**THE LGBTQ IMPACT**

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Social and Ethical Issues in Analytics

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**LGBTQ+?**

LGBTQ is an acronym for Lesbian, Gay, Bisexual, Transgender, and Queer (or Questioning), and the '+' symbolizes additional identities and orientations that fall within the category of sexual and gender identity diversity. It is a method of accepting and valuing diverse experiences and identities that differ from heterosexual and cisgender standards. Each letter reflects a unique aspect of this diversity.

**Lesbian**: Women who are attracted to other women.

**Gay**: Men who are attracted to other men, though it's also sometimes used as an umbrella term for the entire community.

**Bisexual**: People who are attracted to both their own gender and other genders.

**Transgender**: People whose gender identity differs from the sex they were assigned at birth.

**Questioning**: People who are exploring their own sexual orientation or gender identity and aren't yet sure how they identify.

The LGBTQ+ community is varied, including members of all races, ethnicities, ages, and origins. Recognizing and respecting diversity is essential, as is creating inclusive settings in which everyone, regardless of sexual orientation or gender identity, feels welcome and respected.

**Why this topic?**

**1. Relevance:** LGBTQ+ rights and inclusivity are becoming increasingly crucial issues today. Discussing how these concerns intersect with business analytics shows a grasp of contemporary societal trends and their ramifications for many industries.

**2. Diversity and Inclusion**: Addressing LGBTQ+ concerns in business analytics is consistent with the corporate sector's increasing emphasis on diversity and inclusion. It demonstrates a willingness to understand and incorporate multiple perspectives into decision-making processes.

**3. Ethical Considerations**: Examining the ethical implications of collecting and analysing data on sexual orientation and gender identity raises severe privacy, bias, and societal accountability issues. These are critical difficulties for business analysts to address.

**4. Innovation:** Exploring how LGBTQ++ inclusion might boost innovation and market prospects in business analytics demonstrates the potential benefits of workplace diversity and data-driven decision-making.

**5. Educational Value**: Presenting on this topic allows you to delve into multidisciplinary issues by combining perspectives from business, society, ethics, and technology. It enables you to learn and think critically outside the scope of your course.

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**Importance of discussing topics related to LGBTQ++ issues:**

* Recognizing and understanding diverse populations' experiences, particularly those on the LGBTQ++ spectrum, is crucial for encouraging tolerance and respect for all people.
* Examining how LGBTQ++ issues intersect with other areas of society, notably business analytics, raises major ethical questions about privacy, bias, and discrimination, which are relevant to broader issues of ethics and social responsibility.
* LGBTQ++ rights and visibility are critical social concerns that impact human rights, public policy, and society attitudes. By discussing these issues, we can gain a more informed and empathetic view of the world around us.
* LGBTQ++ rights and visibility are major social issues affecting human rights, public policy, and societal attitudes. By discussing these concerns, we can achieve a better informed and compassionate understanding of the world around us.

**To summarize, discussing LGBTQ++ issues involves recognizing the importance of inclusivity, ethics, social impact, and professional development in our interactions with the world.**

**What is gender identity?**

Gender identity is how you feel about yourself and the ways you express your gender

**What is the difference between sex and gender?**

Sex is our biology and specifically, our reproductive anatomy, Leech says. When you hear that someone is “assigned female at birth,” for example, that relates to their sex.

Gender, on the other hand, “is the expression of the characteristics that we have associated with what it means to have those genitals,” says Leech. Basically, someone’s gender is their personal, intuitive understanding of who they are.

**Theoretical background on LGBTQ+ issues:**

LGBTQ+ issues are understood and explored using several philosophies and ideas:

According to social constructionism, notions about gender and sexuality are created by society rather than being innate.

Queer Theory challenges traditional ideas about gender and sexuality while appreciating variety.

Intersectionality demonstrates how diverse aspects of people's identities, such as race and gender, can interact to influence how they are treated.

Feminist Theory examines power dynamics between men and women, demonstrating how sexism impacts everyone, including LGBTQ+ persons.

Biopsychosocial models describe how biology, psychology, and social factors interact to shape a person's sexual orientation or gender identity.

**Key Findings:**

Previous research on LGBTQ+ concepts has revolutionized our understanding of sexual orientation, gender identity, and expression, revealing a diverse range of identities that defy conventional categories. Research has underlined the impact of biological, social, and environmental factors in the development of LGBTQ+ experiences, emphasizing the significance of inclusive policies and practices in healthcare, education, and other professions. Despite progress, disparities in mental health, healthcare access, and legal rights persist, highlighting the significance of action and support. Recognizing the intersections of LGBTQ+ identities with other marginalized groups is crucial to tackling the complicated difficulties that many communities face. Finally, these findings highlight the need of encouraging acceptance, equality, and empowerment for all LGBTQ+ individuals.

**Data of LGBTQ:**

Americans' Self-Identification as LGBT, by Generation (2021)

|  |  |  |  |
| --- | --- | --- | --- |
| **Generation** | **LGBT %** | **Straight%** | **No response** |
| Generation Z (born 1997-2003) | 20.8 | 75.7 | 3.5 |
| Millinnials (born 1981-1996) | 10.5 | 82.5 | 7.1 |
| Generation X (born 1965-1980) | 4.2 | 89.3 | 6.5 |
| Baby boomers (born 1946-1964) | 2.6 | 90.7 | 6.8 |
| Traditionalists (born before 1946) | 0.8 | 92.2 | 7.1 |

**Future Research Considerations and Implications:**

Future research on LGBTQ+ issues should focus on a few important areas to better understand and serve LGBTQ+ people. Longitudinal studies can follow individuals' experiences throughout time, revealing elements that influence identity and well-being. Intersectionality study should look into how several marginalized identities interact to influence prejudice and access to resources. Health research should prioritize healthcare access and quality, especially for transgender and non-binary people. Evaluating the legal and policy implications for LGBTQ+ people's lives can help to shape advocacy and change efforts. Understanding familial acceptance and support is essential for LGBTQ+ well-being and can help guide therapy. Global perspectives on LGBTQ+ issues reflect various experiences and guide global advocacy activities. Community-based research can identify characteristics that promote LGBTQ+ resilience and empowerment.

**Challenges:**

**Data Collection and Privacy Concerns**: Due to privacy issues and legal limitations, obtaining accurate information regarding gender identity and sexual orientation might present difficulties. Due to the underrepresentation of LGBTQ+ people in business analytics datasets, decision-making processes may be biased and have limited insights.

**Bias in Algorithms and Models:** Business analytics models and algorithms may perpetuate prejudice and discrimination against LGBTQ+ individuals if they are trained on biased data or fail to take into account the unique needs and experiences of LGBTQ+ communities. Careful consideration of algorithmic design, validation methods, and data sources is necessary to guarantee justice and equity in combating prejudice.

**Workplace Discrimination and Bias**: People who identify as LGBTQ+ may face prejudice and discrimination at work, which could obstruct their ability to progress in their careers in business analytics-related fields. The industry needs to promote inclusive work conditions and put an end to discriminatory actions in order to draw and keep varied talent.

**Lack of Representation and Visibility**: LGBTQ+ individuals may not even be visible in the business analytics sector, or they may not be well-represented in leadership and decision-making positions. Increasing the percentage of LGBTQ+ employees in the workforce and increasing their visibility can promote inclusivity, diversity, and the dismantling of stereotypes.

**Access to Resources and Support:** It could be difficult for LGBTQ+ individuals to locate LGBTQ+ inclusive professional development courses, mentorship programs, support networks, and hiring practices in the business analytics industry. Professionals who identify as LGBTQ+ can thrive in their careers with the correct support and services.

**Intersectional Challenges:** In business analytics situations, individuals who identify as LGBTQ+ and who also belong to other marginalized groups, such as women, people of color, and people with disabilities, may face discrimination and additional challenges. Intersectional approaches are necessary to address the unique needs and experiences of varied LGBTQ+ communities.

**Cultural Competence and Awareness**: Creating inclusive business analytics settings and practices requires raising knowledge of LGBTQ+ issues and fostering cultural competency. To do this, experts in the field must be taught about the identities, experiences, and rights of LGBTQ+ people.

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**Unethical issues faced by LGBTQ induviduals:**

**Discrimination**: LGBTQ+ individuals often face discrimination in various aspects of life, including employment, housing, healthcare, and education. This discrimination can manifest in overt forms, such as harassment or violence, as well as subtle forms, such as unequal treatment or microaggressions.

**Legal Challenges:** Many countries have laws that discriminate against LGBTQ+ individuals, such as bans on same-sex marriage or restrictions on adoption rights. These laws deny LGBTQ+ individuals equal rights and protections under the law, contributing to systemic inequality and injustice.

**Conversion Therapy:** Conversion therapy, also known as "reparative therapy" or "sexual orientation change efforts," is a harmful and unethical practice that aims to change an individual's sexual orientation or gender identity. This practice has been widely discredited by medical and mental health professionals and is associated with serious psychological harm.

**Violence and Hate Crimes:** LGBTQ+ individuals are disproportionately targeted for violence and hate crimes due to their sexual orientation or gender identity. These acts of violence are often motivated by prejudice and bigotry and can have devastating consequences for individuals and communities.

**Bullying and Harassment:** LGBTQ+ youth are particularly vulnerable to bullying and harassment in school settings. This can lead to negative outcomes such as poor academic performance, mental health issues, and even suicide.

**Healthcare Disparities**: LGBTQ+ individuals may face barriers to accessing healthcare services, including discrimination from healthcare providers, lack of culturally competent care, and denial of care based on religious or personal beliefs. This can result in disparities in health outcomes and exacerbate existing health inequalities.

**Homelessness**: LGBTQ+ youth are overrepresented among homeless populations, often as a result of family rejection or discrimination. Homeless LGBTQ+ individuals face increased risks of violence, exploitation, and poor health outcomes.

**Stigmatization and Marginalization:** LGBTQ+ individuals may experience stigma and marginalization within their own communities, as well as in broader society. This can lead to feelings of shame, isolation, and internalized homophobia or transphobia.

**Family Rejection:** LGBTQ+ individuals often experience rejection from their families when they come out, leading to strained relationships, emotional trauma, and homelessness in some cases.

**Denial of Rights:** LGBTQ+ individuals may be denied basic civil rights and legal recognition of their relationships, such as marriage equality, adoption rights, and access to spousal benefits.

**Ethical issues faced by LGBTQ Individuals**

It revolves around ensuring their rights, dignity, and equality are respected in all aspects of life. Here are some ethical concerns commonly encountered by members of the LGBTQ+ community:

LGBTQ+ individuals have the ethical right to self-determination, which includes the ability to express their gender identity and sexual orientation authentically without fear of discrimination or coercion.

**Privacy and Confidentiality**: Respecting the privacy and confidentiality of LGBTQ+ individuals is crucial, especially in healthcare settings where disclosure of sexual orientation or gender identity could lead to discrimination or harm.

**Informed Consent**: In healthcare and research settings, obtaining informed consent from LGBTQ+ individuals is essential, particularly regarding treatments or studies related to their sexual orientation or gender identity. This includes providing information in a culturally competent manner and respecting individuals' autonomy.

**Cultural Competence:** Professionals across various fields, including healthcare, education, and social services, have an ethical obligation to be culturally competent when working with LGBTQ+ individuals. This involves understanding the unique needs and challenges faced by LGBTQ+ communities and providing appropriate support and resources.

**Anti-Discrimination:** Upholding principles of non-discrimination and equality is essential to ensure that LGBTQ+ individuals have equal access to opportunities, services, and resources without facing prejudice or bias.

**Inclusive Policies and Practices:** Organizations and institutions should adopt inclusive policies and practices that affirm the rights and identities of LGBTQ+ individuals, including workplace non-discrimination policies, gender-inclusive facilities, and inclusive language.

**Combatting Stigma and Prejudice:** Ethical practice involves challenging stigma and prejudice against LGBTQ+ individuals and promoting a culture of acceptance, respect, and celebration of diversity.

**Legal Protections**: Advocating for legal protections for LGBTQ+ individuals, including anti-discrimination laws, marriage equality, and recognition of gender identity, is essential to ensure their rights are upheld under the law.

**Intersectionality:** Recognizing the intersectionality of LGBTQ+ identities with other marginalized identities, such as race, ethnicity, disability, and socioeconomic status, is crucial in addressing the unique challenges faced by individuals who belong to multiple marginalized groups.

**Supporting LGBTQ+ Youth**: Ethical considerations include providing support and resources to LGBTQ+ youth who may face rejection, bullying, or homelessness due to their sexual orientation or gender identity.

**PRIDE MONTH:**

Pride Month is a time to recognize and celebrate LGBTQ+ people's histories, identities, and contributions to society. The Stonewall riots of June 1969, which marked a turning moment in the history of the LGBTQ+ community and the fight for equality, are remembered annually in June. During Pride Month, LGBTQ+ groups and allies come together to participate in a variety of events, including marches, festivals, parades, rallies, and educational initiatives. These events celebrate diversity, promote acceptance, and support LGBTQ+ visibility and rights. Pride Month offers a chance to reflect on both the progress that has been made and the challenges that LGBTQ+ equality still faces. It's an opportunity to honour the courage and persistence of LGBTQ+ individuals who have fought for equality.

**STUDENTS SPEAK OUT FOR LGBTQ RIGHTS**



On Friday, students across the nation are speaking out in favour of LGBTQ rights following over thirty years of yearly silent protests. The recent spate of legislation aimed at limiting the rights and visibility of LGBTQ Americans served as the impetus for this campaign.   
This year, the annual "Day of Silence," where students pledge to keep quiet in opposition to homophobia and the marginalization of LGBTQ voices, will take the shape of a day of action called the "Day of (NO) Silence."   
Each year, GLSEN an LGBTQ education and advocacy organization that works to end prejudice and homophobia in schools assists in organizing the student-led demonstrations.

Melanie Willingham-Jaggers, the executive director of the group, stated that moving ahead, the initiative will encourage kids to use their voices to speak out against discrimination and homophobia.

"It is more important than ever to take action," Willingham-Jaggers told CNN. "We are adopting a proactive stance with the Day of (NO) Silence by rising up and taking action, instead of observing silence."

Students are encouraged to email their politicians, register to vote, and share personal stories in order to demand reforms to Title IX that would better safeguard LGBTQ children.

**ANTI LGBTQ PROTEST IN MALWAI**

In Lilongwe, the capital of the conservative southern African nation of Malawi, where same-sex relationships are prohibited, over 5,000 protestors held an anti-LGBTQ demonstration on Thursday.

The protest is happening in the middle of a legal dispute between a transgender woman and a Dutch citizen regarding the legality of Malawi's anti-homosexuality legislation.

Simultaneously, protests were coordinated by the local Catholic Church and backed by religious institutions in other major cities like as Blantyre, Mzuzu, and Zomba.

Under the leadership of Archbishop Desmond Tambala, protesters carried placards as they marched through Lilongwe and delivered a petition to lawmakers outside the parliament.

In the petition she read to lawmakers, Sheikh Dinala Chabulika of the Muslim Association of Malawi said, "Homosexuality goes against everything that we believe as a people."

According to Reverend William Tembo, speaking on behalf of the Malawi Council of Churches, same-sex unions are "strange, and we are not ready to accept these unfamiliar phenomena in Malawi".

"We are a family-oriented nation, a nation that fears God, and that is why the church stands against same-sex campaigners," Tembo said.

Lazarus Chakwera, a former evangelical pastor and president, was urged by the marchers to resist efforts to permit same-sex unions.

**CONCLUSION:**

In conclusion, the LGBTQ rights movement serves as both a shining example of social progress and a valuable teaching tool for business analytics professionals about ethical issues. Businesses are using data analytics to make decisions more and more, but it's important to understand the ethical implications of this, especially when it comes to LGBTQ concerns.

A dedication to justice, equity, and respect for diversity is essential for ethical business analytics. Businesses must consider how their data-driven initiatives may affect marginalized groups, such as LGBTQ people. Businesses should respect moral principles and advance LGBTQ rights and representation by utilizing inclusive databases, staying away from discriminatory algorithms, and emphasizing responsibility and transparency.

Furthermore, ethical issues cover wider societal ramifications in addition to internal procedures. It is the duty of businesses to use their resources and power to promote LGBTQ equality in their operations as well as in the communities they serve. This could entail pushing for legislative changes, endorsing LGBTQ-inclusive policies, or collaborating with LGBTQ organizations to advance diversity and inclusion programs.

Businesses have a special chance to link their analytics procedures with moral precepts as the LGBTQ rights movement develops, promoting an environment of decency, acceptance, and equality. By doing this, they contribute to a more equitable and inclusive society where everyone's rights and dignity are respected and honored, as well as reducing risks and improving their reputation.

The convergence of business analytics and ethics highlights the significance of responsible leadership and thoughtful decision-making in promoting constructive societal transformation. As we endeavor to make a better society for everyone, let us not waver in our observance of moral principles and the advancement of LGBTQ rights as we negotiate the challenges of data-driven decision-making.

Businesses must carefully and diligently negotiate ethical issues as they depend more and more on data analytics to inform their decisions. This entails proactively resolving any potential biases and disparities in addition to guaranteeing the fairness and integrity of their data methods. Businesses may harness the revolutionary power of analytics while preserving the rights and dignity of LGBTQ individuals by implementing inclusive approaches to data collection, analysis, and interpretation.

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Anti-LGBTA protest help in Malawi

<https://monitor.civicus.org/explore/anti-lgbtqi-protests-held-across-malawi/>