Fostering Inclusion to Outshine LGBTQIA+ for a Better Tomorrow

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Abstract: There is a substantial need for effective communication to felicitate the members of the LGBTQIA+ community for integrating into mainstream society. Our research is an effort to reinforce the fact that, by making this section of the society feel condemned as a hostile group, recognising their sexual orientation or gender identity is restraining them from opening up before the world. The society needs to be educated in such a way so that everyone accepts this community by overcoming the inner biases because they too deserve a happy and peaceful environment. The study utilises a qualitative research approach, including a literature review and interviews with members of the LGBTQIA+ community, to identify key communication skills necessary for successful integration. The interviews also highlight the outcome of respecting their guidance and leadership in any group of an educational institute, by honouring events like "Pride Month" and normalized sharing of pronouns would make everyone come out with their gender identity without any "dithering". This will lead to their academic, professional, and personal success. Implicating equality and coming out as an ally towards the LGBTQIA+ community can help conquer the fear of prejudice and check our privilege to break the stereotype for this marginalised group. Accentuating respectful communication in the practical research, the study highlights the need for individuals to interact and become active listeners for LGBTQIA+ with empathy in their hearts, presenting assertiveness. Ultimately, the study intends to foster an inclusive society for everyone, regardless of sexual orientation or gender identity. The paper concludes with the aim to bring about some positive changes in the 21st century for LGBTQIA+ community so that they can be treated without any stigma.

Keywords: LGBTQIA+ community, Inclusive society, Stereotypes, Orientation.

I. INTRODUCTION

Every minute we are setting an agenda for an inclusive future and a bright day for "every single human being" irrespective of the gender identity that says Global integration of LGBTQIA+ by identifying key communication skills. Let's accept the community's appeal who are continuously beckoning the humanity by saying, "Being LGBTQIA+ is neither a problem, nor their choice". They should be prioritised equally rather than making a comparison between genders.

Fig. 1 LGBTQIA+ members are fighting for their civil rights

Discussing further with reference to Fig: 01, the Sexual Orientation of LGBTQIA+ we can see:
Lesbian: A woman attracted to another women,
Gay: A man who is romantically & emotionally attracted to other men,
Bisexual: A person who is attracted to multiple genders,
Transgender: An umbrella term for those whose gender identity does not match with that assigned during their birth.

Queer: Individuals with a non-normative gender identity, sexual orientation or sexual anatomy,

Intersex: A person born with chromosomes that are inconsistent with typical definition of male or female body,

Asexual: Someone who doesn't experience any sexual attraction towards other people,

+ sign: It is an inclusive way to represent members of community who is identified with a gender identity that isn't included within LGBTQIA.

Reading through multiple articles we have found that as much as 40-50% of the identified LGBGQIA+ community is struggling with substance abuse. This situation made us do our research work into this relevant topic.

II.   BASIS OF THE RESEARCH WITH METHODOLOGY LAID HOLD OF

Effective communication plays a crucial role in fostering the integration of LGBTQIA+ members into mainstream society. Through comprehensive interviews with students both from our college and the broader community, we have discerned that communication serves as the linchpin for facilitating uninhibited interactions among individuals within this community, thereby empowering them to chart a progressive future across academic, personal, and professional dimensions. This section of the society feels condemned as a hostile group, recognising their sexual orientation or gender identity. Every creature thrives to make this world sustainable for them, but if we will make barrier at each arena for them, it would be a crime against humanity. Numerous reports proved these statements and we have found many news of cases filed against gay rights and here comes the question, why? Let's join together to stop this discrimination against this section of human where 92% students are enduring continuous mental issues and depression due to mocking, 59% bullying, sexual assault etc. in educational institutes. 36% students di d not even "come out" because they felt that their mates were 'not LGBTQIA+ friendly and remaining 26% of LGBTQIA+ students has already Faced Social Exclusion. The report is based on a survey of over 1700 college students across India that examines inclusivity issues around the LGBTQIA+ community.
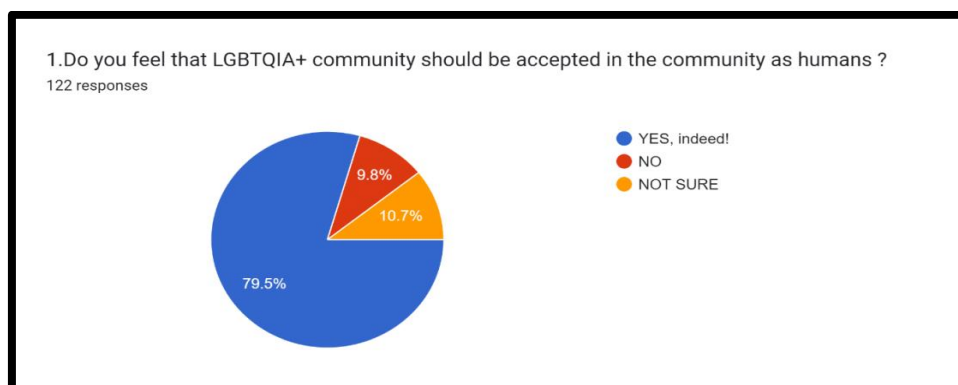
The report further revealed that while 97 percent of the students knew the meaning of the term LGBTQIA+, they lacked awareness of the laws that impact the community.

III.   PRIMARY FOCUS- ROLE OF EDUCATION

A robust education system is essential to address internal biases and foster societal acceptance of the LGBTQIA+ community. It is through this path that we can cultivate an open-minded generation, grounded in genuine equality rather than mere constitutional provisions. Alarming statistics indicate that 21 percent of non-community students perceive homosexuality as "unnatural or a disease," highlighting the urgency for educational intervention. Education must begin at the foundational level, starting in schools and extending to colleges and universities. Emphasizing the development of communication skills from the grassroots level becomes imperative. A peaceful and harmonious environment is indispensable for individuals to thrive in their livelihoods, safeguarding them from anxiety disorders and mental depression. Collaboratively, we must prioritize the identification and nurturing of key communication skills, eliminating all stigmatization and prejudice concerning sexuality, and contribute to creating a happier world for all.

IV.   CASE STUDIES REFERENCES WITH SOME FACTUAL STATISTICS

We have done a google form survey on fostering inclusion for the members of lgbtqia+ community with the message of creating a revolutionary change all over India, where we have asked some genuine answers from our friends in the college to know what is the present mindset of the young India (who is the future of this country) for lgbtqia+ members in the society. The questions were based on various aspects of basic communication and social inclusion which can make a difference in the matter. Few of them have been shared here for analysis.

1.Do you feel that LGBTQIA+ community should be accepted in the community as humans ?
122 responses

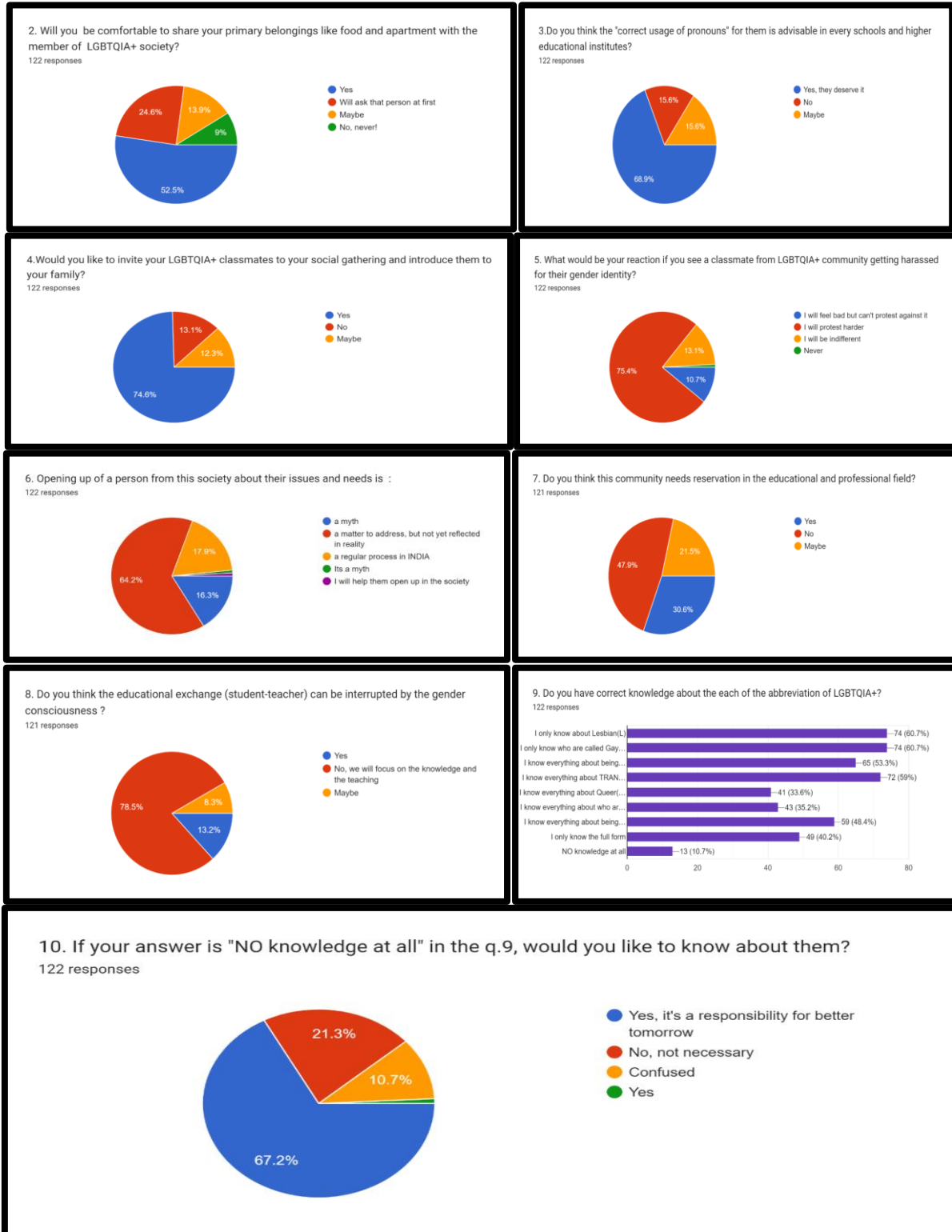- YES, indeed!
- NO
- NOT SURE

9.8%
10.7%
79.5%

Fig. 2 All Pie Chart Showing Responses of from the Survey Questionnaire

This particular survey was taken by many of the renowned colleges in Kolkata and also in other parts of the INDIA namely Kolkata, Agarpara, and more more locations over this state.

The following discussion is based on the survey and its analysis:

Fig. 3 Colleges Participated in the Research

● Few sections of young minds are still doubtful about the inclusion of LGBTQIA+ group in the society. Although the majority shared a positive vibe towards their fellow friends, almost 22% of them felt confused or reluctant to share their belongings with them and 13.1% of them refused directly to invite them in social gatherings. In a classroom scenario, more than 20% participants still feel uncomfortable to share and exchange academic thoughts and conversation with them. Although the percentage is quite less, still this needs to be addressed because this small amount of discrepancy might come out cancerous for the society.

● In the fifth question, there is a section of participants who shared their helplessness regarding this matter. At one side, it is positive that they are atleast acknowledging this as a problem, but on the other, it is problematic that they are still hesitant or afraid to resolve the same.

● In question no. 7, regarding the reservation, majority of the participants voted for not reserving seats for them. From that two conclusions can be derived. Firstly, reservation might show them as the weaker part of the society and thus the participants' wish for equal consideration for them. Another opinion might be that nowadays, reservation is considered as social threat and reservation for LGBTQIA+ community can make it worse only.

● A very significant part of the survey is that the yellow sections of the pie charts mostly which indicate ignorance, reluctance and other negative outcomes of it. This is the area where a lot of work and effort needs to be engaged. Laws and awareness need to be enforced so that people feel that this part of society exists and can never be ignored. This is the final analysis of the survey on the emanate

V.   PRESCRIBED TREATMENT TO FOSTER INCLUSION FOR LGBTQIA+ STUDENTS

Fig. 4 LGBTQIA+ is a Part of the Society

The interviews and surveys also highlight the outcome of respecting their guidance and leadership in any group of an educational institute, by honouring events like "Pride Month" and normalized sharing of pronouns would make everyone come out with their gender identity without any "dithering". This will lead to their academic, professional, and personal success. We should take this community just as a subset of the larger set named humans. They should be considered equal in different social and other platforms- in public transport, in social functions, in professional excellence, in personal sphere, everywhere. Advocating equal rights for them and passing bill accordingly can accelerate this journey. All educational institutions should adopt comprehensive programmes and plans to generate the sensitivity among the heart of every individual. Some robust legal framework protecting LGBTQIA+ individuals from discrimination in every sectors. Sexuality counselling and the study of gender coexistence should become a compulsory curriculum for all the schools and colleges teaching this happens for a chromosome disorder, which is normal.

Technical Approach

Some A.I. oriented legal sensor framework protecting LGBTQIA+ individuals from discrimination which needs to be installed in every school and college. This A.I sensor will have a camera installed within itself which will help to keep an eye over every student. Just like our parents keeps an eye over our actions from the childhood, this A.I sensor along with RFID (Radio Frequency Identification) and Image Classification will trace the actions of the discriminating individual and will emit an alert sound. We can also connect the device with the help of Internet of Things (IoT) to give the device a supporting technology.

VI.   OUTCOMES AND IMPLICATION OF THE RESEARCH

We have inculcated some of these treatments and we have got some positive feedback-

The integrative treatment is spreading affirmative attitude among every person, not just in the college premises but also in places where our fellow mates are visiting.

Sexual health educations are understood by students and visible in milieu after this incorporation.

It has proven to reduce relapse and increase program completion.

It has created common ground, shared language.

It has connected LGBTQIA+ and Non-LGBTQIA+ members in various disciplines.

One of the notable persons from our college commented, "For me I acknowledge every LGBTQIA+ members as any other humans with emotions, rationality and love. It is unfair to discriminate them of their sexual preferences. Let's not take up this matter with some abnormal motive and something unacceptable. The sexuality of any human being on Earth doesn't harm in any way possible and to be specific LGBTQIA+ community too deserve all kinds of opportunities that aligns with their abilities. So, I support the suggestion about fostering inclusion of LGBTQIA+ people in our social settings."

Successful rate of decrease in depression by LGBTQIA+ students has been observed by overcoming sexual inferiority is reflected through this practice.

Implicating equality and coming out as an ally towards the LGBTQIA+ community can help conquer the fear of prejudice and check our privilege to break the stereotype for this marginalised group. Accentuating respectful communication in the practical research, the study highlights the need for individuals to interact and become active listeners for LGBTQIA+ with empathy in their hearts, presenting assertiveness. Ultimately, the study intends to foster an inclusive society for everyone, regardless of sexual orientation or gender identity.

VII.   CONCLUSION

The paper concludes with the aim to bring about some positive changes in the 21ˢᵗ century for LGBTQIA+ community with the help of technology, so that they can be treated equal without any sexual inferiority. LGBTQIA+ historians and anthropologists like Chauncey (1995), D'Emilio(1983), Stryker(2008) and Kennedy Davis(1993) have helped make visible the courage and patience of LGBTQIA+ members and communities who faced legal risks, social stigma, discrimination and violence across the 20th century.

Like these, many stories of resilience aren't meant to minimize the dangers for harm. Respect for human rights is a founding value for the Union, as stated in the Treaty on European Union and in the Charter of Fundamental Rights of the European Union. In this paper, we have focussed on increasing attention to the challenges faced by LGBTQIA+ members specially in India. Embrace diversity, showcase acceptance. Together, let's build a brighter future for all because inclusion matters.

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