



Impact of Inclusive Diversity Practices on Psychological Well-Being of Marginalized Community: A Comparative Study of Transgender

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ARTICLE INFO

Article History:

Received: March 14, 2025
Revised: April 08, 2025
Accepted: April 12, 2025
Available Online: April 15, 2025

Keywords:

Diversity Management, Workplace Practices, Psychological Well-being, Transgender.

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ABSTRACT

The term "transgender" (TG) refers to a group of people in society who do not identify with the gender that was assigned to them at birth but instead express themselves in ways that are gender-based. Diversity management practices are important for actual and imagined workplace culture changes which can be brought on by different workforce demographics. Due to economic developments nature and circumstances of the workplace, cultural diversity is experienced for gender-based differences and employment legislation. For Transgender (TG) individuals cultural diversity problems are widespread and frequent they encounter prejudice, antagonism, and pressure to manage their identities in social contexts, including the workplace. Negative social events can trigger a wide range of psychological reactions that may have disastrous effects on a TG person's emotional health, quality of work life, and propensity to persist with a company. The present study aims to identify the impact of diversity management practices of TG at the workplace on their psychological well-being. Moreover, psychological well-being affected by negative social practices and behaviors of social groups for the marginalized community was measured through the following research study in both national and international contexts. The correlational research design was used to find the association between the variables and to predict the role of diversity management practices for the psychological well-being of TG, comparing national and international contexts. (N=250) Working TG from Lahore with age ranges (25-65) were selected using a purposive sampling technique. Descriptive statistics of participant characteristics were measured through descriptive analysis, while Pearson product-moment correlation analysis was used to find the association between the variables. Predicting the role of diversity management practices for psychological well-being was measured through multiple regression analysis. Results showed a significant negative association between diversity management practices and the psychological well-being of TG individuals, showing more diverse workplace neglects resulting in less psychological well-being.

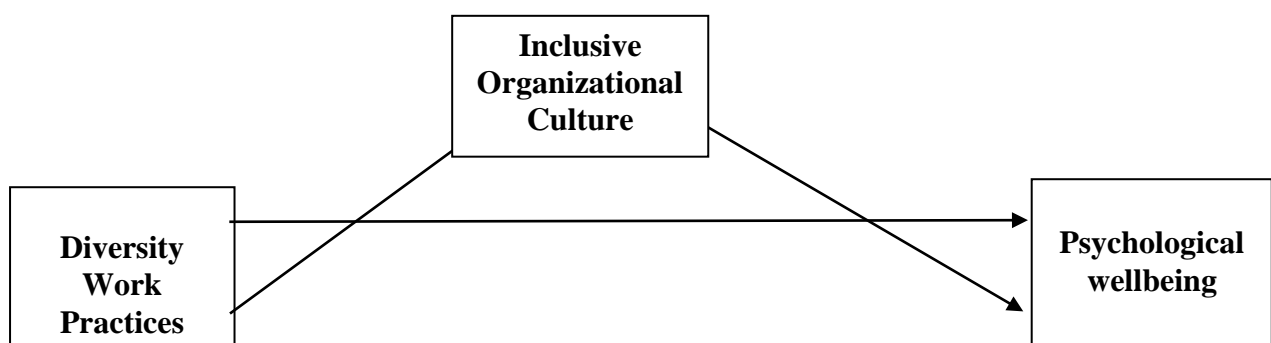


Introduction

The term "transgender" (TG) refers to a group of people in society who do not identify with the gender that was assigned to them at birth, instead express themselves in gender-based ways (Hafiz, Azmi, Islam, Latiff & Abd Wahab, 2022). Nowadays, a variety of regulations at the global level are established to protect the rights of TG people. Families of TGs often express ignorance towards them as they are not able to be treated equally to other male and female members of society (Perales, Ablaza, Tomaszewski & Emsen-Hough, 2022). Despite harsh government laws, practices, and policies TG individual suffers from both social and psychological distress in their lives (Secor, 2022). Because of being marginalized community and gender identity TG people established their personal residential areas that limit their access to justice and job sustainability along with offering them personal networking in the form of assistance (Pratt-Chapman et al., 2022). As TG people are one of the most stigmatized categories of society, gender identity has an impact on their social well-being (Godfrey et al., 2022). A number of studies from the literature showed the experiences of TGs explored by social researchers, psychologists and by TGs themselves as autobiographies (Sekerbayeva, 2023).

Through social contributions, social acceptance, and interpersonal communications, members of society recognize and reinforce gender identifications (Pratt-Chapman et al., 2022). Communities with shared interests and talent frequently get communicated in an enthusiastic way to promote particular living styles and philosophies of society (Mustanski & Macapagal, 2023). The creation of social recognitions, networks, widespread usage of the internet and circulation of knowledge at global level enables various populations to communicate (Nebbs, Martin, Dawkins & Roydhouse, 2023). As a member of our society TG individual are excluded from various social communications, activities and social gatherings, because they identify as transgender or transsexual. Transgender people are still in a need of social acceptance as they are not socially acknowledged as legitimate citizens (Dufour-Poirier & D'Ortun, 2023).

Transgender persons make about 0.6 percent of the US population. Similar conclusions have been made in population studies carried out in the Netherlands, and they emphasize their individual struggles with coming out and disclosing their gender identity (Yousuf, Khan, Khan, Ali & Shaikh, 2022). Many of them report experiencing victimization and discrimination, including rejection from family and friends, that is why TG people frequently experience mental health problems including anxiety, melancholy, low self-esteem, disordered eating, and negative body image. According to prior cross-sectional research, transgender persons experienced greater levels of nervousness than other groups or conventional statistics (Ussher et al., 2022).



Diversity management practices are required to practice diversity workplace because it makes the employees feel justified and satisfied with organization and motivated to work effectively (Rahman et al. 2021). In recent times organization are becoming more aware about diversity and they are hiring a diverse workforce which reflect various diversity factors for marginalized communities. Organization are paying attention towards attracting and retaining highly skilled and talented human resource from diversified environment. Men and women are now equally treated in organization equal opportunities are given to them and they contribute in the function and management of organization (Juarez et al., 2023). Along with organization government are also trying its best to encourage diversity by creating a balance in the caste and communities. It becomes very important for any organization to appoint employees from diversified environment (Juarez et al., 2023).

Instructors and facilitators of workshops and courses focused on issues of diversity and social justice and concerned structure of their activities to promote learning. In this chapter, researcher uses theoretical and critical reviews of literature about social acceptance of TG individual and their work practices in diversified organizations (Priola & O'Shea, 2023). Review of the studies also focus on how employee issues and social exclusions for TG causes emotional challenges and decreases psychological well-being. In U. S., an approximately 1.4 million individuals identify as transgender and becoming increasingly knowledgeable employers in different states of U.S. (Zachariah & Nandini, 2023). At the same time, the social sector has started to execute fair policies in workplace that promote professional skills and protect the TG community. The behavior of the family members towards TG is still disgraceful resulting detachment of adolescents from their homes leading to social marginalization (Alfonsi et al., 2023; Ravenhall, Thomas & Gadomski, 2023).

When transgender persons become aware that actual gender identification differs from the sex they were assigned at birth or identities about sex become excessive, they may develop psychological malfunctioning and seek help from mental health professionals. Their understanding and experience of discriminations and individual differences may be significant and more effective in adolescents (Morgenroth, Toorn, Pliskin & McMahan, 2023). Employment experiences at this age period provide them base for communicating with unsupportive and professional development (Milburn, 2023).

Problem Statement

Compared to their cisgender coworkers, TG feel far less appreciated at work and as society members due to their gender identifications. They are usually ignored and unable to understand corporate culture and benefits as well, and being recruited is more challenging for them. TGs experienced that diversity management is not assisting them in the way they need (Jones, 2020). Although there is evidence that more businesses, organizations, and professions are implementing discriminatory policies for gender identity, and TG are providing transgender-inclusive medical benefits (Campuzano, 2019). A thorough study suggests the breadth of those challenges may be more difficult than ever, leading to severe psychological distress for TG individuals (Velasco et al., 2023). Transgender people have long encountered severe challenges in the workplace. Gender-based behavior is learned, as shown by a significant body of academic research in social, as well as developmental, psychology. Boys and girls are pushed to act in stereotypical roles and gendered ways from an early age and are chastised for acting in non-normative ways. Consider the custom of gifting infant boys and girls blue and pink gifts, respectively, decreases the moral values of TG (Cheng, Lee, Tsang & Zeng, 2023).

Significance of the Study

The degree of violence and prejudice experienced by transgender and gender nonconforming persons throughout the world is repugnant to human conscience. When transgender people are excluded from society, they are frequently ridiculed in their localities, abandoned by their families, forced into the streets, and unable to access jobs. Due to persistent unemployment and exclusion from society it leads to psychological dysfunctions. Gender-diverse people frequently experience violent and humiliating environments, including fewer medical benefits, psychiatric evaluations, unwanted surgeries, sterilization, and other coercive medical procedures that are frequently justified by unfair medical classifications, to exercise their right to legal identification (Thomas et al., 2023).

Research Questions

The present research study aimed to answer the following research questions:

1. How does a diverse workplace affect the psychological well-being of a marginalized community?
2. How do diversity and inclusion practices at the workplace affect gender identities?

Objectives of the Study

The given study was based on the following objectives.

- To find the association between inclusivity, diversity in the workplace, and the psychological well-being of a marginalized community.
- To examine the effects of exclusion on marginalized community members at the workplace
- To find the predictive role of diversity practices for the psychological well-being of transgender individuals.
- To evaluate the comparison between the national and international context for a diverse workplace and exclusion for marginalized communities.

The following hypotheses were measured through statistical analysis.

H1. There will be a significant association between diversity work practices, inclusive organizational culture, and the psychological well-being of TG.

H2. There will be a significant negative association between diverse work practices and the psychological well-being of marginalized communities.

H3. Diversity work practices will be significant predictors of psychological well-being among Trans.

H4. An inclusive organizational culture will significantly predict psychological well-being among TG.

H5. There will be a significant difference in work practices and psychological well-being of Trans people based on national and international contexts.

Methodology

Research Design

A correlation research design was used to explore the association between inclusion organizational culture and diversity workplace practice, and psychological well-being of transgender individuals. Without restricting or altering any of the variables, the researcher examines the relationships

between them in a research design. Correlation is the strength and direction of the relationship between two/more variables (Aborisade, 2013). By identifying what, when, and how much of the subjective associations between variables exist, it is established that the descriptive concurrent triangulation technique is the most applicable.

Sampling and Sampling Technique

The sample for the current study included N=250 transgender individuals, comprising heterosexual, bisexual, and transgender individuals with feminine and masculine traits, residents of Lahore. Personal residential of TG individuals were targeted, and TG individuals working in different organizations were selected. The sample's age range was 25 to 65 years, with (M=25.07) and (SD=4.73). The study's inclusion criteria were met by the people who were chosen.

A snowball sampling technique was used to select the sample for the study. A non-probability selection technique called snowball sampling entails the recruitment of new units by existing units to make up the sample. Snowball sampling is a non-probability sampling method where new units are recruited by other units to form part of the sample. Snowball sampling enables researchers to conduct studies when finding participants might otherwise be challenging (in the present case, TG). Research regarding people with certain characteristics who would be hard to find often can benefit from snowball sampling (e.g., people having rare characteristics). This sampling technique was the best suited to the current study, as the researcher barely knew the TG working in different organizations. By applying the snowball sampling technique researcher contacted the head of TG, who further guided her about some of the working TGs.

Procedure

A questionnaire survey method was used to collect the data from participants. Akhuwat Foundation and Hope Organization were approached to get information on working transgender individuals in different government and private organizations of Lahore. The head of the TGs was approached by the researcher and requested to give the contact information of working TGs in their particular zone. Participants were acknowledged and briefed about the objectives and purpose of the study, and their consent to participate in the study was taken. They were instructed about the method to respond to each question, and their responses were recorded using the SPSS-21 version. After the process of systematic data entry, statistical analysis was followed to evaluate the results.

Instruments/Data Collection Tool

Information Sheet: An information sheet was used to inform the participants about the objectives and purpose of the study. They were informed about their role in the study and how results were influenced through their experience of work in their organization.

Demographic Sheet: Demographic sheet was used to collect information about personal characteristics of participants. Participants were asked about their gender identity, education, profession, and designation, type of organization, monthly income and residential background. Demographic information was further used to evaluate the mean and standard deviation and their influence role on the main variables.

Workplace Inclusion Scale: To measure diversity work practices Diverse Workplace Inclusion scale developed by Sharar et al (2010), was used. It is an 8-item, 7-point Likert scale where 1 is less and 7 is more intense. All the items of the scale measure the effects of team and management diversity on the affirmation, gender identity, and work practices of employees (TGs). The scale has excellent validity and good reliability. .748.

Inclusive Organization Culture (Khawaja et al., 2014): The inclusive organization culture scale was used to measure the diverse cultural characteristics within the organization, influencing the work practice and productivity of marginalized communities. It is 10 10-item scale measured on a 5-point Likert scale ranging from strongly disagree to strongly agree=1. This scale also has a good reliability value of Reliability Coefficient $\alpha = .710$.

Psychological Well-being Scale (Ryff et al., 2007): The psychological distress of TGs experienced through diverse workplace practices was measured through the psychological well-being scale. The scale consists of 18 items measured on 7-point Likert scale ranging from strongly agree to strongly disagree. This scale has the highest reliability, $\alpha = .832$, and good construct validity.

Results

Reliability analysis

Table 1: Psychometric Properties of Questionnaires (N=250)

Variables	k	M	SD	Potential		Actual		α
				Min	Max	Min	Max	
Inclusive Organization Culture	10	2.157	6.66	1.67	30	0	35	.710
Psychological Well-being Scale	18	2.828	12.28	7	31	7	39	.832
Diverse Workplace Inclusion Scale	8	2.53	11.6	0	50	0	50	.743

Note: k = No. of items in the scale, M = Mean, SD = Standard Deviation, Min =Minimum score, Max =Maximum score, α = Reliability Co-efficient,

The results are in the table.1 showed a high reliability coefficient of psychological well-being $\alpha = .832$. The inclusive organizational culture scale had a .710 coefficient of reliability, and the workplace inclusion scale also had good reliability, which was .743.

Descriptive Analysis

Table 1: Descriptive of Participant's Personal Characteristics (N=250)

Variable	F	Percentage
Age		
25-30		
31-35	32	12.4%
36-40	72	28.8%
41-45	72	28.8%
46-50	48	19.2%
51-60	27	10.08%
	0	0%
Education		
	12	4.8%
Metric/Intermediate	60	24.0%
Graduate-Postgraduate	48	19.2%
Master	35	14.0%
Ph.D	72	28.8%
Other	23	9.2%

Marital Status		
Married	0	
Unmarried	250	100%
Profession		
Lawyer	26	10.0%
Lecturer	24	9.6%
Professor	16	6.4%
Nurse	88	29.7%
Medical Operator	24	9.6%
Media	16	6.4%
NGO worker	56	
Other		
Sexual Orientation		
Heterosexual	242	97.7%
Bisexual	8	2.3%
Monthly Income		
20-30k	22	8.8%
40-50k	82	32.8%
51k-Above	146	58.4%

Note. *f* = Frequency N= number of participants, %= Percentage

Correlation Analysis

The following hypotheses were tested through correlation analysis.

H1. There will be a significant association between diversity work practices, inclusive organizational culture, and the psychological well-being of TG.

H2. There will be a significant positive association between diverse work practices and the psychological well-being of marginalized communities.

Table 3: Pearson Product-Moment Correlation Analysis between Diverse Work Practices, Inclusive Organizational Culture, and Psychological Well-being of Transgender (N=250)

Variable	1	2	3	Mean	SD
1. Inclusive Organization Culture	-	.491**	.715**	9.43	6.86
2. Psychological Well-being	-	-	.21**	25.69	6.17
3. Diverse Work Practices	-	-	-	28.51	15.65

Note: * = $p < 0.05$, ** = $p < 0.01$, *** = $p < 0.001$, N = Total no. of participants

Results showed that diverse work practices were significantly positively associated with the psychological well-being of TGs ($p < 0.05$) as a more diverse workforce reinforces the social acceptance and social communications of transgender which further leads towards positive psychological well-being, including work satisfaction, work-life balance, and high motivation.

Hierarchical Regression Analysis

The following hypotheses were tested through regression analysis.

H3. Diversity work practices will be significant predictors of psychological well-being among Trans.

H4. An inclusive organizational culture will significantly predict psychological well-being among TG.

Table 4: Hierarchical Regression Analysis between Demographic Characteristics, Diverse Work Practices, Inclusive Organizational Culture, and Psychological Well-being TG Individuals (N=250)

Variables	B	95% CI for B		Psychological. W SEB	β	R ²	ΔR^2
		LL	UL				
Step 1						.011	.026
Constant	12.18	.013	1.01	13.11			
Age	.164	0.12	1.7	.424	.089		
Education	.012	.188	3.1	.101	.744		
Profession	.36	.041	1.14	.373	.023		
Work Experience	.112	.008	1.36	.374	.013		
Monthly Income	.461	.025	1.77	1.15	0.14		
Step 2						.014	.021**
Constant	10.81	0.42	1.13	1.44			
Inclusive Organization Culture	.016	0.51	1.15	.021	.242		
Step 3						.010	.021**
Constant	11.4	0.41	1.25	2.15			
Diverse Workplace Practices	-.045	0.01	1.12	.017	.11		
N			250				

Note. ΔR^2 = Significant Change, β = Standardized Coefficient, N number of Control Variables: Age, Education, Profession *= significant at $p < 0.05$, **= Significant at $p < 0.01$, ***significant at $p < 0.001$

From the above-mentioned results, it was shown that both inclusive organizational culture and diverse workplace practices are significant predictors for psychological well-being among TGs. In step-1 R² value 0.26 showed variance for demographic F (112) =11.25, $p < .05$, stated as demographic characteristics were not significant predictors for psychological well-being. In step-2 R² value was .021 showed a level of variance for inclusive organizational culture F (174) = 14.3, $p < .05$ showed it as significant predictor for Psychological well-being ($\beta = .242$, $p < .05$). In step-3 R² value was .021 showed a level for diverse work practices F (117) =12.81, $p < .$ It showed significant prediction for psychological well-being among TG individuals ($\beta = .11$, $p > .05$).

Discussion

Results have shown that both the hypothesis of an association between the variables and for significant predictors for psychological well-being were accepted through findings of the current study showing a favorable association between inclusive organizational culture, diverse work practices, and psychological well-being among (Kia, Göncü, Nation, Gray & Usher, 2022) TG individuals. The findings of the present study are fully supported by earlier research from the

literature, which points to a substantial association between these factors. Divan et al. (2016) found that families typically reject transgender children who declare their gender identity at an early age. They are avoided by family members, if not cast out entirely, which results in a lack of educational opportunities and scant attention paid to their needs in terms of mental and physical health (Ladwig, 2022).

As a result of these lacking characteristics, these individuals have limited professional development and employment experiences. Age, education, career, and connection source to networking sites are some of the demographic features of transgender people that the current study has discovered to be significantly correlated. Psychological well-being grew along with education levels, acceptance in an inclusive organizational culture, and diverse work practices toward certain career development (Cespedes et al., 2022).

Studies have shown significant differences in education level and professional development of the national context compared to international conventions. TG people from Asian countries disproportionately rate their education, occupation, and general health as fair or poor compared with U.S. and Canadian residents who have equal rights of employment and medical facilities, as shown by research articles (Bozani et al., 2020).

Conclusion

The goal of the current study was to better understand the connections among transgender people with working organizations and their professional development. It was discovered that diverse work practices and an inclusive organizational culture of working transgender people positively affect their psychological well-being. Diversity work practices are directly and positively related to higher well-being. Reduced psychological well-being among TG was associated with a significant rise in social exclusion and social isolation, shown as low confidence, loneliness, and low self-esteem.

Implications of the Study

- The present study would help to address the psychological distress experienced by TG people during their work practices in different organizations.
- The present study would help clinicians and counselors who come in contact with TGs to handle their identity issues and job-related challenges (e.g., work-life balance, mental health issues, social abuse, bullying and teasing oppression, running away from home, and substance use).
- It would help to encourage working TG in different organizations, making their career development and professional success, and would be present as a role model to the rest of TGs.

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