

## **Misalignment of LGBT**

### 1. Motivation behind Research Paper

Do you understand the meaning of the word LGBT correctly? Now, all over the world, and of course in Japan, we hear about various issues related to LGBT. For example, it indicates same-sex marriage, partnership system and so on. I think these words are not completely unrelated stories for many people but exist close to everyone. Why did I mention LGBT as a theme? It is because I believe that these topics are closer to us than we think and also a problem that anyone can face at any time. However, the biggest reason is that my best friend is bisexual and I became deeply interested in LGBT. Therefore, I wanted to know about LGBT and make a world where everyone can live comfortably.

### 2. Introduction

The aim of this research paper is to find solutions for the misalignment in perceptions of LGBT issues in Japan. According to a survey done by the Ministry of Health, Labour, and Welfare on workplace environments where diverse Human Resources can play an active role for companies, “70% of companies think that they should create a workplace environment where it is easy for sexual minorities to work.” From this survey, it can be seen that society is working to make the treatment of LGBT people more acceptable and make it easier to live. However, as a matter of fact, it isn't grasped what kind of opinion people have and whether the measures reflect the opinion of the parties or not. Therefore, in such measures, I thought that

there was a difference between the ideas of the parties and non-participants. In this research paper, this difference is described using the word “misalignment.” As long as it is not clear whether the measures reflect the opinion of the parties, It is only natural that there is a misalignment between the two parties and it can be said that it can't be helped. How, then, can we resolve this “misalignment”?

Thinking realistically, is it possible to solve the problems that affect the inner part of the individual? As for my hypothesis, I believe that it is impossible to solve the problems completely, but it certainly goes well with the passage of time. Now in Japanese society, gender issues are becoming more known issues as society evolves to be more inclusive. For that reason, the number of people who understand will increase. And by doing so, the world will become a place where LGBT people can easily put their own opinions into words and misalignment will be eliminated. Then, what kind of actions will we actually take in the process of eliminating the misalignment? This research paper will analyse the results of surveys and questionnaires in academic essays.

### 3. Results and Analysis

In a questionnaire by the authors of academic essays, I refer to the survey that targeted 6,000 adults aged 20 and over on the difference in recognition of the three groups of "LGBT parties, non-participant men, and non-participant women." I presuppose that there is no difference in recognition because most of those people understood what LGBT is.

First of all, it is about whether there is a misalignment. That is an important key in advancing this research. To conclude, it turned out to exist exactly. Regarding "Training for sexual minorities in the workplace", 60% of non-party people felt it necessary, but LGBT people were only 40%. A difference of 20% existed. So, in this 20% difference lies the fact that non-parties may be asking for more effort than necessary for the parties. Another interesting thing, about 3% of non-participants were in favor of the item "No need for measures for sexual minorities," while about 15% of LGBT people were in favor. There was a difference of about 10%. In other words, it showed that the parties do not want to be supported in terms of sexual minorities as much as the non-parties are thinking.

From the results of these two questionnaires, I thought that LGBT people are afraid that their real self will be found out by participating in LGBT events, so it becomes a cause which makes a big numerical difference. My friend who is bisexual also said, "Special measures are not required for me." She doesn't want to be seen as special. There is definitely a misalignment. Now that I understand that, the important question is how to resolve the "misalignment" between both parties.

In order to solve the problem, I considered the reasons why the misalignment was created in the first place. The reason why both think differently is because they often do not know each other's opinions and ideas. Actually, it is revealed in our daily life that we cannot know what they want if we don't know the other person and their opinion. Therefore, in order to understand other parties, it is necessary to have a place to exchange opinions. Now, it is easy to exchange opinions mainly through social media. Many people have seen LGBT-related information among social media

because many LGBT people post information related to LGBT. On top of that, I referred to the "LGBT Survey 2018" conducted by Dentsu Diversity Lab. This survey investigated 6,229 people aged between 20 to 59 (LGBT:589 people, non-LGBT:5640 people). In the question, "Have you ever changed your awareness of LGBT or deepened your understanding of LGBT?", 47.8% of respondents said they had deepened their knowledge, followed by "Influence of entertainment content such as movies, dramas, and anime" (14.3%), and "Influence of social media and the Internet" (12.9%), with the top three being "Influence of media".

Through this study, it is revealed that the media has the power to deepen understanding and change the minds of people, in addition to recognizing LGBT people. Regarding the most influential news and documentaries, 71.3% of the LGBT people and 59.8% of the non-LGBT people answered 'yes' to the question, "Do you want to watch documentaries that can give you a correct understanding of LGBT?" The results show the fact that more than half of the people hope to deepen their understanding. In fact, I thought that if there were more places to learn about the thoughts and feelings of LGBT people by using SNS, it would be possible to deepen a correct understanding of LGBT and eliminate the misalignment between both.

Currently in Japan, the number of dramas, movies, and animations dealing with LGBT, such as "Ossan's Love" is rapidly increasing. In fact, even in the "LGBT Survey 2018", about half of people responded to the question, "What do you think about LGBT characters appearing in entertainment content such as movies, dramas, and anime?" People, both LGBT people and non-LGBT people answered "I think it's

very natural.” Even in Japan where there is still less content featuring LGBT characters compared to other countries, it has penetrated to this extent.

#### 4. Conclusion and Future Problems

I thought that if we could make LGBT people a matter of course for many people, we would be able to solve this problem of differences in perceptions of LGBT people. For that reason, the power of social media will be indescribable. I'm confident there is a big power to change LGBT from recognition to understanding, using social media. The power will grow bigger as the amount of content related to LGBT increases. It is not a mistake to say that time will solve the problem based on the hypothesis. I think that more LGBT-related media will come out in Japan in the future, and many people will see it. At the same time, I think that the number of people who have deepened their understanding will increase, and understanding will become the norm in the world, and the misalignment will naturally disappear. On the other hand, there is also the possibility of hurting people if we use social media incorrectly. How to use social media after taking into consideration the feelings of LGBT people such as what kind of expressions make them uncomfortable or hurt them, remains a major theme for the future.

#### 5. Reflection

Until I set up this question, I had thought nothing more than, “I'm sure that participants and non-participants will have different thoughts about the current efforts.” However, after setting the question, I began to think specifically about solutions. Without this time, I probably would not have looked deeply into gender issues and would have left them as problems. Also, I think that it is almost

impossible for such problems related to human rights to disappear completely in the future. I didn't want to just give up and ignore the problem. In that case, even though there is room for improvement, the problem will never go in the right direction. In order to eliminate the "misalignment " mentioned in this theme, first of all, we should look at our daily life and notice the problems that are hidden in the sense of incongruity. As the next step, instead of ignoring the problems I noticed, I thought that what I can do now is to think a little deeper. This is because I believe that the world will become more caring for others if many people continue to do that kind of thing. In this way, in a world where it has become normal to express oneself as one is, the gap that I questioned this time will decrease, and the misalignment that always exists between people will no longer be seen as a problem. To create such a world, I will continue to cherish the awareness of everyday discomfort.

## 6. Work Cited

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