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Article on the psychology of gender identity, inclusivity and diversity

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Abstract

The psychology of gender identity, inclusivity, and diversity is a complex and evolving field that has gained increasing attention in recent years. Gender identity goes beyond biological or physical attributes, reflecting a personal sense of identity that can be diverse and fluid. Inclusivity involves recognizing and appreciating differences in areas such as gender, race, ethnicity, sexual orientation, abilities, and more. Diversity encompasses the variety of differences among people, including but not limited to race, ethnicity, gender, age, sexual orientation, socio-economic status, abilities, and more. Gender diversity work in different settings like workplace, professional setting, educational institution and organization. Gender equality also a trending issue in 2023. We can use some educational strategies like STEM Educational program. This article explores the psychological aspects regarding gender identity, inclusivity and diversity.

Keywords: STEM-science, technology, engineering, mathematics

Introduction

The psychology of gender identity, inclusivity, and diversity is a complex and evolving field that has gained increasing attention in recent years. In the context of India, there are unique cultural, social, and legal aspects that shape the understanding and acceptance of gender diversity. Beyond the simple ideas of male and female, gender identity is a complex subject. It includes a range of identities, such as those of transgender, non-binary, and genderqueer people, among others. Fostering inclusion and respect for gender diversity requires an understanding of these terms and their meanings.

Some psychological aspects are as follows

Gender identity: It refers to an individual's deeply felt internal experience of gender, which may or may not align with the sex assigned to them at birth. It encompasses how one perceives oneself in terms of being male, female, a combination of both, or neither. Gender identity goes beyond biological or physical attributes, reflecting a personal sense of identity that can be diverse and fluid. Understanding and respecting various gender identities contribute to creating inclusive and supportive environments for individuals to express themselves authentically.

In recent years, there has been a growing recognition and acceptance of diverse gender identities. Non-binary individuals, for instance, identify outside the traditional categories of male or female. Genderqueer individuals may reject conventional gender norms altogether. These identities challenge the binary perspective on gender, advocating for a more inclusive and expansive understanding. Transgender individuals, on the other hand, experience a gender identity that differs from their assigned sex at birth. This misalignment can lead to gender dysphoria, a psychological distress resulting from the incongruence between one's gender identity and assigned sex. Access to gender-affirming healthcare, such as hormone therapy or gender confirmation surgery, can play a crucial role in alleviating dysphoria for some transgender individuals.

Legal and societal recognition of diverse gender identities has seen progress in many places, with increased acknowledgment of the rights and dignity of transgender and non-binary individuals. Many countries have implemented policies to protect individuals from discrimination based on gender identity, and some have recognized non-binary gender markers on identification documents. The evolving discourse around gender identity highlights the importance of embracing and respecting the diversity of human experiences.

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Acceptance and recognition of various gender identities contribute to a more inclusive and equitable society where individuals can express their authentic selves without fear of judgment or discrimination. Education, empathy, and advocacy are crucial in fostering a world where everyone's gender identity is acknowledged, respected, and celebrated.

Inclusivity: It refers to the practice of creating environments, policies, and attitudes that embrace and accommodate diverse individuals, ensuring they feel valued, respected, and included. It involves recognizing and appreciating differences in areas such as gender, race, ethnicity, sexual orientation, abilities, and more. The goal of inclusivity is to foster a sense of belonging for everyone, promoting equal opportunities and dismantling barriers that may exclude certain groups. Embracing inclusivity contributes to a more supportive and equitable society.

Diversity: It encompasses the variety of differences among people, including but not limited to race, ethnicity, gender, age, sexual orientation, socio-economic status, abilities, and more. It emphasizes acknowledging and appreciating the unique characteristics, backgrounds, and perspectives individuals bring to a community or organization. Embracing diversity promotes understanding, creativity, and inclusivity, fostering a richer and more vibrant social or workplace environment.

1. Cultural Diversity: India is a diverse country with a rich tapestry of cultures and traditions. Different regions may have varying perspectives on gender roles and identities. Some cultures in India historically recognize the existence of third genders, such as Hijra, and have a more fluid understanding of gender. However, others may adhere to more traditional and binary views of gender.

2. Legal Framework: India has made significant strides in recognizing and protecting the rights of transgender individuals. The Transgender Persons (Protection of Rights) Act, 2019, aims to provide a legal framework for the recognition and protection of transgender rights. However, the implementation of these laws and the extent of inclusivity may vary across different states.

3. Social Stigma: Despite legal advancements, transgender individuals in India may still face social stigma and discrimination. Society's understanding of gender identity is often influenced by deeply ingrained norms and stereotypes. Education and awareness campaigns are essential to challenge these prejudices and foster inclusivity.

4. Intersectionality: Intersectionality is crucial when discussing gender identity and diversity in India. Factors such as caste, class, religion, and regional differences intersect with gender, creating unique challenges for individuals. For example, transgender individuals from marginalized communities may face compounded discrimination.

5. Access to Education and Healthcare: Inclusivity also extends to access to education and healthcare. Ensuring that educational institutions are safe spaces for individuals of all gender identities and that healthcare services are sensitive to diverse needs is crucial for fostering inclusivity.

6. Changing Dynamics: Attitudes towards gender identity are gradually evolving in India. With increased visibility of LGBTQ+ issues in media and activism, there is a growing acceptance and understanding of diverse gender identities. However, there is still work to be done to challenge deep-seated norms and promote inclusivity across all sectors.

7. Role of Media and Advocacy: Media plays a significant role in shaping public perceptions. Positive representation and responsible reporting can contribute to greater acceptance and understanding of diverse gender identities. Advocacy groups and NGOs also play a crucial role in promoting inclusivity and challenging discriminatory practices.

8. Educational Initiatives: Introducing comprehensive and inclusive sex education in schools can contribute to a more informed and accepting society. Such initiatives can help break down stereotypes and foster empathy and understanding among students.

Gender Diversity in Different Settings

1) Workplace: Establishing gender-neutral environments in the workplace and in educational institutions is essential to guaranteeing fairness and promoting a feeling of community for every person, irrespective of their gender identity. Organizations and educational institutions should value and respect the diversity of identities held by their staff members and students, as gender identification is a very personal and unique experience. Gender identity inclusion can foster diverse work and learning environments by enabling individuals to fully express themselves at work and in the classroom.

2) Professional Settings: Organizations must take proactive steps to create inclusive and equitable workplaces that recognize and respect the diverse gender identities of their employees. It can cultivate an inclusive and successful culture by instituting anti-discrimination legislation, providing gender-neutral facilities, and providing inclusive benefits. Creating affinity networks or employee resource groups is one way businesses can support gender identity inclusion. These organizations give people who identify as similar in gender to a forum to interact, exchange stories, and push for changes within the company. They also act as an important source of knowledge and awareness, dispelling myths and fostering tolerance.

3) Educational institution: Educational institutions play a crucial role in shaping the experiences of gender diverse individuals. By establishing safe and supportive environments, implementing inclusive policies, and offering gender identity education, schools and universities can create spaces that empower all students to thrive academically and personally. One important aspect of creating a gender-inclusive educational environment is ensuring that transgender and non-binary students have access to appropriate facilities. This may include gender-neutral restrooms and changing areas, as well as accommodations for students who wish to use their preferred name and pronouns. Educational institutions can offer gender identity education as part of their curriculum. This education can help foster understanding and empathy among students, promoting a culture of acceptance and

respect. It can also provide resources and support for gender diverse students, helping them navigate their educational journey with confidence.

4) Organization: Promoting inclusion and diversity in organizations requires the development of thorough gender identity policies. These guidelines ought to cover things like recruiting and recruitment procedures, and benefits for staff members. Maintaining good implementation and ongoing improvement requires regular training and open lines of

communication.

Gender diverse employees should be involved in the development of gender identity policy. Their viewpoints and experiences can offer insightful information and aid in the development of truly inclusive and encouraging policies. It is imperative for organizations to conduct periodic reviews and updates of their policies.

Strategies for Promoting Gender Equality in Education

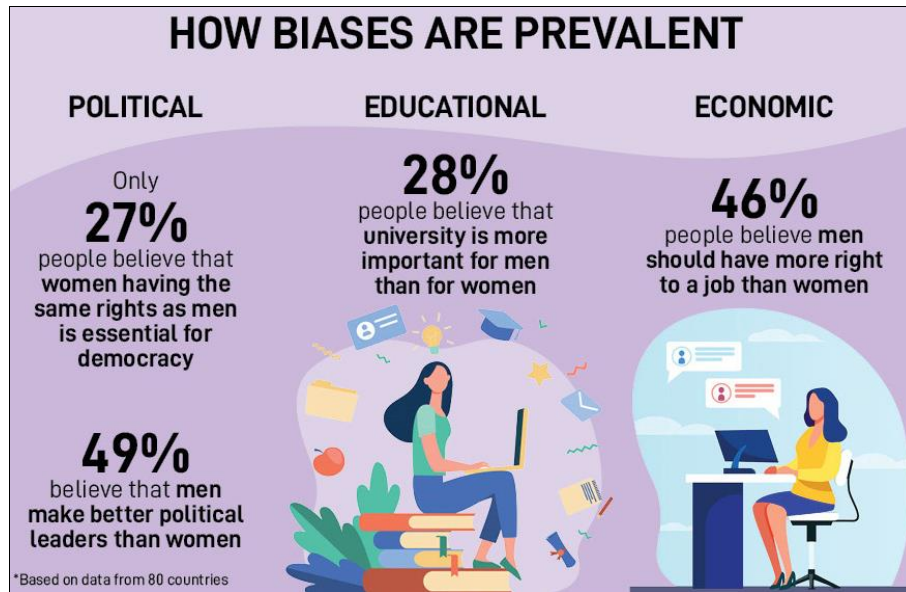


Fig 1: Gender equality still a far cry: 2023 GSNI report - Forbes India

Promoting gender equality in education can be achieved through a variety of strategies. For instance, schools can work to provide equal access to resources and opportunities for girls and boys, such as providing equal funding for girls' and boys' sports teams or offering girls the same opportunities to participate in STEM education programs.

Conclusion

In conclusion, the psychology of gender identity, inclusivity, and diversity in India is influenced by a complex interplay of cultural, legal, and social factors. While progress has been made, ongoing efforts in education, advocacy, and policy implementation are necessary to create a more inclusive and supportive environment for individuals of all gender identities. Gender diversity in different settings revealed that how this is helpful in workplace, professional setting, educational institution, organization. We can promote gender equality by the promotional strategies as STEM educational programs.

Conflict of Interest

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