

DISCUSSING THE ROLE OF LANGUAGE IN EMPOWERING THE LGBT COMMUNITY IN INDIA

Dr. Mohd Shamim

Associate Professor, Department of English, Halim Muslim PG College, Kanpur. Email id
Orcidid:<https://orcid.org/0000-0001-5172-6512>

Dr. Mohammad Irshad Hussain

Associate Professor, Department of Teacher Education, Halim Muslim PG College Kanpur

Khushboo Singh

Research Scholar, Mangalayatan University, Biswan, Aligarh

Dr. Noor Fatima

Assistant Professor, Department of English, Hemwati Nandan Bahuguna Government PG College, Naini,
Prayagraj

Dr. Mohammad Rafek

Assistant Professor, Department of Sociology, Halim Muslim PG College, Kanpur

Dr. Rajesh Verma

Associate Professor, Department of English, Modern European Languages, University of Allhabad,
Prayagraj

Dr. Manoj Kumar

Assistant Professor, Department of English, Dr. Bheem Rao Ambedkar Govt. Degree College, Anaugi,
Kannauj

Abstract

Introduction: The study illustrates the role of language in empowering the LGBT community. The research analysis predicts the current status of Indian society with respect to the condition of the transgender community. The study talks about the prerequisites of gender equality practices and in what possible ways language have neutralized the LGBT's livelihood.

Aim: The aim of the study highlights the importance of language that is inclusive in nature for stabilizing the lives of LGBT people.

Literature review: The ideas determining the importance of inclusive language views the innovative mode of

communicating with other group members irrespective of their terms and policies. This states the factors comprising of the possibilities to eradicate gender bias. Moreover, the modifications of social identity have established the idea of social acceptance. It is a first step towards gender equality practices as well as playing a crucial role in the organizational sectors.

Methodology: Primary quantitative analysis provides a stable idea regarding the research and is performed by acquiring the information from 65 participants belonging to the LGBT community.

Findings: The statistical results based on the age factor, gender and income analysis states that people belonging to the prefer to not say group have responded in a better way which is 46.15%. Moreover, the study illustrates that there is a significant correlation between the role of language and LGBT community.

Discussion: The analysis states that the significant value rises with the rise in the language acquisition process among the participants

Conclusion: Language has helped them to pursue social goals as well as made them feel proud of how they are.

Keywords- *LGBT community, language acquisition, inclusive language, gender inequality*

Introduction

Language is a medium for expressing oneself and that helps in shaping the culture and social attitudes of an individual. As stated by Arora et al. (2023), language neutralizes the pattern of living and gives rights as well as promotes equality among the LGBT community in India. To improve gender equality and tolerance towards the gay, lesbian, bisexual and transgender (LGBT) community, India has promoted several gender-neutral approaches in order to negotiate the rising problems in the social environment.

In India, the rights of Lesbian, gay, bisexual, and transgender rights have evolved in recent years. Transgender is one of the marginalized communities that are deprived of normal life (Banerjea, 2023). However, LGBT citizens face various social issues and legal difficulties as compared to people who do not belong to the community.

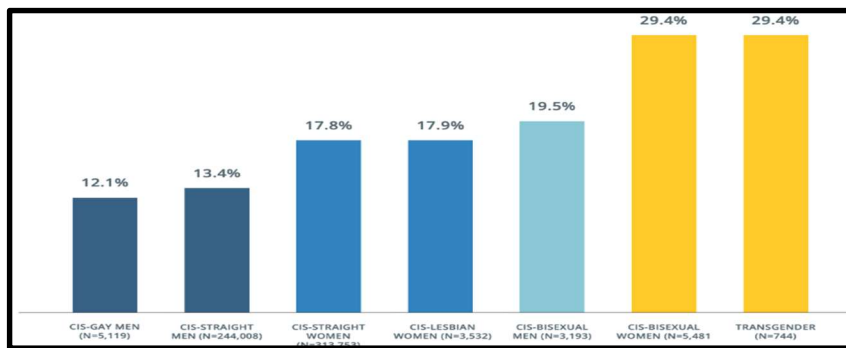


Figure 1: Benefits of language among the LGBT community
(Source: Statista, 2023)

The above figure illustrates the rising possibilities of the LGBT community in society. As stated by Brown (2023), language empowers the transgender community and has reduced unethical protocols to about **29.4%**. Language has built their life with new hope and legal rights and has given them a prominent identity to live by.

Linguistic researchers have found a strong connection between the development of the LGBT community and their progress in social status. However, language has provided them with the power to address

themselves as normal human beings.

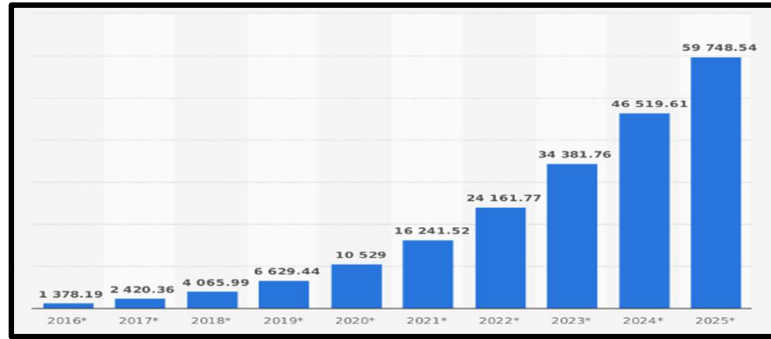


Figure 2: Rising empowerment due to language acquisition among the LGBT community
(Source: Statista, 2023)

The above figure illustrates the level of language acquisition among the LGBT community. The graphical analysis depicts that language acquisition has contributed to raising the social identity of transgender from 2021 to 2023 that is ranging from **24,161.77** to **46,519.61** significantly (Statista, 2023). Furthermore, the importance is expected to rise in 2024 and 2025 as well.

Aim

The aim of the study is to understand the importance of language in LGBT community empowerment

Research objectives

- RO1:** To analyze the importance of inclusive language among the LGBT community
- RO2:** To determine the aspects of modifying the social identity of the LGBT community
- RO3:** To identify the areas of gender discrimination in a social environment
- RO4:** To evaluate the measures taken to mitigate gender discrimination issues

Research questions

- RQ1:** What is the importance of inclusive language among the LGBT community?
- RQ2:** What are the aspects of modifying the social identity of the LGBT community?
- RQ3:** What are the areas of gender discrimination in a social environment?
- RQ4:** What are the measures taken to mitigate gender discrimination issues?

Literature review

Importance of inclusive language among the LGBT community

Using gender-inclusive language refers to writing and speaking in a way that shows no sign of discrimination. The transgender community has always failed to express themselves rather they have been not provided with the opportunity to speak up for themselves. As stated by Cheong et al. (2023), the key role of shopping their culture and social attitudes depends upon the language developmental process. The gender-inclusive is a medium of speech to identify their existence as well as to eradicate gender bias.

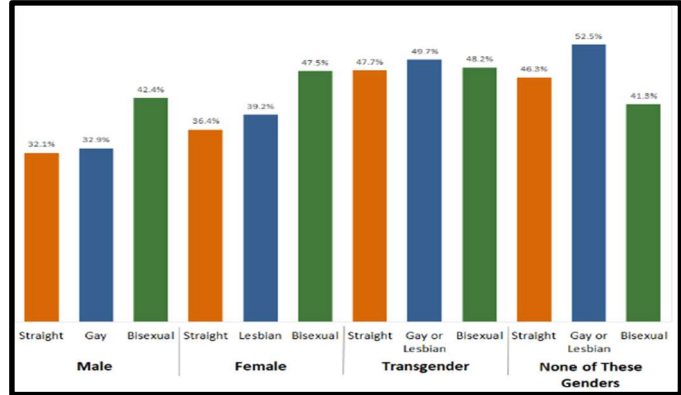


Figure 3: Importance of inclusive language among the LGBT community
(Source: Influenced by Cheong et al. 2023)

The above figure illustrates the significance of inclusive language among the LGBT community. As stated by Desai et al. (2021), through the use of inclusive language, the people of transgender community have helped a strong position in the corporate sectors in India. As per the census 2011, they are approximately **480,000** transgender in India and more than **40%** of the LGBT community has faced political issues and is recognized as “hijras” and the privileged community (Chowdhury, 2019). India promoted legal rights for the transgender group by signing the petition form of section 377. Inclusive language has helped in reducing gender discrimination factors as well as has led them to categorize as valid for the social community.

Determine the aspects of modifying the social identity of the LGBT community

The shift in the social context has led to the development in most of aspects of the LGBT community. Social awareness among the Indian community has raised the importance of establishing the transgender community towards social acceptance. There has been a dramatic change in the past few years by raising the issue of lesbian and gay communities.

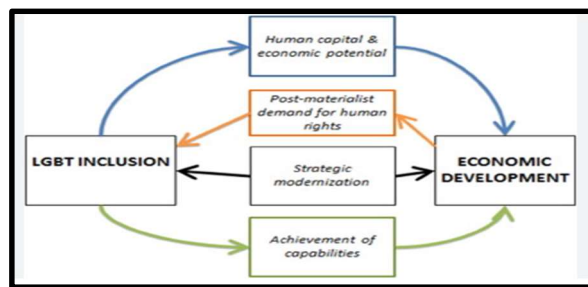


Figure 4: Aspects of modifying the social identity of the LGBT community
(Source: Influenced by Dhiman, 2023)

The above figure illustrates the various aspects of the modification process of the LGBT community. As stated by Devlina & Sahu (2023), the Indian government after promoting the legal rights of towards transgender gender community by sanctioning the 377 section, the country eradicates discrimination and accepted the community as a social figure. In addition to that, a larger part of the LGBT community has brought social fairness by making the country more accepting (Dhiman, 2023).

Identify the areas of gender discrimination in a social environment

The well-known disparities between the LGBT communities and other communities have raised serious concerns to forego the practices of discrimination. According to research studies, between **11% to 28%** of LGBT workers reported a loss in promotion simply due to their sexual orientation (Groenewald & le Roux, 2022). Moreover, the route towards discrimination affects the LGBT problem beyond the workplace and sometimes costs them their access to education, at home and even they lose the ability to engage in social life.

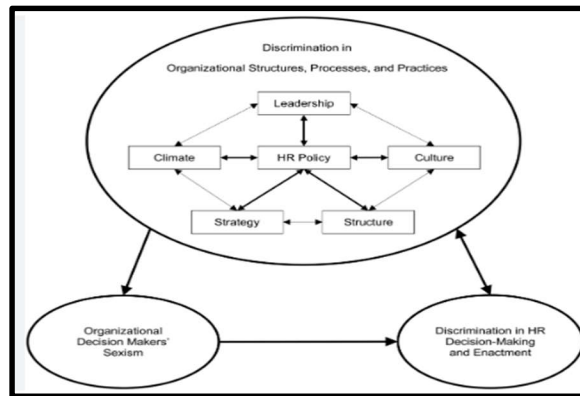


Figure 5: Areas of gender discrimination in a social environment

(Source: Influenced by Gunjawate et al. 2020)

The above figure illustrates the major areas where gender discrimination is mainly performed. As per the critical analysis by Gunjawate et al. (2020), discrimination is perceived mainly in the areas of corporate sectors. Gender bias and discrimination affect the decision-making process of the organization. Moreover, the LGBT community has a lesser chance of being promoted to higher positions due to their social identity (Jain, 2021). The organizational structure is disintegrated and employees belonging to the LGBT community are being humiliated severely.

Methodology

Research methodology is the practice of examining the collected data which intends to carry out the practices aligned with the study. The **primary quantitative method** has been used in the study to gain a deeper insight into the issue. Primary research analysis relies on objective analysis of the occurred issue that helps in removing the bias of the strategic test (Majumder et al. 2022). The study has been performed on **65 participants** who are selected from the **LGBT community**. The responses have been collected by the **survey method** with the help of a **questionnaire** that has been built to perform the research. The questionnaire comprises a total of 13 questions, among which, three statements are the demographics and the rest ten belong to the variables category. [Refer to Appendix 1]

The study has been carried out with the help of the **SPSS tool** for performing the statistical analysis of the various tests accordingly. With the help of statistical analysis performed by the SPSS tool has helped in understanding the objectives of the study. The statistical test that has been carried out in the research practice are the descriptive tests, frequency tests, correlation tests, ANOVA, regression and reliability test respectively. Therefore, the research is performed by associating with the objectives of the study.

Findings

1. What is your age?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 year to 30 years	12	18.5	18.5	18.5
	31 years to 40 years	34	52.3	52.3	70.8
	41 years to 50 years	6	9.2	9.2	80.0
	51 years to 60 years	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

Table 1: Age of the LGBT participants

(Source: SPSS)

The above table states the age factor of the 65 participants belonging to the LGBT group. The cumulative percentage of the participants belonging to the age group of 20 years to 30 years is 18.5%, 31 years to 40 years is 70.8%, 41 years to 50 years is 80% and the rest 51 years to 60 years is 100% respectively.

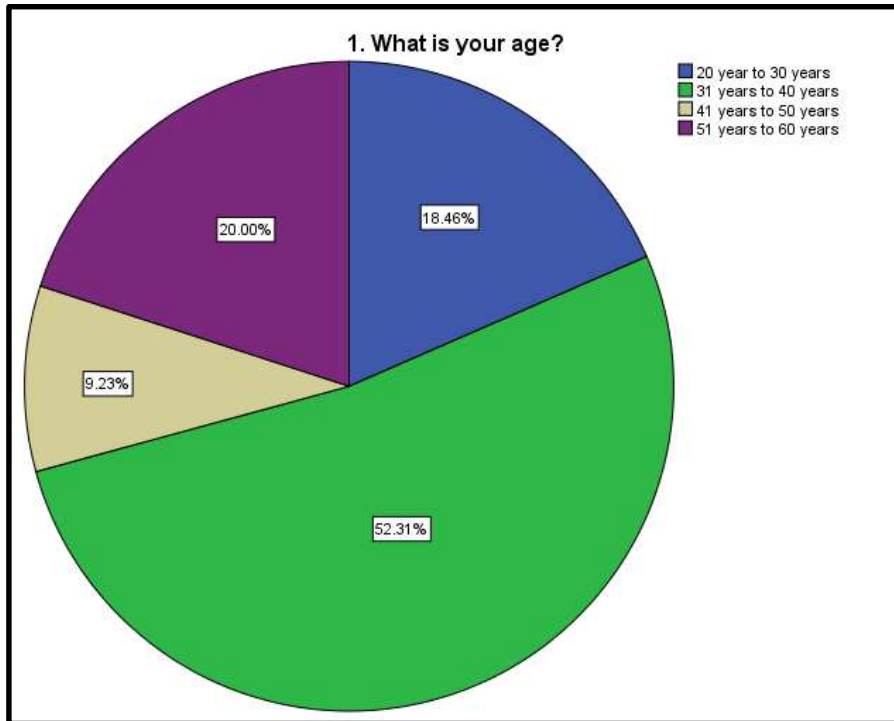


Figure 6: Age factor of the LGBT participants

(Source: SPSS)

According to the pie chart analysis, 18.46% belong to the age group of 20 years to 30 years, 52.31% belong to the age group of 31 years to 40 years, 9.23% belong to the age group of 41 years to 50 years and the rest 20% belong to the age group of 51 years to 60 years respectively.

2. What is your gender?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	16	24.6	24.6	24.6
	Male	19	29.2	29.2	53.8
	Prefer not to say	30	46.2	46.2	100.0
Total		65	100.0	100.0	

Table 2: Gender of LGBT participants
(Source: SPSS)

The above table illustrates the gender factor of the 65 participants of the transgender group. The cumulative frequency in females is greater than that of men which is 53.8% and 24.6% respectively. The rest belongs to the prefer to not say group which is 100%.

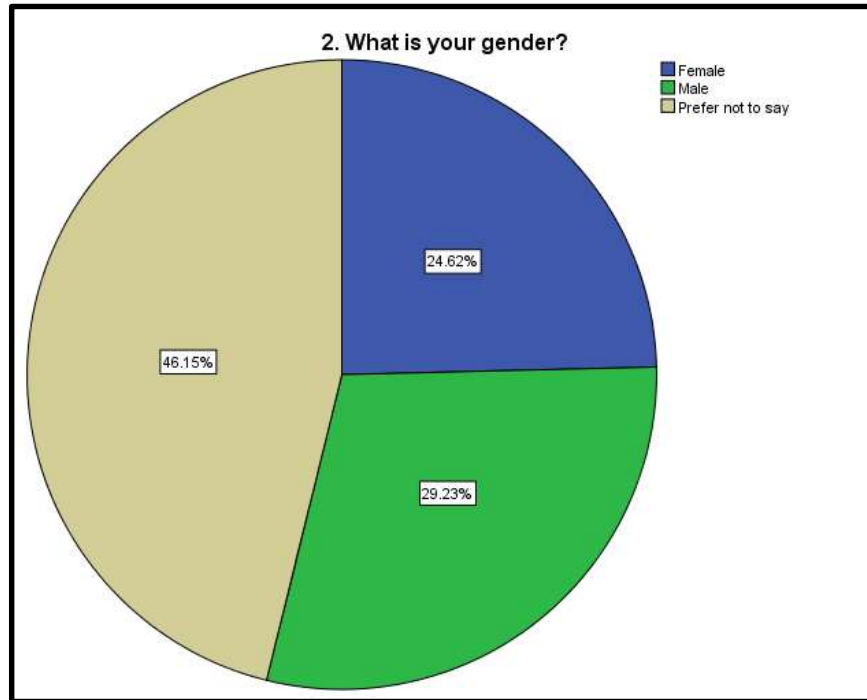


Figure 7: Gender factor
(Source: SPSS)

The above pie chart analyses the gender factor of the LGBT participants. The figure states that 24.62% of the participants are female, 29.23% are male and the rest and the highest percentage belong to the prefer to not say category which is 46.15% respectively.

3. What is your income?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rs.20,000-Rs.30,000	16	24.6	24.6	24.6
	Rs.30,000-Rs.40,000	19	29.2	29.2	53.8
	Rs.40,000-50,000	10	15.4	15.4	69.2
	Rs.50,000-Rs.60,000	20	30.8	30.8	100.0
Total		65	100.0	100.0	

Table 3: Income level of the LGBT participants

(Source: SPSS)

Table 3 shows the income level of the participants of the LGBT community. The cumulative frequency of the income range from 20,000 to 30,000 is 24.6%, 30,000 to 40,000 is 53.8%, 40,000 to 50,000 is 69.2% and 50,000 to 60,000 is 100% respectively.

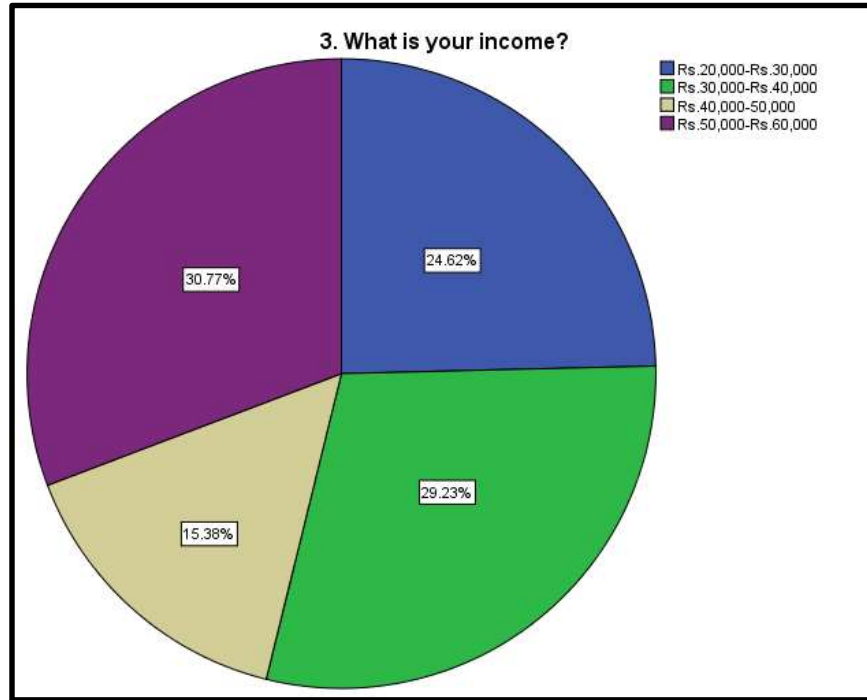


Figure 7: Income level of the LGBT participants

(Source: SPSS)

According to the pie chart analysis, 24.62% belong to the income level of 20,000 to 30,000, 29.23% between 30,000 to 40,000, 15.38% between 40,000 to 50,000 and 30.77% between 50,000 to 60,000 respectively.

Descriptive Statistics											
	N	Range	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis		
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error	
IV1.1	65	4	1	5	2.23	1.730	.790	.297	-1.269	.586	
IV1.2	65	4	1	5	2.23	1.367	1.045	.297	-.116	.586	
DV1.1	65	4	1	5	3.23	1.721	-.256	.297	-1.661	.586	
DV1.2	65	4	1	5	3.68	1.426	-.670	.297	-.978	.586	
IV2.1	65	4	1	5	2.91	1.693	-.030	.297	-1.710	.586	
IV2.2	65	4	1	5	2.78	1.932	.221	.297	-1.954	.586	
IV3.1	65	4	1	5	2.80	1.847	.134	.297	-1.898	.586	
IV3.2	65	4	1	5	3.11	1.812	-.051	.297	-1.847	.586	
IV4.1	65	4	1	5	2.48	1.847	.491	.297	-1.732	.586	
IV4.2	65	4	1	5	2.55	1.803	.388	.297	-1.753	.586	

Table 4: Descriptive statistics
(Source: SPSS)

Table 4 signifies the descriptive statistics of the independent and dependent variables. The mean statistics of the dependent and independent variables are 2.23, 3.23, 3.68, 2.91, 2.78, 2.80, 3.11, 2.48 and 2.55 respectively.

Correlations			
		IV	DV
IV	Pearson Correlation	1	.526**
	Sig. (2-tailed)		.000
	N	65	65
DV	Pearson Correlation	.526**	1
	Sig. (2-tailed)	.000	
	N	65	65

		Correlations									
		IV1.1	IV1.2	DV1.1	DV1.2	IV2.1	IV2.2	IV3.1	IV3.2	IV4.1	IV4.2
IV1.1	Pearson Correlation	1	.063	.444**	.183	.509**	.660**	.411**	.515**	.728**	.845**
	Sig. (2-tailed)		.618	.000	.145	.000	.000	.001	.000	.000	.000
	N	65	65	65	65	65	65	65	65	65	65
IV1.2	Pearson Correlation	.063	1	.283	.400**	.077	.078	.501**	.356**	.383	.372
	Sig. (2-tailed)	.618		.023	.001	.543	.535	.000	.004	.002	.002
	N	65	65	65	65	65	65	65	65	65	65
DV1.1	Pearson Correlation	.444**	.283	1	.572**	.737**	.626**	.251	.513**	.481**	.567**
	Sig. (2-tailed)	.000	.023		.000	.000	.000	.044	.000	.000	.000
	N	65	65	65	65	65	65	65	65	65	65
DV1.2	Pearson Correlation	.183	.400**	.572**	1	.382**	.400**	.544**	.316	.326**	.344**
	Sig. (2-tailed)	.145	.001	.000		.002	.001	.000	.010	.008	.005
	N	65	65	65	65	65	65	65	65	65	65
IV2.1	Pearson Correlation	.509**	.077	.737**	.382**	1	.600**	.174	.563**	.524**	.421**
	Sig. (2-tailed)	.000	.543	.000	.002		.000	.166	.000	.000	.000
	N	65	65	65	65	65	65	65	65	65	65
IV2.2	Pearson Correlation	.660**	.078	.626**	.400**	.600**	1	.268	.337**	.669**	.707**
	Sig. (2-tailed)	.000	.535	.000	.001	.000		.031	.006	.000	.000
	N	65	65	65	65	65	65	65	65	65	65
IV3.1	Pearson Correlation	.411**	.501**	.251	.544**	.174	.268	1	.529**	.638**	.554**
	Sig. (2-tailed)	.001	.000	.044	.000	.166	.031		.000	.000	.000
	N	65	65	65	65	65	65	65	65	65	65
IV3.2	Pearson Correlation	.515**	.356**	.513**	.316	.563**	.337**	.529**	1	.624**	.684**
	Sig. (2-tailed)	.000	.004	.000	.010	.000	.006	.000		.000	.000
	N	65	65	65	65	65	65	65	65	65	65
IV4.1	Pearson Correlation	.728**	.383	.481**	.326**	.524**	.669**	.638**	.624**	1	.764**
	Sig. (2-tailed)	.000	.002	.000	.008	.000	.000	.000	.000		.000
	N	65	65	65	65	65	65	65	65	65	65

Table 5: Correlation
(Source: SPSS)

The above table illustrates the correlation evaluation between the dependent and the independent variable. The correlation is significant at a 0.00 level of significance. The obtained value of the independent variable and the dependent variable are 1 and 0.52 respectively.

Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.732 ^a	.537	.506	1.96414	.537	17.366	4	60	.000	3.019

Table 6: Model Summary
(Source: SPSS)

The above table signifies the model summary of the standard error of estimation. The obtained R square value is 0.50 followed by the Durbin-Watson test valuing 3.01 significantly. The standard error of estimation is 1.96 following the F change of 17.36 respectively.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	267.976	4	66.994	17.366	.000 ^b
	Residual	231.470	60	3.858		
	Total	499.446	64			

Table 7: ANOVA
(Source: SPSS)

The above table analyses the sum of squares of the regression and residual value that is 267.97 and 231.47. The mean square value of regression and residual is 66.99 and 3.85 significantly.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.900	.897	10

Table 8: Reliability statistics
(Source: SPSS)

The above table highlights the reliability statistics based on Cronbach's alpha which values 0.90. The Cronbach's alpha based on the standardized items is 0.89 respectively.

ANOVA with Friedman's Test						
		Sum of Squares	df	Mean Square	Friedman's Chi-Square	Sig
Between People		1003.800	64	15.684		
Within People	Between Items	121.815 ^a	9	13.535	69.443	.000
	Residual	904.385	576	1.570		
	Total	1026.200	585	1.754		
Total		2030.000	649	3.128		
Grand Mean = 2.80						

Table 9: ANOVA with Friedman's test
(Source: SPSS)

The above table shows the ANOVA analysis of Friedman's test identifying a significant value of 69.44 at a 0.00 level of significance.

Discussion

The research analysis based on gender inequality among LGBT members demonstrates the various dimensions of societal cues. As stated by Pain (2022), the application of language has evoked progressive ideas towards a better society. The statistical analysis presented in the study shows that a majority of the participants

belonging to the prefer to not say group have responded to the survey which is 46.15%.

Moreover, participants belonging to the age group of 31 years to 40 years have responded more which is 52.31% significantly. This signifies that they have felt the importance of language immensely and therefore have been active during the survey process. The above result tables illustrate the significance level of the statistical analysis viewing the importance of the role of language in LGBT community empowerment. The analysis is thereby followed by descriptive statistics, correlation, frequency test, reliability statistics and ANOVA test respectively.

Conclusion

The research analysis signifies the basic prodigies of the LGBT community based on the ideas of language acquisition. This helps in making the socialization process more evident in nature, thereby reframing all the unethical aspects significantly. Moreover, language has helped them to pursue social goals as well as made them feel proud of how they are. The analytical perspectives of the identification policies have build up knowledge regarding the equality reforms of transgender community.

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Appendices

Appendix 1: Survey questions

Survey link: (Source: <https://forms.gle/zeU3udPbcPUFFLVM7>)

1. What is your age?
2. What is your gender?
3. What is your profession?
4. Language has build ways of acknowledging and respecting the diverse bodies
5. India have stated certain legal rights for the LGBT community to speak for their rights
6. Language influences mass opinion towards gender and LGBT community
7. Language plays a reflective role in the live of LGBT community in India
8. The use of inclusive language is relevant for communication for the LGBT community
9. Gender neutral language is a generic term that covers the non-sexist language
10. Language have built a sociolinguistic relationship between gender and the community
11. India have cultivated the inclusive language in order to show equality to the LGBT community
12. Language is the medium towards starting a good communication and fostering empowerment among the LGBT community
13. Fair language have reduced discrimination for the LGBT community