constructed categories

- Social categories constructed on the basis of physical attributes
 - Change over time
- EX: Japanese were 'honorary whites' under Apartheid in S. Africa
- EX: "The war has made Ukrainians white"
 - Race and gender are politicized

Categories of difference (race, etc.) are composed of people of different genders - not only M/F



What does being a ‘woman’ or ‘man’ mean?

- What about you?
- Are you a man or a woman or both or neither?
- How do you know?

Sex

Biological
characteristics

Physical attributes

Generally divided
into male or
female

Usually cannot be
changed (without
surgery, etc.)

In fact, there are
lots of variations



Gender

Socially constructed 'sex'

Usually, it is defined as being based on, and congruent with biological 'sex' (cisgender)

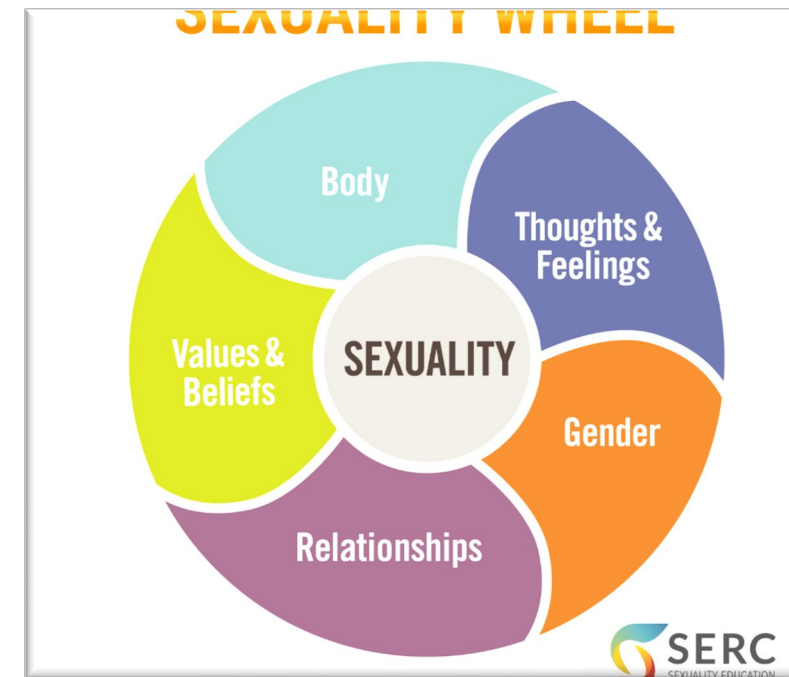
Gender can affect physical attributes

Femininity/masculinity

In fact, there are lots of variations

Sexuality

- How you think about yourself and your body
- How you think about relationships
- Your sexual being
- Based on beliefs, values, social norms, relationships, desire, etc.
- It can change, just like lifestyle or thinking changes
- **Your sexuality is up to you, not anyone else**



SOGIESC

- **Sexual Orientation** – to whom are you attracted 性的指向
- **Gender Identity**- What you understand as your gender 性自認
- **Gender Expression** – how do you behave 性（ジェンダー）的表現
- **Sex Characteristics** – what your body is like 性（身体的）特徴

Just in case you need reminding … LGBTQIA+

- **Lesbian** – women whose enduring romantic, emotional, physical attraction is women
- **Gay** – men whose enduring romantic, emotional, and/or physical attraction is men
- **Bisexual (pansexual)** – people whose are enduring romantic, emotional, and/or physical attraction is to more than one gender
- **Transgender (transsexual)** – people whose gender identity is different from their sex
- **Queer / questioning** – general term for people with diverse SOGIESC
- **Intersex** (disorders of sex development, DSDs) – people who are a combination of female and male
- **Asexual / ally** – person who does not experience sexual desire; ally=friend/supporter
- **Plus +** - other variations

Human sexuality is amazing!

Gender non-binary

•gender identity outside of male/female

Gender non-conforming

•appearance, behavior does not conform with social norms for their gender (any SOGIESC)

Gender fluid

•someone whose gender is not fixed over time

Gender queer

•identifies as neither male nor female, or both

X gender

•gender neutrality

- Always treat people with respect
- Don't assume gender/sex/SOGIESC
- Don't ask a person their SOGIESC
- If someone comes out to you
 - Say thank you!
 - If you want to learn more, ask for a book suggestion
 - Is there something I should do differently?
- You might be asked on a date...
 - You might say 'Yes!'
 - You might say, thanks, but I am not ...
 - It's my first time. I'm nervous... is OK, too!

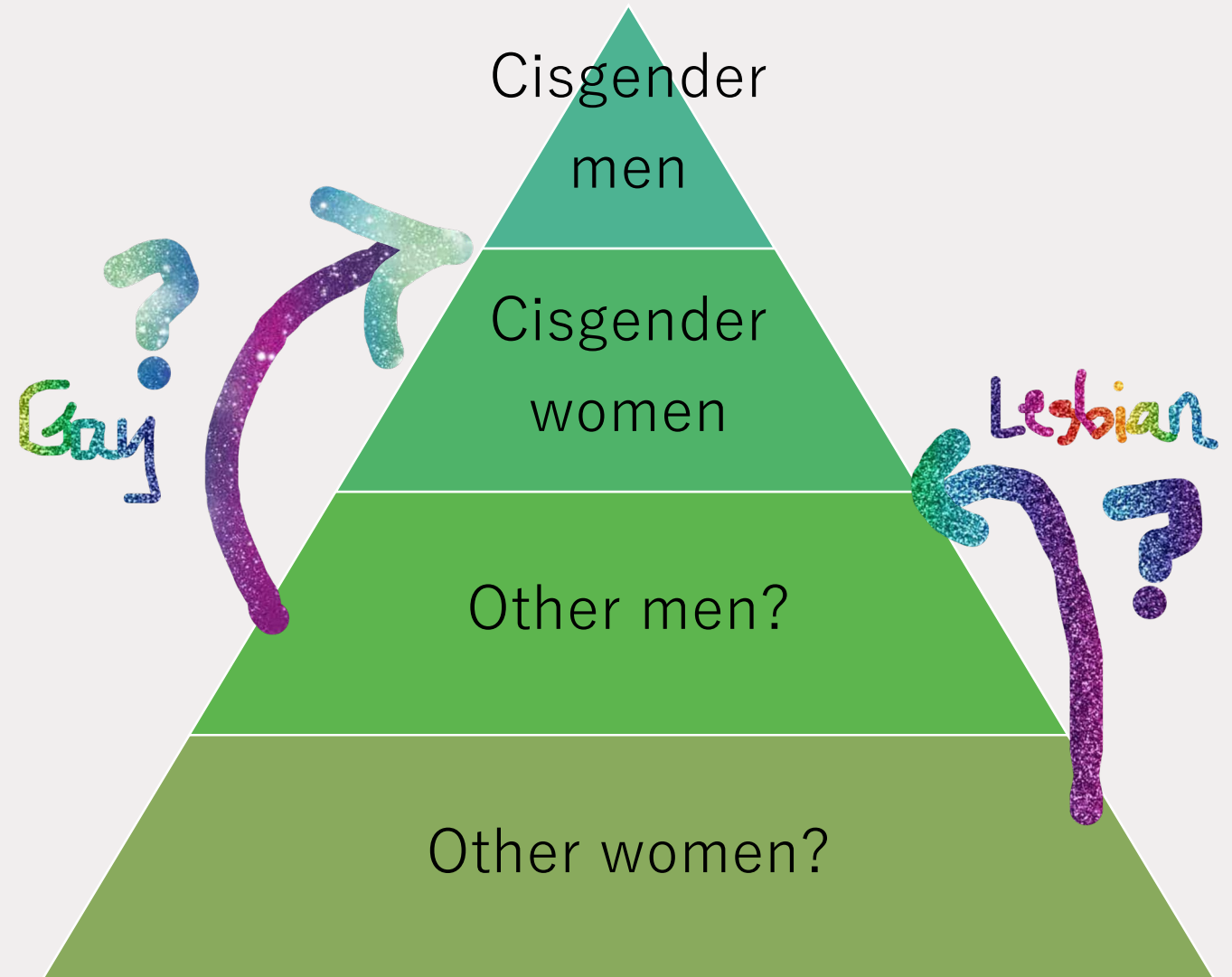
Gender cuts across most other categories

M F
(male/men) (female/women)

- M=not F; F=not M
- This understanding either:
 1. Makes those in the middle invisible or
 2. Forces those who are neither category into one or the other

Hierarchies of gender further complicate things!

- * Men have easier and better access to social resources
- * Many social and legal institutions have gender biases
 - LGBTQI+ people, particularly those who are non-conforming, are lower than cisgender heterosexual men/women



What does it mean?

All members of a social category are not necessarily equal



Social construction of categories through exclusion always results in invisibility for some



Diverse categories are not necessarily equal, or equitable

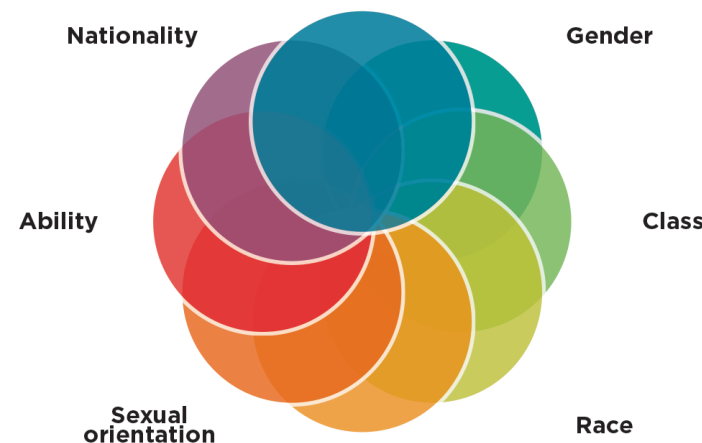


Inequality is institutionalized – laws, norms, attitudes give some priority over others

Intersectionality

- 1980's US law professor Kimberle Crenshaw
- Important to consider intersecting lines of oppression – not just one category
- Intersectionality illustrates how institutions can be systemically sexist, racist, etc.
- “We are hiring more women!” does not necessarily imply challenging institutionalized sexism

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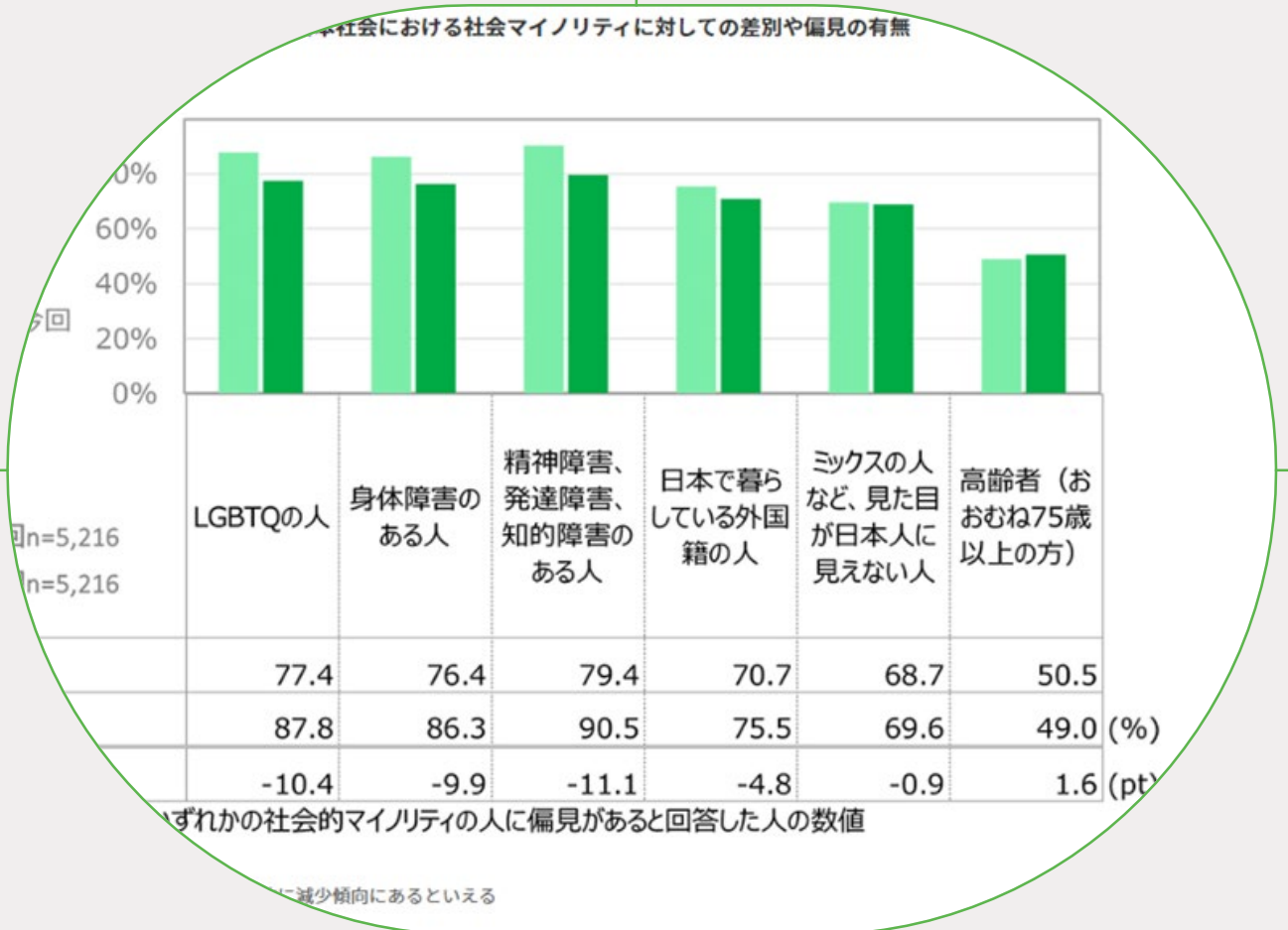
Criticism of intersectionality

- It is too broad and confusing to be useful
- It doesn't offer solutions
- It uses the same notion of static categories of analysis, so it doesn't solve the problems of exclusion and making people invisible



Intersectionality in Japan?

- According to this small study, prejudice in Japan is decreasing
- It is most severe people with mental illness, followed by LGBTQ people
- Other categories are physically challenged, foreigners living in Japan, people of mixed race who do not look Japanese, older people (over 75)



Japan has trouble with difference

- It used to be that difference had to be hidden and there were no visible holes
- Now, diversity is accepted if everyone stays in their hole (stereotypical categories)
- Inclusion is actively sharing holes, or eliminating them altogether
- Who decides who gets to be included and who does not – and under what circumstances?
- What about those who do not want to be included?

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Mogura tataki is a game where one tries to hit moles sticking their heads out of their holes with mallet

ロニー・アレキサンダー

Some people want to be hired
for who they are, not for their
category or for their perceived:

Gender
Race
Nationality
Sexuality
Ability
Etc.



Today's message

- 'What' and 'how many' are important, but 'who' is important because everyone belongs to multiple categories, and those categories are not necessarily equal
- Inclusion is better than diversity, but both are very difficult to negotiate

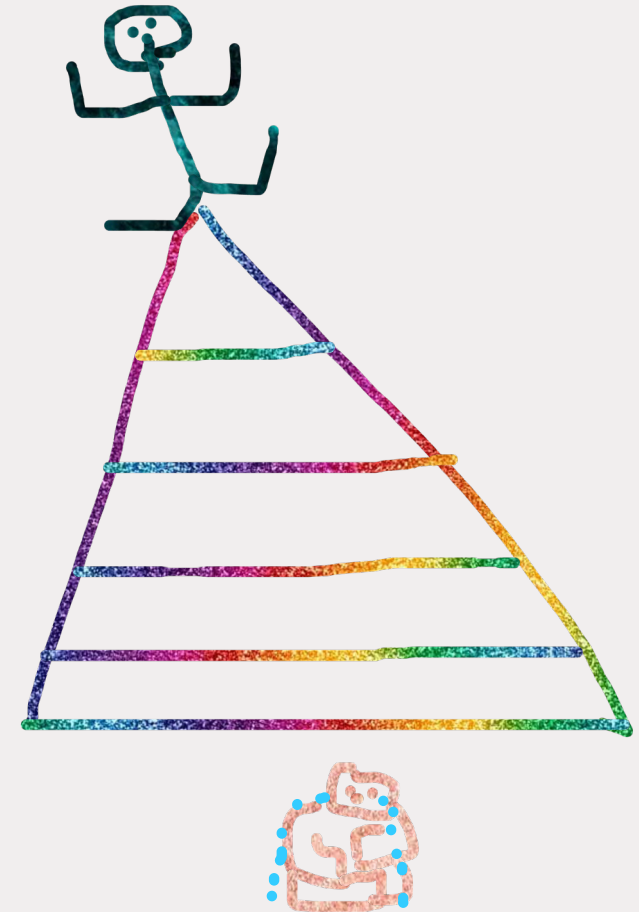
What would you do?

You need to **increase the number of international faculty and students** (preferably women)

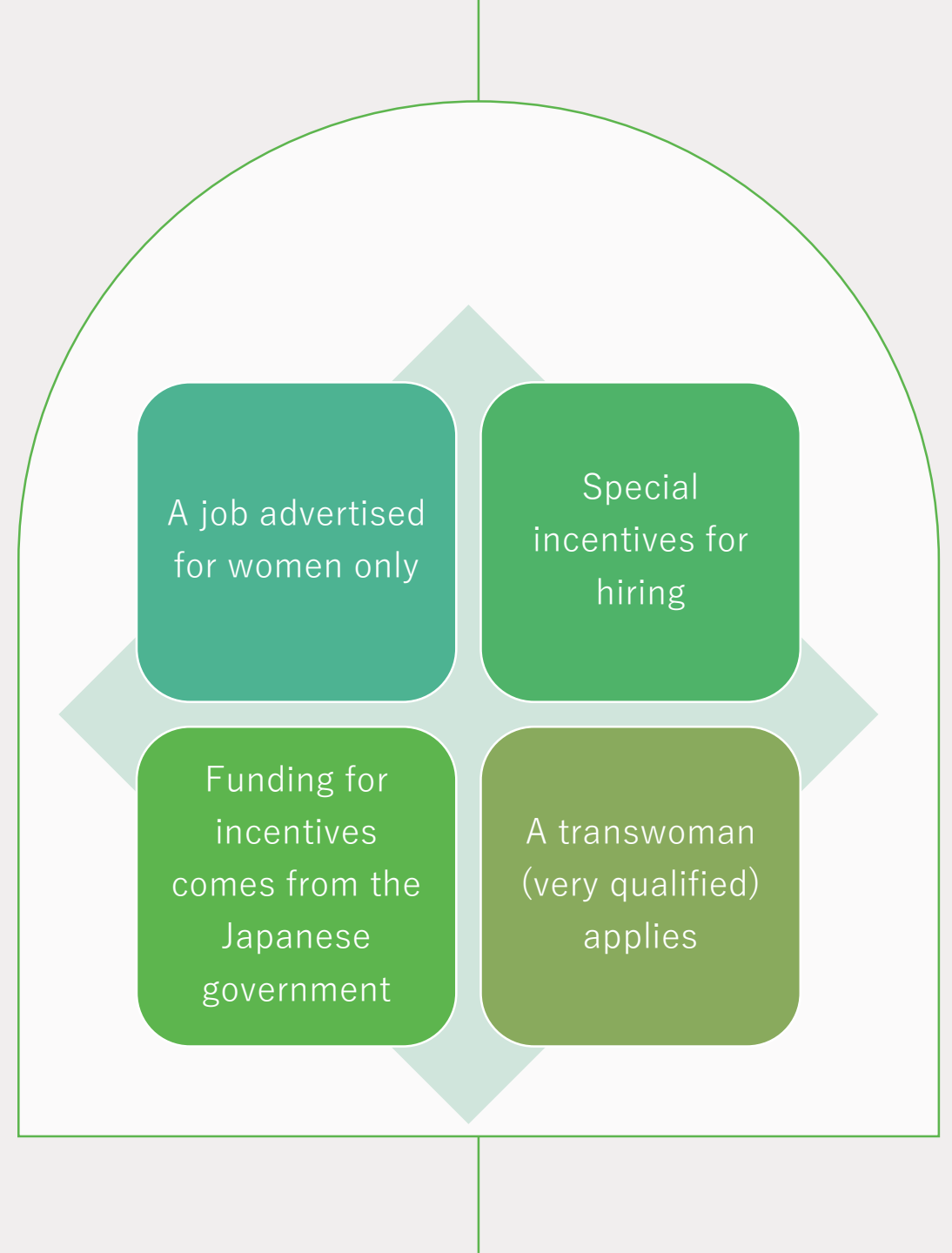
You know that **most sexual harassment is by powerful men toward powerless women**

There is a **hierarchy in Japanese universities** with older, male, Japanese professors at the top and young women students from developing countries at the bottom

Increasing numbers without eliminating the hierarchy doesn't help the people at the bottom of the hierarchy



What would you do?

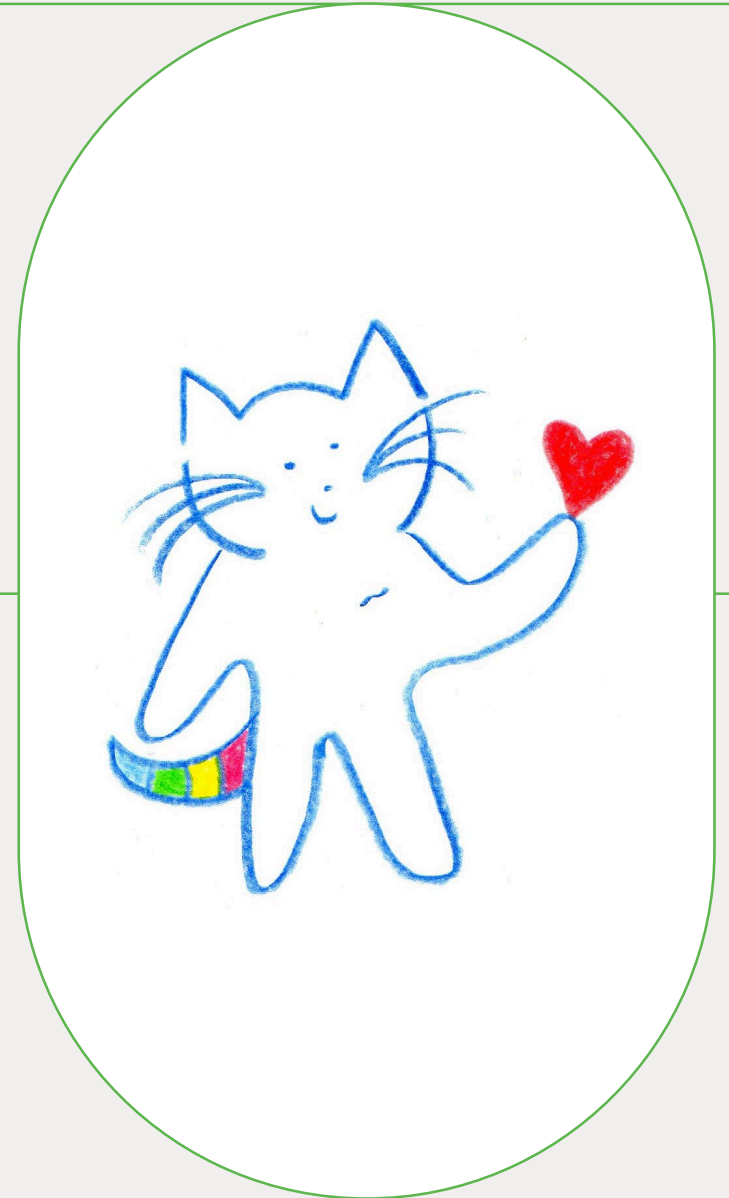


What would you do?

What if your son or brother was transgender and wanted to play sports in school on a girls team?

Here's a story for you

- You might meet someone worried about their difference
- This might help you to be supportive of them



If everyone were
accepted for who they
are, would that be
peace?

- How can you help to make
your world more peaceful?

