

# Gender Diversity Management in School using Four Sublime States of Mind

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## ABSTRACT

*This article aimed to study the gender diversity management in school using four Sublime States of Mind, with the following study issues: 1) Gender diversity, studying gender, meaning of LGBTQI and gender diversity in Thai society. 2) School and gender diversity, studying the understanding of gender diversity in school and adaptation and creation of acceptance in the role of a teacher. 3) Management on gender diversity, studying discrimination against LGBT people and managing diversity in the organization. 4) Using the four Sublime States of Mind principles to administer school, studying the meaning of the four Sublime States of Mind principles and the administration based on the four Sublime States of Mind. From the study of various issues in managing sexual diversity in school using four Sublime States of Mind, the authors of the article concluded as follows: 1) to implement the four Sublime States of Mind principles to manage school to create guidelines for eliminating the inequality of gender diversity in school, 2) to consider people with gender diversity with dignity to be on the board of directors of school to determine the policy of the school, 3) to show compassion with job development and success of people with gender diversity from the work not prejudiced against gender, 4) to generate kindness to make people in school aware of their responsibilities towards the treatment of LGBTQI people, 5) there is a kindly counseling system in school in response to diversity in school, and 6) to organize training and seminars to create understanding of coexistence with LGBTQI people in school.*

## Keywords

Educational administration, Four Sublime States of Mind, Gender Diversity, LGBTQI

## I. INTRODUCTION

Gender diversity, gender identity, alternative sexuality, etc., these are the terms that have been coined today which is a digital world, both in terms of sexual orientation and gender identity is an issue that society in many countries has accepted more than in the past. A prime example is that in 2019, 28 countries legalized same-sex marriage, and in 2016, the World Health Organization (WHO) set out a global agenda for sustainable health development. By 2030, people around the world are working towards a global goal that reflects universal justice in health that respect human dignity by pledging not to leave anyone behind. This population will no longer face physical and mental health problems alone in order to combat physical and mental differences. It has a profound impact on the health conditions faced by the LGBTQI population. Every population in the world needs to understand the core concepts related to health and sexual diversity to reaffirm the commitment of the United Nations to upholding the dignity and equality of all human beings in the world towards gender identity and gender diversity. [1]

Therefore, the application of the Four Brahmavihārā principles to manage gender diversity in educational institutions is a guideline for giving importance to accepting diverse people taking into account various factors that affect the administration of educational institutions to formulate policies of educational institutions as a guideline for educating and understanding about people of gender diversity and develop educational institutions to be accepted by society. It also opens up a social space for people of diverse gender to develop their potential in a society with gender diversity.

## II. GENDER DIVERSITY

In the past, most people in society thought that same-sex attraction is something wrong. There are also documents stating that LGBT people are who having mental disorders which these ideas have roots in culture or social norms in the past resulting in discrimination make people with gender diversity did not receive the rights that they should have and social acceptance.

But nowadays, in medicine people of gender diversity is not a disease or mental disorder but being a person with gender diversity. It can be caused by many components, both inside the body may be caused by hormonal levels brain chemicals and outside the body that are caused by upbringing, culture, or social basis that shapes a person "Gender diversity." Therefore, it is not an abnormality at all in order to have a common understanding in the dimension of gender diversity. In consequence, the study of the meaning of sexual diversity is divided into gender, meaning of LGBTQI, and sexual diversity in Thai society as follows:

### What is gender?

Gender, by means of the English-Thai Sociological Dictionary, 2006 edition of the Academic Institute, has coined the term. The meaning of the word "gender" is defined as follows: General meaning means the difference between men and women according to sex in anatomy. Sociological definition refers to social classification which does not need to be divided accordingly anatomy always in sociology and social psychology, "sex" refers to the biological characteristics used to divide people into women and men, and "gender" refers to the social and socio-psychological characteristics used. It is the basis for the classification of

humans as “feminine”, “masculine” or “male” (Androgenous), which is a combination of characteristics. Characteristics of masculinity and femininity from the above meaning the term “gender” can be summarized as follows:

Gender means gender roles that are defined and made up of tradition power structure traditions and various social mechanisms that affect self-definition or gender identity and the representation of gender roles or gender identity of individuals in society. [2]

Gender identity is the perception of a person's gender towards himself or herself. What gender are they in the gender group of the society in which they live? Where each society has different gender groups that do not necessarily correspond to their gender at birth, such as boys, girls, men, women or other genders, do not count, including sexual interest or preference for other people.

Birth sex (Biological sex) is the sex that is determined by a doctor or specialist. From reproductive organs, chromosomes and various hormones can be divided into male, female or intersex.

#### What is LGBTQI?

“LGBTQI” is a term used to refer to LGBTQ people, it has compiled a description of people with sexual orientation and gender identity that a variety “LGBTQI” stands for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex, where Lesbian refers to women who love women, Gay refers to men who love men. Bisexual means a person who loves both men and women. Transgender means a person who feels satisfied with their gender or gender identity as opposed to their birth sex and people with intersex refer to people who were born with a sexual body, reproductive organs that are ambiguous, may have features that do not match male or female or have both reproductive organs. LGBTQI is a term referring to the LGBT community whether it's Lesbian, Gay, Bisexual, Transgender, Queer and Intersex. That is not a gender-based group or Cisgender, some call it LGBT, some call it LGBTQ or LGBTQIA, but overall, it means LGBT people.

### III. GENDER DIVERSITY IN THAI SOCIETY

Chira Thongkrai (M.P.A.) said that for Thailand gender diversity seems to be have been with Thai society for a long time. From the evidence of the law enacted since the Ayutthaya period until the reign of King Rama V of the Rattanakosin period, “Katoey” was mentioned in Phra Āyā Laksanaphayan (Law of evidence) regarding the 33 categories of persons who cannot be brought as witnesses, “Katoey; Pañ dhaka” is one of the 33 categories that cannot be witnesses, being considered outside the moral framework set by society or being a “marginalized” person that society does not accept as equals with others.

Thailand has officially recognized homosexuality as a mental disorder. Officially, on January 29, 2002, the Department of Mental Health issued an official letter to inform that homosexuality is not considered a mental disorder. The World Health Organization has cut out homosexual behaviour out of the international classification of diseases still, even though it was officially recognized in the field of medicine, but in practice, the diversity group Gender is also affected by gender bias and discrimination.

### IV. EDUCATION INSTITUTIONS AND GENDER DIVERSITY

Nowadays, in many educational institutions, organizations or projects are established to support these diverse individuals, make society aware, understand and prevent oppression or bullying from people who don't understand gender diversity. For this reason, educational institutions should create guidelines for living with LGBT people with the following guidelines:

1. Raising understanding of gender diversity in educational institutions with Thai society still not having a thorough understanding of gender diversity make people with gender diversity faced with difficult environments including unfair treatment, sexism, bullying, or being forced to hide one's identity both in school and outside. This happens to both teachers and adults and students who still have to grow up but was suppressed because of the lack of understanding of society, so if educational institutions can create an understanding of gender diversity for both students and staff to create an educational institution to be a safe space for people of all genders and build people and society with long-term openness by this support, not just with students but also for teachers with gender diversity.

#### 2. Learning gender diversity by yourself

Diversity education and acceptance starts with self-education to show LGBT people that the school is open to a diverse society, ready to learn and create a safe school in the long run educational institutions must support everyone to learn the correct basics of gender diversity including providing accurate knowledge to both students and staff to show LGBT people that education is a safe place and open to LGBT people.

#### 3. Using language with LGBT people

The use of language and speech must take into account the use of nouns representing LGBT people with the correct term. It shows respect for those people, ask to make sure the group is comfortable with what kind of calling. Sexual insults or mockery of gender identity are not encouraged in order to demonstrate the readiness to support and open up the gender of the school and to cultivate a good idea.

#### 4. Dependable Support

The duties and expressions of personnel and executives to demonstrate that a diverse group of people have trusted executives and colleagues. It started by encouraging transgender teachers to dress according to their gender, protect and prevent bullying from gender discrimination in education counselling students who are in the process of identity discovery and understanding gender diversity with people in educational institutions.

### V. MANAGEMENT ON GENDER DIVERSITY

Nowadays, there is more variety. This is because Thai society is now open. Recognition of human dignity has been discussed a lot. Social class discrimination and gender discrimination have become socially unacceptable.[4] Working in an organization is therefore necessary to provide equal opportunities for the diversity of people in society to share opportunities create prosperity and create a society of happiness which is the goal that all members of society want together. The diversity of people in the organization includes women workers, people of colour, people with disabilities,

older people and people of LGBTQ taking into account human rights and discrimination against LGBT people in the workplace as follows:

1. Discrimination against LGBT people in the workplace, people of the LGBT community are perceived to be predominantly engaged in beauty, acting and entertainment careers such as make-up artists, actors, cabarets, florists and actors, etc. There is also another group of LGBT people who work as sex workers which can be regarded as a large population and live-in various districts is a tourist attraction causing people in society to create stereotypes, the myth that most people with gender diversity prefer to work in such occupations until causing a distortion of the fact that LGBT people are excluded from other occupations, even after completing higher education.[5] When looking at multinational companies operating in Thailand, Chevron is found to be a company that respects human rights and attach great importance to the diversity of human resources in the organization. It believes that an organization can be successful if it can integrate the diversity of concepts, experiences and skills of employees to work. Chevron received a full score on the most recent Corporate Equality Index conducted by the Human Rights Campaign, the largest civil rights organization in the United States. This means that Chevron is an organization that has policies in place and treats LGBTQ people equally. It is considered the most attractive organization for LGBT people to work with. [6]

## 2. Diversity management in the organization

Nowadays, managing the diversity of people in an organization is one of the key strategies to gain and maintain a competitive advantage. Therefore, it is something that corporate executives cannot ignore [7] within the framework of the concept of diversity. The quality that is based on uniformity is replaced by the quality that is derived from the diversity in the organization. However, in dealing with today's diverse environments, many obstacles are encountered as a result of [8] identity and bias causing bias, 2) focusing only on the same group or group, 3) Discrimination is an action taken in a conflict with that group.

It is therefore necessary that organizations must create an organizational culture that accepts and supports and value diversity in the organization [9] [10] [11] [12] by Mathis & Jackson [13] has suggested ways to manage diversity successfully. The elements that contribute to the success of corporate diversity management are as follows: 1) Separation of diversity management from eliminating inequality, 2) Diversity management, 3) Emphasis on development, 4) Raising awareness of the responsibility for managing diversity in the organization, 5) Establishing an informal advisory system in response to organizational diversity, and 6) Training and development by focusing on diversity in the organization.

Therefore, the management of diversity in the organization from the study of various issues, the author of the article concludes to suggest ways to deal with diversity. The following elements were presented: 1) Managing diversity by using the principle of equality, 2) In establishing committees for various operations, there should be diverse people on the committee, 3) Set goals from diverse perspectives to be, 4) Giving importance to diversity management in the organization, 5) Having a department to

give advice on managing diversity in the organization, and 6) Creating an understanding of the form of training and development for understanding in managing diversity in the organization.

## VI. THE USE OF THE FOUR BRAHMA VIHARN PRINCIPLES IN EDUCATIONAL INSTITUTIONS

Brahmavihārā 4 means the noble personal nature which is a noble, pure, and noble behavior which is the moral principle concerning the conduct that promotes the governance, there are 4 elements as follows:

1. Mettā means loving kindness and goodwill. It means thinking of helping everyone to experience benefits and happiness in general. The true purpose of Mettā is to train the mind, which is to train the mind to be calm, compassion for all beings.

2. Karuṇā means sympathy, meaning thinking about helping others out of suffering. Suffering is striving to release and cure suffering, suffering of other people and all animals in practice about Please start by cultivating compassion for others. Difficulty arises in the heart when there is kindness in the heart, then expressions will occur depending on the situation, such as helping the helpless orphans. Kindness is an important virtue to make the sacrificial person ready to do anything to help others receive happiness, this virtue shows that the doer must have a high moral base.

3. Muditā means joy, it means rejoicing in seeing others well. This Muditā is the Dhamma of one who is generous, rejoice in the goodness of others. It can be regarded as making merit or one good deed, also means in support to creators who invent things for the benefit of society as well.

4. Upekkhā means neutral trust considering the facts means to decide in any matter should be considered with wisdom, reasonableness and fairness and practice with calm, discreet, able to maintain the integrity or justice.

Phra Dhammapiṭaka stated that the administration based on the four Brahmavihārā principles would be a virtuous administration, operating with fairness, making the society happy. These four virtues promote administrative support for administration with order and satisfaction in which the executives will be able to perform their duties efficiently and effectively. Executives must also have morality in their conduct so that their followers will have faith and cooperate well in performing various missions. Administrators, if following the principles of the four Brahmavihārā, will have the following characteristics: Who? 2) A popular and respectable personality, 3) having a noble spirit full of humanity optimistic, happy life.

With the four Brahmavihārā principles, these are the principles that are very important to the administration, especially to the head. Therefore, when the chief will apply this principle to his subordinates, consider the situation in which this principle will be applied as follows: 1) when subordinates are normal leaders should be kind, meaning giving love, goodwill, have a wish for subordinates to be happy. 2) When subordinates are lower than before, suffering is suffering. The leader must have compassion when he saw his subordinates suffer and the leader has the desire to help that person out of suffering. 3) When the subordinates are better to be successful, a leader should have Muditā, which means having joy with the happiness of subordinates as well.

4) In the case where righteousness is maintained according to principles and rules, the leader should have equanimity, which means trusting in neutrality but remained close to his subordinates and do not intervene so that the legitimacy remains.

Therefore, the author of the article concluded that the administration of a good administrator by using the four Brahmvihārā principles will result in an impression on the participants, morale and motivation to work very well, which will lead to work to be successful according to the set goals and proceeding well so to be able to win people's hearts in any performance, executives must have both mercy, kindness, compassion and complete equanimity in order to be able to continue to be efficiently administered.

## VII. KNOWLEDGE FROM EDUCATION

From the study of concepts and knowledge that have been studied can summarize the knowledge of Gender diversity management in educational institutions by using the four Brahmvihārā as follows:

Gender diversity can be separated into gender identity, sex or biological sex, and gender. The abbreviation LGBTQI stands for Lesbian, Gay, Bisexual, Transgender, and Queer groups, R and intersex non-gender group.

Gender diversity has been with Thai society for a long time. Thailand has officially recognized homosexuality as not a mental disorder by the Department of Mental Health and the World Health Organization has cut out homosexual behavior, out of the international classification of diseases.

Building an understanding of gender diversity in educational institutions has not yet created concrete knowledge and understanding. Administrators should have policies and management guidelines on gender diversity for both students and school personnel to make educational institutions a safe space for people of all genders. Build people and society with long-term openness which everyone can learn by themselves Understanding from interviewing people with LGBTQ people. Everyone is encouraged to learn the correct basics of gender diversity.

Adaptation and creation of acceptance in the role of teacher in educational institutions by accepting the conditions of society from expressions in various fields to be accepted by both students and parents including those involved both inside and outside the educational institution to negotiate with the conditions of a society that values competence and potential in various fields.

Administration based on the four Brahmvihārā principles will be a virtuous administration, conducting governance with fairness, neutral to eliminate disparity make school happy. School administrators should express themselves to their subordinates to have kindness, Karuna, Mudita, Upakkha, so that the personnel in the educational institution will have faith and cooperate well in carrying out various missions

## CONCLUSION

From the study of various issues in the management of sexual diversity in educational institutions using the four Brahmvihārā principles, the authors of the article summarized to propose considerations for the management of sexual diversity in educational institutions using the four Brahmvihārā as follows: 1) To use Principle of

Brahmvihārā IV to administer educational institutions to create guidelines for eliminating the inequality of gender diversity in educational institutions become a member of the school management committee to determine the policy of the school; 2) To consider people with gender diversity with dignity to be on the board of directors of school to determine the policy of the school; 3) To give compassion with job development and success of people with gender diversity from the work, not prejudiced against gender; 4) To generate kindness; 5) There is a kindly counseling system in educational institutions to respond to diversity in educational institutions. 6) To organize training and seminars to understanding how to live with LGBT people in education.

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