

THE EQUALITY GAZETTE

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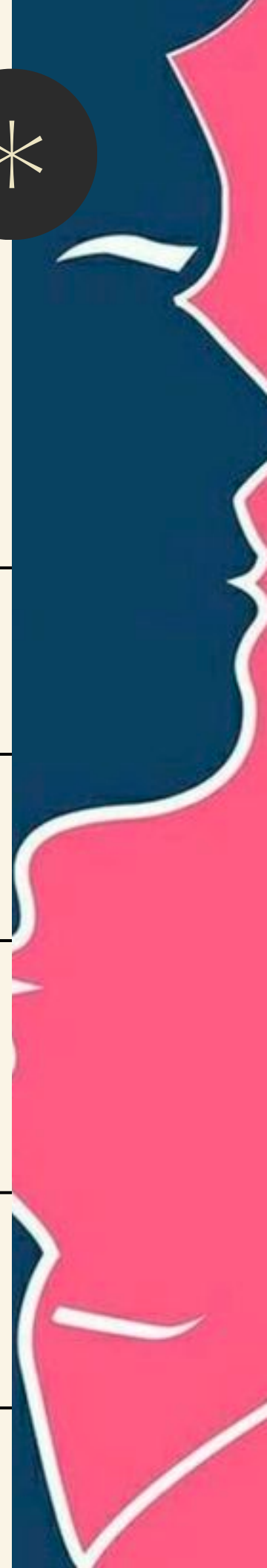
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FROM THE EDITOR....

DEAR READERS,

Welcome to our e-magazine's special edition on Gender and Sexuality. As HKUST students, we understand how tunnel-visioned we can get with academics. With that being said, we hope this collection of articles allows you to take a step away from that and reflect on how issues in LGBTQ+ rights, Gender-based Violence, and Toxic Femininity and Masculinity are deeply intertwined with our everyday lives on campus. Our collection of articles aims to inspire discussions, promote understanding, and foster a more inclusive and respectful campus environment. Join us as we explore these crucial topics and their impact on individuals and communities.

We begin by first examining the effects of Toxic Masculinity, particularly its impact on mental health and gender binaries. In line with this, we will then discuss Toxic Femininity, focusing on ways it spreads and methods we can take to prevent the perpetuation of gender norms. Then, we will probe into the phenomenon of gender-based violence on social media platforms, fueled by toxic masculinity and toxic femininity, as well as its impacts on the survivors. After that, we will evaluate the current living environment for LGBTQ+ community and their human rights.

Finally, thank you for your support towards our e-magazine. We hope that through reflection, we can help you contribute to building an even better culture on campus.

Ric Tse *Vanessa Ng*
JJ Neo *Brandon Hong*

Editor-in-Chief



BEHIND THE SCENES

From presenting in-class seminars and facilitating discussion among HKUST students to conducting in-depth research on our respective topics, our team has combined secondary research from academic sources, conversations with our peers, as well as personal experience to provide our readers with a collection of insightful articles.



BREAKING THE CHAINS

CONFRONTING TOXIC MASCULINITY AND EMBRACING POSITIVE CHANGE

By Ric Tse

Source: <https://albanhuber.com/why-toxic-masculinity-is-a-problem-that-affects-us-all/>

INTRODUCTION

In a world where gender norms and societal expectations mold our identities, it is important to confront one of the most pressing issues: toxic masculinity. Picture a mold that restricts, confines, and distorts the meaning of authentic manhood. Society dictates that true masculinity involves traits such as aggression, strength, and stoicism, perpetuating harmful stereotypes that stifle men from expressing their true selves (Waling, 2019). These expectations fail to acknowledge the richness and diversity within the male experience. Indeed, it is time to shatter this mold and liberate ourselves from the chains of harmful stereotypes and expectations.



As students from Hong Kong, we live in a unique time and place that allows us to witness a traditional view of manhood, but with the influence of Western society and progressive ideology, we are able to reflect upon our upbringing and socialization.

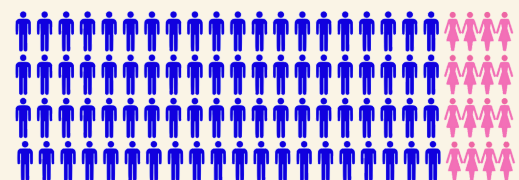
From a young age, we most likely have heard our parents say something along the lines of “men don’t cry!”, or “man up!”. In middle school, groups of boys may come together and make fun of that one boy who acts a bit “girlish”.

It is these types of socializations that have led young boys like us to believe in the strength of masculinity and the fragility of femininity.

Impact on Mental Health

Abiding by a set of rules that is masculinity unfortunately has done more harm than good in regards to men’s mental health. The pressure to appear strong, stoic, and unaffected by emotional struggles can take a toll on men’s mental well-being. In fact, men account for 80% of suicide rates in the U.S. in 2021 (CDC: Suicide Data and Statistics 2023). This statistic is especially critical considering the recent trends in suicide rates of students in Hong Kong.

In 2022, The Hong Kong Jockey Club Centre for Suicide Research and Prevention found that the rate of people who committed suicide between the ages of 15 and 24 rose to 12.2 deaths per 100,000 people, from 10 and 6.2 in 2021 and 2014 respectively (Li, 2023). Connecting these two statistics, the prevalence of addressing mental health through examining the effects of toxic masculinity and help-seeking behavior becomes increasingly prevalent.



Hegemonic Masculinity and Impact on Gender Equality

Beyond men's health, toxic masculinity has also halted some of the progress of gender equality and feminism. Closely related to toxic masculinity is hegemonic masculinity - the conformation of traditional gender norms in order to maintain and promote the dominant position of men and the subordination of women(Leone & Parrott, 2018). Combined with the rise of advocacy for women's power in society, traditional traits such as aggression and dominance have led to a pushback from men, viewing a change in the status quo as a threat to their existing power(Leone & Parrott, 2018). In this context, as a way to maintain power and dominance, men often engage in the objection, degradation, and dehumanization of women in order to obtain a feeling of superiority.

With these detrimental effects of toxic masculinity on both men's mental health and gender equality,

How Do We Address This Issue?

Gillette, the popular razor and personal care brand, released an advertisement in 2019 suggesting a solution to combat toxic masculinity. In this advertisement, they presented sexist, aggressive, and traditionally masculine behaviors, such as bullying and cat-calling, and contrasted it to men who intervened to stop this behavior (Gillette's 'We believe: the best men can be' 2019). By this dichotomy, Gillette aimed to offer an alternative, more positive version of masculinity, encouraging men to reflect and confront their attitudes toward toxic masculinity(de Maricourt & R. Burrell, 2021).

Source: Gillette's 'We believe: the best men can be' razors commercial takes on toxic masculinity 2019

[\[Video Link\]](#)



"Wow this commercial made me realize that I'm a misogynist! I'm going to buy more Gillette!" Said no sane person ever lol

👍 2K 💬 📄

While some supported Gillette's effort to recognize a more positive version of masculinity, the majority criticized Gillette for its political stance. Many saw it as a war waged against men, arguing that depicting men displaying such behavior vilified men. It was received as a personal attack, with male viewers expressing that they felt that they were the problem and perpetrators of gender inequality simply because they were born male (de Maricourt & R. Burrell, 2021).

How Do We NOT Make it Personal?

While some of these comments certainly have their faults, one thing holds true. Not all men are misogynistic; not all men are sexist. In fact, as well-educated students in Hong Kong, it must be assumed that most, if not all, of our readers, are not.

However, here lies the issue. The aim of the article was not to suggest that all men act in misogynistic ways; it simply was to exemplify that there are men who engage in detrimental behaviors and the existing systemic construct allows them to continue to do so.

Yes, thank you Gillette, I am a Man, and yes, I am toxically masculine, I am horrible, I am probably a bad father, and I bully people weaker than me, and of course I never miss a chance to cat call a woman or touch a woman inappropriately. That's what being a Man is these days.

👍 59 💬 📄

I love having my moral compass guided by a multi national company, never realised how bad I am and how much I need to apologise for being born male.

👍 546 💬 📄

*comments extracted from Gillette's Advertisement Youtube

As viewers who do not believe they engage in such behavior, instead of feeling targeted and blamed for the actions of perpetrators, we can consider what we can do to prevent others from committing such acts. Here, it is about breaking the socialization of toxic masculinity.

It is not merely about stopping the actual act of violence or sexual harassment; it is about interrupting the small everyday things we hear or see on campus. It is the seemingly harmless but sexist jokes; your mate's prideful bragging of their sexual conquest - these are the areas where we can make an impact.

Source: Gillette's 'We believe: the best men can be' razors commercial takes on toxic masculinity 2019





Source: Gillette's 'We believe: the best men can be' razors commercial takes on toxic masculinity 2019

The Bystander Approach:

When we witness our peers, friends, or teammates engage in misogynistic behavior, it is no longer enough to excuse ourselves from the issue by saying “But, not me!” or “not all men!”.

We must take the next step and challenge our peers to become better. With that said, the bystander approach encourages “anybody who is not a perpetrator or a victim in a given situation”, to speak up and intervene against unjust acts (Katz, 2012).

It is only when we intervene can we build a peer culture climate where behaviors such as cat-calling or derogatory jokes will be seen as unacceptable.

Unfortunately, this is easier said than done. One of the underlying issues in toxic masculinity is social conformity. Despite knowing right and wrong, many men, especially young boys, continue to engage in such behavior in order to maintain the social norm and avoid exclusion (Leone & Parrott, 2018).

Yet, we must attempt to fulfill our societal responsibility, not only for women’s rights and gender equality, but also for the mental well-being of current and future young men. Only when we challenge and break free from these societal norms can we create a campus culture that encourages open dialogue, promotes emotional well-being, and cultivates a more compassionate and empathetic understanding of masculinity. Together, we can foster a generation where all individuals can thrive and be their most authentic selves.

“In the end, what will hurt the most is not the words of our enemies but the silence of our friends.” - Martin Luther King Jr.



MAN UP?

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CALL FOR REFORM:

Unveiling The Destructive Nature of Female Gender Stereotypes

By JJ Heo

INTRODUCTION

Throughout primary and secondary education, toxic masculinity has been at the center of many of modern society's most controversial topics relating to gender and sexuality. However, it is important to also bring attention to the often-overlooked counterpart: toxic femininity.

This term describes the harmful impact that societal expectations of the female gender have on girls and women.

By gaining a deeper understanding of its implications in limiting the opportunities and experiences of girls and women, we can work towards dismantling the barriers that hinder progress towards gender equality and empowerment. Furthermore, such insights hold the potential to improve the mental health of nearly half of the world's population.

Unraveling Toxic Femininity



Source: <https://www.mandysteinhardt.com/toxic-femininity-what-is-it-how-to-embrace-positive-femininity-instead>.

Toxic femininity is much more prevalent in our society than we realize, and the Commission on Gender Stereotypes in Early Childhood has published a new report that highlights how education, commercial advertising, parenting, and social media can contribute to this problem (Fawcett, 2020; Risam, 2016).

According to the report, education practitioners who have gender stereotypical attitudes often separate children by gender through physical division and language in the classroom, which can discourage girls from pursuing STEM subjects, such as science and math.

Parents and education practitioners who believe in gender-based roles can also pass on these ideas to children without even realizing it.

The commercial sector is not free from blame either, as companies often sell products and services that steer children towards making gender-stereotypical choices.

Commercial advertising often uses colors, tropes, and slogans in their products and media to portray girls as "frivolous" and "pretty."

A common example of this is Barbie dolls, which have long been marketed as toys for girls. Barbie dolls often emphasize beauty, fashion, and particular careers, which can reinforce stereotypes about how girls should look and behave.

Furthermore, parents' expectations for their children can restrict girls from playing with certain toys or engaging in male-dominated sports, and can even influence their future career choices.



Social media has become a powerful tool for shaping societal norms, including gender stereotypes. In the past decade, it has provided an environment where young girls can be easily exposed to unrealistic beauty standards and socially accepted behaviors, regardless of where they are, within a matter of minutes or even seconds.



For example, Instagram offers a plethora of reels, posts, and stories that emphasize a woman's physical appearance, ideal body shape, and size, often leading to body shaming and online harassment.

The effects of such gender stereotypes can be alarming, as research indicates that 36% of seven to ten-year-old girls say that their looks are the most important feature of themselves (Fawcett, 2020).

Moreover, a survey conducted on U.S. adults regarding what society values in women found that physical attractiveness was rated at 35%, while empathy, nurturing, and kindness were only rated at 30% (Parker et al., 2017).

This reinforces the idea that physical appearance and behavioral traits of women are restricted by societal norms. This fixation on appearance can contribute to discontent with one's body image and can have severe repercussions, such as the development of eating disorders and even suicide attempts.

Honesty tops list of traits that people say society values most in men; physical attractiveness top trait for women			
What traits or characteristics do you think people in our society ... [OPEN-END]			
Value most in men		Value most in women	
33%	Honesty/Morality	35%	Physical attractiveness
23%	Professional/Financial success	30%	Empathy/Nurturing/Kindness
19%	Ambition/Leadership	22%	Intelligence
19%	Strength/Toughness	14%	Honesty/Morality
18%	Hard work/Good work ethic	9%	Ambition/Leadership
11%	Physical attractiveness	9%	Hard work/Good work ethic
11%	Empathy/Nurturing/Kindness	8%	Professional/Financial success
9%	Loyalty/Dependability	7%	Loyalty/Dependability
8%	Intelligence	7%	Competence/Ability
5%	Being family-oriented	6%	Independence/Self-reliance
5%	Politeness/Respectfulness	5%	Strength/Toughness
		5%	Politeness/Respectfulness
		5%	Ability to multitask

Source: <https://www.pewresearch.org/social-trends/2017/12/05/on-gender-differences-no-consensus-on-nature-vs-nurture/>.

Breaking the Cycle of Toxic Femininity: Strategies for Overcoming Female Gender Stereotypes

Now that we have taken a look at the devastating impact and ways in which gender stereotypes can be perpetuated, it is equally critical to explore ways to counter them.

Studies have shown that in the education sector, it is common for only half of education practitioners to receive proper training on how to address gender stereotypes.

However, such instances can be improved by issuing new teacher training guidance by education-related organizations that emphasizes the need to challenge gender norms, particularly for early years, who are most heavily influenced. This can be achieved through the use of books and materials that show equality between boys and girls regarding career representations.

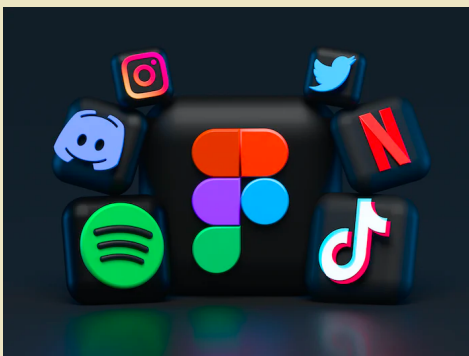
Although the implementation of such reforms may be limited by government and institutional funds, the potential positive impact on young girls to dream beyond traditional gender roles is promising.



Similarly, commercial advertising needs to shift its focus away from the gender of its customers to have a positive impact on the upbringing of children.

Research shows that divisions in the intended gender for toys can have a negative impact on the opportunities provided to children and can hinder skill development (Fawcett, 2020).

Companies should call a stop to having separate teams for selling products and services for boys and girls. Instead, products and services should be designed for children as a whole, rather than targeting specific genders.



Moreover, companies can diversify their online content produced for commercial purposes to make their products and services more appealing to children of all genders and counter the issue of women being underrepresented in advertisements.

Parenting plays a crucial role in shaping the lives of children and may be one of the most important factors of all.

As parents tend to transmit their own beliefs to their children, both consciously and unconsciously, it is critical to be mindful of the subtleties in parenthood that may influence the social constructs children believe they need to fit into.

Rightfully so, there is growing evidence in younger generations encouraging girls to play with toys and engage in activities traditionally associated with boys (Parker et al., 2017), which is a positive step towards breaking down gender stereotypes.

Lastly, social media platforms can be used to raise awareness about what constitutes as spreading toxic gender stereotypes, and guidelines should be regularly updated to reflect the evolving content of social media.

Toxic femininity remains a critical concept that requires attention and understanding. By confronting and challenging the pervasive nature of societal expectations, we can pave the way for women's empowerment and liberation.

By breaking the cycle of toxic femininity, we can foster a society that celebrates diversity, dismantles harmful stereotypes, and provides equal opportunities for individuals of all genders. Through collective efforts, we can strive for an inclusive and equitable world that recognizes multifaceted experiences and aspirations of girls and women.



Source:

<https://www.forbes.com/sites/drnancydoyle/2021/07/13/we-need-to-talk-about-toxic-femininity-at-work/?sh=698c80ef2769>



Source: <https://oecd-development-matters.org/2023/07/18/breaking-the-chains-how-to-overcome-gender-biases-for-true-equality/>

DONATE NOW!

Assisi Aid Projects is a small organization that focuses on empowering girls and women across the Indo-Pacific



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THE UNRESOLVED EPIDEMIC: **GENDER-BASED VIOLENCE AS THE SILENT SHADOW PANDEMIC**

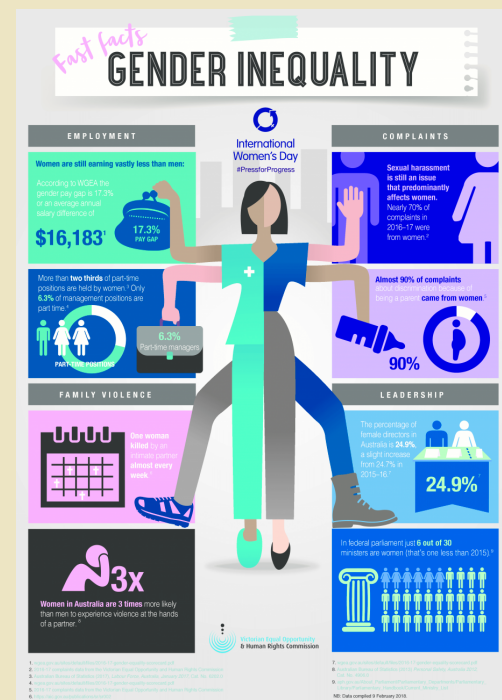
By Vanessa Ng

INTRODUCTION

The influence that social media exerts is immeasurable, considering the inextricable relationship between our real life and our digital life.

Imagine this: a never-ending pandemic, one that infiltrates every aspect of our lives - our bodies, minds, social fabric and economics. While that might seem implausible, it has in fact been running rampant around the globe for decades. It is known as 'Gender-based violence', a 'shadow pandemic' (UN Women, 2021) that has long been haunting women, irrespective of cultures and levels of education, and yet to be resolved.

Gender-based violence (GBV) is often referred as 'violence against women' (European Institute for Gender Inequality, 2023). Although as the name implies, GBV can take place in a plethora of forms (i.e psychological, economically, suffering to women). As much as GBV casts its dark shadow in the physical world, we should not neglect its prevalence in the realm of social media, thus the gravity of the adverse impacts that it brings about. The influence that social media exerts is immeasurable, considering the inextricable relationship between the real life and the digital life.



Gender-based violence stems from gender inequality in society. The infographic above shows statistics related to Gender inequality. Source: <https://textappeal.com/cultureshocks/happy-international-womens-day/>

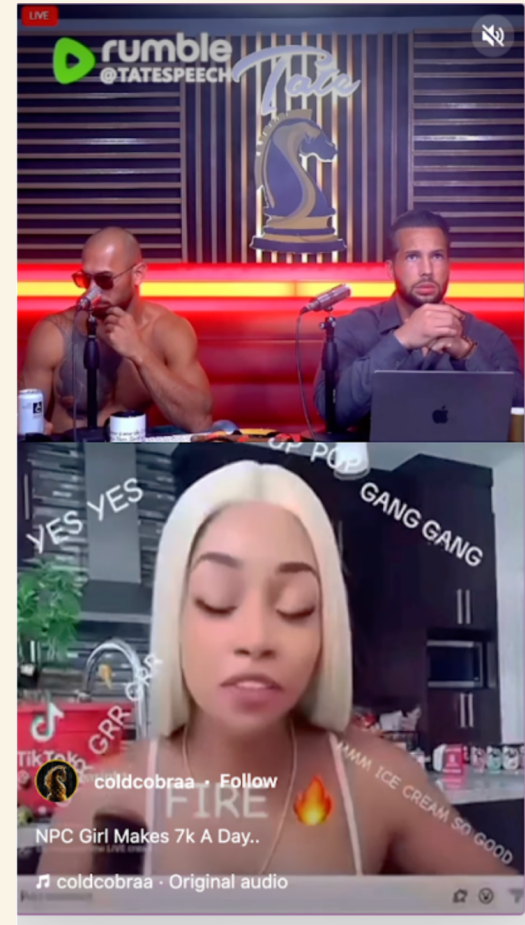
So... what exactly is GBV on social media?



As a university student, what is a better way to take a break from the hectic academic life, than by scrolling reels on Instagram? Instagram has evolved into a medium for imparting a wide array of information. Unfortunately, this implies that misinformation can also flow freely, from my Instagram feed to yours. One of the prime examples of misinformation is misogyny, as a result of toxic masculinity. You might have heard of his name - Andrew Tate, a social media personality who is commonly agreed to be embodying the idea of misogyny. In the reel shown on the right, he stated that, 'women are given to and belong to men', and described that women who work in the livestreaming industries are all 'hoes'.

Instagram is imbuing misogyny when our minds are at ease and receptive to the information that Instagram imparts

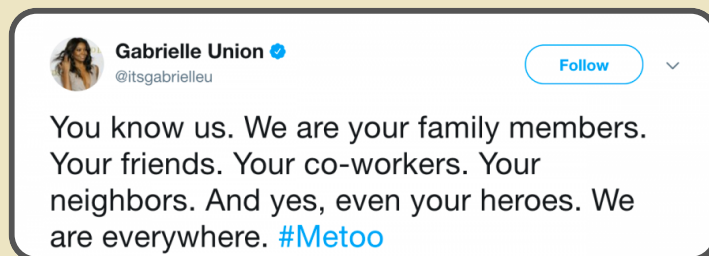
Such comments made by Tate blatantly undermine women's values and advocate for women's subordination to men, which constitutes as gender-based violence for causing mental distress to women for belittling them, thus hindering the progress of achieving gender equality. Looking at a bigger picture, Instagram is imbuing misogyny when our minds are at ease and receptive to the information that Instagram imparts. Therefore, should we hold Instagram accountable for the aggravation of GBV online? The answer, for sure, is a no-brainer.



Do you know...?



Aside from the spread of misinformation, between 16-58% of women have experienced gender-based violence on social media platforms (Institute of Development Studies, 2021), which predominantly manifests as cyberharrassment and hate speech. This shed lights on the alarming issue that women face when navigating online spaces. Not only are they subjected to the dissemination of misleading information, but also direct, malicious attacks from other users, underlining the vulnerability that women experience on social media.



But What about the anti-GBV social media movement?

Nonetheless, we should still acknowledge the efforts made by social media platforms in attempting to mitigate GBV online.

The tweets made on Twitter above illustrate the renowned social media movement - 'MeToo', which encourages survivors of GBV to share their experiences. Undoubtedly, 'MeToo' created an immense impact in raising public awareness regarding the severity of the perennial issue, where the involvement of celebrities in the movement further amplified the effects.

Nonetheless, amid the apparent success of the 'MeToo' movement, an important question has been overshadowed: Are such movements a mitigative or an adaptive measure in response to GBV? Studies have revealed that majority of the members of anti-GBV community are female (ElSherif et al., 2017), implying that while women can equip with abundant knowledge in protecting themselves from GBV, most men, who are often the perpetrators, remain unaware of the crucial role that they play in this issue. This in turn, drives the exacerbation of GBV online.

How is GBV online impacting the survivors?

GBV online, undoubtedly, inflicts immeasurable harm on the mental health of the victims. A report concluded that more than 50% of the GBV victims suffer from post-traumatic stress disorder (PTSD) (Alibudbud, 2021), often leading to social isolation (Canadian Women's Foundation, 2023), where it is even more difficult for these troubled individuals to seek for professional help. Moreover, stigmas revolving both GBV and mental health concerns persists despite improved education on this subject. Many girls and women, therefore, opt to suffer in silence and suppress the enduring pain caused by GBV, further worsening the adverse impacts that GBV casts towards the mental well-being of the victims.



Source: <https://www.inchiostronero.it/lopposizione-senza-coraggio-e-gia-sotto-assedio-si-inizia-dalle-terze-file/>

Furthermore, survivors of GBV would often resort to digital withdrawal upon their encounter with online abuse. Taking the example of female police officers, research indicated that women who enjoy higher social status have a higher chance of being exposed to GBV (Watson, 2022), owing to the idea of toxic femininity, where women are stereotyped to occupy inferior position than men. If we put ourselves into the shoes of these officers, it becomes evident why they might choose to withdraw from the internet, particularly to safeguard their own family members. Their disengagement with social media also implies risk losing touch with friends and acquaintances, highlighting the multifaceted harm brought by GBV.



Source: <https://www.soroptimistinternational.org/soroptimist-projects-si-europe-tackling-violence-women-girls/>

Taking the issue to a wider context, the occurrence of GBV online play a pivotal role in shaping the perception of members of the general public towards women. 47% of respondents in a study have been attacked for sharing their opinions on gender injustices and feminist issues (Sanusi, 2021) This illustrates the reality of a deeply patriarchal society where opinions aligned with feminism remain in the minority and oppressed. The strong resistance towards acknowledging the need for gender equality creates an environment where advocates of anti-GBV are hesitant to voice their beliefs. Therefore, the perpetuation of GBV online is significantly influenced by the patriarchal principles that prevail in various aspects of the physical world.

the perpetuation of GBV online is significantly influenced by the patriarchal principles that prevail in various aspects of the physical world.



Source: <https://pin.it/2AyKH3E>

Time for Change: what can we do to eliminate GBV?

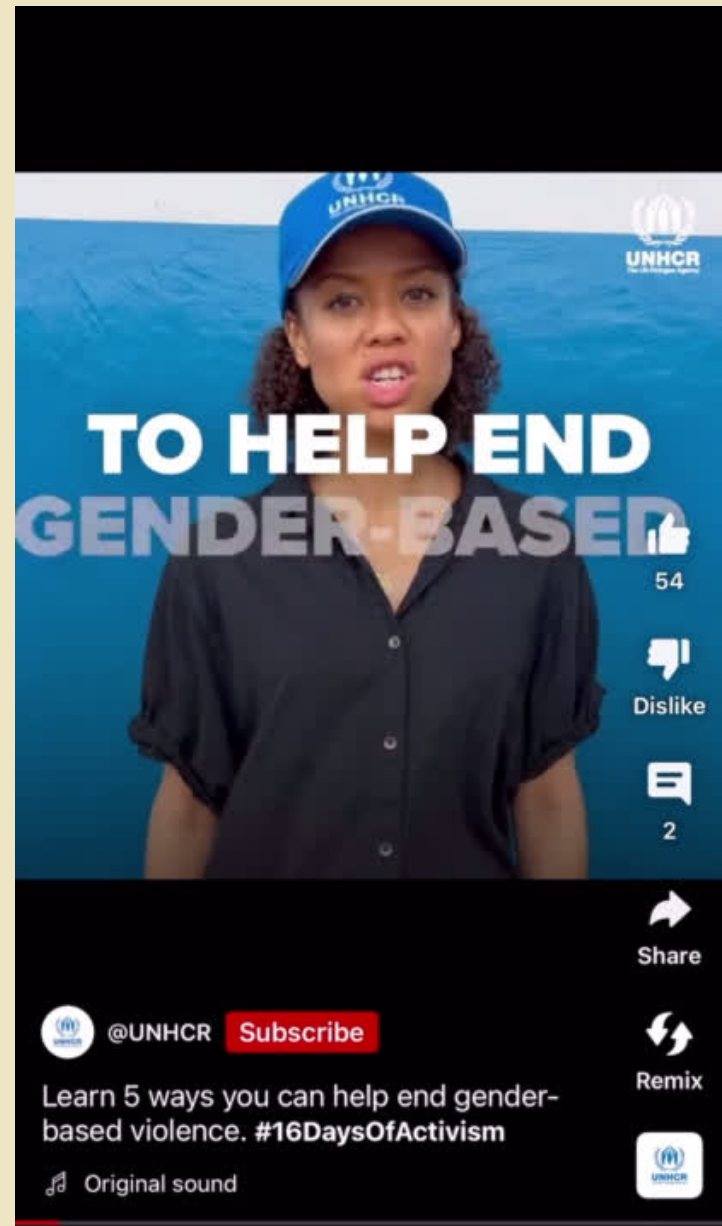
Now, you might ask: how can we tackle the problem of GBV online?

As avid users of social media, the least that we can do is to report posts, tweets or comments that consist of elements of GBV, such as the aforementioned examples. Like Neil Armstrong, the first astronaut to ever walk on the moon, said,

**“That’s one small step for man,
one giant leap for the mankind!”
- Neil Armstrong**

Although we are not discussing technological breakthroughs here, a simple click of the 'report' button for GBV content can potentially save thousands and millions of women from experiencing the agonising consequences of GBV in the future.

To make an even greater impact, we can even go beyond individual efforts and call upon social media companies to take concrete actions. This includes urging them to impose more stringent measures in monitoring inappropriate content and penalising related users.



Take action today and help build a more inclusive and respectful digital space for all. Together, our voices can make a difference!

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Whether They Should Be Treated Equally

BACKGROUND

Lesbian, gay, bisexual, and transgender, also known as LGBT, are a very special group of people in our society. Due to their distinctive sexual orientations, they often receive plenty of unfair treatment and discrimination in their lifetimes. According to the Williams Institute, around 53% of LGBT adults have met threats or abuse from others (The Williams Institute at UCLA School of Law, 2021). However, there is already enough evidence to indicate there is no difference between the abilities of the LGBT community and people who have a normal sexual orientation.



(All photo used are from Unsplash Free-to-use picture)

INTRODUCTION

This section will be divided into three aspects: adoption rights, medical conditions, and the workspace environment of the LGBTQ community. Besides the basic insights of each circumstance, future prospects will also be included in each short passage.

Source: "LGBTQ Advocacy" by Jerbie Star

A woman with dark hair smiling, with the text "I'M LESBIAN" overlaid in large, bold, white letters. The letter "B" in "LESBIAN" is replaced by a rainbow-colored heart.

Nowadays, with the increased recognition of homosexuality, there is a vast number of same-sex parents who have been or decided to adopt a child. According to the statistics, “Over 43% of same-sex couples have adopted or step-children, versus about 10% of opposite-sex households”(Lifelong Adoptions, 2010). As the data grows, it is natural for people to be concerned about whether same-sex parents have the proper ability to raise children as opposite-sex parents do. To evaluate this issue, we must consider several factors that will affect the growth of a child, such as education and family relationships. In terms of their educational performance, numerous studies have been conducted, and most results clearly indicate that children growing up in same-sex households are making the same educational progress as children who have been raised with opposite-sex parents, “compensation theory predicts that children raised by same-sex parents are likely to perform just as well as, if not better than, children raised by different-sex parents, even in the presence of discrimination toward same-sex couples.”(Mazrekaj 2020).

The compensation theory implies that in order to counteract the impact of social discrimination, same-sex parents will usually invest more time and effort to support their children and pay more attention to their performances. Therefore, children who are raised by same-sex parents will be equally well educated.

However, the data shows that “compared to 20 years ago, proportionately more lesbians and gay men are in cohabiting same-sex relationships, and they break up and divorce at rates similar to those of comparable different-sex couples”(Gates, 2015). Thus, we can conclude that family stability will not be a major issue to be concerned.

LGBTQ and Adoption Rights

In addition, as we all know, family stability has a direct relationship with children’s mental development. Children who are born in a divorced family usually will have a negative mindset which may cause further issues when they grow up.

What we can do

In conclusion, by this series of comparisons, same-sex families are perfectly capable of raising children. More countries need to introduce laws to ensure that same-sex families have the right to adopt children. Moreover, some of the things that students can do include stopping discrimination against children from same-sex families and helping them to better integrate into the community.





Improving Medical Experiences for the LGBTQ Community

When it comes to the healthcare environment, it may be difficult for the average person to share the same experience as the LGBTQ community. However, LGBTQ people may undergo terrible experiences in hospital, “The study found that 47% of LGBTQIA+ people experience medical gaslighting. The research also found that 18% reported experiencing medical trauma and 10% said they have experienced some form of medical discrimination”(Mastroianni, 2023). These circumstances greatly impact the health condition of LGBTQ people. As human beings with the same physiology, they deserve equal treatment.

To fix this issue from the root, a more intact education system of medical schools should be created. Ideally, taking courses that focus on LGBTQ patients should be a graduation requirement for students in medical schools. However, the reality is that the major courses provided in medical schools do not include LGBTQ content, “Tesar reported an average of 2.5 h, with 50% of US medical school curricula containing no content at all on the topic”(Bonvicini 2017). To improve the situation, the following issues have to be faced, a lack of curriculum materials, a shortage of instructors with training, and constrained instructional time. Despite the difficulties, addressing these issues is an important part of improving the experience of the LGBTQ community.

Predictions and things we can do

For the future aspect, I have speculated that when more LGBTQ patients' voices are heard, it will force the government to make corresponding changes, such as setting up rules for medical schools and evaluating the services provided in the hospitals. As a student, something that we can do to create a better medical environment is to speak up when we see or hear discriminatory behavior toward LGBTQ patients and also advocate for policies that promote equality and inclusivity in healthcare settings.

Workspace Condition of the **LGBTQ COMMUNITY**

LGBTQ people are often excluded in the workplace because of their sexual orientation.....

The current solution is to impose “LGBTQ-friendly policies”, including creating an inclusive healthcare insurance program for LGBTQ people, forbidding employees from discriminating against each other, and keeping personal information confidential, etc. The effects of these policies have been dramatic, “companies that increased their CEI score by adopting policies and programs that are more inclusive of gay and lesbian employees were more likely to experience an increase in their stock market performance in the following year”(Wang & Schwarz, 2010). From the performance of the companies, we can illustrate that LGBTQ people and non-LGBTQ people have the same work capacity, creating a better workspace environment for LGBTQ people will lead to a higher output of companies.

Under the assumption that the policies in place are already very useful, what are other aspects that the company holders can improve? In the near future, I believe that the company's hardware facilities must also be inclusive, for instance, building gender-neutral restrooms will allow transgender people to feel more comfortable during work.

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